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► Review of National Regulatory Frameworks and Structures in Agriculture Sector

A Study on Agriculture Sector Compliance and
Evidence-Based Recommendations for the
Kurdistan Region of Iraq

► **Review of National Regulatory Frameworks and Structures in Agriculture Sector**

A Study on Agriculture Sector Compliance and Evidence-Based Recommendations for the Kurdistan Region of Iraq

► ISBN

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► FOREWORD

The combination of the economic downturn in Iraq and the war against ISIS, in addition to the new labour market and employment challenges imposed by the COVID-19 crisis, result in reduced livelihood and employment opportunities and a general reduction in the living standards, especially for the most vulnerable in the society. The crucial role of agriculture in economic development is widely recognized and there are numerous success stories on how the agriculture sector served for development. As other sectors of Iraq's economy, agriculture has not fully modernized following three decades of conflict and isolation. According to the Labour Force Survey of 2021, the sector employs 8.4 percent of Iraq's workforce. Employed women make up roughly 20 percent of the agricultural workforce, compared to 5 percent of the industrial workforce, and 13 percent of the workforce employed in the services sector. However, the sector suffers from lack of regulatory frameworks and support structures to govern agriculture activities, protect its workforce, and address concerns collectively; decent work deficits at the farm level including instances of child labour, insufficient occupational safety and health measures and lack of social protection coverage; and inadequate work skills and knowledge to support safe working environments and enhanced productivity.

The ILO EU funded- project "Enhancing labour governance, inspection and working conditions in response to COVID-19, addresses a number of labour market challenges imposed by the pandemic, as well as some of the longer-term decent work priorities of Iraq. It focuses on strengthening the labour inspection system and improving occupational safety and health (OSH) in line with international labour standards, through policy development and capacity building. The project works closely with social partners to raise their awareness on labour inspection, OSH and fundamental principles and rights at work, so they can better engage in programmes to promote compliance with labour legislations and respond to COVID-19.

Emphasis is placed on compliance with decent work in the agricultural sector. Pilot interventions on farms help farmers move towards compliance with labour standards. Interventions provide trainings and guidance on labour standards to build their knowledge and capacity, while supporting workers to understand their rights, enhance their employability through skills development and help labour inspectors carry out their functions

As the ILO begins planning its interventions around policy advocacy and supporting government and other efforts to develop or reform relevant frameworks on active labour market programmes, the right to work and rights at work, including social security, an understanding of the current legal, and regulatory environment in regard to those in agriculture is required, while proposing evidence-based recommendations for the agriculture sector compliance.



The study “Review of National Regulatory Frameworks and Structures in the Agriculture Sector- A Study on Agriculture Sector Compliance and Evidence-Based Recommendations” involved a macro-level analysis of the agriculture sector in Federal Iraq and the Kurdistan Region of Iraq (KRI) and further delved into the context specific to Basra and Dohuk governorates, in two separate reports. one report focusses on Federal Iraq and targeted analysis of the tomato, dairy, and date sub-sectors in Basra governorate. A second report focusses on the national level in KRI and targeted analysis of fruit and vegetable production in Dohuk governorate.

I would like to express my appreciation and gratitude to the European Union for providing the financial support to undertake that study, as well as for their support for the efforts of Iraq and the ILO office in achieving the activities and objectives of the first Decent Work Country Programme (2019-2023). I would like also to thank all the contributors for their dedication, hard work and insightful contributions; Elisenda Estruch Puertas- ILO Headquarters, ILO Advisor Julie Helson, Dawit Mengesha- ILO Iraq and Sreo Consulting for their convening of the study, and skilful navigation and synthesis of the many complex issues that it covers.



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► ACRONYMS

FDP	Forcibly Displaced Person
FGD	Focus Group Discussion
IDP	Internally Displaced Person
ILO	International Labour Organisation
KII	Key Informant Interview
KRG	Kurdistan Regional Government
KR-I	Kurdistan Region of Iraq
MoE	Ministry of Education
MOLSA	Ministry of Labour and Social Affairs
OSH	Occupational Safety and Health
PPE	Personal Protective Equipment
SREO	SREO Consulting Ltd.
TVET	Technical, Vocational Education, and Training
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNHCR	United Nations High Commissioner for Refugees

► EXECUTIVE SUMMARY

Since early 2020, Iraq's agricultural sector has been severely impacted by the outbreak of the coronavirus pandemic and the economic effects of the public health measures taken by the Iraqi state in response. COVID-19 was the most recent in a series of challenges faced by Iraq's agricultural sector. Agriculture in Iraq has declined due to factors such as conflict, rural to urban migration, displacement, poor water access, deteriorating soil quality, weak economic infrastructure, and the lack of productive assets and technologies. This has an important impact on jobs. After public service and trade, agriculture is the country's third-largest employment sector, the largest for its rural population,¹ and of particular importance as a source of employment for women.² More broadly, Iraq has long faced a high unemployment rate – prior to COVID-19 it was around 19 per cent and has since increased.³ A June 2020 ILO labour market survey of vulnerable households found that three-quarters of households had lost their usual employment and the average monthly household income had dropped by 40 per cent. The situation for farmers and agricultural workers in Iraq since then has only grown more challenging, given multiple geopolitical and health-related crises that have led to dramatic increases in food, fuel, and fertilizer costs.

In this context, the International Labour Organisation (ILO), with support from the European Union (EU) is implementing the project “Enhancing labour governance, inspection and working conditions in response to COVID-19.” The project is developing a compliance model for the agriculture sector with the goal of improving the skills and working conditions of those working in the sector. The project will work through enhancing the regulatory framework in the agriculture sector, improve occupational safety and health measures, and strengthen employment services and support from cooperatives.

ILO conducted a detailed review and mapping of the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. This included an analysis of the institutional framework and practices relevant to agriculture workers' access to employment, training opportunities, enterprise development, working conditions and rights. Through identifying existing gaps, needs and entry points for programming and policy advocacy, the study helps contribute to and update agriculture sector compliance in Iraq. The study involved a macro-level analysis of the sector in Federal Iraq and the Kurdistan Region of Iraq (KRI) and further delved into the context specific to Basra and Dohuk governorates, in two separate reports. This report focusses

¹ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

² Al-Haboby, Ashr, et al., “The Role of Agriculture for Economic Development and Gender in Iraq: A Computable General Equilibrium Model Approach.” *The Journal of Developing Areas*. Vol.50, No.2. 2014.

³ ILO and Fafo Institute for Labour and Social Research, *Rapid Assessment of the Impacts of COVID-19 on Vulnerable Populations and Small-scale Enterprises in Iraq*, July 2020.

on the Kurdistan Region of Iraq (KR-I) and targeted analysis of fruits and vegetables sub-sectors in Dohuk governorate. A second report focusses on the national level in Federal Iraq and targeted analysis of tomato, date and dairy production in Basra governorate.

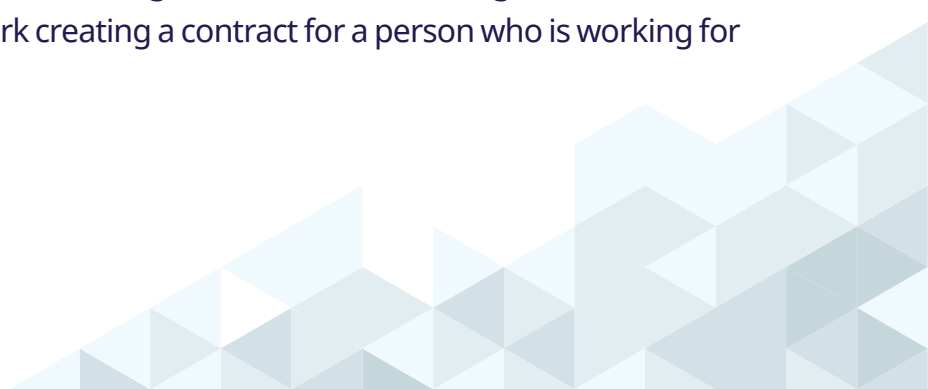
Stakeholder analysis and primary data collection was undertaken through Key Informant Interviews (KIIs) with national and international actors, trade union representatives and employers' representatives to assess the practical application of policy, legislative and regulatory frameworks and identify barriers. This was complemented with an examination of the extent to which policies and regulations are applied in practice, a survey with farmers, agricultural workers, Micro, Small and Medium-sized Enterprises (MSMEs), businesses, etc.; and Focus Group Discussions (FGDs), to better assess knowledge and application of these policy, legislative and regulatory frameworks.

The ILO organized four tripartite validation workshops with government stakeholders, workers' and employers' organizations to discuss key findings and collaborate on formulating recommendations to enhance regulatory framework and address gaps/challenges identified.

Key findings include:

- Labour inspection is essentially missing in the agriculture enterprises interviewed in the KR-I. Only 6% of total surveyed respondents have witnessed inspection visits, and issues of lack of cooperation and transparency by employers were reported. There is a significant challenge with the remote location of some farms affecting the frequency of visits.
- There is low awareness among workers of how to submit complaints about labour matters. Most workers (72%) do not know how to submit complaints. The most frequent channel that workers are aware of to submit complaints was police (63%) and legal entities (63%). Some respondents chose village leaders as a channel to submit complaints (34%). None of the respondents mentioned Ministry of Labour as a channel which they are aware of for submission of complaints.
- There are significant concerns regarding occupational safety and health. Employers do not necessarily take the needed precautions with regards to monitoring and management of labour risks, and are exposing workers to risks without prior assessments, contingency plans, or investigations of safety accidents. Only 2% of survey respondents who do not own farms reported being registered with health insurance. None of the business owners interviewed reported keeping records of injury incidents or conduct investigations for safety violations.

- The security situation presents a particular safety concern for workers in Dohuk. Many workers reported being afraid of cross-border shootings or air raid attacks on the farms where workers are practicing their daily labour. There have reportedly been three deaths on farms either by airstrikes or armed attacks.
- There is no consideration for pregnant women or workers under the age of 15 when it comes to safety standards. Employers fail to keep the pregnant and nursing women away from chemical and toxic materials. Interviewed interlocutors said that the applied labour law allows work for children aged at 15 and older. However, the type of job should not be hard or harmful. Many children work on family farms due to the tough economic situation. Underage workers are equally involved in heavy hazardous work.
- Workers reported serious accidents in the workplace (10 over the past year at one site) and suggested that they are exposed to diseases, injuries, and potentially serious biological and chemical hazards. There have been reported cases of typhoid and overexposure to heat on some farms. Some respondents reported cases of COVID-19 patients who were asked to continue working while they were sick.
- Workplaces and facilities often do not meet safety standards. Most non-owner respondents reported lack of availability of washing facilities, or cleaning materials in case of exposure to hazardous chemicals (79%). Many non-owner workers report a lack of gender-separate latrines (90%), availability of rest areas (29%), medical facilities (41%), or first aid kits (82%).
- Survey respondents reported illegal retaliation towards those who voice concerns with safety measures. 34% of the surveyed non-owner agriculture workers have faced punishment for moving away from serious danger that might affect their health and safety. 28% of the surveyed non-owner respondents reported not being allowed to leave the workplace due to safety concerns. One KII interlocutor explained that workers do not usually express their concerns due to fear of losing their jobs, and employers use that against them.
- There are serious concerns with regards to violence behavior, harassment, or assault towards workers in Dohuk. 28% of the non-owner workers report having faced verbal or physical assault from the employer, the worker's representatives, or other workers. 15% of the non-owner workers report having faced sexual harassment from the employer, the worker's representatives, or other workers.
- Workers seem to have limited if any awareness and understanding of their rights. KII interlocutors explained that workers sign contracts without reading, or without

- trying to get an explanation of the contract from the lawyers. There is a clear lack of understanding on whether workers in the agriculture sector are entitled to social security.
 - Workers' access to trainings seems to be heavily limited, whether the trainings were on safety, skills, or rights. The majority of non-owner respondents (67%) report that they did not receive a training on how to work with agricultural tools and equipment. The majority of non-owner respondents report not being trained on contingency plans in case of fire (82%), nor are they trained on occupational safety and health (88%), or on how to use PPE (80%).
 - There seem to be conflicting responses with regards to women's involvement and equal pay in the agri-food sector. However, it is evident that women face discrimination with regards assumptions about their level of skill, and the type of work opportunities they are offered. Women are only asked to work in the fields which fit the stereotypical gender roles, such as working on ornamental plants, home gardens, and greenhouse. Women are confronted by assumptions that they have less skills, capacity, or energy to handle agriculture work.
 - Many respondents believe that women are involved in the agri-food sector and are receiving equal pay to men. However, some KIIs mentioned that according to observation and research, women receive almost half of the pay that men receive.
 - Women do not seem to receive their maternity paid leaves in this sector due to the absence of contracts. Some interlocutors expressed that they believed that they might be able to legally claim those if they are registered with a workers' union.
 - All types of workers including full time, seasonal, and project-based workers seem to work beyond the standard number of working hours, including up to 12 working hours per day.
 - There is a gap in issuing contracts or accepting the fact that contracts are a given right to both workers and employers in the agriculture sector. On the contrary, many believe that there are certain parts of Iraqi law that do not apply to them or to the sector, such as contracts. Almost all workers (98%) report not being covered with any form of contract (written or verbal). For the very few who do hold contracts, the contracts reportedly include minimal information, typically only about job duration. There is generally a high turn-over in the agricultural sector, which gives the workers a feeling that it might not be work creating a contract for a person who is working for a day or two.
- 

- There are serious violations of labour law when it comes to provision of leaves, notice periods, and determination of contracts. Close to half of the non-owner workers (49%) reported that they do not receive their annual leaves according to the law. As much as 47% of the non-owner workers report not being compensated financially for leaves in cases of termination.
- There is serious lack of consideration for the right to social security in this sector. Almost all (>99%) of the non-owner surveyed respondents report not being registered with social security. None of the FGD participants reported registering with social security.
- Membership in agriculture unions is also not very common. Only 3% of the non-owner respondents reported being members of agriculture unions, which, according to the qualitative data, seems to be good support to the workers in guaranteeing their labour rights including contracts, maternity leaves, and other similar rights.
- There is a demonstrated lack of awareness on the minimum wage for agricultural workers. Different values were provided by different respondents, and some were not aware whether a minimum wage existed or not.
- Farmers have struggled in Iraq over recent years, due to the conflict with ISIS, which caused widespread displacement, as well as damage to agricultural land, infrastructure and equipment in key farming areas. More recently the economic turbulence arising from COVID-19 has placed further pressure on farmers.



► Part 1: OVERVIEW

► 1.1. Context and Background

Since early 2020, Iraq's agricultural sector has been severely impacted by the coronavirus pandemic and the economic effects of the public health measures taken by the Iraqi state in response. As of 19 April 2022, the World Health Organization reported 2,323,284 cases of COVID-19 in all of Iraq, with 25,198 deaths.⁴ In the KR-I, according to official statistics from the Ministry of Health, 387,363 individuals contracted COVID-19 in the first ten months of the pandemic, between March 1, 2020, and January 15, 2021.⁵ The spread of the disease led to 'lockdown' restrictions, closed borders, periodic curfews, and movement restrictions being imposed by the Government of Iraq in Baghdad and the Kurdish administration in Erbil, all of which led to economic impacts in the KR-I. Agricultural production and employment has fallen. For example, one IOM study of Small and Medium-sized Enterprises (SMEs) found that during the early stages of the pandemic, in the second quarter of 2020, average agricultural production dropped by 62%, agricultural employment decreased by 23%, and projected revenues for small businesses in the sector fell in Iraq by 58%.⁶ In the longer term, such issues are expected to disproportionately affect some of the most vulnerable and precariously employed members of the rural workforce – daily wage labourers, migrant workers, the self-employed, as well as women and disabled people.

COVID-19 was only the most recent in a series of challenges faced by Iraq's agricultural sector. Agriculture in Iraq has declined due to factors such as conflict, rural to urban migration, displacement, poor water access, deteriorating soil quality, weak economic infrastructure, and the lack of productive assets and technologies. Reliable access to clean water is a perpetual problem in the KRI, even if it receives more rainfall than the rest of Iraq and seemingly has relatively large water resources. For example, although land suitable for agriculture in the KRI amounts to 1,535,794 hectares, less than 22% of this (327,428 hectares) was estimated to be irrigated in 2019.⁷ Nonetheless, after public service and trade, agriculture is the country's third-largest employment sector, the largest for its rural population,⁸ and of particular importance as a source of employment

⁴ WHO COVID-19 Health Emergency Dashboard, Iraq: <https://covid19.who.int/region/emro/country/iq>

⁵ <https://gov.krd/coronavirus-en/situation-update/>

⁶ Impact of COVID-19 on SMEs in Iraq – Panel Study I, IOM, June to July 2020.

⁷ UNDP, 2019. "Review of the Agricultural Sector in The Kurdistan Region of Iraq: Analysis on Crops, Water Resources and Irrigation, And Selected Value Chains." <https://info.undp.org/docs/pdc/Documents/IRQ/Agricultural%20Study%20-KRI%202019.pdf>

⁸ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

for women.⁹ Crop production is the largest subsector, providing 75 percent of the sector's income, followed by livestock, particularly cattle, goats and sheep.¹⁰ Through the National Development Program, the Iraqi government intends to promote a growth rate of 8.4% in the agricultural sector by 2022, the second-highest of any targeted sector, and increase the agricultural sector share of GDP for non-oil activities.

More broadly, Iraq has long faced a high unemployment rate – prior to COVID-19 it was around 19 per cent and has since increased.¹¹ A June 2020 ILO labour market survey of vulnerable households found that three-quarters of households had lost their usual employment and the average monthly household income had dropped by 40 per cent. With more than 80 per cent of the households having no savings, financial resources were reported to be insufficient to meet basic needs.¹² Iraq has one of the lowest employment to total population ratios in the region, even among men, and the 2014 crisis led to an estimated reduction in employment by 800,000. Labour force participation is estimated at 49% for federally-administered Iraq,¹³ and 40% for KR-I.¹⁴ The participation rate slightly increased from 41.8% in 2000 to around 46.5% in 2017; a significant part of this growth was due to the increase in female participation rates, which rose from 10% in 2000 to 18.7% in 2017.¹⁵ Yet labour force participation of women remains low overall: in 2020, only 10.6% of the employed population in Iraq was female.¹⁶ In the KR-I, in particular, 86.8% of women report to be unemployed, compared to 37.4% of men.

Poverty rates have likely been surging in Iraq during the pandemic, although recent reliable data are difficult to find. The most recent available country-wide estimates of poverty rates from the World Bank have risen from 20.0% in 2017 / 18¹⁷ to 29.8% at the end of 2020,¹⁸ noted in a report that also emphasized how poverty rates could increase significantly in the country with rising grain costs.

⁹ Al-Haboby, Ashr, et al., "The Role of Agriculture for Economic Development and Gender in Iraq: A Computable General Equilibrium Model Approach." *The Journal of Developing Areas*. Vol.50, No.2. 2014.

¹⁰ Agriculture and Livelihoods Needs Assessment, FAO February 2016: <https://bit.ly/2Te0LaO>

¹¹ ILO and Fafo Institute for Labour and Social Research, Rapid Assessment of the Impacts of COVID-19 on Vulnerable Populations and Small-scale Enterprises in Iraq, July 2020.

¹² ILO and Fafo Institute for Labour and Social Research, Rapid Assessment of the Impacts of COVID-19 on Vulnerable Populations and Small-scale Enterprises in Iraq, July 2020.

¹³ ILO (2017). "IRQ - ILO - ILO Estimates and Projections – ILO modelled estimates, July 2017 (%)."

¹⁴ Kurdistan Regional Statistics Office (KRSO) (2018). "Estimated Impacts of the 2014 Twin crises in Iraq." <http://krso.net/files/articles/180218030617.pdf>

¹⁵ https://www.unescwa.org/sites/default/files/inline-files/country_profile_employment_iraq_2019_en.pdf

¹⁶ International Labour Organization, "World Employment and Social Outlook," <https://www.ilo.org/wesodata/>.

¹⁷ World Bank, fall 2020. "Iraq Economic Monitor: Protecting Vulnerable Iraqis in the Time of a Pandemic, the Case for Urgent Stimulus and Economic Reforms," <https://openknowledge.worldbank.org/bitstream/handle/10986154260/34749/.pdf>.

¹⁸ World Bank, fall 2021. "Iraq Economic Monitor: The Slippery Road to Economic Recovery," <https://openknowledge.worldbank.org/bitstream/handle/1098636620/Iraq-Economic-Monitor-The-Slippery-Road-to-Economic-Recovery.pdf>

The public sector accounts for nearly 40% of all jobs and for nearly all formal sector jobs. An estimated two-thirds of all workers are employed in the informal sector, many of whom are daily wage earners.¹⁹ Around 75% of women in the workforce are employed in the public sector, whereas men's occupational status is more varied: 44% of active males work in the public sector; 12% in the private sector (8% private sector employees and 4% employers); 21% are self-employed; 21% are daily workers and 2% are (unpaid) family workers.

Issues that favor the informal economy are rife, including urbanization, displacement, low access to finance, and bureaucracy.²⁰ The work conditions that apply to daily wage earners in the informal economy are characterized by low pay, manual labour, and limited opportunities for career advancement. Since the onset of COVID-19, daily workers have had to reduce hours, accept lower wages, and go into greater levels of debt.²¹ The Bureau of International Labour Affairs cites that Iraq made a slight improvement in its child labour with 5.3% of Iraqi children between the ages of 5 and 14 engaged in child labour while being out of school in 2017.²² Nepotism and corruption present barriers to job opportunities for those who are less well connected, lack the relevant tribal and political affiliations, or lack social and financial capital, including refugees and IDPs.

Agriculture in Iraq suffers from poor organization of farmers and little comprehensive vision within value chains, from production to marketing. Production in the agricultural sector is mainly characterized by smallholder farmers operating small-scale family farms. Generally, these farmers act independently and there is currently little formal or informal collaboration between them. Linkages between actors in the value chain are limited by weak social capital, and in some parts of the country, social cohesion and levels of inter-personal trust are low, making relationship-building along the value chains challenging. Vertical linkages from producer to processor to retailer, and horizontal relationships (e.g., through farmers or processors associations) are often weak or missing. This limits employment possibilities and contributes to the high prevalence of precarious seasonal works in the sector.

¹⁹ 2 UNESCO Office Iraq. 2019. "Assessment of the labour market & skills analysis: Iraq and Kurdistan Region-Iraq: informal sector." <https://unesdoc.unesco.org/ark:/48223/pf0000371374>.

²⁰ 2 UNESCO Office Iraq. 2019. "Assessment of the labour market & skills analysis: Iraq and Kurdistan Region-Iraq: informal sector." <https://unesdoc.unesco.org/ark:/48223/pf0000371374>.

²¹ Based on a study with 47 men and women from urban and rural areas in Diyala, Kirkuk, Ninewa, and Salah al-Din, of which 40 were returnees, 6 IDPs, and 1 a host community member. Ground Truth Solutions_CCI_Falling Through The Cracks_Iraq's Daily Workers_June 2021

²² https://www.unescwa.org/sites/default/files/inline-files/country_profile_employment_iraq_2019_en.pdf

Key gaps in agricultural value chains include the lack of capacity of farmers' associations, which in the past were a feature of the agricultural sector across Iraq, supporting farmers with information, technical knowledge, equipment and inputs. Access to capital and finance for purchasing inputs and making necessary investments in equipment, farm infrastructure and land is also a major constraint for actors in the agricultural sector. Low prices received for agricultural products prevent the accumulation of capital to make investments that might create jobs in future.

Despite being a major part of the agricultural labour force, women are marginalized through land ownership customs. In the case of female-headed households, property is often divided equally among a deceased man's sons or, if he has left no sons, among his brothers and cousins. Traditionally, daughters and wives rarely receive a share of the inheritance, in an attempt to retain land within the family and the continuity of patriarchal lineage. Under customary and Islamic norms, few Iraqi women officially own or rent agricultural land and consequently female-headed farm households have considerably less access to land compared to their male counterparts. Although these points are most relevant in tribal areas, they apply to much of Iraq. The 2016 Comprehensive Food Security and Vulnerability Analysis found that only a quarter of women in agriculture had contractual, managerial or ownership rights to farmland while nearly 40% of men working in agriculture held such rights.

Women's work in agriculture, particularly as contributing family workers on smallholder farms, is largely underreported and underpaid compared to that of their male counterparts, although we have found that women's contributions in the agriculture sector are essential. The demands on women's time and labour at home are significant, as well. The need for unpaid care work was substantial even before the start of the Covid-19 pandemic, with over 75% of this labour falling onto women.²³ This burden has only grown during the course of the pandemic. Meanwhile, employment losses globally due to Covid-19 have been higher for women than men,²⁴ placing families that rely on women as wage earners under even greater stress.

²³ ILO, 2018. Care Work and Care Jobs: For the Future of Decent Work.
https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_633135.pdf#page=90&zoom=100,0,0

²⁴ ILO Monitor, January 25 2021.
https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/briefingnote/wcms_767028.pdf.

Labour Rights in Iraq

The key law governing labour and employment in Iraq is the Iraqi Labour Law No. 37 of 2015, which entered into force in 2016 after lengthy negotiations over the previous ten years²⁵. The labour law replaced the previous 1987 Labour Law, and was intended to address shortcomings with that law, and the significant changes in the Iraqi economy since that time. The new law applies to all employees in Iraq, including contractors, regardless of nationality, although employees of the public sector and security services are excluded. It included new provisions regarding fixed-term contracts, changed the rules on termination of employment, and made new provisions regarding salaries, annual leave, and the rights of fixed-term employees. Under the labour law, MoLSA plays a key role in recruitment, with employers expected to notify new vacancies to regional employment offices, prior to undertaking any direct recruitment.

Iraq is a signatory to the 1947 Labour Inspection Convention, but not to its 1969 counterpoint, the Labour Inspection (Agriculture) Convention. The former convention creates obligations for ratifying States to maintain systems of labour inspection, and sets out principles for the legislation, function and organization of labour inspectorates. In Iraq, such matters are largely the responsibility of MoLSA.

ILO's project

In this context, the International Labour Organisation (ILO), with support from the European Union (EU) is implementing the project “Enhancing labour governance, inspection and working conditions in response to COVID-19.” The project is developing a compliance model for the agriculture sector in efforts to improve the skills and working conditions of those working in the sector. The project will work through enhancing the regulatory framework in the agriculture sector, improve occupational safety and health measures, and strengthen employment services and support from cooperatives.

Main Project Activities

Labour Inspection

Developing a national labour inspection policy, which includes reviewing a 2018 labour inspection assessment in consultation with the Ministry of Labour and Social Affairs as well as workers' and employers' organizations with a view to update and validate the relevant findings and recommendations and develop a national labour inspection policy and a national action plan for reforming labour inspection.

²⁵ An Insight Into the New Iraqi Labour Law, Al Tamimi & Company; Lexology.com; link online at: <https://www.lexology.com/library/detail.aspx?g=74f48dac-90244556--b0569-ce59eaec0d0>

Strengthening institutional capacity of the labour inspectorate, through analyzing the structure of the labour inspectorate; and updating labour inspection tools, such as guidelines and manuals, to ensure that labour inspection procedures are standardized and gender responsive.

Improving the capacity of labour inspectors, through training labour inspectors on modern labour inspection procedures and relevant international labour standards as well as conducting Training of Trainers (ToTs) on labour inspection.

Occupational Safety and Health

Developing a national OSH policy and program in consultation with social partners, which will include reviewing, updating and validating the national OSH profile.

Strengthening the capacity of the National Centre for Occupational Health and Safety, through conducting an analysis of the center to provide recommendations for expanding its activities and enhancing its role; and developing and implementing a comprehensive capacity building plan.

Improving reporting and recording of work-related accidents, injuries and diseases, by developing new mechanisms for the notification, recording and investigation of occupational accidents, injuries and diseases in consultation with social partners and other stakeholders and raising awareness among workers and employers on its use.

Awareness raising and capacity building

Training workers' and employers' representatives on the role of labour inspection, OSH and fundamental principles and rights at work, through gender-mainstreamed training programs as well as awareness raising material, including those on COVID-19 preventive and protective measures.

Establishing new or strengthening existing tripartite structures and mechanisms on labour inspection and OSH, such as the establishment of a tripartite OSH committee.

Improving working conditions in the agricultural sector

Improving and promoting national regulatory frameworks and structures for the protection of agricultural workers, through the development of pilot initiatives on selected farms aimed at improving working conditions and compliance with national legislation and International Labour Standards. These will include developing a code of conduct for fair recruitment and assessing the social protection needs and gaps of the sector.

Improving working conditions on selected farms, by addressing child labour; providing OSH equipment and suitable housing arrangements for workers; and establishing worker management committees.

Working with farms to advance employment and compliance with decent work principles in exchange for improved work force productivity, through promoting workers' skills development, encouraging the participation of women in agriculture work; and improving the quality and availability of employment services to workers.

► 1.2. Objectives of Study

ILO conducted a detailed review and mapping of the policy, legislative and regulatory framework relevant to the agriculture and agrifood sector in Iraq. This included an analysis of the institutional framework and practices relevant to agriculture workers' access to employment, training opportunities, enterprise development, working conditions and rights. Through identifying existing gaps, needs and entry points for programming and policy advocacy, the study helps contribute to and update agriculture sector compliance in Iraq.

The study involved a macro-level analysis of the sector in Federal Iraq and the Kurdistan Region of Iraq (KRI) and further delved into the context specific to Basra and Dohuk governorates, in two separate reports. This report focusses on Federal Iraq and targeted analysis of the tomato, dairy and date sub-sectors in Basra governorate. A second report focusses on the national level in KRI and targeted analysis of fruit and vegetable production in Dohuk governorate.

The data collection and analysis for the study included an analysis of relevant labour policies, laws and regulations relevant to agriculture workers' access to employment, trainings opportunities and rights at work and a gap analysis detailing implementation gaps, existing needs and expectations.

Stakeholder analysis and primary data collection was undertaken through Key Informant Interviews (KIIs) with national and international actors, trade union representatives and employers' representatives to assess the practical application of policy, legislative and regulatory frameworks and identify barriers. This was complemented with an examination of the extent to which policies and regulations are applied in practice, through a survey with farmers, agricultural workers, Micro, Small and Medium-sized Enterprises (MSMEs), businesses, etc; and Focus Group Discussions (FGDs), to better assess knowledge and application of these policy, legislative and regulatory frameworks.

The ILO organised four tripartite validation workshops with government stakeholders, workers' and employers' organizations to discuss key findings and collaborate on formulating recommendations to enhance regulatory framework and address gaps/challenges identified.

Finally, the ILO also updated and developed agriculture compliance model checklists, tailored to the context in Iraq; and collected key baseline indicators.



► 1.3. Methodology and Sampling

1.3.1. Desk Review

The study was conducted using a Desk Review of project documents, related guidelines and literature, to inform the overall analysis. The desk review focused on the areas of inquiry highlighted in the ToR and broadly involved:

- Analysis of the Iraqi legal and policy system governing agriculture workers' rights and conditions relevant to skills, training opportunities, enterprise development, work permits, inspection, work contracts, wages, social security, working hours, women rights, child labour, OSH requirements, and collective bargaining.
- A comprehensive situation analysis in Iraq with additional focus on Basra and Dohuk to highlight key trends and challenges in the identified sub-sectors.

1.3.2. Key Informant Interviews

Key informant interviews (KIIs) are individual interviews conducted with people particularly knowledgeable and reliable sources on specific topics. Each interview guide included 1020- questions (mostly open-ended) and took around 4560- minutes. KIIs were audio-recorded with a participant's verbal informed consent. Prior to giving their consent, each KII participant was informed that anonymity would not be granted in this study.

A total of 16 KIIs and 2 KIIS were conducted in Dohuk and Erbil, respectively. In Dohuk, eight of the interviews were conducted face-to-face, and eight were conducted remotely. The Key Informants were identified to target and collect the viewpoints of the most knowledgeable and prominent stakeholders in the sectors of interest. Additional key informants were also sampled through a snowball sampling process and referrals from interviewees. Some invited participants were not available to take part in the study and most of these were replaced with respondents with similar profiles, identified networks in Iraq and/or through snowball/referral sampling.

For this study, **18 out of 20 planned KIIs** were reached in KRI as follows:



Locations	Positions	Planned	Achieved
Erbil	Kurdistan Ministry of Agriculture and Water Resources (KMaAWR)	1	0
	Kurdistan Ministry of Trade and Industry (KMoTI)	1	0
	Kurdistan Chamber of Trade	0	1
	Kurdistan Union Confederation	0	1
	Subtotal	2	2
Dohuk	Regional Directorate of Agriculture	1	1
	Agricultural Business Service Providers – employment agencies, etc	1	0
	TVET centers	2	2
	Business incubators	2	2
	Lenders, micro-credit firms, banks	2	2
	Chamber of Commerce Representative	2	1
	Representatives from local/international NGO implementing relevant activities	2	2
	Experts from research institutions, public/private universities	1	1
	Agriculture administrators – job owners	5	5
	Subtotal	18	16

1.3.3. Survey

The study was conducted using a survey with people working in the agricultural sector. The objective of the survey was to explore the relevant knowledge, attitudes and practices regarding work in the agriculture sector, as well as the application of safety standards.

The survey covered a total sample of 384 participants, for both Federal Iraq and Kurdistan Region of Iraq. The sample size was calculated based on the total combined population of Basra and Dohuk, with a 95% confidence interval and a 5% margin of error. Afterwards, the sample was split across the two regions, with 70% in Basra and 30% in Dohuk, in line with the geographical coverage. As such, the sample is not representative at governorate level.

The sample included primarily self-employed smallholder farmers, as well as a few agricultural workers such as farm administrators. The study endeavored to include as many female respondents as possible, in an effort to achieve gender balance.²⁶ Where possible and relevant, survey responses have been disaggregated between these groups in the analysis that follows.

The selection of the participants was based on a combination of cluster, convenience and purposive sampling methodology (non-probability sampling). The study identified specific villages and communities where data collection could focus, based on ILO’s programmatic objectives and target locations. Within those locations, the study aimed to ensure diverse representation across gender, age, nature of activity in the sector (upstream/midstream/downstream) and displacement status in each location. In practice, however, using a non-probability sampling method introduces an element of possible bias in the selection of participants, meaning that caution must be applied in generalizing from the findings. For example, the agriculture sector is often dominated by men of working age, and so ensuring full representation of other groups – women, youth, etc. – is extremely difficult. This approach was agreed in advance, since logistical and budgetary constraints made true randomization unfeasible.

The survey did not exceed 45 minutes, to help prevent participant fatigue, and was conducted face-to-face using Kobo Toolbox. Kobo is an electronic platform for creating and administering surveys using mobile devices (mobile phones, tablets, etc.), in the field. The demographic and economic characteristics of the survey respondents are detailed in Annex 1.

Governorate	District	Sub-district	Sample size planned	Sample size achieved
Dohuk	Dohuk	Markaz Duhok, Simmail Musirik collective farm town	115	127
	Total		115	127

²⁶ See Annex 1 for more information about respondent demographics.

1.3.4. Focus Group Discussions (FGDs)

The study was conducted using two FGDs as planned in Dohuk, both in person. The discussions aimed to expand on the situation and challenges faced by the agriculture workers, offering a richer picture of a phenomenon/intervention that represents a specific group's experience. Providing a safe and open space for discussing challenges within a group helped provoke more in-depth conversations to provide deeper insights and perspectives on the work dynamics and other factors that had not been clear from desk review or previous studies.

The FGD guides were loosely structured around 45- topics and did not exceed 60 minutes. These discussions were audio-recorded with each participant's verbal informed consent. The respondents were targeted on a convenience sampling basis and identified through local community leaders and SREO networks, while emphasizing diversity of participants with regards to gender, job titles, geographical spread, and management/administration facilities. One of the challenges was to find enough agriculture workers available for the discussion. However, the study was able to recruit 4 Females and 6 Males in 2 FGDs as shown in the Table below.

Governorate	Number of FGDs	Participants	Demographics
Dohuk	1	6	Males
	1	4	Females
Total	2	10	4 Females, 6 Males

1.3.5. Data collection

Data collection was planned over a four-week period but due to challenges in permission, access, and participant identification, data collection lasted from 5 February to 10 March 2022, which coincides with the growing season for wheat and barley and sowing season for potatoes. Data was collected both in person and remotely according to established SoPs and agreed upon methodologies. At least two field researchers were deployed to every location. Male and female field researchers conducted data collection. The study aimed for gender parity when possible and ensured the presence of female researchers when necessary. Data was uploaded regularly after each day of work. Field Supervisors also completed a Site Visit Report for each governorate detailing the sampling used, work conducted, and any challenges encountered.

1.3.6. Data analysis

A first phase of data analysis took place during the inception phase of the study and consisted of a thorough literature review of secondary data and grey literature, which provided a basis for assessing available information and gaps in understanding. Based on the literature review and evidence gap analysis, a second phase of data analysis took place following primary data collection. This consisted of information triangulation and verification. Several researchers were involved in the process to ensure and limit, as much as possible, researcher bias in interpretation of perspectives and opinions provided. Data analysis was based on content analysis using a coding system for qualitative data rather than thematic analysis, given the nature of the research questions and the fact that interviewees typically addressed different subjects. Quantitative data was analyzed to present disaggregated summary statistics, to highlight trends, and create charts and graphs to illustrate key points.

► 1.4. Challenges and Limitations

The study faced several challenges during data collection. The key challenge was the difficulty in finding study participants. Identifying willing key informants with the relevant experience and knowledge of the agricultural sector was very time consuming. Some participants were not available within an appropriate timeframe, declined to participate for a wide variety of reasons, or did not have the relevant background and knowledge to support the study. The two originally planned KII interlocutors in Erbil refused to participate due to limited time and were replaced with other two KIIs suggested by ILO as identified above in section 1.3.2. For Dohuk, a second representative from the Chamber of Commerce was not interviewed, because the first representative (his supervisor) was interviewed and argued that there was no need to interview two representatives from the same entity. The second planned KII in Dohuk that did not take place was an interview with an agricultural service provider. It was challenging to find a person who meets the profile of agricultural service provider in Dohuk.

Similarly, finding willing FGD participants and organizing the logistics for the FGDs took longer than anticipated, as many farm workers were not keen to take time away from paid work to engage with the research. While these challenges did not affect data quality, they did lead to delays in data collection and an extension of the overall timeline for the study.

More broadly field researchers noted high levels of research fatigue among respondents in Dohuk, with some complaints about the number of organizations conducting surveys and interviews with them. Some survey respondents also needed to be extensively reassured about confidentiality before they would consider participating.

In any study incorporating a significant qualitative component, where participants are not selected using a random statistical method, there is always a possibility of sampling and selection bias, in which certain groups end up over or under-represented in the study. The study worked to design a balanced methodology, with adequate representation from key groups. Inevitably however, some groups are less well-represented in the data – for example, IDPs or refugees; women; and disaggregated perspectives from people of different age groups or people living with disabilities; etc. As such, caution should be applied in generalizing some of the findings to other groups. Some findings are also based to some degree on the perceptions and attitudes of respondents and could therefore have some degree of respondent bias, although every effort has been made to confirm and triangulate these opinions.

There were also limitations in the design of the quantitative survey, which relied upon non-probability sampling. Surveying using cluster sampling, targeting specific communities or villages, potentially introduces some bias, as people living in the same locations may have similar experiences. A correction factor should normally be used to adjust the sample size upward, to account for the loss of information inherent in the clustered design. Convenience and purposive sampling, where respondents are identified in the field according to their characteristics and availability, also introduces potential bias, as those people may not be truly representative of the wider population of interest. The relatively small sample size and the inclusion of different categories of respondent who may have different experiences (e.g. farmers and farm-workers) also means the survey is not truly representative when disaggregated to local level or by respondent type. As such, caution should be applied in interpreting and generalizing the results to the wider population.



► Part 2: MAIN FINDINGS

► 2.1. Stakeholders Mapping

Key stakeholders in the agricultural sector are described below, with contact details where relevant. The stakeholders are addressed by their role and sector, starting with key private-sector actors in agricultural value chains, before turning to government actors, local TVET and business organizations, and finally relevant international organizations.

2.1.1. Key Value Chain Actors / Private Sector

Many of the most important stakeholders in the agricultural sector in Iraq are private-sector businesses that occupy different stages of the value chain, from input supply and agricultural production, through food processing and distribution, wholesale and retail sales to households, restaurants and hotels.

These include:

- Agricultural input suppliers, which manufacture (or import) and distribute inputs such as fertilizers, pesticides, machinery, tools, equipment, seeds, feed and veterinary supplies. Traditionally, the State played an important role in providing inputs, although some of this capacity has been degraded by conflict, leaving farmers to source inputs from private-sector supplies, and in some cases, on the black market. Some input suppliers will extend credit to farmers, providing items on credit to be paid back at a later date (for example after the harvest). Many producers of inputs in Iraq are comparatively large-scale, given that substantial capital is required to produce many agricultural inputs. Some are vertically integrated, producing both inputs and agricultural end-products, such as the Kosar Company for Agriculture and Poultry in Erbil, which produces feed as well as poultry products.

Some of the key input suppliers include:

- Private companies.
 - SOEs operating under the Ministry of Agriculture.
 - SOEs operating under the Ministry of Industry and Minerals.
 - Ministry of Water Resources (for irrigation supply).
 - Multilateral organizations and NGOs.
 - Farmers' cooperatives and federations.
- Technical support for the agricultural sector is limited, but there are some actors providing extension services, veterinary services, and business management services to farmers. This might include training, advice on proper application of fertilizers and pesticides, provision of educational materials, and demonstration plots. As with

agricultural inputs suppliers, the State was a major actor in extension services, but capacity has been degraded, and the gaps have been partially filled by private sector actors and NGOs. Veterinary support capacity for livestock owners is weak, and providers struggle to implement basic programs of clinical services, disease surveillance and vaccination. Some knowledge exists in Iraqi universities, who are often open to partnerships, while the Directorate of Agriculture is has little budget available, but is open to supporting and facilitating funded programs that promote the interests of the sector.

Some key providers include:

- Input suppliers offering formal or informal training to farmers on use of inputs.
 - Ministry of Agriculture (In particular the General Authority for Agricultural Extension).
 - Business accelerators and incubators (the Station in Baghdad, the Mosul Space in Ninewa and the AUIS Entrepreneurship Initiative created by the American University of Suleimani).
 - Tech providers supporting farmers' access to market information.
 - Veterinary service providers.
 - Multilateral organizations and NGOs.
 - Farmers' cooperatives and federations.
- Finance providers, who can provide capital for investments in agricultural production, are generally limited, especially for smallholders. Access to finance is a major constraint to growth in the sector, with farmers largely unable to raise funds needed to rehabilitate or upgrade their productive capacities, land, infrastructure, equipment, etc. Borrowing from formal lenders is difficult, due to non-conformance with Islamic principles, difficult application requirements, and high interest rates. Private moneylenders are very costly with demanding repayment schedules. Awareness of other options available, such as micro-finance institutions, is limited in agricultural communities.
 - Farmers are in many ways the key actors in the sector, converting inputs into raw agricultural outputs such as crops, vegetables, meat, etc. Farms in Iraq can be categorized by size, in three broad groups:
 - Smallholders who use only family labour.
 - Small and medium-sized farms using a mix of family and hired (usually seasonal) labour.
 - Larger-scale industrial operations, using hired employees.

The sector is mainly characterized by smallholders, although there are some larger businesses such as Al Bunnia Group and Kubba Group, large and established dairy and poultry producers in Iraq, located in Baghdad. Farmers have struggled in Iraq over recent years, due to the conflict with ISIS, which caused widespread displacement, as well as damage to agricultural land, infrastructure and equipment in key farming areas. More recently the economic turbulence arising from COVID-19 has placed further pressure on farmers.

- Traders and distributors can be dominant actors in the value chains, with the ability to influence farm-gate prices significantly. They are primarily private businesses, ranging in size from small local traders, to large national, or sometimes international, trading companies. Two major large businesses in this area are SABEG, which has interests primarily in poultry and dairy products, and Khudairi Group, which mainly handles tomatoes. Some farmers cooperatives and federations also play a role in distribution and trade, although their capacity is comparatively weak. There are also layers of middlemen, who operate through largely informal relationships with farmers and other traders, to facilitate transactions and distribution of agricultural produce between locations, for a commission.
- Processors also exist in Iraq, although capacity is weak. Wheat is milled into flour at primarily State-owned mills, for distribution through the Public Distribution System. Vegetables are typically sold fresh, or in some cases pickled. Small-scale and large-scale dairies exist to produce cheese and other dairy products, although some of these are using imported milk (such as Al Rayan Dairies in Basra, which uses milk purchased from European suppliers). According to a 2021 FAO report that was reliant on 2011 data²⁷, one of four tomato processing facilities in Iraq is located in Dohuk, although at the time of that study it was deemed only partially operational. However, domestic processing capacity is limited, and many processed food products are imported. Developing Iraq's domestic food manufacturing and processing sector could help create decent jobs, improve food security, and lower costs for consumers.
- End markets in Iraq consist of domestic shops and outlets of various sizes, selling to consumers, as well as restaurants and hotels. National and international supermarkets are present. A very small amount (less than 1%) of Iraqi agricultural production is exported, for instance to Saudi Arabia, and the government has been promoting greater exports through the 2020 White Paper. In 2020 for example, 6,500 tons of tomatoes and fresh vegetables were exported to Saudi Arabia via the Ar'ar border crossing in Anbar.

²⁷ FAO. 2021. Agricultural value chain study in Iraq – Dates, grapes, tomatoes and wheat, page 33. Bagdad. <https://doi.org/10.4060/cb2132en>

2.1.2. Government Stakeholders – KR-I

Agricultural and trade policies in the Kurdistan Region of Iraq are largely separate from those of Federal Iraq, with parallel government institutions in place. However, there is some overlap and cooperation, for example over restrictions and controls on imports from Iran and Turkey. Similarly, the Public Distribution System operated by the Federal Government also extends into the KRI, with negotiations between the authorities in KRI and the GoI taking place to agree payments and tariffs.

In principle, under Iraq's 2005 Constitution, the institutions of Federal Iraq hold sole authority over matters such as foreign relations; defense; economic, trade and monetary policy; drawing up State budgets and investment plans; and coordinating access to shared water resources with neighboring States such as Turkey and Iran. In practice however, some of these policy areas are contested by the authorities in the KRI, who hold significant influence. Agricultural policy, water usage, development and general planning, educational policy, are partly decentralized, with the Governorates taking some role in policymaking.

The key KRI government institutions of relevance to the agricultural sector are listed in the table below.

Stakeholder	Role	Location	Contact
KR-I Government			
Kurdistan Ministry of Trade and Industry (KMoTI)	Regulation of trade, industry and labour	Erbil	General Email: info@moti.gov.krd; General phone number +964 (0) 750 466 7347 Address: 60 m street close to Hally Zard, Erbil, Kurdistan Region, Iraq; General website: https://gov.krd/moi-en/
Kurdistan Ministry of Planning (KMoP)	Planning and prioritising government investments in coordination with relevant ministries.	Erbil	General Email: info@mop.gov.krd; Phone number: +964 (0) 66 223 0170; Address: 60 m street, close to council of minister, Erbil, Kurdistan Region, Iraq; General Webpage: https://gov.krd/mop-en/ .

Kurdistan Ministry of Agriculture and Water Resources (KMaAWR)	Access to finance, loans, training, work-related to agriculture. Contains directorates focussed on research, training and extension services, and seed production and certification.	Erbil	Kurdistan's Minister of Agriculture and Water Resources is Belgard Talabani and the spokesperson of this ministry is Hussein Hama-Karim. General email: info@moawr.gov.krd; General phone numbers: +964 (0) 66 229 6512, +964 (0) 66 229 6513; Address: Rasty Quarter, close to Baghdad garage, Erbil, Kurdistan Region, Iraq; Webpage: https://gov.krd/moawr-en/.
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2.1.3. Local TVET and business organizations

Several business federations, incubators and training providers exist in Iraq, supporting and providing services to job seekers, employees, entrepreneurs and employers in the agricultural and agri-food sector. Some of these are identified below.

Stakeholder	Role	Location	Contact
Local Vocational Education and Training Centers			
Five One Labs	Startup incubator	Erbil	Founder and Executive Director Alice Bosley (LinkedIn: https://www.linkedin.com/in/alice-bosley-66809139/) Director of Operations, Patricia Letayf (LinkedIn: https://www.linkedin.com/in/patricialetayf/) General Contact Form: https://fiveonelabs.org/contact-us
Takween Accelerator	Business incubator	Sulaimaniyah	Pat Cline (pat.cline@auis.edu.krd, https://www.takweenaccelerator.com/about-us)
Takween Accelerator	Business incubator	Sulaimaniyah	Hemin Latif (Email: hemin.latif@auis.edu.krd) Ahmed Tabaqchali (Twitter: https://mobile.twitter.com/AMTabaqchali?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor ; Company website: https://www.asiafrontiercapital.com/)

2.1.4. International Organizations

International organizations and NGOs have played an important role in the agricultural and agri-food sector in recent years, with significant investment aimed at restarting agricultural production, improving rural livelihoods and food security, in areas such as Anbar and Ninewa which were heavily affected by ISIS. Many of these organizations may have insights into labour aspects, gained from their field experiences, and be able to collaborate with ILO as necessary.

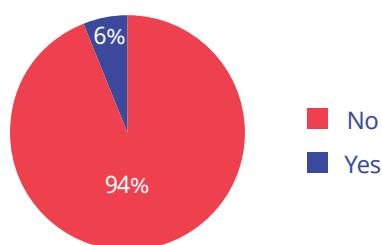
Organizations working with agricultural sector			
Norwegian Refugee Council	Humanitarian INGO working with refugees and displaced people	Erbil	Country Director Rishana Haniffa Phone: +964 7517410860 E-mail: iq.info@nrc.no
Danish Refugee Council	Humanitarian INGO working with refugees and displaced people	Erbil	Lilu Thapa Country Director lilu.thapa@drc.ngo
World Bank	UN specialised financial institution	Baghdad	Saroj Kumar Jha, Regional Director for the Mashreq (LinkedIn: https://www.linkedin.com/in/saroj-kumar-jha-05659882/)
FAO	UN agency focussed on food and agriculture	Cairo, Egypt (Regional Office)	Adnan Al-Dulaimy, Deputy Manager for Iraq (Phone Number: 07822292218) Abdessalam Ould Ahmed, Regional Representative at the FAO Regional Office for Near East and North Africa (Cell phone: +2 0101772196; Direct Line: +2 (0)2 3760234, abbr. 4118, ext. 2501). General email: FAO-IQ@fao.org.
WFP	UN agency focussed on food	Baghdad (Iraq mission)	For Media Inquiries: sharon.rapose@wfp.org
UNDP	UN development agency	Baghdad (Iraq mission)	Zena Ali Ahmend, Resident Representative (LinkedIn: https://www.linkedin.com/in/zena-ali-ahmad-8a7a6bab/). Media Inquiries: Press.iraq@undp.org; General Inquiries: registry.iq@undp.org; Procurement and E-tendering: ijaz.hussain@undp.org; UNDP Partners: james.eberlein@undp.org
IOM	UN migration agency	Baghdad (Iraq mission)	Muhammad Almasri, Research and Assessment Officer (https://www.linkedin.com/in/muhammad-almasri/); General Email: iomiraq@iom.int

► 2.2. Labour Inspection and Complaints

Inspection

As shown in Figure 1, as much as 6% of survey respondents (7 people total) reported having witnessed a labour inspection visit. When asked about the details of this visit, 4 of the 7 said that the inspection took around one hour. One person said that it took one day, and one person said that it took two days. The answers varied in terms of who was interviewed, with two respondents saying that 20 and 30 workers were interviewed, respectively, while the other respondents said that the inspectors interviewed either one person or no one at all. All respondents confirmed that the inspection team had access to all the farm facilities and to the documents requested, except for one respondent. None of the respondents were able to describe the results of the inspection visits.

Figure 1: Were there any inspection visits to the farm? (N=127)



In sum, very few survey respondents reported witnessing an inspection. Qualitative data from interviews and FGDs revealed a similar trend, with no business owners reporting in interviews that their farms had ever been inspected by the government. A government official from the Chamber of Commerce who was interviewed said that they thought that no workers were aware of their rights for inspections or to file complaints. Another government official described some of the difficulties inspection teams face:

“

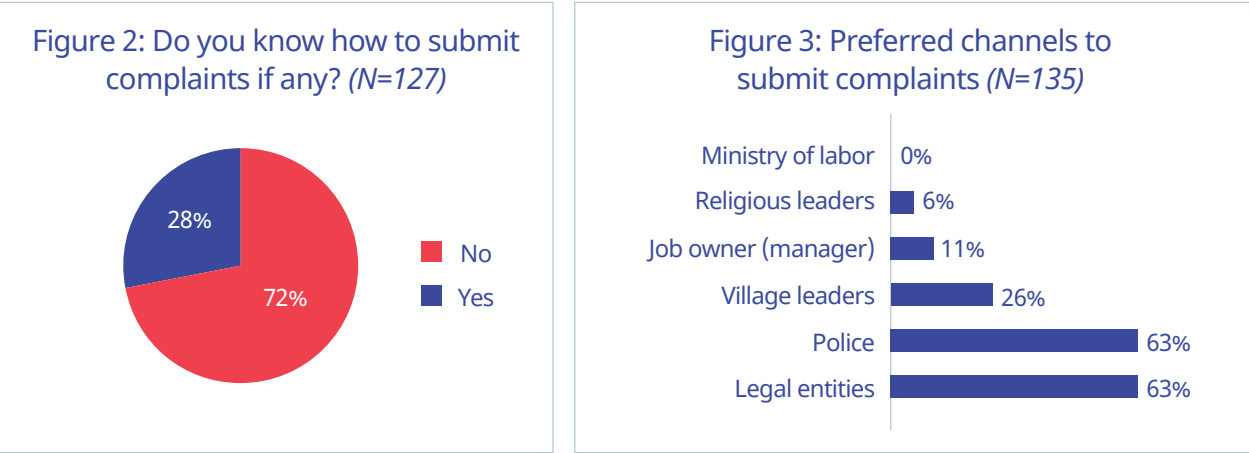
We face significant challenges because the task of the inspection committees is a difficult task, because we deal with the private sector and the public sector is not included in our work. We note that most employers try to avoid those committees and are not giving them accurate information, in particular including the workers in the social insurance law. This is a very big challenge; the committees may go twice or three times to the project without getting accurate information or the number of the workers. There is not enough transportation for the committees to conduct periodic visits.

”

This interlocutor’s quote above speaks to some of the challenges of inspection teams---in particular, deliberate obfuscation by employers and limited transportation, particularly to remote rural locations where some agricultural businesses might be located. When combined with the findings from the survey data as well as the statements from the business owners, it seems likely that inspections in the Kurdistan Region of Iraq are rare and, when they do occur, are often conducted in a cursory manner.

Complaints

With regards to workers’ ability to submit complaints, and awareness of the appropriate complaint communication channels; most respondents said that they were not familiar with the reporting channels for submitting complaints (72% - Figure 2). For those who were familiar with reporting channels, most specified that they would reach out to police or legal entities (63% - Figure 3) with nobody saying that they would submit complaints through a government ministry, such as MoLSA.



As shown in Figure 4 below, out of the total respondents, only 4% reported having previously submitted a workplace complaint. Not all of those 4% (5 respondents) were satisfied with the responsiveness or the type of action taken (Figure 5). However, more than half of those were satisfied with the confidentiality of the process.

Figure 4: Have you submitted a complaint before? (N=127)

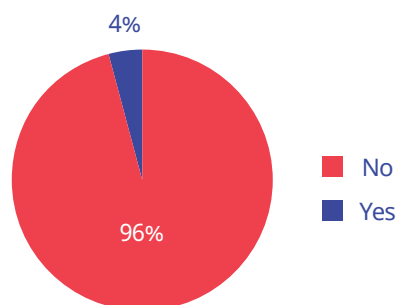
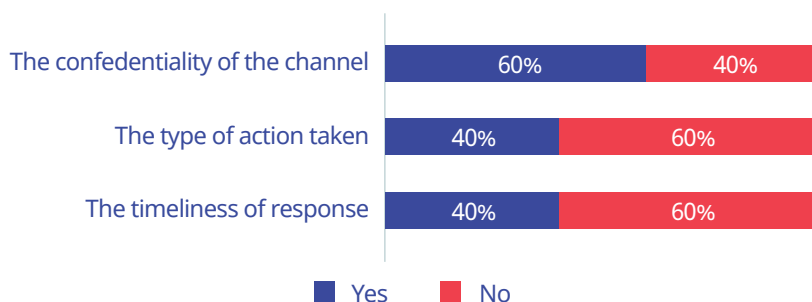


Figure 5: Satisfaction with the different aspects of the complaints channel/process (N=5)



During KIIs, governmental officials stated that complaints are submitted to the Ministry of Labour, and that that Ministry has specific directorates that receive complaints and relay them to the courts for further review. However, a very limited number of survey respondents chose the Ministry of Labour as a channel for reporting complaints, suggesting a gap in understanding among workers. One government official said that the most common complaints made were in the areas of working hours, salaries, overtime, and requests for leave. However, this official also said that not all workers were aware of the complaint process:

“

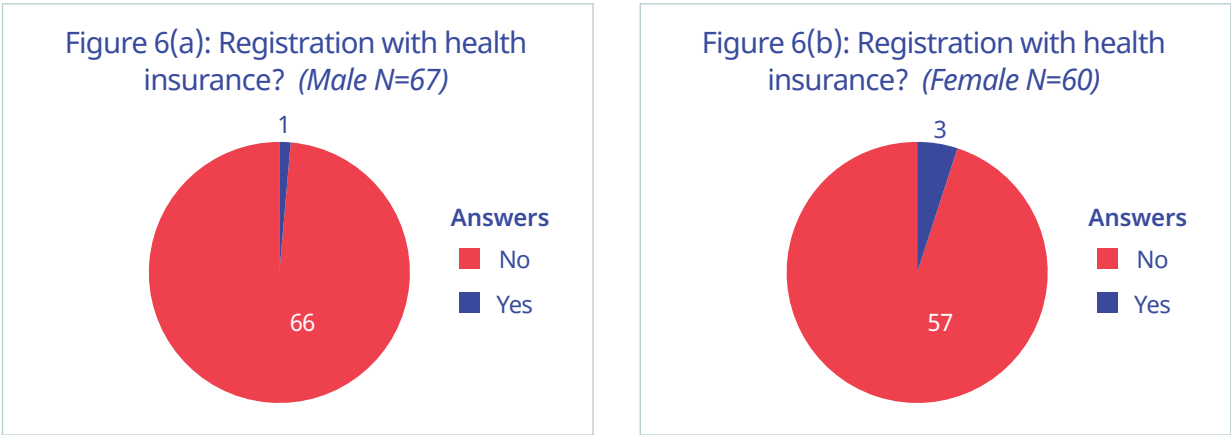
A large part of the workers do not know what laws protect their rights, so it is very important [for them] to join a labour union to care of his/her rights and the worker could ask the union to understand any issue or problem he/she could face.

”

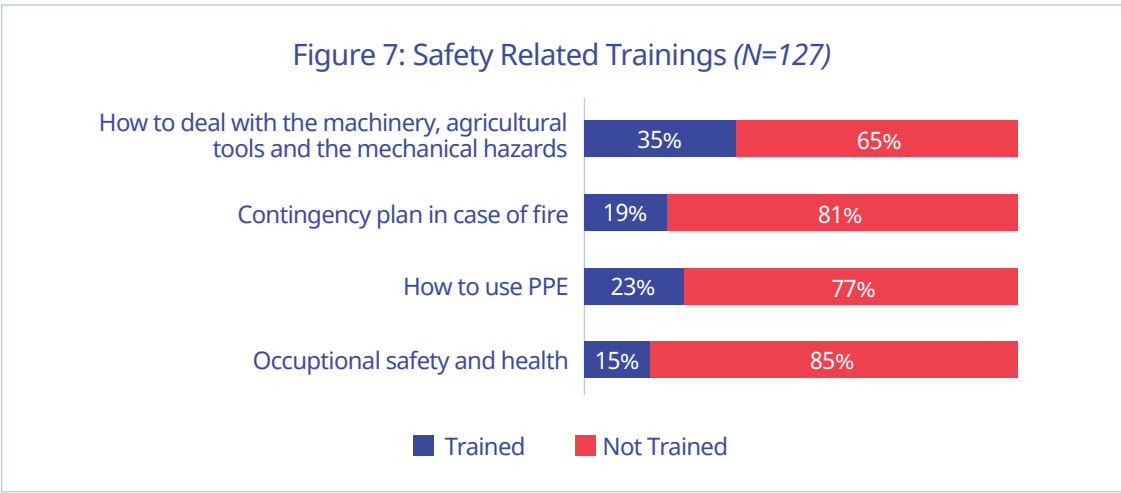
► 2.3. Occupational Safety and Health (OSH)

Safety

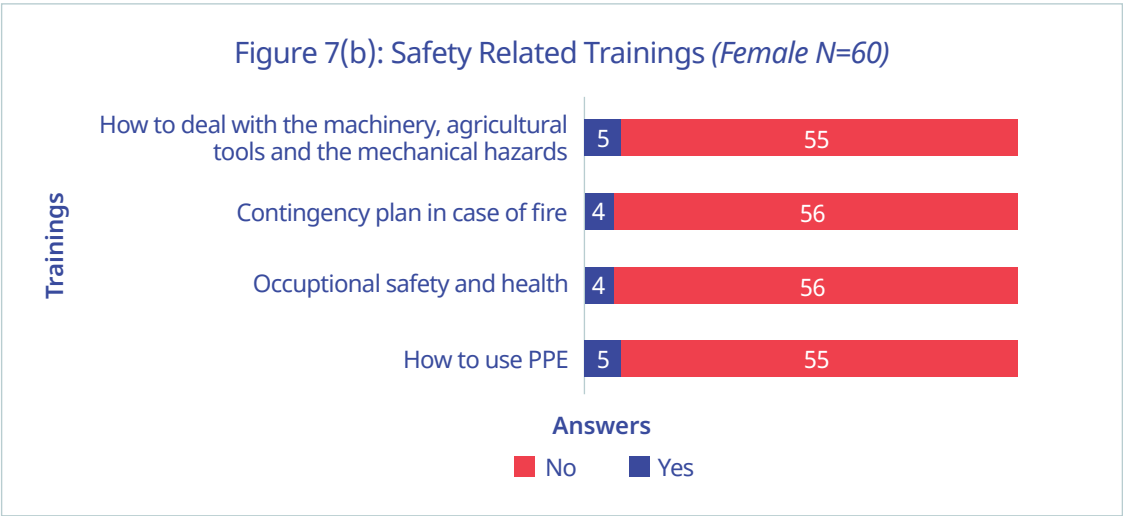
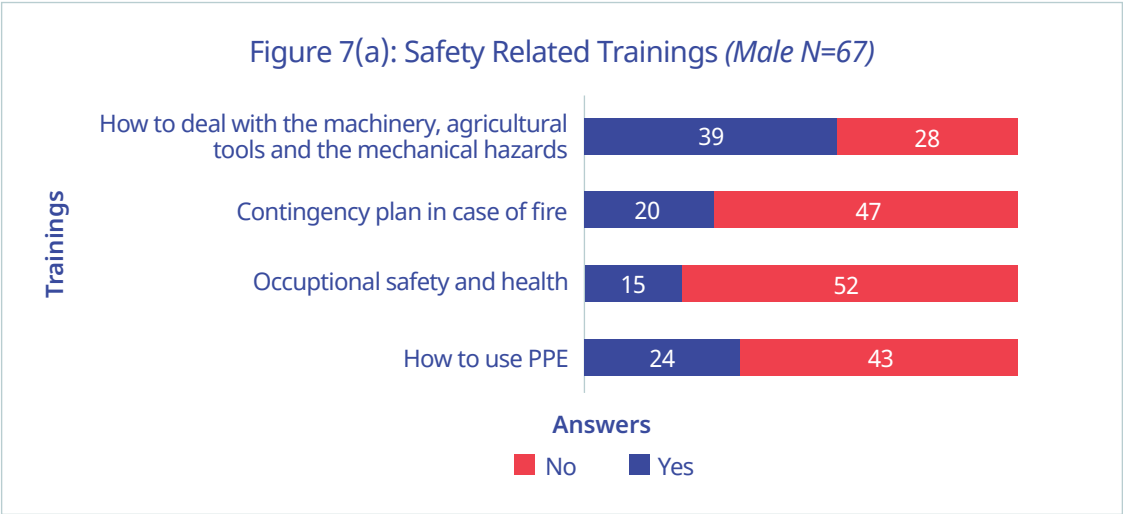
With regards to safety, an overwhelming majority of survey respondents reported that they are not registered with health insurance, exceptions being 1 man and 3 women among our sample (see Figs. 6a and 6b, below).



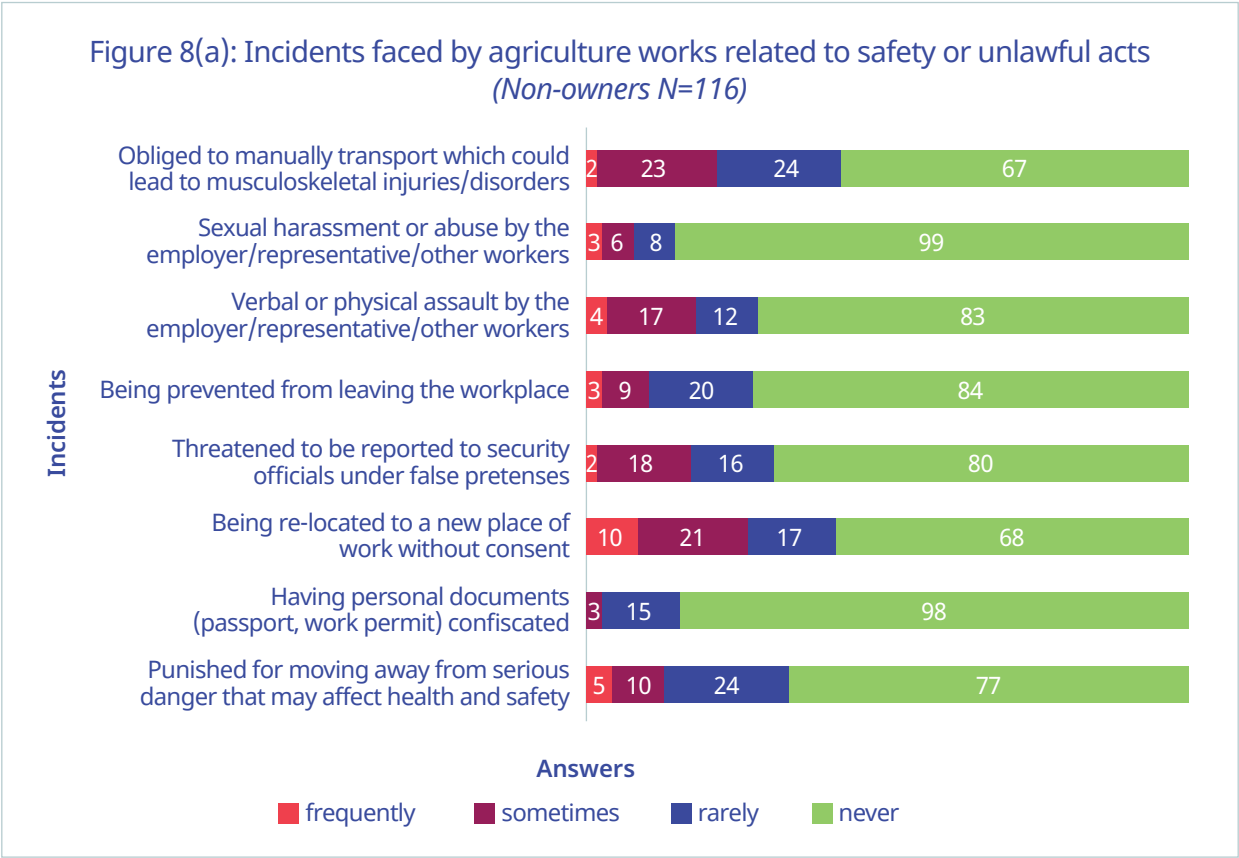
As shown in Figure 7, 81% and 65% of all respondents, respectively, have not been trained on how to operate machinery and the accompanying mechanical hazards, or on contingency plans in case of a fire. Additionally, 77% of the respondents do not know how to use PPE, and 70% of the total respondents reported not having access to PPEs either, including work clothes, helmets and other head protection, face and eye protection, limb protection, respiratory protective equipment, and hearing protection.



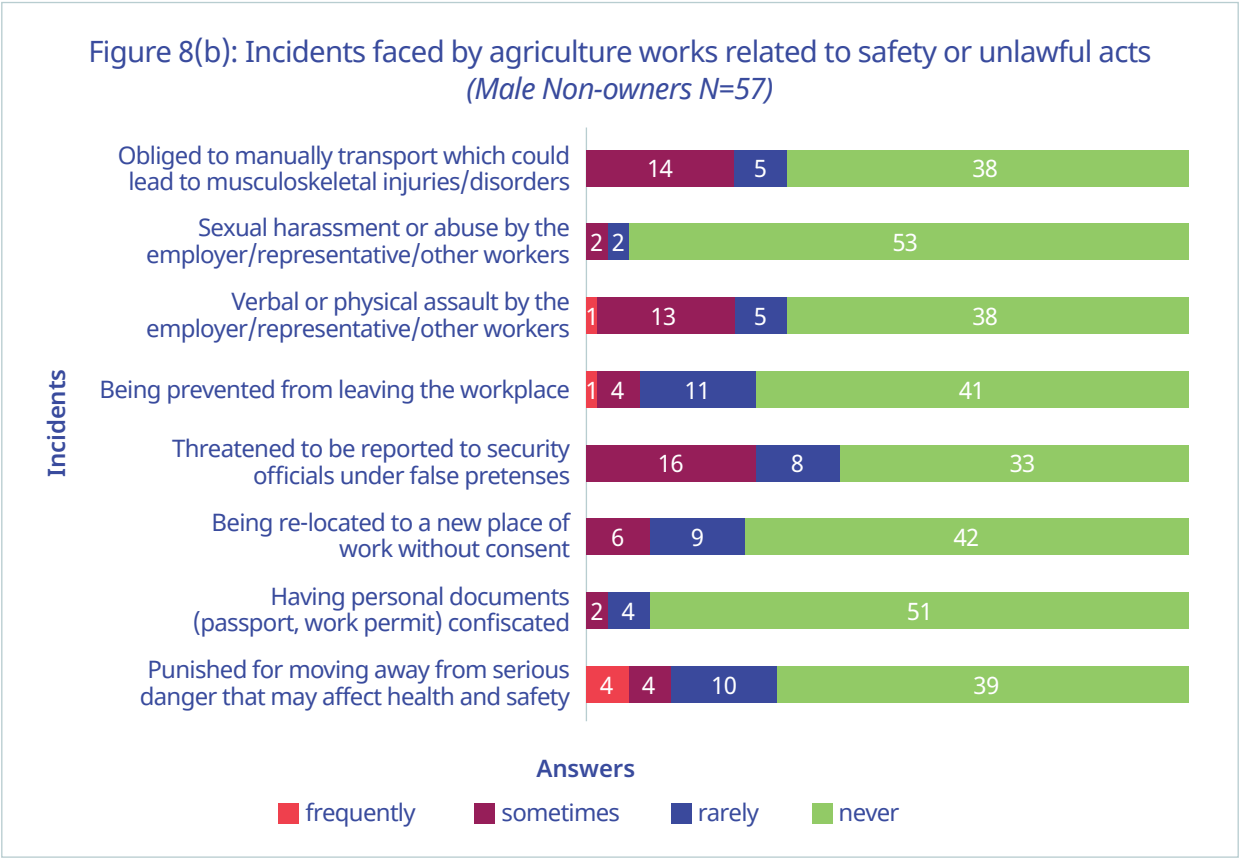
Moreover, male survey respondents were much more likely to have received training on these safety-related topics than were their women peers, as shown in Figs. 7a and 7b, below. Note that these charts, as with Fig. 7, include farm owners as well as non-owners.



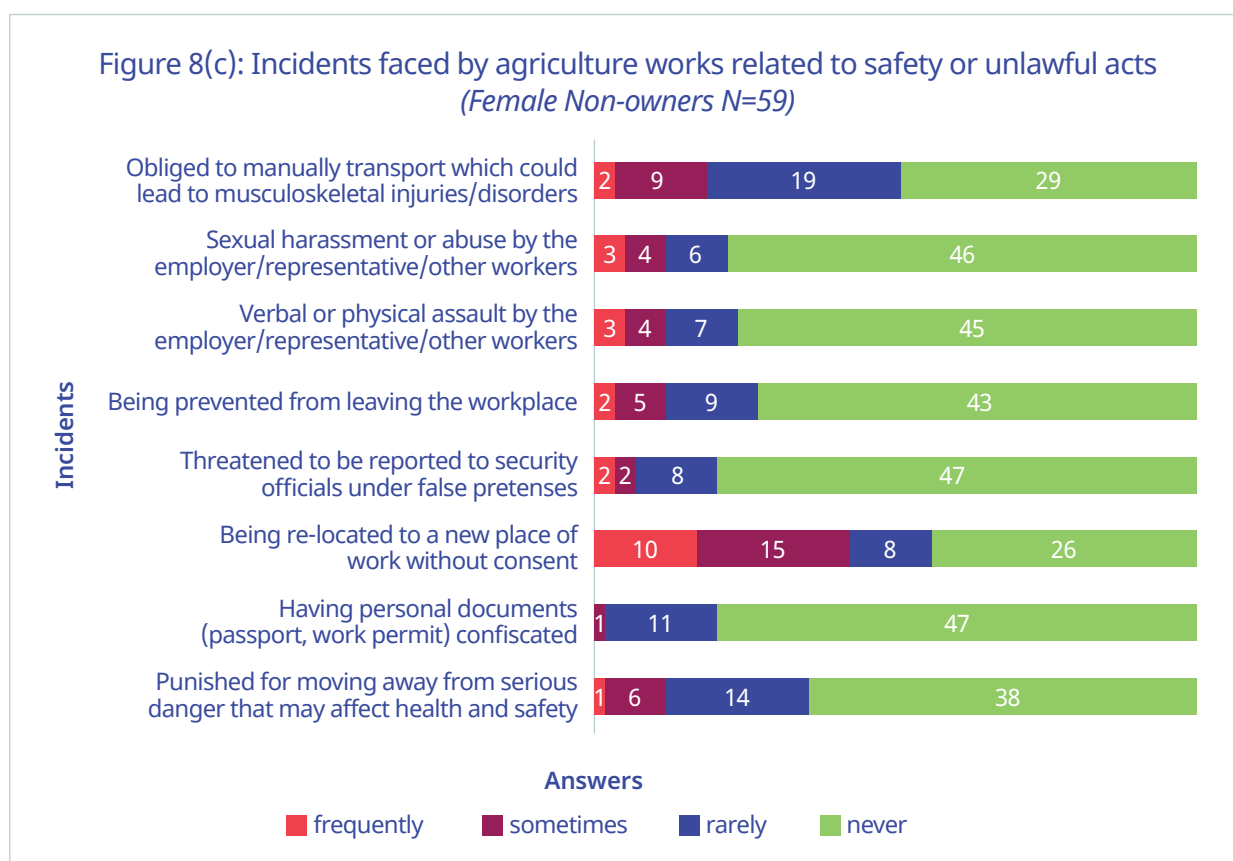
Looking further into the details of the safety components, as shown in Figure 8 below, 39% of the surveyed agriculture workers reported having faced situations where they were forced to carry heavy objects, which could lead to injuries. In a different section of the survey, 65% of the respondents reported that their employers did not cover the cost of treating their injuries. With that being said, and the fact that only 3% of the full sample reported being registered with health insurance, workers would seem to be left to face the cost of injuries themselves.



When disaggregated by gender, the findings represented in Fig. 8a above reveal some significant disparities in the set of non-owners surveyed. In other words, surveyed men and women working on farms in Dohuk face different challenges related to their safety. For example, 42% of male farm workers surveyed in Dohuk reported being threatened by their employers with false accusations to security officials either rarely or sometimes. This number represents a serious concern – for farm workers, and also for the security officials who may well be receiving false accusations of terrorism or other illegal activities, thereby denying scarce resources from more efficient justice initiatives.



Among the surveyed women agricultural workers in Dohuk who do not own farms, the most frequently reported safety challenges included forced relocation to a new workplace without consent. The proportion of women reporting this was very high – 56% - indicating that the problem is quite serious. Even more concerning is the fact that 17% of the women working on farms they did not own in Dohuk whom we surveyed reported that this abuse happens frequently. More than half of the women survey respondents who worked on farms that they did not own also reported being forced to carry heavy objects that could lead to injury – a proportion that was also substantially higher than that of their male peers.



The study inquired about the safety measures applied in the workplace on different levels. According to the survey results, most non-owner respondents reported that their employers do not take action to monitor working conditions (79%) nor do they have contingency plans for different emergencies (91%). The non-owner agriculture workers reported being heavily exposed to potential biological hazards connected to animal manure and other biological waste (78% of employers reportedly do not take appropriate precautions with such materials).

Most of the non-owner respondents seem not to be familiarized with the type of chemicals around the workplace, nor are they trained on handling those (71%). The same percentage of non-owner respondents also reported there was not proper storage or warning labels on chemicals, hazardous materials, flammable materials, and ignition sources (71%). A full 88% of the non-owner respondents reported being exposed to excessive machine vibrations. In addition, the vast majority of non-owner respondents reported that their employers did not take measures to protect them from excessive heat, cold, or damp conditions (84%).

In terms of washing facilities, most non-owner survey respondents reported a lack of available washing facilities, or cleaning materials in case of exposure to hazardous chemicals (79%). Respondents also reported an absence of gender-specific latrines in the facilities (according to 90% of non-owner survey respondents), although water was available for the

majority of non-owner respondents (97%). Additionally, some of the non-owner respondents report not having a rest area in their work facilities (29%), and health facilities (41%) or even first aid kits (82%).

The qualitative data from KIIs and FGDs also indicate serious shortcomings in safety at agricultural workplaces in the Kurdistan Region of Iraq. No interview interlocutors or FGD participants said that they or other workers had health insurance, to their knowledge. Of the five business owners interviewed, none of them claimed to keep records or conduct investigations into injuries that happened on their farms. PPE and safety-related trainings are generally lacking, although two business owners did say that they have at least limited PPE on hand, and that some of their workers have been trained to respond to emergencies.

At the same time, workers participating in FGDs reported that security was a top concern. Both groups reported being fearful of cross-border shootings or air raid attacks on the farms where they have been working. These fears were underlined by the deaths of three fellow workers at one of these farms, allegedly at the hands of a Turkish soldier, and another worker who allegedly was killed at another farm in an airstrike. In addition, workers participating in one of these FGDs reported that there had been more than 10 serious accidents at their workplace in the past year, as well as cases of typhoid and overexposure to heat. Participants in the other FGD also said that there had been many accidents at that farm, as well, and that fellow workers had continued working there while suffering from COVID-19.

Maternal and prenatal safety is another concern, with FGD participants uniformly saying that their employers do nothing to protect pregnant or nursing women, including failing to keep them away from chemical inputs known to be toxic. Both FGD participant groups also said that underage workers were not distinguished from adults and took part in potentially hazardous work.

All but one government officials said that workers were generally not aware of their rights and health protections under the law. The one respondent who believed workers are aware of their rights credited this to the work of international organizations in raising awareness about worker protections. This government official said the following:

“International organizations are keen on public safety; I see that when I visit them. The workers also are aware of their rights, as they are given a lecture before work for about 30 minutes on how to protect themselves and about the protective uniform and equipment.”

Other interview interlocutors said that workers might not complain about safety concerns out of loyalty to their employer, and, presumably, fears of losing their jobs. A union representative said, for example:

“ *Not all of them are aware of complaints mechanisms. Sometimes we motivate the injured workers or their families to complain against the employer to get their rights, but they don't do this due to the traditions here. The worker will say 'It is not possible to complain against this employer after working 10 years with him.'* ”

This represents a problem, because it implies that workers may not complain about dangerous conditions out of fear or a sense of loyalty. In turn employers and government inspection teams might not be aware of specific dangers or other types of grievances, and will, consequently, have no way to correct them.



► 2.4. Awareness Raising and Capacity Building

As indicated above, an interlocutor from the Chamber of Commerce said in an interview that they thought that no workers were aware of their rights for inspections or to file complaints. Among respondents, there seemed to be near-total consensus that agricultural workers do not know their employment rights under the law, or, if they do, that they do not understand them. For example, a professor said, when asked if they thought that workers understood their rights for safe working conditions and how to make a complaint:

“*Unfortunately not. However, they must ask lawyers to read the contracts they sign to get the whole information on their rights. Unfortunately, people in our community accept to work without having a complete understanding of rights.*”

This statement speaks to the economic constraints which seem to leave people in KRI with little choice but to work even without having a good understanding of their rights and what they can expect to experience while under employment. Also, it is worth noting here that many workers in the agricultural sector do not have written contracts, as mentioned elsewhere.

One area, in particular, where respondents said that there was a lot of misunderstanding and lack of awareness on the part of workers in the agricultural sector was around social security, otherwise known as social insurance. As a representative from a union said:

“*According to the law, the employer has to take an injured worker to the nearest health center and inform the police, the union parties and the labour directorate or the social insurance directorate of this incident. This law is present but not completely effective because the employer doesn't inform anyone about this and doesn't pay the social insurance. For example, a project is included in the social insurance, the employer has 100 workers and only 80% of them are included in the social insurance, so when one of those workers is injured and he wasn't registered within the social insurance list, the employer doesn't report about this because he doesn't apply the item "196" of the retirement and the social insurance law. The employer is responsible for this. This could be improved through the awareness and the education.*”

In this sense, it is vital that awareness of workers' rights continues to be improved through increased and sustained awareness raising and capacity building, as described in the Recommendations section below.

► 2.5. Improving Working Conditions in the Agricultural Sector

Encouraging the Participation of Women in Agricultural Work

According to interview data, most interlocutors we spoke with said that women and men in KRI are paid equally and enjoy similar opportunities. FGDs with male and female farm workers also yielded data that men and women are treated equally. Digging deeper, however, there are some reasons to think that this may not always be the case. Two interlocutors we spoke with, for example, both said that they have found through observations, and, in one case, research, that women are routinely paid less than men – perhaps by as much as one half. This interlocutor, representing an incubator, said the following:

“*Frankly, women form the largest group working in the agricultural sector, but their wages are different, as when we conducted a study, we discovered that women are getting paid half what the men get, and when we asked the local communities, the mukhtars and traders of Alwats, they explained that it's because women are less efficient than men and have far less capacities and energy than men.*”

This statement is concerning for several reasons. First, as women's involvement in the agricultural sector is substantial, any inequality in pay is potentially disenfranchising a very large number of people. Also, the statement made here about women supposedly being less capable and energetic than men is indicative of deep-seated conservative social norms that present multiple barriers to decent work and livelihoods for women. As another respondent told us, when they were asked why there was a disparity in hiring opportunities between women and men:

“*There are two reasons. The first is the social norms, as I mentioned. This issue is really strange, as 70% of students in the faculty of agriculture are females. In my opinion, there is a problem in the hiring and employing process, and there are many jobs that are suitable for women such as working on ornamental plants, home gardens, and greenhouses. It is easy and convenient for women to work on these.*”

This interlocutor is saying that there are many socially accepted roles where women could excel in the agricultural work force, and that they are often more educated than men in the field. Both of these statements speak to the need to support women entering and already in the agricultural workforce, until true equity is achieved. Toward that end, one respondent from a humanitarian organization stated that their group targeted women for agricultural skills training, which is encouraging.

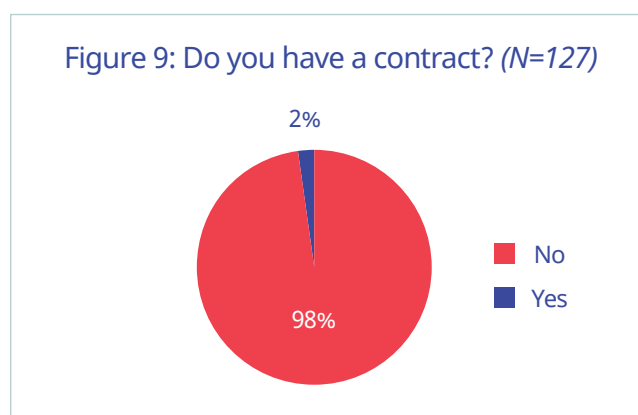
Working Conditions

With regards to working hours and conditions, as shown in Table 1 below, 60% of full-time workers report working up to 12 hours per day, far exceeding their standard working hours. This also seems to be the case for project-based workers (33%). As for seasonal workers, 32% are working more than 8 hours per day. It should be noted that this reflects data collected in February and March, as noted above, and work hours and conditions are likely to vary with seasonality. During the planting or harvest season for example, which varies somewhat from one crop to another, workers may be expected to work longer hours. Many people interviewed noted that, in agricultural work, the workday varies depending on the season and how much work is necessary to complete a task.

Table 1. Working Hours by Worker Category

Number of working hours per day	Daily Worker (N=1)	Full time (N=1)	Part time (N=264)	Project Based (N=2)	Seasonal Worker (N=2)
2	0%	0%	36%	0%	0%
3	0%	0%	27%	0%	1%
4	0%	20%	9%	0%	3%
5	0%	0%	18%	0%	5%
6	7%	0%	0%	0%	12%
7	7%	0%	0%	0%	12%
8	47%	20%	9%	67%	34%
9	40%	0%	0%	0%	13%
10	0%	20%	0%	0%	15%
12	0%	40%	0%	33%	4%

The study also looked into the other components of decent work, including the need to have a formal contract specifying workers' rights and liabilities. According to the results, as shown in Figure 9 below, only 1% (2) of survey respondents reported having contracts. One of those described the contract as a verbal contract, and the other as written. The respondent with the written contract reported that the contract included only the job duration without any other mentions of job location, and terms and conditions, description of duties, leaves, working hours, or any notice period.



The qualitative data from KIIs and FGDs revealed a similar trend, that very few agricultural workers have contracts, particularly written contracts. Of the five business owners interviewed in KRI, for example, none said that their workers had contracts. One business owner, when asked if the workers on their farm had contracts, said simply:

“*No, we don't deal with the law and contracts.*”

This statement makes clear that at least some business owners in the KRI do not feel that the labour laws apply to them and their workers, raising serious concerns about the likelihood of worker protections being respected under the law. Another business owner offered an explanation as to why they did not provide contracts to their workers:

“*The fact is implementing this law is too hard for us, because, if we make a contract for every worker, it will be difficult for us, because the workers change. Sometimes every two days the worker will leave and a new one will come, so it is hard to implement the law.*”

This explanation, about high worker turnover in the agricultural sector leading to challenges providing contractual agreements to the workers, highlights that there is a high supply of labourers in the sector and region. In turn, this situation could very well lead to worker exploitation, as well as high unemployment. High worker turnover does not produce a context where worker protections are likely to be respected under the law.

Another business owner said that they did not provide contracts to their workers, in part because they engaged in a profit-sharing model with the family and workers that they employed on the farm. This type of model, while, at least in theory, may provide an opportunity for workers to receive a significant share of the profits under a benevolent business owner, it also transfers the risk of low returns from the business owner to their workers. These workers, in turn, have no guarantee that they will be paid a reasonable amount for their labour.

Some respondents believed that unions can be useful for supporting worker rights, but typically they work with workers who already have contracts, as explained by this interlocutor from a humanitarian organization:

“*There is no special organization or entity for them, but the workers' union represents all workers who work with contracts. However, most workers here don't have contracts and most workers don't know about this, and most of them know each other through local contacts such as friends and relatives, and there is no guarantee, and it depends on each person's conscience.*”

This statement speaks to the fact that the informal or nonexistent nature of employment agreements between workers and business owners often leaves workers entirely dependent on the good will of employers for their protection. This situation is not conducive to strong worker protections, as is seen by our quantitative data.

When a union representative was asked about compliance with labour laws in the agricultural sector in the KRI, they said the following:

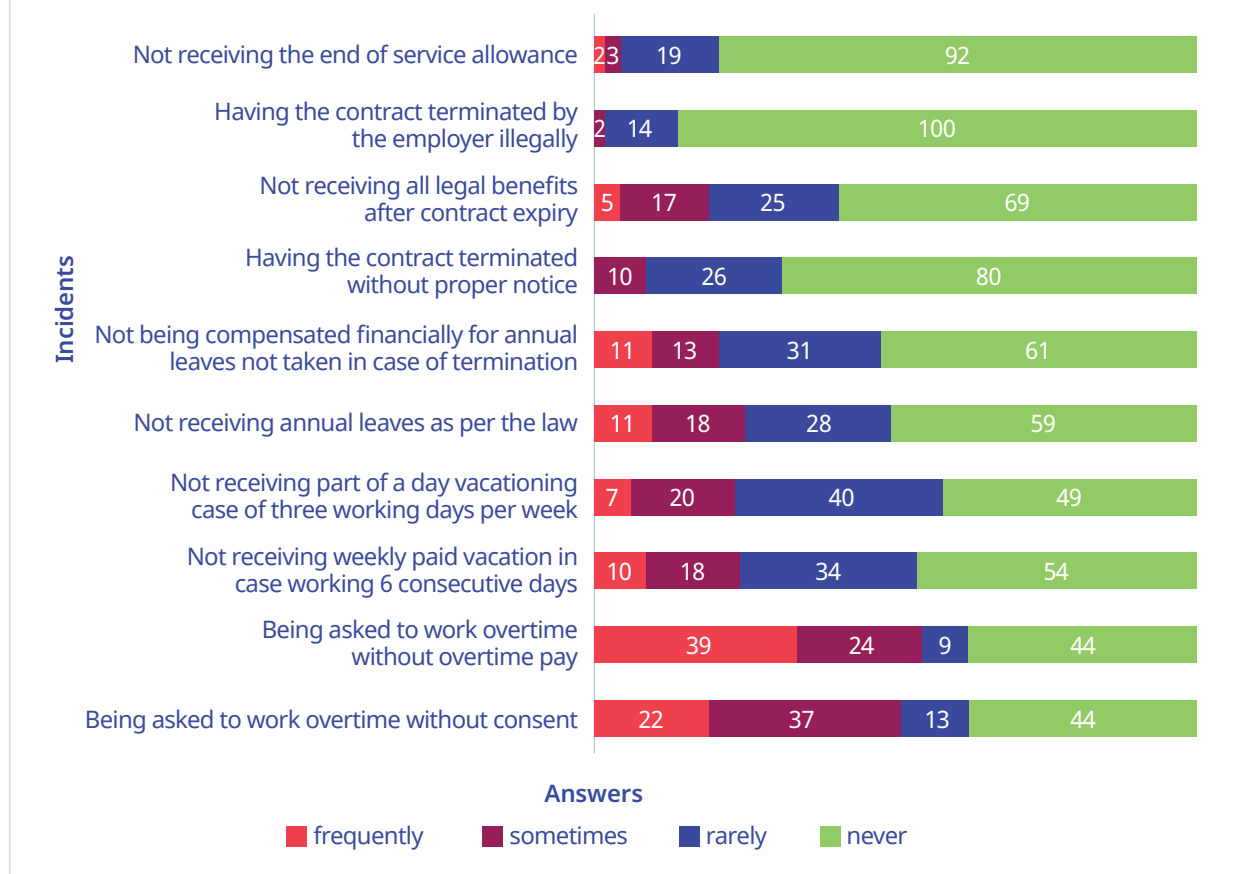
“*Most areas we visited comply, but some don't comply because most of the contracts are verbal, there are some written contracts, and they comply with the labour law. When the inspection committees find that the contracts do not comply with the law, those contracts are considered invalid, and they instruct the employer to correct those contracts.*”

This statement makes clear that written contracts offer a greater degree of protection to workers than verbal versions. Although verbal contracts may be sufficient legally (see the gap analysis section, below), this interlocutor is saying that they often are rejected by the inspection committees.

The study also inquired about agriculture workers' statuses regarding leaves, working hours, and periods for notice of contract conclusion. As shown in Figure 10a below, there are many alarming issues which workers surveyed who do not own the farms where they work face at relatively high percentages, such as being asked to work without overtime pay (62%) or without consent (62%). The non-owner workers also reported serious violations with regards to leaves, as 49% of them reported that they do not receive their annual leaves and 53% said they do not receive weekly paid vacations despite the fact that they are working for 6 consecutive days.

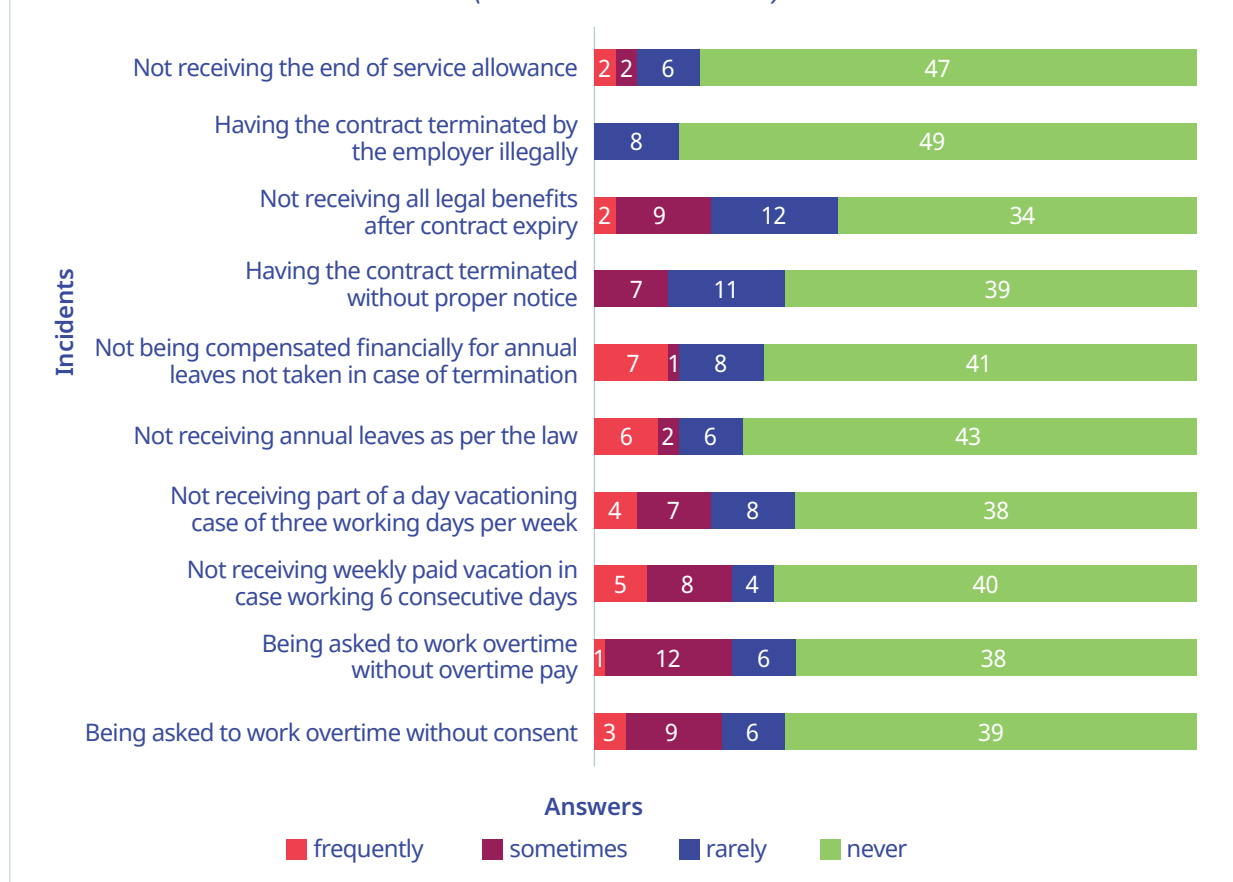


Figure 10(a): Incidents faced by agriculture workers related to decent working conditions
(Non-owners N=116)



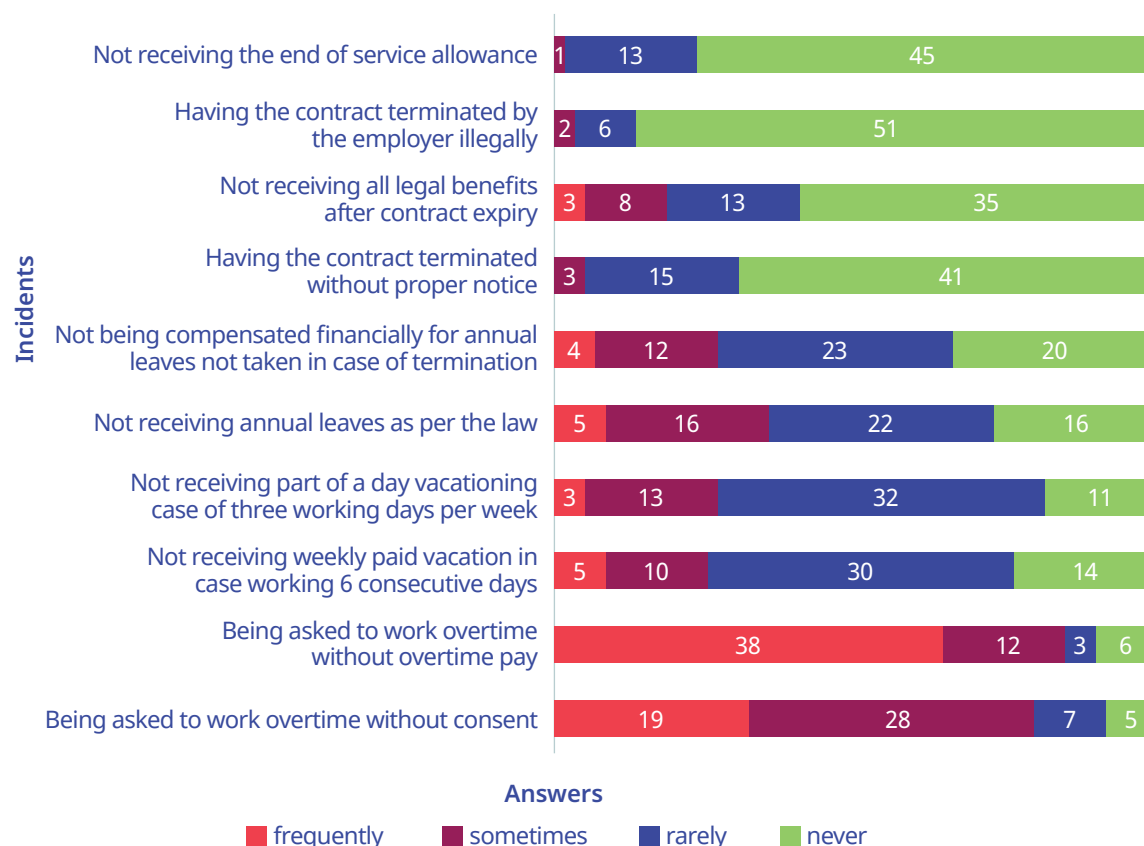
Once the data shown above are disaggregated by gender, striking disparities can be seen. First off, even a quick glance at Figs. 10b and 10c reveals that female workers who do not own the farms where they work in Dohuk we surveyed report experiencing challenging safety incidents far more often than their male peers. This is likely a reflection of sexual discrimination, or at least latent sexism, which seems to leave women subject to far more abuse and other forms of mistreatment. Nonetheless, male agricultural workers who do not own the farms where they work in Dohuk also experience frequent challenges in terms of their safety and legal rights. For example, a full third of men we surveyed in this sector reported not being paid for overtime work, and nearly as many (32%) reported being forced to work overtime without consent.

Figure 10(b): Incidents faced by agriculture workers related to decent working conditions
(Male Non-owners N=57)



As can be seen in Figure 10c, however, challenges for women agricultural workers we surveyed in Dohuk who do not own the farms where they work are significantly worse than those faced by their male peers. For example, a full 90% of women in this category whom we surveyed reported being forced to work overtime without extra pay, with 64% reporting that this happened frequently. Similarly, 88% of these women respondents who do not own farms reported being forced to work overtime without consent. Only 27% of non-owner women who responded to our survey reported that they never were denied their annual leave.

Figure 10(c): Incidents faced by agriculture workers related to decent working conditions
(Female Non-owners N=59)



Qualitative data from KIIs and FGDs supported our quantitative survey-based findings and provided some context for why agricultural workers in KRI so often report that they are not granted leaves. One government official whom we interviewed said that daily workers in the agricultural sector do not generally have contracts, and miss out on leaves for this reason. A representative from the Chamber of Commerce said that annual and maternity leaves are regularly granted in the public and government sectors, but that in the private sector the protections are less well respected. They said the following:

“

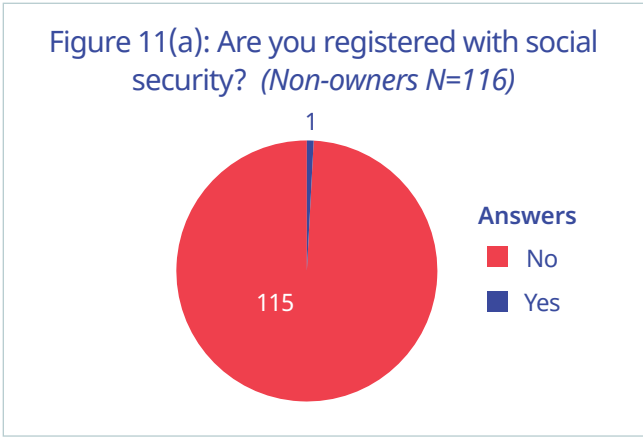
During the pregnancy period, the manager may promise her paid leaves, but when she takes the leave she doesn't receive the wages. This is not acceptable in the labour law and she can complain, the employer may dismiss her if there is no contract between them and deprive her of all her rights, so the workers should be aware that they have rights mentioned within the law and this law included the sick leaves, the annual and maternity leaves, and all these things... The workers should be aware of those rights and they should join the workers' union, because the union has a lawyer and can protect their rights in terms of the sick leaves or other rights.

”

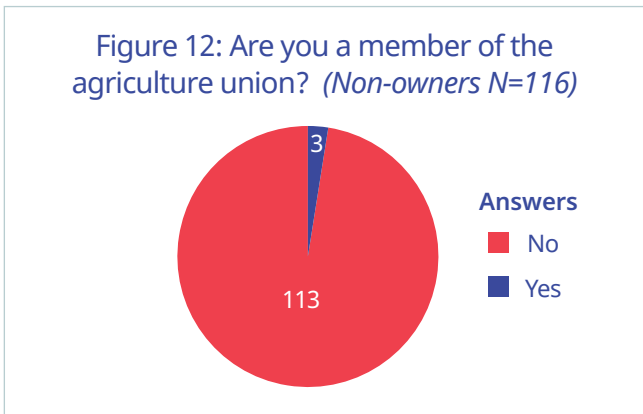
In this statement, it is clear how important unions can be in advocating for the rights of workers, who may otherwise not be able to protect themselves against malfeasance particularly if they do not have a written contract. In fact, the same Chamber of Commerce representative said that lack of leave, typically requested for maternity or weddings, topped the list of worker complaints, along with working hours, wages, and forced overtime.

Social Security and Trade Union Membership

As shown in Figures 11a below, only one survey respondent (<1%) who did not own the farm where they worked reported being registered with social security. This respondent was a woman.



Also, the vast majority of non-owner agricultural workers responding to our survey (97%) reported not being members of agriculture unions. Of the three respondents who reported being members, two were men and one was a woman.



The finding from the surveys that most workers are not registered with social security is in agreement with the data from the KIIs and FGDs. Among the five business owners we interviewed, only one said that their workers were registered with the social security directorate. One of those business owners who employed workers that were not registered

for social security said that it would be good for both themselves and their employees if they did register. No FGD participants had any knowledge about their rights to register for social security. An interlocutor from a business incubator praised a project organized by a consortium of international organizations and NGOs, as it, in effect, required employers to employ workers who had registered for social security.

Workers in the private sector are covered by Social Insurance under the Social Security Law No. 39 of 1971. Although the law provides for comprehensive social security benefits, including for sickness and maternity, only the pensions system is currently accessible to private sector workers, and social protection for workers who are not civil servants is extremely limited. Only about 48% of the total labour force contributes to and are covered by contributory social security systems (World Bank, 2018b)²⁸ and in sectors such as agriculture, characterised by high levels of informality, the rates are likely to be lower still.

A representative from the Chamber of Commerce said explained how social security was intended to function in KRI:

“*The workers in the private sector have the right to receive social insurance from the employer and there is a workers' union that is responsible for the workers, monitoring them and protecting their legal rights in terms of health insurance and wages, because the law determines the wages of the workers and the number of the working hours in addition to the retirement issues that include paying 17% of the worker's salary for the retirement and insurance directorate. The workers' union in Iraq and the Kurdistan region represents the workers and cares about the workers' issues.*

This statement speaks to how important the workers' unions are in guaranteeing workers' access to their rights. However, only 5% of the surveyed agricultural workers reported being union members. Without having a union to advocate for their rights, many agricultural workers in KRI are likely missing out on their rights under the law.

An interviewee from a union described how workers who have not registered for social security can and do encounter problems when they try and retire:

“*Some workers have worked for 10 years without social insurance. For example, when a worker wants to retire after 20 years of working, he finds that he was registered only for 10 years.*

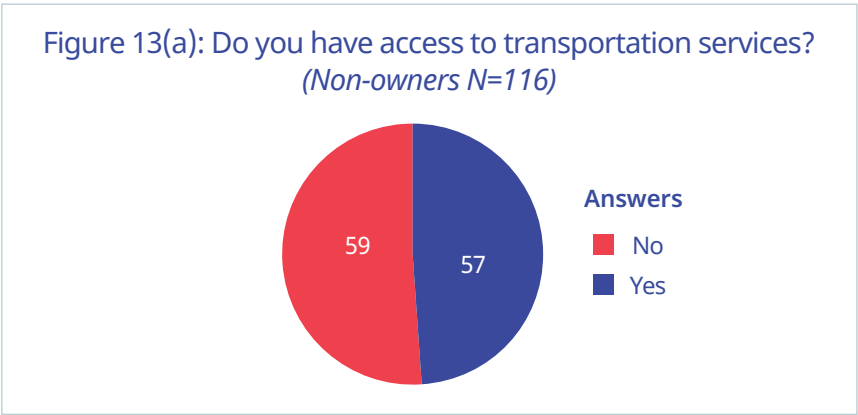
²⁸ “Iraq Economic Monitor: From War to Reconstruction and Economic Recovery.”

<http://documents.worldbank.org/curated/en/771451524124058858/pdf/125406-WP-PUBLICP163016-Iraq-Economic-Monitor-text-Spring-201818-18-4-web.pdf>

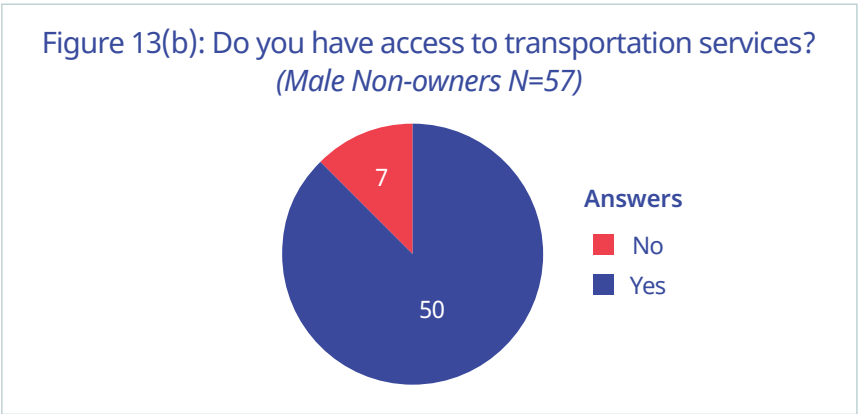
It is unclear from this quote whether the hypothetical worker in question was not registered for half of his time working because he had failed to register on his own, or because of some kind of deception on the part of his employer. Either way, the problems this worker has encountered would be avoided if they had a contract and registered for social security from the start of their time working.

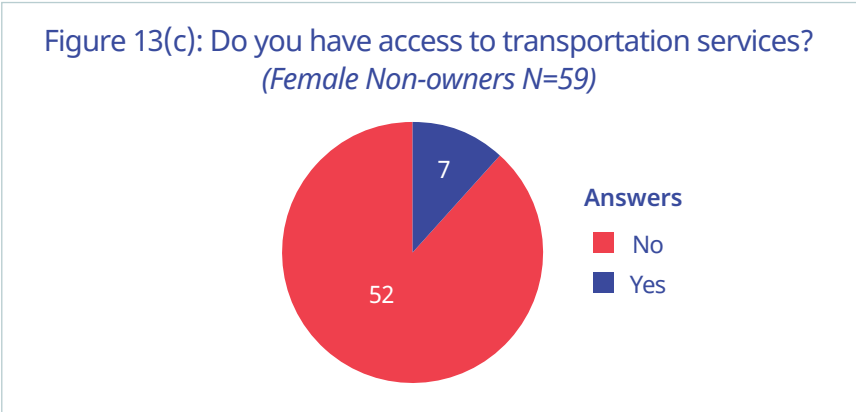
Transportation to and from Work

Often the key to being able to work is being able to get to the job. Regarding transportation services, as shown in Figs. 13a, 13b, and 13c below, just over half of all non-owner agricultural workers we surveyed in Dohuk reported not having access to adequate transportation to and from work.



When the data shown in Fig. 13a were disaggregated by gender, however, a stark discrepancy emerged. Women reported not having access to adequate transportation to and from work at a far higher proportion (88%) than did their male peers (12%).

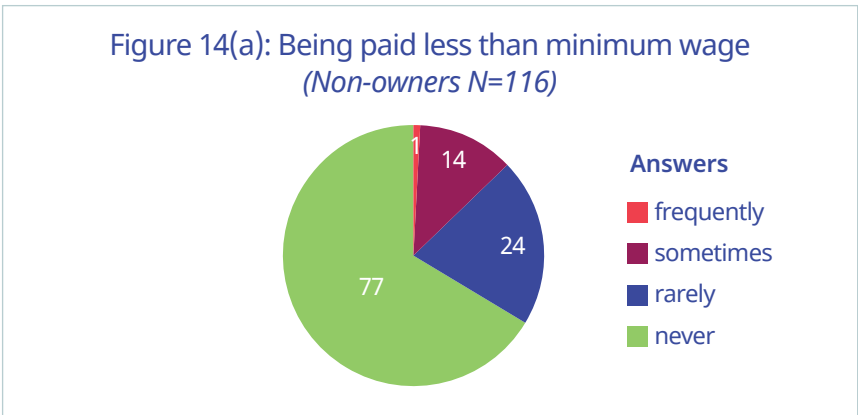




The qualitative data from KIIs and FGDs was also split. Three of five business owners interviewed said that they provided transportation and food for their workers, and two said that these expenses were left to the workers entirely. Participants in both the male and female FGDs said that they had no choice but to walk to and from work, often for hours.

Decent wage

In order to understand the agricultural workers’ access to work with a decent wage, the survey respondents were asked if they are being paid as per the minimum wage in Iraq. As shown in Figure 14a below, 34% of all non-owner respondents in Dohuk have reported that they are being paid less than the minimum wage. We also looked at these data disaggregated by gender, and found no significant disparities between male and female respondents, at least in this regard.



The survey data alone does not show the whole picture, though. Qualitative data form the KIIs and FGDs revealed that there is tremendous disagreement about what the minimum wage actually is, as well as whether workers actually receive it. For example, a representative from the Chamber of Commerce said that they thought the minimum wage for agricultural

workers was 400,000 IQD per month for eight-hour workdays. An interlocutor from a humanitarian organization said that the minimum monthly wage for agricultural workers in the KRI was actually 300,000 IQD, while a third interlocutor---a union official---said that it was 350,000 IQD by law. Many other interlocutors, including many government officials, said that they did not know if there was a minimum wage.

Leaving aside for a moment the differing views on the status of minimum wage laws in the KRI, it is worth noting also that most interlocutors interviewed said that the wages given were not sufficient. The union representative interviewed, for example, said the following:

“ *This is not enough. Yes, they receive it, but in places where the inspection committees don't reach, they may be exposed to exploitation and they may not receive the wages, because of the high rate of unemployment and lack of the job opportunities.* ”

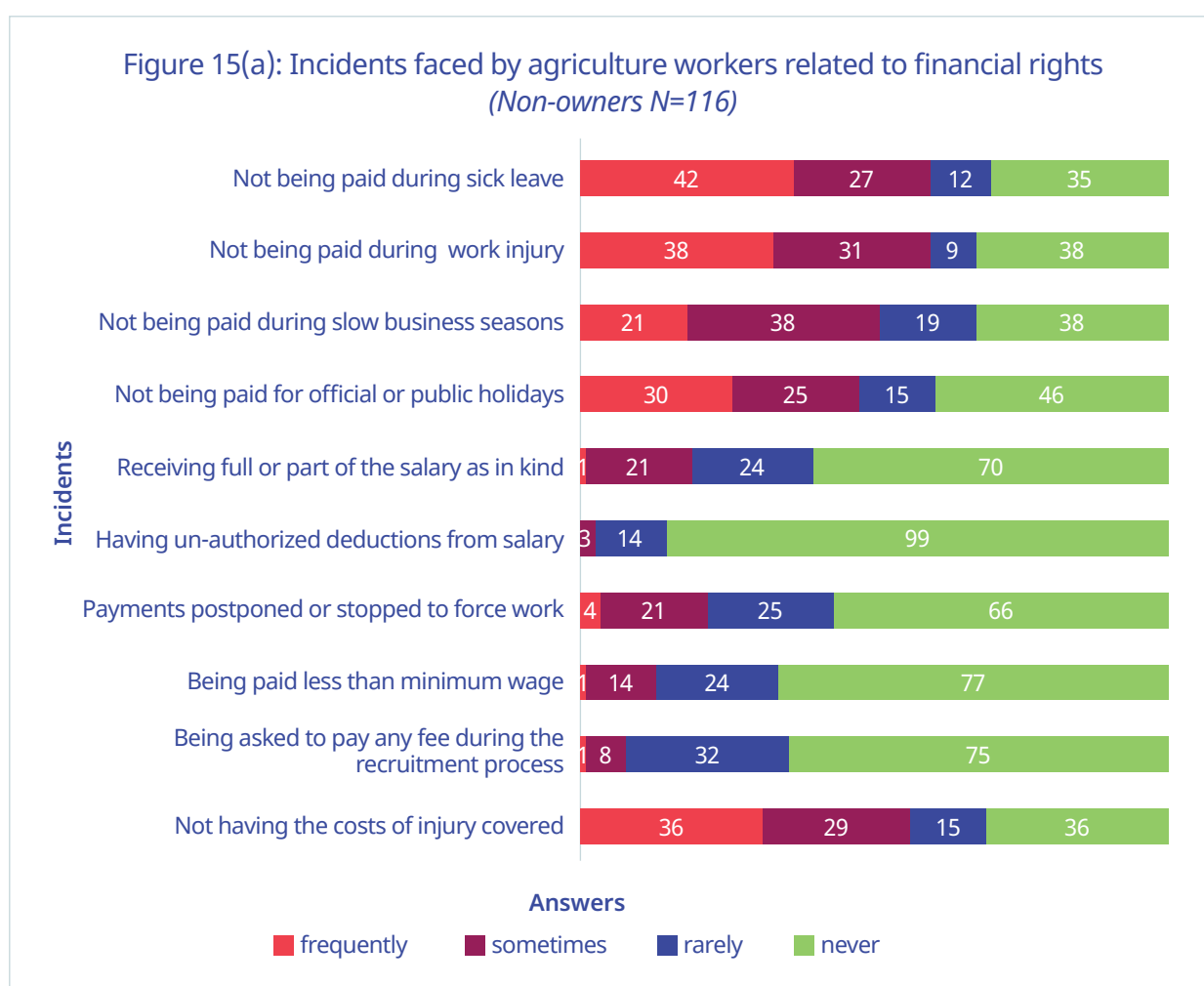
Here, the interlocutor is also reporting on some of the reasons why agricultural workers may not receive the minimum wage, citing economic conditions and market pressures. In fact, participants in the male FGD said that they thought the minimum wage was only 5,000 IQD per day – an amount which they said they had no choice but to accept, because they did not have any other work opportunities. Participants in the female FGD said that they were often not paid even the meager amounts agreed to, sometimes receiving only 2 days' pay for 10 days of work. These exploitative work conditions mark a far departure from the decent work provisions spelled out in the legal code for agricultural workers in the KRI.

In addition, one business owner interviewed described that they shared the farm's profits with the workers rather than paying them a set wage. Unfortunately, there is no further information about whether this arrangement translates into a decent wage for that business owner's workers, but it is possible that such an arrangement could leave workers underpaid and possibly exploited.

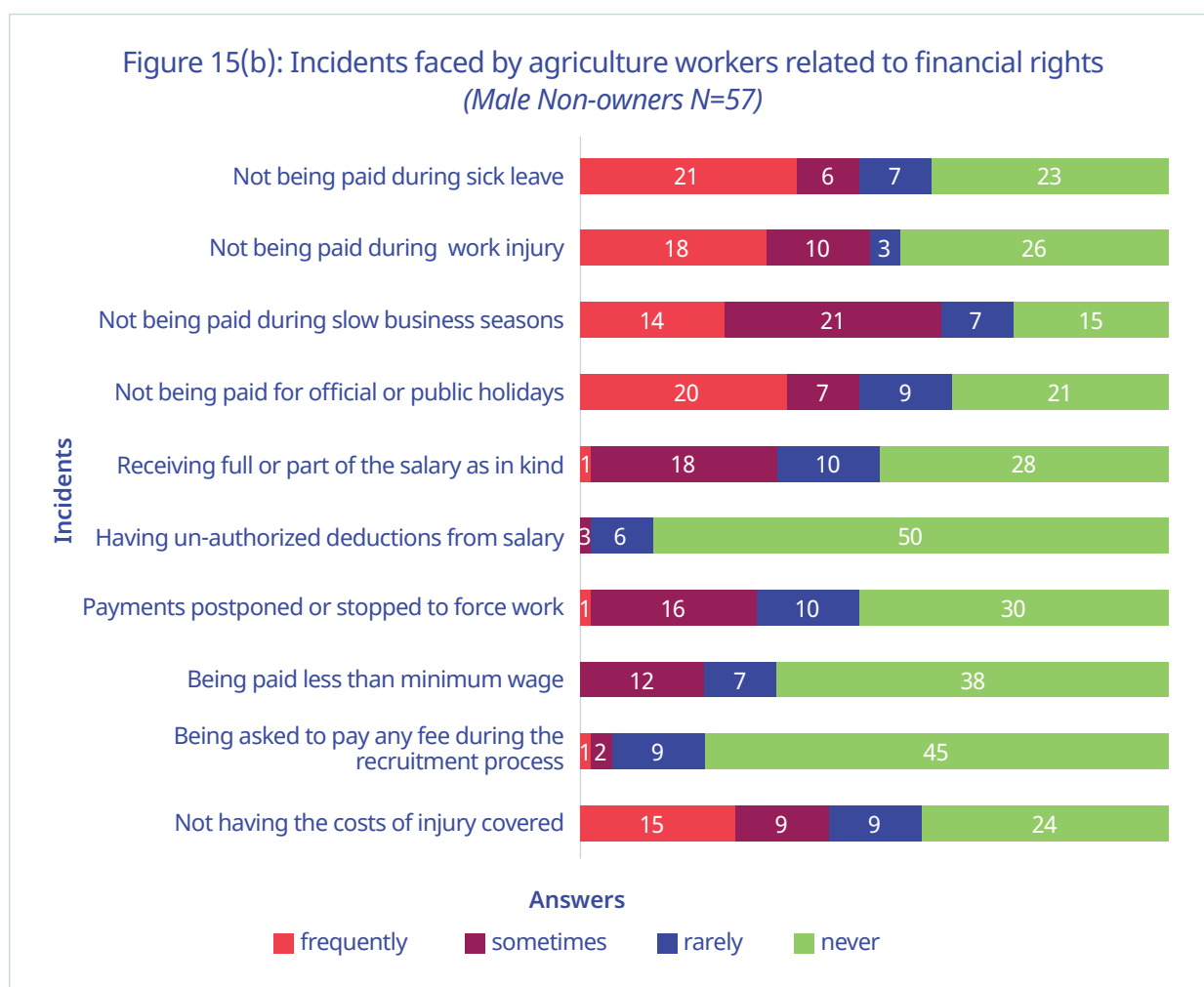
An agriculture professor told us in an interview that refugees, in particular, were underpaid by their employers in the agriculture sector. They said:

“ *Refugees are exploited. We hear about people who receive wages ranging between 10,000 and 15,000 IQD and this is very low. I think the minimum wage should be 25,000 IQD.* ”

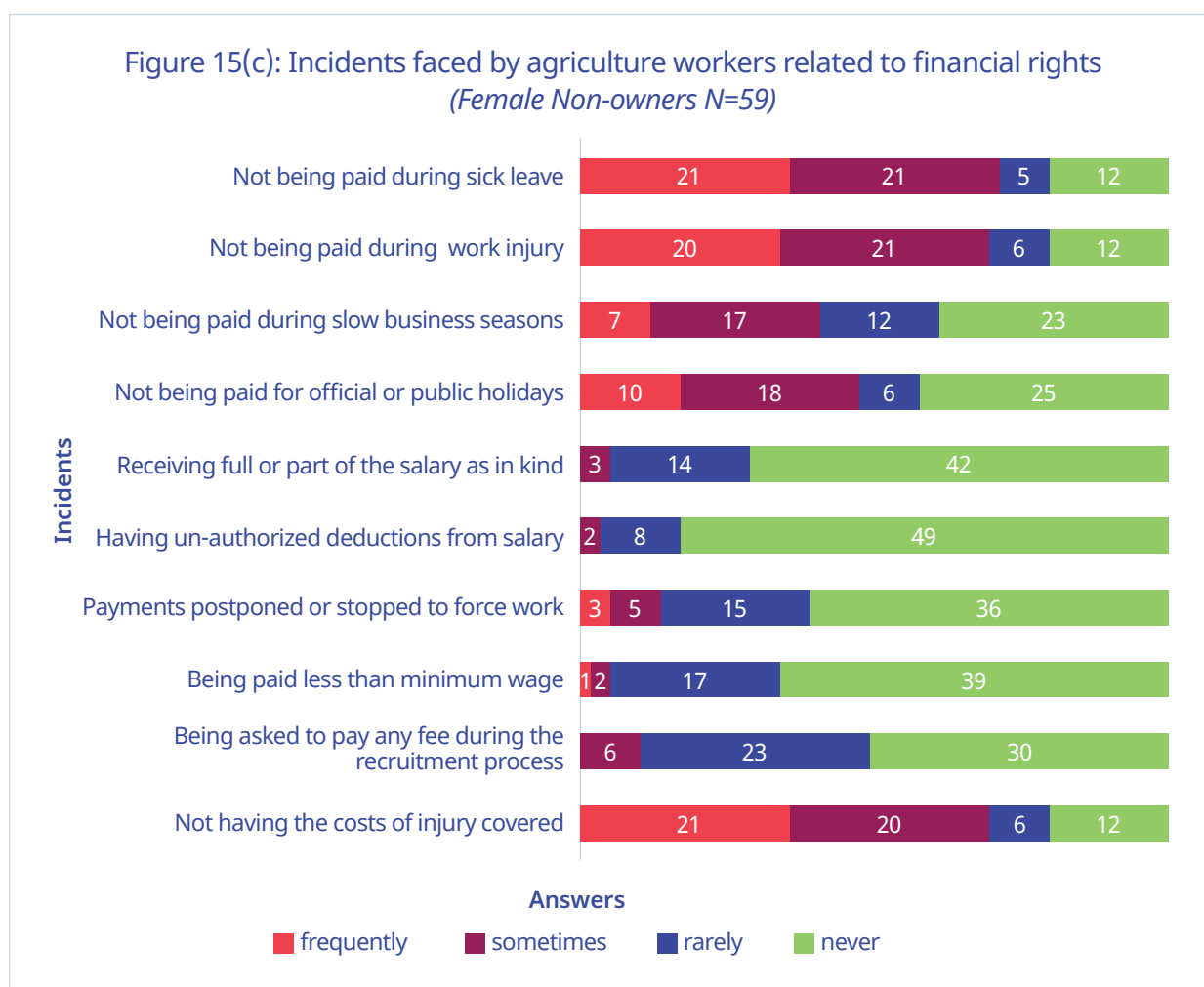
The survey also asked respondents about other potential benefits the employer should provide according to the law. As shown in Figure 15a below, 70% of non-owner workers surveyed in Dohuk reported not being paid during sick leaves and 67% reported not being paid when injured. It is also reportedly extremely common for employers to not cover the cost of non-owner workers' injuries (69%).



When disaggregated by gender, several disparities come into clear view. For example, as can be seen when comparing Figs. 15b and 15c, significantly higher proportions of female than male survey respondents who do not own the farms they work on in Dohuk reported that they at least occasionally did not receive pay for leave for sickness or injury or receive payment for costs incurred during a workplace injury. In fact, 80% of female non-owner respondents reported that they did not receive these payments.



Almost half of female non-owner respondents (49%) reported having to pay a fee during the recruitment process for employment, while only 21% of men did. Similarly, 17% of women in this sample of non-owners reported that employers took unauthorized deductions from their pay; the figure was 12% among male respondents. These findings are consistent with the patterns of women agricultural workers often being treated worse than their male peers by their employers.



Underage work

Based on KII and FGD data, it appears to be common for children under the age of 16 to work in the Kurdistan Region of Iraq. Four of five business owners interviewed said that children work on their farms, with three volunteering that they work in the same roles as adults. The fifth business owner was more ambiguous in his response when asked whether children under the age of 16 worked on their farm, acknowledging the problem while also citing labour laws, as follows:

“ Yes, sometimes, but we do not recommend that because now they are talking about the labour law so we don't make problems. ”

This statement is only slightly encouraging, in the sense that the business owner said that undisclosed people were discussing the relevant labour laws, implying that they might be starting to limit or reject the practice of hiring underage workers. Other data points were

less encouraging. One representative from a vocational center, for example, offered up an explanation for why families worked with their children, as follows:

“*People in rural areas inherit this profession from their parents. As you know, cultivation is the oldest profession in human history, and in rural areas, families work with their children in cultivation regardless of their age, because the community in general love agriculture. On the other hand, people under the age of 16 cannot get a job related to agriculture and get paid.*”

This statement is concerning, because, while acknowledging that underage children cannot legally work in agriculture, the interlocutor seems to gloss over the real reasons why families are working with their children. In fact, FGD participants who worked with their children did not say that they did so because they “love agriculture”. Pointing to the underlying economic reality, one woman said the following about the practice:

“*I know it's illegal for children to work but our situation is very bad. That's why we get our children to work.*”

This statement, made by a mother who has three working children under the age of 16, indicates that the existence alone of the labour laws outlawing underage work are not enough to change behavior in the face of economic pressures and poverty. Participants in this same FGD said that their boss was often asking their children to work without even seeking parental permission, and then refusing to pay the families extra for the children’s labour. FGD participants of both genders also said that the business owners they worked under employed children in hazardous roles, without special consideration for their age and inexperience.

A union representative explained the practice this way:

“*The applied labour law allows persons from 15 and more to work except for the hard jobs, from 15 to 18 is considered adolescent and not allowed to work hard or harmful jobs. There are children under 15 who work in agriculture everywhere and this is because of the bad living situations and the need for the family to be supported in the law, it is not allowed to work but in reality, they work.*”

This statement, as those above, also speaks to the fact that application and enforcement of the existing labour laws regarding underage work are not currently sufficient and need to be improved in order to protect the youngest citizens of KRI. According to the data, the problem of underage workers is not isolated or rare; one representative from a business incubator said that they believed that underage workers made up a full 40% of the agricultural workforce in KRI.

► 2.6. Fruit and vegetable sub-sectors in Dohuk governorate

Fruit

Dohuk, in common with other parts of the Kurdistan Region of Iraq, produces a range of fruit crops, including pomegranate, grapes, figs, apricots, peaches and apples. These crops are produced in orchards and vineyards, which benefit from the area's cool mountain climate and good rainfall. Pomegranates are indigenous to the area and their cultivation dates back to antiquity. The fruit is very popular on the domestic market, either for fresh consumption, juice, or processing into pomegranate molasses or syrup. Apricots are native to China and Central Asia, while figs originate in Anatolia, but both have been cultivated in Iraq and the wider region since ancient times. They are a common feature in many regional dishes, and are also popular for fresh and dried consumption. Grapes are among the most profitable crops in Iraq, and are of particular importance in the KR-I region. Both the leaves and fruits are harvested and eaten, although production has declined in recent years. Every year, exhibitions dedicated to honey and grapes are organized in Dohuk with the participation of dozens of farmers to attract capital investment in the agricultural sector. Apples and peaches are similarly very popular on the domestic market, for fresh consumption, juices and incorporation into sweet dishes.

Many of the businesses growing fruit in the region are smallholdings of families and individual farmers, which use traditional and artisanal agricultural practices. Often farmers cultivate mixed orchards with more than one type of fruit grown. Agricultural extension services to improve production are somewhat limited and products tend to be of variable quality, primarily destined for sale on domestic markets. There is little access to export markets for smaller farmers and Iraq's exports overall are low. In fact, Iraq imports significant quantities of fruit, which is often of higher quality and cheaper, from countries such as Egypt, Iran, Syria, Turkey, and Yemen. Drying and processing of fruit is undertaken by some industrial factories, or frequently by small-scale artisanal processors or farmers themselves.

Fruit production is labour intensive, with harvesting undertaken by hand. Much of the work in fruit production is precarious and highly seasonal, with labour required at harvest time and other key periods throughout the season – for example, for weeding, spraying, etc. As such, many workers are employed on short-term verbal arrangements, without contracts. Work is generally physically demanding, involving long hours in the fields, picking and carrying loads of fruit crops.

Vegetables

Dohuk produces a variety of vegetables, with some of the notable crops including tomatoes, cucumbers, onions, potatoes and chili peppers. Most vegetable cultivation in Dohuk, like the wider KR-I region, relies on rainfall. These often means land must lie fallow between harvests to allow moisture, humus and nutrients in the soil to be restored, as well as leaving farmers potentially vulnerable to periods of drought.

Some farmers use greenhouses and drip irrigation systems, and such practices have been promoted by various organizations in recent years, due to their potential to increase profitability and resilience for farmers. In particular, it allows farmers to produce crops outside of the main harvest season, when they might command better prices. However, due to the high capital costs of greenhouses and irrigation equipment, many farmers still produce vegetables in open fields using traditional techniques. Vegetable production faces challenges including pests and diseases, lack of appropriate management and poor horticulture practices. Many of the seeds for vegetable production are imported and the domestic seed production and distribution system does not have the capacity to meet demand.

Work in the vegetable sector is primarily unskilled or semi-skilled manual labour required to till the land, plant, tend and harvest the crop. Most vegetable harvesting is conducted by hand, with the crops typically stacked and handled in baskets or boxes. Work tends to be seasonal and low paid, with labourers employed by verbal arrangements only. Wider use of drip irrigation and greenhouses might improve profits in vegetable production, reducing farmers exposure to seasonal price fluctuations. This could also stimulate new job opportunities in installation, maintenance and operation of the necessary equipment.

Most vegetables are sold fresh for domestic cooking and there is little industrial processing of vegetables. Some vegetables are sold to processors for pickling to produce turshi, which is a popular dish on the domestic market. Processing might present opportunities for decent work, if facilities can be supported to expand and perhaps access export markets. For example, turshi is popular across the Middle East and beyond and could be exported if good quality and competitive prices can be achieved. Some processors in Iraq already export pickles, to countries such as Egypt and Algeria.



► Part 3. GAP ANALYSIS

According to Iraqi Law, enterprises and workplaces operating in Iraq are subject to labour inspection under the Ministry's supervision and direction (Article 126 – Chapter 13). The inspection is applied by the labour inspection directorate which holds the power of verifying the implementation of legal work conditions, protection of workers essential rights during work performance, and to technically advice on effective methods and implementation means as per international conventions.

In case of violations, the labour inspection directorate informs the Ministry of Labour for appropriate action. Moreover, the directorate ensures the existence of a fully functional complaints and feedback mechanism for workers. The workers should be trained on how to use this mechanism through a briefing on the mechanism guidance list (Article 127 – Chapter 13).

The inspection process is to be completed by an inspection committee which is comprised of a labour inspector (civil servant), a suitable representative of the employer, and a representative from the National Center for Occupational Safety and Health. All three participants must take an oath of trust, impartiality, and confidentiality. Certain requirements are needed for the labour inspector such as a completed university degree and relevant trainings by the ministry (Article 128 – Chapter 13).

The inspection committee is entitled to the right of free access to the workplace for inspection purposes, without prior notice, to perform examinations or direct law provision inquiries. This can be in the form of interviews with the employer or workers with the presence of a witness, or through checking documents such as letters and records. The inspection team is also free to ask for samples from the workplace related to occupational health and safety for the purposes of analysis after informing the employer or their representative.

Upon the visit, the inspection committee should draft a summary report with time-bound recommendations for compliance with the legal provisions. Some of those can be immediate measures in case of emergencies or imminent danger to workers' safety and health, including possibility of workers' evacuation until the workplace is safe (Article 129 – Chapter 13).

These legal expectations under these laws are not being met, at least in many instances, as evidenced by the data we collected about how rarely inspection teams visit workplaces. According to our data collected during interviews and FGDs, it has become very clear that workers are often not familiar with their legal rights at work. Even when workers are aware of their rights, the government's capacity to carry out inspections seems to be quite limited,

particularly in remote and rural areas. There has been a reported lack of transparency from the side of the employers when it comes to declaring the number of staff working without contracts or without registration with social insurance. The workers also do to seem to be familiar with reporting mechanisms specifically through the ministry in cases of law violations or to request inspection visits.

The enterprise should ensure the safety of the harmful machinery and equipment through regular inspection visits to inspect safety of steam boilers, pressure devices, elevators and lifting tools and accessories. The enterprise should also report cases of injuries with sufficient detail and ensure that workers having access to first aid equipment and PPE. (Article 114 – Chapter 13).

The National Center for Occupational Safety and Health is the responsible entity for management, planning, and monitoring of occupational health and safety to ensure a safe work environment, including the prevention of workers' occupational diseases and work-related injuries. In order to achieve this, workers should be trained on how to avoid occupational hazards and should undergo primary and periodic medical examinations (Article 114 – Chapter 13).

The activities carried out by the National Center of Occupational Safety and Health include evaluating pollution measures and monitoring workplace injuries, in addition to ensuring adequate measures through checking health facilities, booths, sleepover locations, and maintenance of the workplace. (Article 115 – Chapter 13). The employer holds the responsibility of informing the staff about the occupational risks in writing before workers start the work, and to post those written risks in a visible location along with any means of prevention (Article 117 – Chapter 13). The workers hold the responsibility of following orders, taking examinations, wearing protective equipment, and cooperating with their employers (Article 119 – Chapter 13).

The gaps we observed in terms of the implementation and application of the safety laws were substantial. We have observed that the overwhelming majority of workers we surveyed said their employers do not take action to monitor working conditions, nor do they have contingency plans for potential emergencies. The majority of workers also claim that their employers do not take precautions to limit exposure to potential biological and chemical hazards, calling into question the efficiency and capacity of the National Center of Occupational Safety and Health. The workers also report being exposed to security risks directly in the farms where they work, particularly in the border regions,

Chapter four of the Iraqi Labour Law organizes the regulation for vocational training centers in Iraq. Licensed under the Ministry of Labour and subject to inspection and monitoring and

evaluation, public and private vocational training centers are organized to provide trainings to increase the youth employment opportunities and strengthen their technical expertise.

The trainees should have a contract with the vocational training center, shall receive the service for free, and receive a certificate after satisfactorily completing the course.

The vocational training center should link graduates with employment centers, which are responsible for advising the job seekers on the type of skills needed and organize their employment after the completion of the training.

The Vocational Training Service shall be responsible for the payment of the contributions provided for by the Pension and Social Security Act for workers during the training period, based on the minimum, and should abide to the safety standards for the occupational safety and health.

No workers reported receiving vocational trainings, nor any other trainings such as security or legal awareness. In fact, the results proved significant lack of awareness on the basic rights starting from having a contract, paid leaves, minimum wage, right to social insurance, or right to complain or withdraw in case of unsafe working conditions. The workers have even been exposed to wrongful ideas on laws that do not seem to exist such as inability to submit complaints against an employer if working for them for a certain number of years.

Iraqi Labour Law has organized a number of conditions to ensure decent working conditions for workers. This includes contractual agreements, working hours, and rights to leaves.

The workers and employers' mutual agreement should be organized with an employment contract orally or in writing. The written contract should include the names, date of birth, qualifications, profession, residence and nationality of the employer, address of the enterprise as well as the nature, type, duration and date of commencement of the work. The contract shall also include the wage details and the working hours. (Article 27 – Chapter Six)

The employment contract should not be terminated as a result of an error except if this error is repeated after receiving warnings. A dismissal penalty may take place in case of violations that caused serious material damage or for disclosure of professional secrets. (Article 141143/ – Chapter Fourteen).

As per Iraqi Labour Law, the daily working hours shall not exceed (8) eight hours per day or forty-eight hours (48) per week including rest and meal periods. As for night work and mixed schedules, working hours should not exceed 7 hours and 7 and a half hours respectively.

As for shift basis workers and intermittent work, the worker should not be present at the workplace for more than (10) ten hours, provided the number of hours of actual work does not exceed (8) eight per day. (Article 67 – Chapter Eight). This legal requirement stands in

contrast to some of the data we gathered in interviews and FGDs, where it was clear that some workers worked longer than 10 hours per day, and many workers were not consistently aware of the maximum number of working hours per day.

Working hours should include at least one resting period for not less than 30 mins per day, and not less than (11) eleven consecutive hours of rest between two working days, calculated as of the end of the effective working day and the beginning of the following day of work. While workers employed as drivers should not drive for more than (4) consecutive hours without a rest period. If over time is needed, it should not be more than one hour per day in industrial activities, or four hours per day in complementary or extraordinary or non-industrial work (Article 6871/ – Chapter Eight). Some interview and FGD participants, however, told us that agricultural workers were not paid extra for overtime work, or given a choice about whether or not to work overtime.

In terms of leaves, workers are entitled to a leave at full pay on feast days and official holidays fixed by the law, except for Saturday, with eventually 21 days of paid vacation leaves per working year, allowed to be taken all at once, or divided (Article 7477/ – Chapter Nine). Our survey data revealed that many agricultural workers do not get leave with pay for holidays.

The workers are also entitled to other types of personal leaves such as wedding leaves or leaves due to death of a family members. In addition to up to 30 days of sick leave per year and up to accumulated 180 days (Article 8283/ – Chapter Nine). The Iraqi law also allowed the female worker to a maternity leave at full pay of not less than fourteen (14) weeks per year with her being able to return to the same position or a position with similar wage at the end of her maternity leave (Article 87 – Chapter Nine). Interview and FGD data we collected indicated that it is quite rare for women working in the agricultural sector to be granted any type of formal maternity leave, paid or unpaid.

With regards to pension and social security, the employer shall pay the social security administration a compensation for its obligations towards the non-secured worker or will be subject to a penalty of not less than 500,000 five hundred thousand Dinars and not more than 100,000 one hundred thousand Dinars or to an imprisonment penalty for a period of not less than 1 month and not more than 6 months (Article 124125/ - Chapter 13). This law seems to be unenforced, as our research revealed that the vast majority of agricultural workers are unregistered for social security.

The study has identified clear and significant breaches of decent working conditions as outlined by law in the KRI. These reported breaches include denying workers their legal pay, not paying them in case of termination, being terminated without notice or for illegal reasons, and not receiving paid sick or maternity leaves. Most are working without contracts,

with absolutely no briefing or guarantee of their legal rights, administration entitlements, or of the possible risks they might be exposed to and who covers the costs of possible injuries. The workers – especially refugees - are put in positions where they are exploited for extremely low wages. In most cases, workers are accepting these wages due to the lack of job opportunities in their area.



► Part 4. CONCLUSIONS

This study was based, in part, on a survey that was conducted in February and March of 2022. While important aspects of this situation are reflective of working conditions in the agricultural sector in KR-I and Iraq more widely, caution must be applied in generalizing the conclusions.

► 4.1. Labour Inspection (and Complaints)

- ① It is evident that the inspection visits component is heavily missing from the agriculture sector in Dohuk, with only 6% of total respondents reporting having witnessed an inspection visit. The main reasons reported were related to lack of cooperation from employers and limited transportation means of inspection teams.
 - There seems to be a clear breach of transparency from employers who undergo inspection related to disclosure of number of workers in the job site. It is common for the inspection committees to go to the same site for numerous times to cross-check whether there are any workers who aren't registered with social security.
 - There is a significant challenge with regards to the remote locations of the farms. This affects the frequency to which (if ever) the inspection committees are able to reach such sites.
 - The duration of the visit varied among the respondents who witnessed an inspection visit ranging from one hour to two days. It can be useful/helpful for workers to have an expectation of how long an average visit should take in order to follow up in case they thought the visit was insufficient duration wise.
 - The number of people interviewed varied heavily among the respondents who witnessed an inspection visit. For some it was one person, while in other locations it was up to 30 people. This variation can be related to the degree of breach or a specific situation of the farm being under inspection. However, the workers did not have details on why this number was chosen.
 - The majority of respondents confirmed that the inspection team had access to all facilities and documents requested.
 - Respondents were not briefed on the results or the outcomes of the inspection visits.
- ② Most workers (72% of the total sample surveyed) do not know how to submit complaints. For those who know, they have rarely used any of the channels to submit a complaint (only 4% submitted a complaint before).

- The most frequent channel that workers are aware of to submit complaints was police (63%) and legal entities (63%). Some respondents chose village leaders as a channel to submit complaints (34%)
- Of the few respondents who have submitted a complaint before, most were satisfied with the confidentiality of the channel (60%). While some were satisfied with the responsiveness (40%) and actions taken (40%).
- None of the respondents mentioned Ministry of Labour as a channel which they are aware of for submission of complaints.
- The governmental KII interlocutors described the process of complaints submission in a manner that suggests efficiency. The complaints are first submitted to MoLSA, then are referred to relevant directorates within MoLSA which in their turn refer those to the relevant courts.
- The governmental KII interlocutors seem to understand that there is a clear lack of awareness from workers' side towards their rights to complain, or general rights as well. The KII interlocutors believe that joining a union can alleviate this challenge.

► 4.2. Occupational Safety and Health

- ① There are significant concerns with regards to compliance to safety working. The employers do not necessarily take the needed precautions with regards to monitoring and management of labour risks and are exposing the workers to heavy labour risks without prior assessments, contingency plans, or investigations of safety accidents.
 - Only 3% of all survey respondents reported being registered with health insurance.
 - None of the business owners interviewed reported keeping records of injury incidents or conduct investigations for safety violations.
- ② There are alarming risks with regards to the security situation under which the employees are working.
 - General fear of cross-border shootings or air raid attacks on the farms where workers are practicing their daily labour.
 - There have been three death incidents at one of these farms either by airstrikes or armed attacks.
- ③ There is no consideration for pregnant women or underage workers when it comes to safety standards.
 - The employers fail to keep the pregnant and nursing women away from chemical and toxic materials.
 - Underage workers are equally involved in heavy hazardous work.

- ④ The workers are exposed to diseases, injuries, and potentially serious biological and chemical hazards.
 - Workers reported serious accidents in the workplace (10 over the past year at one site that had less than 12 workers).
 - There have been reported cases of typhoid and overexposure to heat on some farms.
 - There have been cases of COVID-19 patients who were asked to continue working during their contamination with the virus.
 - Most non-owner workers (71%) are not familiar with the type of chemicals used around the workplace nor they are trained on properly handling them.
 - Most non-owner workers (71%) report improper storage or missing warning labels on chemicals, hazardous materials, flammable materials, and ignition sources.
 - Many non-owner workers reported exposure to significant machine vibrations (88%).
- ⑤ The workplace and facilities often do not meet safety standards.
 - Most non-owner respondents reported lack of availability of washing facilities, or cleaning materials in case of exposure to hazardous chemicals (79%).
 - Many non-owner workers report a lack of gender-separate latrines (90%), availability of rest areas (29%), health facilities (41%), or first aid kits (82%).
- ⑥ Survey respondents reported illegal retaliation towards those who voice concerns with safety measures.
 - 34% of the surveyed non-owner agriculture workers have faced punishment for moving away from serious danger that might affect their health and safety.
 - 28% of the surveyed non-owner respondents reported not being allowed to leave the workplace due to safety concerns.
 - One KII interlocutor explained that workers do not usually express their concerns due to fear of losing their jobs, and employers use that against them.
- ⑦ There are serious concerns with regards to violence behavior, harassment, or assault towards workers in Dohuk.
 - 28% of all non-owner workers report having faced verbal or physical assault from the employer, the worker's representatives, or other workers.
 - 15% of all non-owner workers report having faced sexual harassment from the employer, the worker's representatives, or other workers.

► 4.3. Awareness Raising and Capacity Building

- ① Workers seem to have limited – close to zero – awareness and understanding of their rights.
 - KII interlocutors explained that workers sign contracts without reading, or without trying to get an explanation of the contract from the lawyers.
 - There is a clear lack of understanding on whether workers in the agriculture sector are entitled to social security.
- ② Workers access to trainings seem to be heavily limited, whether the trainings were on safety, skills, or rights.
 - The majority of non-owner respondents (67%) report that they did not receive a training on how to work with agricultural tools and equipment.
 - The majority of non-owner respondents report not being trained on contingency plans in case of fire (82%), nor are they trained on occupational safety and health (88%), or on how to use PPE (80%).

► 4.4. Improving Working Conditions in the Agricultural Sector

- ① There seems to be conflicting responses with regards to women's involvement and equal pay in the agri-food sector. However, it is evident that women seem to face a form of sexism with regards to the assumptions of their level of skills, and the type of work opportunities they are offered.
 - Women are only asked to work in the fields which fit the stereotypical gender roles, such as working on ornamental plants, home gardens, and greenhouse.
 - Women are faced by assumptions that they have less skills, capacity, or energy to handle agriculture work.
 - Many respondents believe that women are involved in the agri-food sector and are receiving equal pay to men. However, some KIIs mentioned that according to observation and research, women receive almost half of the pay that men receive.
 - Women do not seem to receive their maternity paid leaves in this sector due to the absence of contracts. Some interlocutors expressed that they believe that they might be able to legally claim those if they are registered with a workers' union.
- ② All types of workers including full time, seasonal, and project-based workers seem to work beyond the standard number of working hours, including up to 12 working hours per day.
 - 60% of full-time workers report working beyond normal working hours.

- 33% of project-based workers report working beyond normal working hours.
 - 32% of seasonal workers report working beyond normal working hours.
 - 62% of all non-owner workers report being forced to work overtime without their consent. Among women who do not own the farms where they work, the proportion is 88%.
- ③ There is a huge gap in issuing contracts or accepting the fact that contracts are a given right to both workers and employers in the agriculture sector. On the contrary, many see that there are certain parts of Iraqi law that do not apply to them or to the sector, such as contracts.
- Almost all workers (98%) report not being covered with any form of contract (written or verbal).
 - For the very few who do hold contracts, the contracts reportedly include minimal information, typically only about job duration.
 - There is generally a high turn-over in the agricultural sector, which gives the workers a feeling that it might not be work creating a contract for a person who is working for a day or two.
 - Unions are perceived as being useful for supporting worker rights.
 - Workers are often left to rely on the good will of the employer to provide rights (leaves, wage, injury coverage), without any legal or formal guarantees.
- ④ There are serious violations of labour law when it comes to provision of leaves, notice periods, and determination of contracts
- Close to half of the non-owner workers (49%) reported that they do not receive their leaves according to the law.
 - More than half of the non-owner respondents reportedly do not receive a weekly paid day off, despite the fact that they are working for 6 consecutive days.
 - 47% of the non-owner workers report not being compensated financially for unused leaves in cases of termination.
 - As much as 31% of the non-owner workers reportedly had their contracts terminated without prior notice and 14% faced illegal termination.
- ⑤ There is serious lack of consideration for the right to social security in this sector. Membership in agriculture unions is also not very common.
- Almost all (99%) of the surveyed non-owner respondents report not being registered with social security.
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- None of the FGD participants reported having registered with social security.
 - The governmental KIIs explained how social security system works promoting the usefulness of this system. Yet, that does not seem a system which is reflected to workers.
 - Only 3% of the non-owner respondents reported being members of agriculture unions, which, according to the qualitative data, seems to be good support to the workers in guaranteeing their labour rights including contracts, maternity leaves, and other similar rights.
- ⑥ There is a demonstrated lack of awareness on the minimum wage for agricultural workers. Different values were provided as follows:
- Some interview interlocutors reportedly believe it is 400,000 IQD per month for full time workers.
 - A humanitarian organization worker reported it is 300,000 IQD per month for full time workers.
 - FGD participants mentioned as low as 5,000 IQD (approximately equivalent to \$3.40) per day, and that it is accepted by people when they do not have any other choice.
 - There are reported cases of not paying workers the amount they were promised to receive. An example would be being paid for 2 days while working for 10 days.
 - Refugees seem to be specifically exploited, according to interlocutors.
- ⑦ Underage work is very common in this sector.
- Interviewed interlocutors said that the applied labour law allows work for children aged at 15 and older. However, the type of job should not be hard or harmful.
 - Some respondents look at this in an informal/casual manner and from a cultural perspective, stating that children love working in their families' farms, and they do not see this as child labour.
 - However, some others acknowledge that it is illegal for children to work, but say they have no choice but to have them support the family due to the tough economic situation.
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► Part 5. WAY FORWARD

► 5.1. Labour Inspection (and Complaints)

- Strengthening the involvement of the inspection committee in the agriculture sector, including advocating for the recruitment and training of additional labour inspectors, capacity-building in issues specific to the agriculture sector for existing inspectors, and raising awareness among farming communities about the role and benefits of labour inspection. Such engagement should also consider solutions for labour inspections in remote rural locations. This will require additional human resources and an improved transportation system to assist inspectors in reaching remote farms.
- Consider ways to increase coordination on labour inspections between MoLSA and Ministry of Agriculture, including creating joint working groups and forums for engagement across ministerial departments, or possibly advocating for a mediating role for the Ministry of Planning. ILO should also provide capacity-building to MoLSA and the MoA, to support the joint development, compilation and publishing of annual inspection reports of agricultural areas.
- Advocating and promoting good practices in labour inspections, including:
 - Increasing the involvement of workers in the inspection visits through interviews, both to help inform the inspection report findings and to help raise awareness among workers of their labour rights.
 - Ensuring that inspection visits result in a summarized report with recommendations and that workers are also briefed on the results.
 - Ensuring that recommendations and required actions are followed-up through additional site visits as necessary
 - Ensuring that feedback mechanisms are in place to process employee and employer feedback in a timely, confidential, and responsive manner, and increasing awareness of feedback mechanism channel
 - Ensuring that workers are aware of the possibility of submitting complaints through MOLSA, which has an effective reporting system and holds a liability to respond to complaints in a timely and comprehensive manner.

► 5.2. Occupational Safety and Health

- Increasing collaboration with Ministry of Agriculture Extension Services to develop and conduct awareness sessions for workers on their safety rights, and how to safely use common agricultural machinery, equipment, hazardous materials and chemicals.

Consider training suppliers as well, and mandating or otherwise encouraging that they disclose risks to buyers.

- Advocating with and training employers to ensure they are briefing the workers on the possible safety risks before the start of their contracts and that they receive ongoing refreshers and safety warnings during the job implementation period with oversight from the ministry. Similar outreach programs could be tailored and targeted at smallholder farmers, who make up a large proportion of the agricultural sector.
- Advocating with employers and raising awareness of good occupational safety and health practices, including:
 - Encouraging registration with health insurance where applicable by the law.
 - Ensuring the workspace is adequate and meets the labour law standards of having wash facilities and resting space.
 - Ensuring appropriate PPE and First aid equipment are present in the workplace.
 - Ensuring emergency contingency plans are in place, accompanied with a training on those to all different types of workers.
- Conducting a security assessment for farms in high-risk locations, through government or relevant humanitarian organizations, in order to assess the risks to agricultural workers and devise contingency strategies that might help manage security incidents. (Unique to KR-I.)
- Advocating for the establishment of a coordinated agrobusiness licensing procedure, involving MoLSA, Ministry of Agriculture, and Ministry of Trade and Industry. Generally, streamlining and simplifying procedures, and ensuring a coordinated approach between departments, could help reduce bureaucratic barriers for farmers and other agricultural enterprises seeking to formalize their businesses. Similarly, ILO could advocate for increased coordination between Ministry of the Interior and MoLSA to support and enhance labour rights enforcement. (Unique to KR-I.)

► 5.3. Awareness Raising and Capacity Building

- Promoting gender-sensitive publicity campaigns on worker rights, raising awareness of decent working conditions and safety and health protections. This might be complemented with legal awareness sessions in workplaces, delivered in partnership with government ministries and/or humanitarian organizations. ILO could also distribute manuals and/or posters that summarize the main legal components for the

workers' basic rights, such as contracts, notice periods, legal benefits after termination, leaves, coverage of injury treatment costs, and the right to work in a safe place. These could be placed in employment centers, employer's premises, public facilities (libraries, training centers, etc.), agricultural extension offices, MoA offices, and other locations where they might be seen by relevant groups (e.g. agricultural employers and employees).

- Conducting assessments in partnership with MoLSA and MoA, to understand agricultural workers' needs on a technical level (e.g. skills gaps) and mapping whether there are current centers and trainings available that can cover relevant topics in the area. In conjunction, ILO and/or their donors could consider making funding available for increased on-the-job training opportunities for agrobusiness workers through their employers or through government initiatives to allow for increased productivity and enhance motivation. (Unique to KR-I.)
- Advocating for and support the implementation of certification policies for particular agricultural skills and trainings, in conjunction with the Technical and Vocational Qualifications Framework of Iraq, adopted July 2021.
- More broadly, encouraging the implementation of more sustainable farming practices, with a goal of limiting or eliminating the use of hazardous chemical inputs, and ensuring the viability of agricultural livelihoods into the future. This could perhaps take the form of awareness-raising campaigns in partnership with other agencies (such as FAO, UNEP, etc.), and marketing/certification campaigns.

► 5.4. Improving Working Conditions in the Agricultural Sector

- Working with MoLSA, MoA, unions, and employers, to ensure all workers have either verbal or, preferably, written contracts and terms of employment. Within such tripartite forums, ILO should encourage discussions around the feasibility of requiring a written contract as a mandatory document for all workers in the agriculture field. ILO could also conduct awareness sessions on what components that should be covered in the contracts, including leaves, notice periods, termination conditions, and legal benefits after contract expiration.
- Advocating for greater application of the social security system and minimum wage within the agriculture sector in Iraq, through engagement with political actors and ministries (especially MoLSA) and seek to identify barriers to full implementation of the existing system.

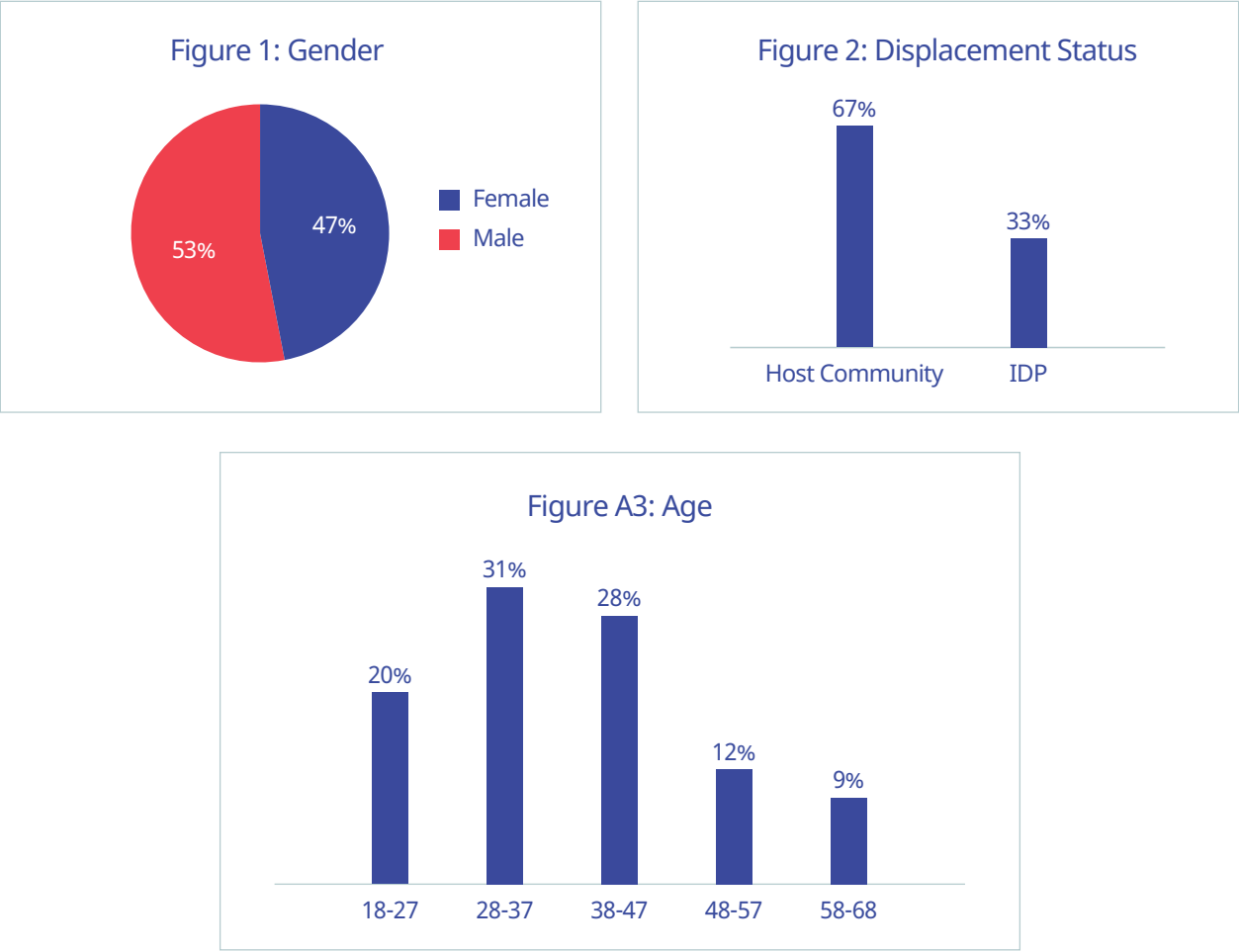
- Considering strategies to reduce the potential for exploitation of workers who are unable to find jobs (for example, refugees and displaced people, and other vulnerable groups). Measures to counter exploitative practices might also link with measures to formalize employment practices in the agrobusiness sector, and could include advocating with government for better enforcement of existing regulations, supporting the labour inspection system, and supporting trade unions.
- Providing workshops advocating for better recognition of women's rights in the agricultural sector, involving employers, government, and in cooperation with the agriculture unions. In the longer term, encourage reforms to move toward gender equality in land tenure and ownership rights.
- Considering strategies for reducing child labour in the sector, including providing awareness sessions on the importance of children being in school, especially within families who own agricultural businesses.
- Advocating for a greater role for unions and employees' organizations – which might also include informal groups, cooperatives, and farmers associations. Supporting and encouraging the growth of these groups and organizations could help employees secure their labour rights, enhance working conditions and livelihood opportunities, and promote the exchange of information, technical knowledge, and good practices.



► **Part 6: ANNEXES**

► **Annex 1 – Demographics of Survey Respondents**

In Dohuk, the study was able to achieve a gender balanced sample with 47% of the respondents being Female, and 53% as Males (Figure 1). Most of the respondents (67%) were members of the host community, while 33% are IDPs. As for Age, the respondents were spread across variety of age groups, with most of them aged between 28 and 47.



In terms of marital status, most of the respondents are married (71%), while only 25% are single. The majority of the Males are head of households (96%), as well as a noticeable portion of Females (60% - Figure 5). Overall, the average number of household members per household is 7 members.

Figure 4: Marital Status

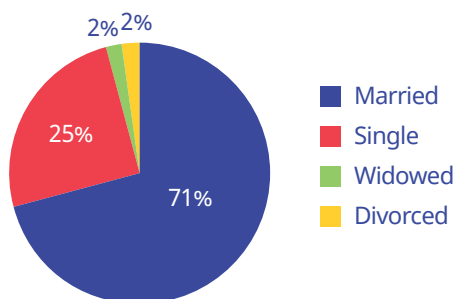
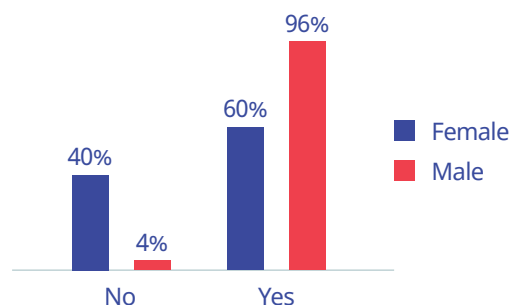


Figure 5: Head of Household



Most of the respondents surveyed defined their roles as farmers (72%) or workers (13%). As much as 9% of the respondents were the owners and manage on average 5 employees. Out of these owners, 45% own the land themselves, while 36% mentioned that it is owned by their family (Figure 7).

Figure 6: Role in Agriculture

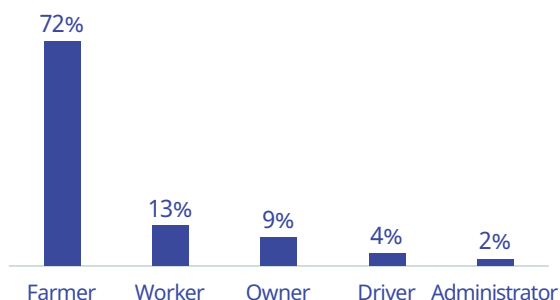
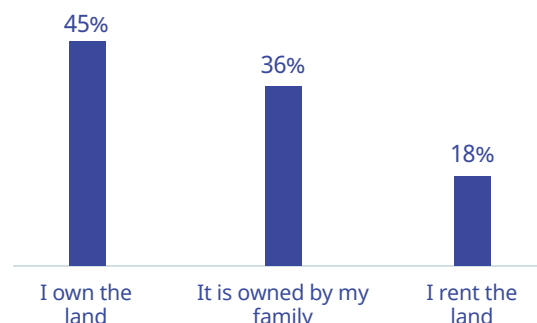
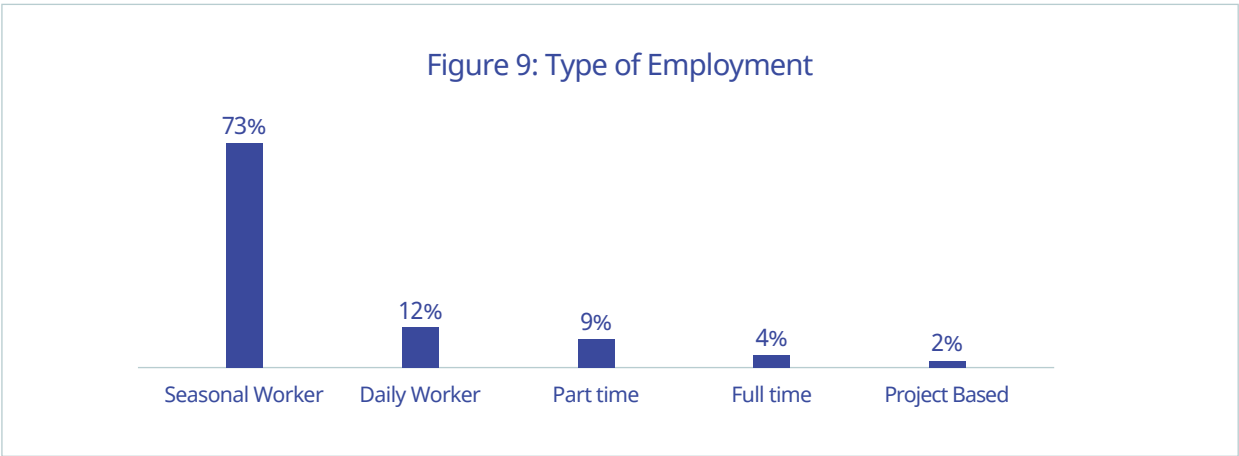
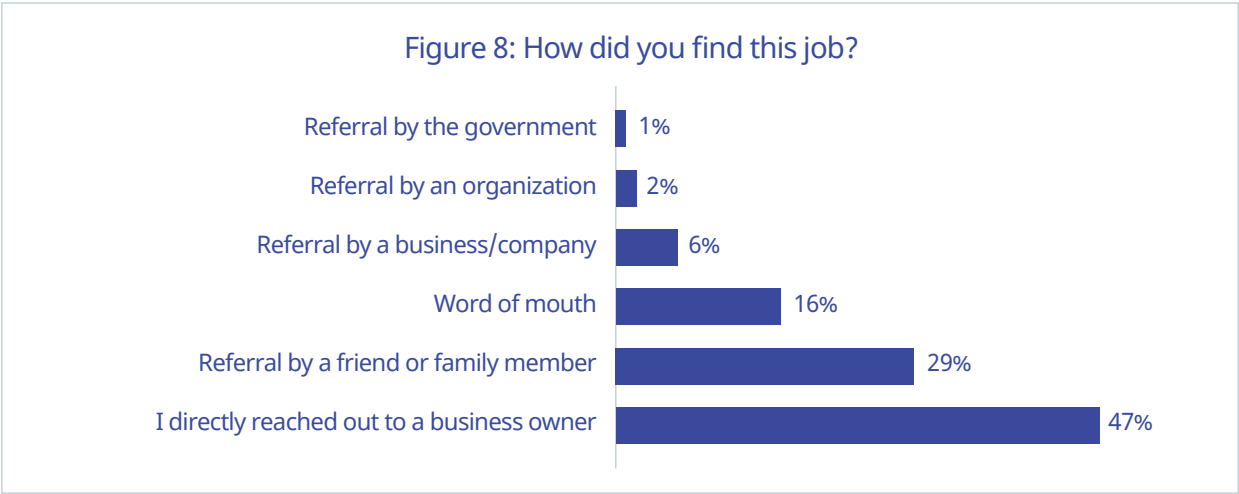


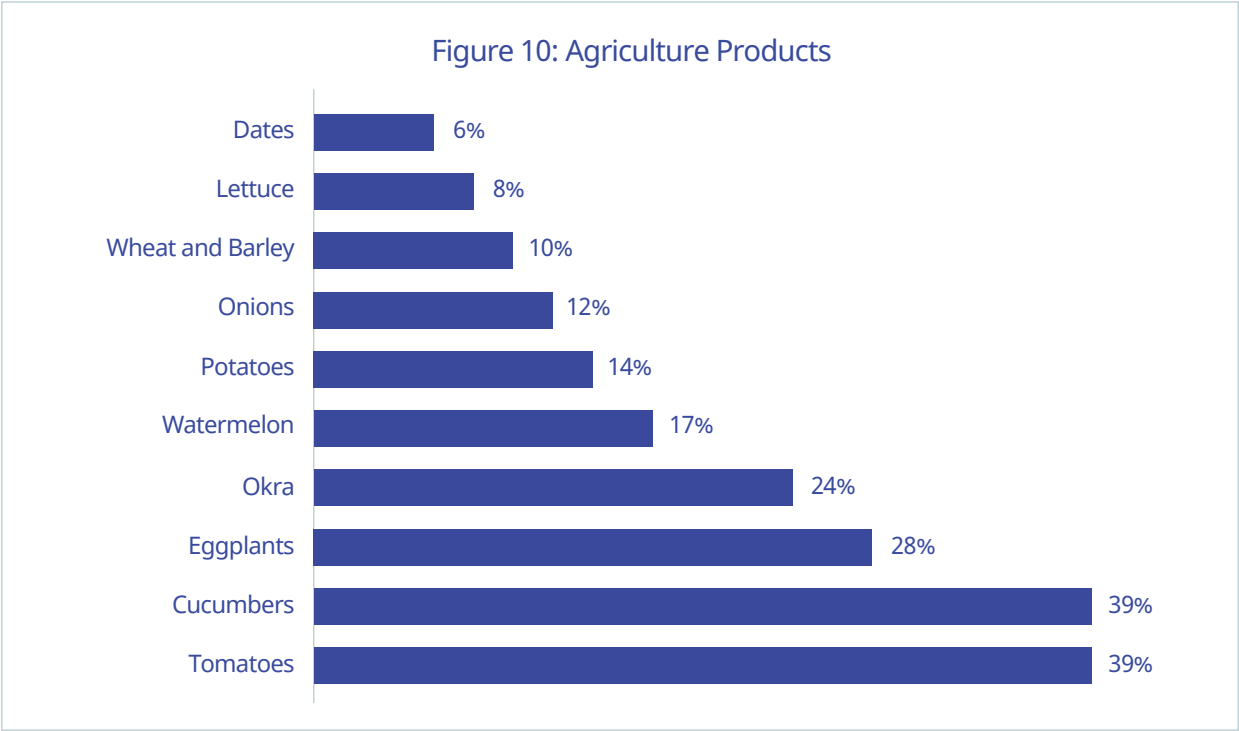
Figure 7: Ownership Status



Most of the respondents found their jobs by reaching out directly to the job owner (47%). While 37% were referred by friends of family members (29%) or business/companies, organizations, and governments. Most of the agriculture workers work explained that they work on a seasonable basis (73% - Figure 9).



As shown in Figure 10, the respondents have mentioned being involved in work with different agriculture products. The most frequently mentioned products were tomatoes and cucumbers, followed by eggplants and okra.



► Annex 2 – Workshop Attendee and Invitee Lists – Erbil and Dohuk

Erbil Attendees

- 1 Abdulxaliq Ahmed Aziz, Ministry of Agriculture, Law Department.
- 2 Ahmed Kamiran Mohammed, Ministry of Agriculture, Service Department.
- 3 Nazat Hassan Jeejo, Ministry of Agriculture, Engineer.
- 4 Nawzad Abdulaziz Salih, Ministry of Culture and Youth, Advisor.
- 5 Abdulqader Ahmed Mohammed Amin, Kurdistan United Workers' Union.
- 6 Mustafa Zubair Bilal, Ministry of Trade and Industry, Head of Planning.
- 7 Nazmi Mosa Othman, MoLSA KRI, GD Deputy of Ministry of Labour and Social Security.
- 8 Natiq Abd-Alrahim Sadiq, Chamber of Commerce, Director of International Convention.
- 9 Dr. Kanar Hidayat, Ministry of Planning, GD.

Erbil Invitees

- 1 Dr. Ghazi Faaq, Director General of Planning and Follow Up- Ministry of Agriculture & Water Resources – Kurdistan.
- 2 Nawzad Abdulaziz Salih, Ministry of Culture and Youth Kurdistan.
- 3 Hangaw Abdullah Khan, Kurdistan United Workers Union, Attorney General/President.
- 4 Swar Aziz Ali, Ministry of Trade and Industry Kurdistan, General Director.
- 5 Mr. Natq Abd-Al Rahim Sadq, Chamber of Commerce Erbil, Director of International Conventions.
- 6 Dr. Kanar Hidayat, Ministry of Planning, GD.
- 7 Imran Shah, Head of FSL Department – Food, Security, and Livelihoods Department, Action Against Hunger.
- 8 Dr. Arif Hito, Kurdistan Regional Government, General Director.
- 9 Omer Khidhir, Chamber of Commerce Erbil, Head of Relationships.
- 10 Dr. Emad Alsaigh, University of Dohuk Economist.

Dohuk Attendees

- 1 Shirwan Omid Aref, Chamber of Commerce.
- 2 Nazik Tawfiq Abdullah, Dohuk Agriculture Directorate/Agricultural Extension Section, Training Division Officer.
- 3 Ibtisam Sadiq Khabbo, Dohuk Agriculture Directorate/Agricultural Extension Section, Extension Division Officer.
- 4 Omar Ibrahim Maqsoud, Dilja Agricultural Association, Director.
- 5 Abdul Karim Hammad Muhammad, Directorate of Labour in Dohuk, Director.

Dohuk Invitees

- 1 Omer Khidhir, Chamber of Commerce Erbil, Head of Relationships.
 - 2 Mrs. Nazik Tawfiq Abdullah, Dohuk Agriculture Directorate/Agricultural Extension Section, Training Division Officer.
 - 3 Mrs. Ibtisam Sadiq Khabbo, Dohuk Agriculture Directorate/Agricultural Extension Section, Extension Division Officer.
 - 4 Omar Ibrahim Maqsoud, Dilja Agricultural Association, Director.
 - 5 Afram Sawa, Rwanda Foundation, Director of Dohuk Branch.
 - 6 Ahmed Jameel, Directorate of Agriculture Dohuk, General Director.
 - 7 Ayad Hasan, Dohuk Trade Chamber, Director.
 - 8 Halat Salman Sulaiman, Cihan Bank, Director of Dohuk Branch.
 - 9 Muhammad Taha, Thiqa Bank, Director of Dohuk Branch.
 - 10 Othman Khalil, Cordaid, Project Coordinator for Youth Employment and Development.
 - 11 Romeel Teede Odeesho, CAPNI for Humanitarian Aids Project Officer.
 - 12 Dr. Sherwan Mustafa, Dohuk Polytechnic University, College of Agriculture.
- 

► Annex 3 – Survey and Tools

Agriculture Baseline Study - Survey		Code No.
Interviewer Name:		Respondent's Name:
Interviewer Position:		Respondent's Gender:
Interview Date:		Respondent's Age:
Governorate:		Respondent's Position:
Sub-District:		Respondent's Marital status:
Community:		IS the respondent head of HH?
Farm:		Number of HH members
Displacement Status	A) Refugee B) Host Community C) Returnee D) Non-displaced E) IDP F) Other	
If displaced or refugee:	When did you leave your place of origin? What was your place of origin:	
Do you have difficulties seeing, even if wearing glasses?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	
Do you have difficulties hearing, even if using hearing aid?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	
Do you have difficulties walking or climbing the stairs?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	
Do you have difficulties remembering or concentrating?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	
Do you have difficulties with self-care, such as washing all over or dressing?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	

Using your customary language, do you have difficulty communicating, for example understanding or being understood?	A) No difficulties B) Some difficulty C) A lot of difficulty D) Cannot do at all E) Refused F) I don't know	
Are there persons in your household who face additional challenges?	A) PWD: physical B) PWD: mental C) PWD: psychological D) Elderly E) Pregnant women F) chronic diseases	In case yes, please specify?
Do you suffer from any chronic diseases?	A) Yes B) No	If yes, please specify:
Phone number if possible:		

Introduction:

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Consent:

Do you agree to participate in this interview?

A) Yes

B) No (If no, please thank the respondent for their time, and end the conversation)

Screening:

Do you work in agriculture?

A) Yes, I am currently employed in the field of agriculture

B) Yes, I currently own or manage an agriculture related business

C) No

(If C, please thank the respondent for their time, and end the conversation)

Section One: Background:**1.1. What is your role in agriculture?**

- A) Farmer (Please specify the products: dates, vegetables, etc. -----)
- B) Owner (Please specify the number of employees managed)
- C) Administrator (Please specify the number of employees managed)
- D) Trader (Please specify the products: dates, vegetables, etc. -----)
- E) Other: Please specify: -----

1.2. How long have you worked in agriculture?

----- (in months)

1.3. If A, what is the type of employment?

- A) Full time
- B) Part time
- C) Daily Labour
- D) Project Based
- E) Seasonal Work

1.4. How many hours do you work per day, and how many days per week? (average)

----- hours per day

----- days per week

1.5. In case you are a refugee or migrant agriculture workers, do you have work permits?

- A) Yes
- B) No

1.6. Did you have to pay for this work permit?

- A) I had to take the whole cost
- B) I paid for part of the cost
- C) I did not pay
- D) Other: please specify: -----

1.7. If B, what is your ownership status?

- A) I own the land
- B) I rent the land
- C) It is owned by the family
- D) Other, please specify: -----

1.8. Are you registered with the social security?

- A) Yes
- B) No

1.9. Are you a member of the union of agriculture or other unions?

A) Yes

B) No

If yes, please specify: -----

1.10. How did you find this job?

A) Word of mouth

B) I directly reached out to the business owner

C) Referral from a friend or family

D) Referral by a business/company

E) Referral by organization

F) Referral by government

G) Referral by the university/training institute

H) Other, please specify: -----

1.11. Do you have a contract? (To all except Owner)

A) Yes, I have a written contract

B) Yes, I have a verbal contract

C) No

D) Other, please specify: -----

1.12. If A or B, what does your contract include?

A) Terms and conditions

B) Job title

C) Description of duties

D) Duration of the contract

E) Wages payable

F) Working hours

G) Job location

H) Leaves

I) Notice period

J) Other, please specify: -----

1.13. What products does the farm produce?

A) Tomatoes, please specify the number of monthly products on average: -----

B) Cucumbers, please specify the number of monthly products on average: -----

C) Onions, please specify the number of monthly products on average: -----

D) Lettuce, please specify the number of monthly products on average: -----

E) Okra, please specify the number of monthly products on average: -----

F) Watermelon, please specify the number of monthly products on average: -----

G) Eggplants, please specify the number of monthly products on average: -----

H) Other, please specify the number of monthly products on average: -----

1.14. Do you have access to transportation services?

A) Yes

B) No

1.15. Have you ever faced any of the below incidents with your current employer:

Incident	Never	Rarely	Sometimes	Frequently	Comments
1. Pay any fee initiated by the employer, labour recruiter or agent, during the recruitment process					
2. Part of the workers' wages deducted to cover fees incurred during the recruitment process?					
3. Having the contract terminated by the employer illegally?					
4. Having un-authorized deductions from salary					
5. Receiving full or part of the salary as in kind					Were you consulted?
6. Not being paid for official or public holidays					
7. Not being paid or facing delay during slow business seasons					
8. Not being paid during work injury					
9. Not being paid during sick leave					
10. Not having the costs of injury covered by employer					
11. Being punished for moving away from any imminent and serious danger that may affect their health and safety					
12. Being asked to work overtime without consent					
13. Being asked to work overtime without overtime pay					In case you receive overtime pay, how much rate (%) do you get per overtime hour

Incident	Never	Rarely	Sometimes	Frequently	Comments
14. Not receiving weekly vacation (a day) with full pay in case you work 6 consecutive days					
15. Not receiving part of a day vacation in case you work within the week for three days or more					
16. Not receiving your annual leaves as per the law					
17. Not being compensated financially for annual leaves not taken in case of termination					
18. Being asked to pay any fee initiated by the employer, labour recruiter or agent, during the recruitment process					
19. Having all or part of your wages deducted to cover fees incurred during the recruitment process					
20. Having your contract terminated without proper notice					
21. Being paid less than minimum wage					
22. Not receiving all legal benefits after contract expiry					
23. Having your documents (passport, work permit) confiscated without access to them?					
24. Being re-located to a new place of work without consent					
25. Being threatened to be dismissed, deported or reported to security officials under false pretenses by the employer?					
26. Having your payments postponed or stopped in order to force you to work?					
27. Being prevented from leaving the workplace					
28. Being prevented from leaving the job due to owing debt to job owner or others					

Incident	Never	Rarely	Sometimes	Frequently	Comments
29. Being subjected to any verbal or physical assault by the employer or their representative or other workers?					
30. Being subjected to sexual harassment or abuse by the employer or their representative or other workers?					
31. Not receiving the end of service allowance if not subscribed to social security					
32. Being obliged to manually transport or handle loads repetitively which could lead to musculoskeletal injuries and cumulative disorders					

Section Two: Safety:

2.1. Please read the below statement and tick yes if the statement is correct in your workplace:

- Registration with health insurance.
- Provision of primary or regular health examinations.
- Provision of training on occupational safety and health from your employer.
- Implementation of actions to monitor working conditions by employer.
- Provision of contingency plans for different emergencies.
- Provision of appropriate personal protective equipment for workers (work clothes, helmets and other head protection, face and eye protection, limb protection, respiratory protective equipment, hearing protection).
- Provision of training on how to use PPE.
- Provision of precautions from potential biological hazards such as infection, allergies, or animal related poisoning.
- Provision of precautions from animal manure and waste collection and the disposal thereof.
- Provision of list of chemicals in the workplace and training on how to handle those.
- Proper storage and warning labels on chemicals, hazardous materials, flammable materials, and ignition sources.
- Safe measures during spraying to ensure water and irrigation systems are not contaminated by chemicals.
- Availability of washing facilities and cleaning materials in case of exposure to hazardous chemicals.
- Availability of fire detection and fighting system equipment.
- Training and contingency plan in case of fire.

- Training on how to deal with the machinery and agricultural tools and the mechanical hazards resulting from them
- Proper installation and maintenance of electrical boxes, electrical wires, switches, and sockets
- Availability of safety warnings
- Measures taken to protect workers during work in hot, cold or damp weather
- Acceptable noise levels
- Decreased intensity of lighting
- Reduced exposure to vibrations associated with machine
- Availability of first aid kit
- Availability of resting space
- Availability of handwashing stations
- Availability of health facilities
- Availability of water
- Availability of gender separate latrines

2.2. Do you use childcare services?

- A) Yes
- B) No

2.3. Do you receive support through packages?

- A) Yes
- B) No

If yes, what kind of packages? -----

If yes, from whom?

- A) Government
- B) Humanitarian aid
- C) Other: Please specify: -----

Section Three: Monitoring and Inspection of Work Conditions:

3.1. Were there any recent inspection visits to the farm/workplace?

- A) Yes
- B) No

If yes:

- How long ago? -----

- How many days did the visit take? -----

- How many workers were interviewed out of the total (ask for both total and interviewees)?

- On average, how often do these visits happen? -----

- Did the visit team access to the farm and all its facilities facilitated in an easy and acceptable manner?

A) Yes

B) No

- Were all documents provided as required?

A) Yes

B) No

- Any comments on the visit? -----

3.2. In case you want to submit a complaint, do you know to which facility/entity you can reach out?

A) Yes

B) No

If yes, please specify:

A) Job owner (manager)

B) Legal entities

C) Ministry of labour

D) Police

E) Religious leaders

F) Village leaders

G) Other: Please specify: -----

3.3. In case you have submitted a complaint before, please specify the entity which you complained to and rate your satisfaction with the following:

I complained to: -----

Were you satisfied with the following (yes/no):

A) Ease of use of the communication channel (face, or phone etc.)

B) Responsiveness of complaint recipient

C) Timeliness of response

D) Action taken afterwards

E) Confidentiality of the channel

Thank you for your time

Agriculture Baseline Study - FGDs

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Consent:

Do you agree to participate in this discussion?

A) Yes

B) No (If no, please thank the respondent for their time, and end the conversation)

General Information:

Date of the intervention:	
Date of the FGD:	
Start time of the FGD:	
End time of the FGD:	
Name of the facilitator:	
Gender of the facilitator:	
Job title of the facilitator:	
Name of the note taker:	
Gender of the note taker:	
Job title of the note taker:	
Governorate:	
District:	
Sub-district:	
Community:	
Location of the FGD (room):	

List of Participants:

No.	Name (Optional)	Gender	Age	Disability (Y/N)	Contact Details (Optional)
1					
2					
3					
4					
5					
6					
7					
8					

FGD Flow:**1. Farm composition**

- 1.1 Who works in the farm? What roles are there? (management, farmers, administrators, etc.)
- 1.2 Approximately how many workers do you have in the farm?
- 1.3 Do women compose a big portion of the workers?
- 1.4 Are there PWD or PSN working in the farm?
- 1.5 Are there any refugee workers?
- 1.6 On average, how many hours per day do you work ? does it differ from one position to another?
- 1.7 Are there any consideration for pregnant women or older workers?
- 1.8 Are there differences when it comes to recruitment, pay or training based on age, race, or nationality?
- 1.9 Is work in the agricultural and agrifood sector stable and secure? Or is it seasonal and temporary? How could jobs be made more secure in the sector?
- 1.10 Are there many casual or short-term workers, daily labourers, etc, in the agricultural and agrifood sector? Do they face any specific challenges? Do they have the same rights as permanent employees?
- 1.11 Are there any groups who are excluded from the agricultural and agrifood sector, and unable to access jobs?

2. Compliance to laws

- 2.1 Are you aware of any specific legal mechanisms exist to protect the rights of agricultural and agri-food workers? Which ones?
- 2.2 Do you think they are implemented fairly and regularly by employers? If not, please provide details
- 2.3 Does the employer have clear internal guidelines, and disciplinary measures that are communicated to and understood from your side and that are in line with labour law?
- 2.4 Do you feel that these laws are sufficient to cover your rights as a worker? If not, what is missing?
- 2.5 Do you feel that these laws are relevant to agriculture work? Please mention any missing components?
- 2.6 What are the typical working hours for agricultural workers? Are you aware of any legal limit on the maximum working hours?
- 2.7 In case your employer asks you to work extra time, what do you do? Why?

3. Decent Earning

- 3.1 Do you receive your pay in a timely manner?
- 3.2 Does the employer inform you about pay and deduction?
- 3.3 Are wages in the agricultural and agrifood sector good? How much do typical workers earn?
- 3.4 Do women earn the same as men? If not, why not?
- 3.5 Is there a minimum wage which agricultural and agrifood workers must receive? If so, how much is it?
- 3.6 How is productivity in the agricultural and agrifood sector? How could this be improved?
- 3.7 Do workers in the agricultural and agrifood sector commonly get provided with accommodation as part of their job? If so, is the quality of the accommodation good, with adequate space, water, electricity, furniture, etc? Please explain.
- 3.8 Do workers in the agricultural and agrifood sector commonly get provided with transportation as part of their job? If so, is the quality of the transportation safe, free of charge, and suitable for male and female workers?

4. Training and Social Security

- 4.1 Do workers in the agricultural and agrifood sector have adequate opportunities to learn and develop new skills? Is training available? Please explain. How could such opportunities be created or expanded?

- 4.2 In your opinion, what are the most important skills and trainings for agriculture field?
- 4.3 Do you think you need training on any additional skills in agriculture or food processing?
- 4.4 Are you aware of social security? are you registered? did you receive awareness or induction on it?

5. Underage Work

- 5.1 Are there working many children under the age of 16? If yes, approximately, how many?
- 5.2 Are schools and childcare facilities accessible to workers and their children?
- 5.3 Are there working children between the ages of 16 and 18? If yes, approximately, how many?
- 5.4 Are working children engaged in hazardous work?
- 5.5 Does the employer comply with the conditions of working hours, overtime, and working hours and rest hours and documentation as stipulated by law when employing juveniles?
- 5.6 Does the employer subject working children to any form of the worst child labour unconditionally?
- 5.7 Approximately, what is the monthly wage rate for working children (if any)?

6. Safety

- 6.1 Does the employer have a special record of work accidents and diseases according to the legal requirements?
- 6.2 Approximately, how many accidents and work-related injuries have occurred on the farm/institution during the past 12 months?
- 6.3 Are accidents and injuries investigated and measures taken to prevent their recurrence?
- 6.4 Has a strike been carried out by the workers? If yes, what is the reason for the strike? How many?
- 6.5 In the event of a strike, did the employer punish any worker for participating in the strike?
- 6.6 Does the employer resolve collective disputes (if any) according to the legal requirements?

7. Maternity

- 7.1 Do you (women) receive any form of compensation during maternity leave?
- 7.2 Does the employer take the necessary measures to ensure that pregnant women do not do arduous tasks that would harm their health or that of their unborn child?
- 7.3 Does the employer have procedures in place to ensure that pregnant or breastfeeding workers are not knowingly exposed to pesticides or other chemicals?

- 7.4 Does the employer grant the working mother maternity leave for 10 weeks?
- 7.5 Does the employer pay the working mother properly during maternity leave?
- 7.6 Does the employer terminate the services of working women during pregnancy or maternity leave?
- 7.7 Does the employer require pregnancy tests or contraceptive use as a condition of employment

Thank you for your time

Agriculture Baseline Study - KII - Business Owner

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organization ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Interviewer Name:		Respondent's Name:	
Interviewer Position:		Respondent's Gender:	
Interview Date:		Respondent's Age:	
Governorate:		Respondent's Position:	
Sub-district:		Farm or business managed:	
Community:		Contact details:	

Consent:

Do you agree to participate in this interview?

- A) Yes
- B) No (If no, please thank the respondent for their time, and end the conversation)

1. Farm compisition

- 1.1 What is your role in the farm/business? Do you work individually or within a company?
- 1.2 Do you operate farms in other locations?
- 1.3 Do you own or rent the farm?
- 1.4 Who works in the farm? What roles are there? (management, farmers, administrators, etc.)
- 1.5 Approximately how many workers are there in the farm/business?

- 1.6 Do women, PWD, and refugees compose a big portion of the workers ? What is the % of each? Do refugees have valid work permits?
- 1.7 Do you have any workers under the age of 16? how many hours do they work? how much do they get paid?
- 1.8 Are there many casual or short-term workers, daily labourers, etc, in the agricultural and agrifood sector? Do they face any specific challenges? Do they have the same rights as permanent employees?
- 1.9 Is gender, race, health condition, or nationality a factor you consider when hiring? Why?
- 1.10 Do you record number of staff you have?
- 1.11 What challenges do you face as a business owner/manager with regards to recruitment and staffing?

2. Awareness on Laws

- 2.1 As per your knowledge, what legal mechanisms, guidance, laws, or frameworks exist to protect the rights of workers in your country? In particular relating to access to employment, training opportunities, and their rights at work
- 2.2 Do you face any challenges with implementing any of these mechanisms implemented in practice?
- 2.3 Are you aware of the 2015 Labour Law (372015/)relating to labour rights and the labour market in the agricultural and agrifood sector, rights to training, and rights to protection at work?
- 2.4 Are there any other specific laws, policies or regulations at Governorate level that you use as guidance for your work?
- 2.5 Do you think there are any major gaps in labour law, policy or implementation, that should be addressed? If so, what are they?
- 2.6 Out of the policies and laws mentioned above, which do you think is the most effective in terms of protection labour law (training, protection) in the field of agriculture and agri-food? And why?
- 2.7 Do you think that the general labour law is inclusive or relevant to the agriculture and agri-food industry in general? If not, what is missing?

3. Working Conditions

- 3.1 Do you record number of staff you have?
- 3.2 Do all of the mentioned above have contracts?

- 3.3 How many non-Iraqi workers, either permanently, casually or short-term, are employed , disaggregated by age, sex and nationality?
- 3.4 Do all non-Iraqi workers, employed either permanently, casually or short-term, have valid residency permits (if the residency requirement applies to the worker's nationality)?
- 3.5 Are they registered with social security?
- 3.6 What are the typical working hours for agricultural workers? Is there a legal limit on the maximum working hours? Do they get reasonable breaks?
- 3.7 Are wages in the agricultural and agrifood sector good? How much do typical workers earn? Is it the same for men and women?
- 3.8 Do they get meals, accommodation, or transportation covered?
- 3.9 Are any of your workers registered within the agricultural and agrifood sector join a union or undertake collective bargaining? Which unions are active in the sector?
- 3.10 What are the laws relating to forming a cooperative? To what extent do they work in practice? Are cooperatives active in the agricultural and agri-food sector?

4. Production and profit

- 4.1 What does your farm/business produce? at what scale? are you making acceptable amount of profit?
- 4.2 Are you satisfied with the skills of the workers? What do you think is missing?
- 4.3 Are there any trainings that can be useful to strengthen their skills? Did you provide them with any? If yes, who provided the training?
- 4.4 Do workers in the agricultural and agrifood sector have adequate opportunities to learn and develop new skills? Is training available? Please explain. How could such opportunities be created or expanded?
- 4.5 What is the mechanism used to calculate the payment of wages according to the contract (monthly, weekly, etc.)?
- 4.6 Do you maintain a clear, detailed, and accurate payroll record?
- 4.7 What challenges do you face as a business owner/manager with regards to production and profit?

5. Safety

- 5.1 Do you have procedures in place to investigate, monitor, and measure occupational safety and health problems, identify root causes and make the necessary adjustments to prevent their recurrence?
- 5.2 Do you have a record of accidents? do those happen often? what were the consequences?
- 5.3 Are your staff registered in health insurance? Is there easy access to health facilities in case of injuries?
- 5.4 Do staff get trainings on how to handle risks, deal with fires, etc.? Do you have the necessary equipment?
- 5.5 How do you deal with chemicals and hazardous threats? Do you face a challenge related to that?
- 5.6 Is there PPE available? do the workers use it?
- 5.7 Are there any usual inspection visits that usually target the farm? how often? do you find it useful? who do they talk to? what were the findings?
- 5.8 Has the farm/institution received any notices or penalties for noncompliance by the Ministry of Labour over the past 12 months?
- 5.9 If the farm/institution has received any notices or penalties for noncompliance, what is the reason for these notifications/penalties?

Are there any further comments you would like to share with us?

Thank you for your time

Agriculture Baseline Study - KII – Governmental Officials

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Interviewer Name:		Respondent's Name:	
Interviewer Position:		Respondent's Gender:	
Interview Date:		Respondent's Age:	
Governorate:		Respondent's Position:	
Sub-district:		Farm or business managed:	
Community:		Contact details:	

Consent:

Do you agree to participate in this interview?

- A) Yes
- B) No (If no, please thank the respondent for their time, and end the conversation)

1. Agriculture workers conditions

- 1.1 What is your role with regards to agriculture field?
- 1.2 As per your knowledge, what legal mechanisms, guidance, laws, or frameworks exist to protect the rights of workers in your country? In particular relating to access to employment, training opportunities, and their rights at work
- 1.3 To what extent are each of these mechanisms implemented in practice?

- 1.4 Are any of these laws more practiced or common to the employers than others? If so, what can be the possible reasons?
- 1.5 Are you aware of the 2015 Labour Law (372015/) relating to labour rights and the labour market in the agricultural and agrifood sector, rights to training, and rights to protection at work?
- 1.6 Are there any other specific laws, policies or regulations at Governorate level, that we should be aware of?
- 1.7 Do you think there are any major gaps in labour law, policy or implementation, that should be addressed? If so, what are they?
- 1.8 Out of the policies and laws mentioned above, which do you think is the most effective in terms of protection labour law (training, protection) in the field of agriculture and agri-food? And why?
- 1.9 Do you think that the general labour law is inclusive or relevant to the agriculture and agri-food industry in general? If not, what is missing?

2. Inclusion of workers and decent wage

- 2.1 Do you think that there are certain groups of people who are excluded from the opportunity to work in the agriculture sector?
- 2.2 Is it common for women, PWD to work in agriculture? Do they get equal opportunities and equal pay?
- 2.3 Is it common for refugees to work in agriculture? What challenges do you think they might face with regards to permits and documentations?
- 2.4 Is it common for people under the age of 16 to work in agriculture? How do you track this?
- 2.5 Is there a minimum wage for workers? what is it? Do you think it is enough for workers? do you think they are getting it in practice?
- 2.6 What is the maximum working hours for workers? do you think it is accepted by workers? do you think employers comply with it?
- 2.7 Do workers get paid annual and maternity leaves? do you think it is applied in practice?
- 2.8 In general, do labour contracts comply with the provisions and conditions of the Iraqi Labour Law?

3. Stakeholders

- 3.1 Which are the major institutions and government departments regulating labour rights and labour law in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.2 Which international organisations and NGOs are working on labour and employment issues in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?

3.3 Does the private sector have any representative bodies active in labour relations, or representing the views of private employers? What is their role? Is it effective/helpful to the sector?

3.4 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.

3.5 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.

4. Inspection and Complaints

4.1 Are inspection visits being done regularly? how often? who do they target? what are the challenges?

4.2 Are there any common tangible recommendations from these visits?

4.3 What are the current mechanisms for reporting and recording work-related accidents, injuries and diseases? If so, is this system effective? How could it be improved?

4.4 Has any complaint been filed by the workers through your entity or other entities against employers? If any, what is the frequency of complaints and most common subjects?

4.5 Do you think workers are aware of complaints mechanisms? How do you ensure that they are informed?

4.6 Do you think workers are aware of their rights of inspection, occupational safety, and health? why?

5. Enterprise Development

5.1 Are their laws and policies in place to support the development of new businesses and enterprises in the agricultural and agri-food sector? If so, what are they?

5.2 What measures could be put in place to support new entrepreneurs in the sector? Are finance and capital available for entrepreneurs? For example, can they obtain loans or credit lines? Where from?

5.3 Can entrepreneurs and employers employing labour for the first time receive any support? For example, to find qualified staff, and to understand their obligations as an employer? Where can they get advice on such topics?

6. Training needs centers

6.1 In your opinion, what skills can be improved for workers in agriculture?

6.2 Are you aware of any training institutes that can provide these trainings?

Are there any further comments you would like to share with us?

Thank you for your time

Agriculture Baseline Study - KII – Business Incubators

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Interviewer Name:		Respondent's Name:	
Interviewer Position:		Respondent's Gender:	
Interview Date:		Respondent's Age:	
Governorate:		Respondent's Position:	
Sub-district:		Farm or business managed:	
Community:		Contact details:	

Consent:

Do you agree to participate in this interview?

- A) Yes
- B) No (If no, please thank the respondent for their time, and end the conversation)

1. Awareness on Laws

- 1.1 As per your knowledge, what legal mechanisms, guidance, laws, or frameworks exist to protect the rights of workers in your country? In particular relating to access to employment, training opportunities, and their rights at work
- 1.2 Do you face any challenges with implementing any of these mechanisms implemented in practice?
- 1.3 Are you aware of the 2015 Labour Law (372015/) relating to labour rights and the labour market in the agricultural and agrifood sector, rights to training, and rights to protection at work?

- 1.4 Are there any other specific laws, policies or regulations at Governorate level that you use as guidance for your work?
- 1.5 Do you think there are any major gaps in labour law, policy or implementation, that should be addressed? If so, what are they?
- 1.6 Out of the policies and laws mentioned above, which do you think is the most effective in terms of protection labour law (training, protection) in the field of agriculture and agri-food? And why?
- 1.7 Do you think that the general labour law is inclusive or relevant to the agriculture and agri-food industry in general? If not, what is missing? Why this?

2. Inclusion of workers and decent wage

- 2.1 Do you think that there are certain groups of people who are excluded from the opportunity to work in the agriculture sector?
- 2.2 Is it common for women, PWD to work in agriculture? Do they get equal opportunities and equal pay?
- 2.3 Is it common for refugees to work in agriculture? What challenges do you think they might face with regards to permits and documentations?
- 2.4 Is it common for people under the age of 16 to work in agriculture?

3. Stakeholders

- 3.1 Which are the major institutions and government departments regulating labour rights and labour law in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.2 Which international organisations and NGOs are working on labour and employment issues in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.3 Does the private sector have any representative bodies active in labour relations, or representing the views of private employers? What is their role? Is it effective/helpful to the sector?
- 3.4 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.
- 3.5 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.

4. Enterprise Development

- 4.1 Are their laws and policies in place to support the development of new businesses and enterprises in the agricultural and agrifood sector? If so, what are they?

- 4.2 What measures could be put in place to support new entrepreneurs in the sector?Are finance and capital available for entrepreneurs? For example, can they obtain loans or credit lines? Where from?

4.3 Can entrepreneurs and employers employing labour for the first time receive any support? For example, to find qualified staff, and to understand their obligations as an employer? Where can they get advice on such topics?

Are there any further comments you would like to share with us?

Thank you for your time



Agriculture Baseline Study - KII – Humanitarian Workers

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Interviewer Name:		Respondent's Name:	
Interviewer Position:		Respondent's Gender:	
Interview Date:		Respondent's Age:	
Governorate:		Respondent's Position:	
Sub-district:		Farm or business managed:	
Community:		Contact details:	

Consent:

Do you agree to participate in this interview?

- A) Yes
- B) No (If no, please thank the respondent for their time, and end the conversation)

1. Agriculture Skills and Trainings

- 1.1 What is your role in the organization?
- 1.2 From your experience, what skills related to agriculture and agri-food do people need?
- 1.3 What trainings can be provided to support those?
- 1.4 Are there other training centers that produce these trainings?
- 1.5 Do you fund such trainings?

- 1.6 On average, how many trainees do you support in this field per year?
- 1.7 Do you measure skills improvement? what were the results?
- 1.8 Do you link the trainees with jobs? what is the mechanism?
- 1.9 On average, how many of your trainees find jobs in agriculture?
- 1.10 In general, are there specific demographics for people who join your trainings? (Gender, displacement, nationality)
- 1.11 Do people with disabilities join your courses ? is it easy for them to find jobs?

2. Inclusion of workers and decent wage

- 2.1 Do you think that there are certain groups of people who are excluded from the opportunity to work in the agriculture sector?
- 2.2 Is it common for women, PWD to work in agriculture? Do they get equal opportunities and equal pay?
- 2.3 Is it common for refugees to work in agriculture? What challenges do you think they might face with regards to permits and documentations?
- 2.4 Is it common for people under the age of 16 to work in agriculture?
- 2.5 Is there a minimum wage for workers? what is it? Do you think it is enough for workers? do you think they are getting it in practice?
- 2.6 What is the maximum working hours for workers? do you think it is accepted by workers? do you think employers comply with it?

3. Stakeholders

- 3.1 Which are the major institutions and government departments regulating labour rights and labour law in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.2 Which international organisations and NGOs are working on labour and employment issues in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.3 Does the private sector have any representative bodies active in labour relations, or representing the views of private employers? What is their role? Is it effective/helpful to the sector?
- 3.4 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.

4. Enterprise Development

- 4.1 Are their laws and policies in place to support the development of new businesses and enterprises in the agricultural and agrifood sector? If so, what are they?
- 4.2 What measures could be put in place to support new entrepreneurs in the sector?
- 4.3 Are finance and capital available for entrepreneurs? For example, can they obtain loans or credit lines? Where from?
- 4.4 Can entrepreneurs and employers employing labour for the first time receive any support? For example, to find qualified staff, and to understand their obligations as an employer? Where can they get advice on such topics?

Are there any further comments you would like to share with us?

Thank you for your time



Agriculture Baseline Study - KII – TVET Centers

Code No. **Introduction:**

Hi, My name is _____, and I'm a field researcher working with SREO Consulting, an independent research organization. We are working with the International Labour Organisation ILO, to independently review the policy, legislative and regulatory framework relevant to the agriculture and agro-food sector in Iraq. The research will analyze the institutional framework and practices relevant to agriculture workers access to employment, training opportunities, enterprise development, working conditions and labour/employment rights. Your participation in this discussion is completely voluntary. At any point in the discussion you may choose to end the session, skip a question, or not discuss any details that make you feel uncomfortable. The information you provide will not be anonymous and your identity is associated with your responses. In order to facilitate the discussion, I would like to take notes and record your audio. This discussion will not last more than one hour.

Interviewer Name:		Respondent's Name:	
Interviewer Position:		Respondent's Gender:	
Interview Date:		Respondent's Age:	
Governorate:		Respondent's Position:	
Sub-district:		Farm or business managed:	
Community:		Contact details:	

Consent:

Do you agree to participate in this interview?

- A) Yes
- B) No (If no, please thank the respondent for their time, and end the conversation)

1. Agriculture Skills and Trainings

- 1.1 What trainings related to agriculture and agri-food do you provide?
- 1.2 What skills do you think are needed?
- 1.3 Are there other training centers that produce these trainings?
- 1.4 On average, how many trainees do you get in this field per year?
- 1.5 Do you measure skills improvement? what were the results?

- 1.6 Do you link the trainees with jobs? what is the mechanism?
- 1.7 On average, how many of your trainees find jobs in agriculture?
- 1.8 Are there any business owners or humanitarian organizations reach out to you for finding workers? Do you recommend workers to them ? how frequent is this?
- 1.9 In general, are there specific demographics for people who join your trainings? (Gender, displacement, nationality)
- 1.10 Do people with disabilities join your courses? is it easy for them to find jobs?
- 1.11 Do you have trainees under the age of 16? Do they work afterwards in agriculture?

2. Inclusion of workers and decent wage

- 2.1 Do you think that there are certain groups of people who are excluded from the opportunity to work in the agriculture sector?
- 2.2 Is it common for women, PWD to work in agriculture? Do they get equal opportunities and equal pay?
- 2.3 Is it common for refugees to work in agriculture? What challenges do you think they might face with regards to permits and documentations?
- 2.4 Is it common for people under the age of 16 to work in agriculture? How do you track this?
- 2.5 Is there a minimum wage for workers? what is it? Do you think it is enough for workers? do you think they are getting it in practice?
- 2.6 What is the maximum working hours for workers ? do you think it is accepted by workers? do you think employers comply with it?

3. Stakeholders

- 3.1 Which are the major institutions and government departments regulating labour rights and labour law in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.2 Which international organisations and NGOs are working on labour and employment issues in the agricultural and agrifood sector? What is their role? Is it effective/helpful to the sector?
- 3.3 Does the private sector have any representative bodies active in labour relations, or representing the views of private employers? What is their role? Is it effective/helpful to the sector?
- 3.4 Are you aware of any programs aiming to improve labour rights and working conditions for agricultural workers in Iraq? If so, please give us details.

4. Enterprise Development

- 4.1 Are their laws and policies in place to support the development of new businesses and enterprises in the agricultural and agrifood sector? If so, what are they?
- 4.2 What measures could be put in place to support new entrepreneurs in the sector? Are finance and capital available for entrepreneurs? For example, can they obtain loans or credit lines? Where from?
- 4.3 Can entrepreneurs and employers employing labour for the first time receive any support? For example, to find qualified staff, and to understand their obligations as an employer? Where can they get advice on such topics?

Are there any further comments you would like to share with us?

Thank you for your time

