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▶ **Review of National Regulatory Frameworks
and Structures in the Agriculture Sector**

**A Study on Agriculture Sector Compliance and
Evidence-Based Recommendations for Federal Iraq**

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and Structures in the Agriculture Sector**

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▶ 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.



Maha Kattaa

ILO Country Coordinator for Iraq



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This study was prepared by Leen Hasani and Ethan Wilensky-Lanford at SREO Consulting. The report was reviewed by Elisenda Estruch Puertas (ILO Headquarters), Julie Helson (ILO Advisor), Matt Kinsella and Pierre-Yves Malgorn (SREO Consulting) with support from SREO's data collection teams in Iraq. Inputs and comments were also provided by Dawit Mengesha, Zryan Khidhir, and Racha El Assy (all at ILO Iraq Country Office).



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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
TVQF	Technical and Vocational Qualifications Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organisation
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 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

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.

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.

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 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 agricultural enterprises interviewed in Federal Iraq. Only 2% of total surveyed respondents have witnessed inspection visits, while KIIs or FGDs respondents have witnessed none. Remote location of farms, and limited number and capacity of inspectors, negatively affect the frequency and quality of the inspection visits.
- There is low awareness among workers of how to submit complaints. Only 4% of the surveyed respondents have submitted a complaint in the past. Workers might prefer to report their issues (especially injuries) to tribal justice, as these informal options may provide larger compensation than that provided by the government.
- There are serious gaps with regards to workers' exposure to hazards and with regards to safety measures as described in the Iraqi Labour Law. Employers do not necessarily take the needed precautions with regards to monitoring and management of labour risks. Only 2% of survey respondents reported being registered with health insurance, and this subset was entirely made up of respondents who owned farms. There are very limited – close to zero – records of safety incidents or safety violations, despite the fact that workers reported frequent accidents and at least one workplace death in recent memory. According to non-owner workers surveyed, most employers do not monitor working conditions (65%) or have contingency plans for emergencies (87%).

- Workers are exposed to serious potential biological and chemical hazards. Most non-worker workers (78%) reported not being familiar with the type of chemicals used around to workplace nor they are trained on handling those. There are frequent incidents of fire, especially during hot seasons, with no fire extinguisher in place. Officials interviewed reported cases of explosions due to war remnants.
- The workplace and facilities are not necessarily up to the safety standards or availability of essential facilities. Most non-owner respondents reported lack of availability of washing facilities, handwashing stations, or cleaning materials in case of exposure to hazardous chemicals (65%). According to non-owner respondents surveyed, there is a clear absence of gender separate latrines (89%), availability of rest areas (55%), medical facilities (60%), or first aid kits (76%).
- Survey respondents mentioned illegal retaliation towards employees who demonstrate discomfort or concerns with safety measures.
- Workers access to trainings seem to be heavily limited, whether the trainings were on safety, skills, or rights. Workers seem to have limited awareness on their rights. There are no trainings provided on labour law. None of the KIIs mentioned having safety trainings and described this as an un-usual practice.
- Women face decreased access to equal work opportunities describing the agrifood sector as male dominated. Even when women secure a job in this sector, they are not paid equally to men.
- There is a gap regarding proper contractual agreements and the components which need to be covered in those to ensure the workers' rights and liabilities. Almost all workers (99%) are not covered with any form of contract (written or verbal). For the very few who do hold contracts, the contracts include minimal information such as job locations, duration, and description of duties, but misses details for leaves, working hours, or a notice period was mentioned in their written contracts.
- There are some violations of labour law when it comes to provision of leaves, notice periods, and determination of contracts. Some of the surveyed workers who do not own farms (15%) reported that they do not receive their leaves as per their right in the law. A noticeable amount of these non-owner workers reported not being paid for public holidays (16%) or sick leaves (13%).
- There is serious lack of consideration for the right to social security in this sector. Collaboration with agriculture unions also not very common. None of the surveyed respondents were registered with social security. Some KIIs are not even aware of social security or have thoughts that it is suspended. Others described the system as "not activated".

- There is a clear lack of awareness on the minimum wage for agriculture workers.
- Work by children under age 15 is common and remains a significant concern. Children are exploited for 10,000 IQD (just under \$7 US) per day. In many cases, the children are working within their own families.



▶ Part 1: OVERVIEW

▶ 1.1. Context and Background

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. As of 19 April 2022, the World Health Organization reported 2,323,284 cases of COVID-19 in Iraq, with 25,198 deaths⁴. 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. As a consequence, agricultural production and employment fell. For example, one study of Small and Medium-sized Enterprises (SMEs) by IOM reported 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 by 58%.⁵ 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 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,⁶ and of particular importance as a source of employment for women.⁷ Crop production is the largest subsector, providing 75 percent of the sector's income, followed by livestock, particularly cattle, goats and sheep.⁸ 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.

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

⁵ Impact of COVID-19 on SMEs in Iraq – Panel Study I, IOM, June to July 2020.

⁶ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

⁷ 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.

⁸ Agriculture and Livelihoods Needs Assessment, FAO February 2016: <https://bit.ly/2Te0LaO>

More broadly, Iraq has long faced a high unemployment rate – prior to COVID-19 it was around 19 per cent and has since increased.⁹ 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.¹⁰ 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,¹¹ and 40% for KR-I.¹² 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 2017.¹³ Yet labour force participation of women remains low overall: in 2020, only 10.6% of the employed population in Iraq was female.¹⁴ In the KR-I, 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 ¹⁵ 2017/18 to 29.8% at the end of 2020,¹⁶ according to a report that also predicted that poverty rates could increase significantly more in the country with rising grain costs. With the ongoing conflict in Ukraine, there has been an increase in grain prices globally an average of 34 percent in the year leading up to April 2022 and seriously constrained fertilizer supplies, which, in turn, have led to forecasts of reduced crop yield by up to 50 percent.¹⁷ Protecting and enhancing the rights of agricultural workers in Iraq is vital not only for the safety and security of the workers themselves, but also the broader food supply in this era of shortages and rising prices.

⁹ 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.

¹⁰ 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.

¹¹ ILO (2017). "IRQ - ILO - ILO Estimates and Projections – ILO modelled estimates, July 2017 (%)."

¹² Kurdistan Regional Statistics Office (KRSO) (2018). "Estimated Impacts of the 2014 Twin crises in Iraq." <http://krso.net/files/articles/180218030617.pdf>

¹³ https://www.unescwa.org/sites/default/files/inline-files/country_profile_employment_iraq_2019_en.pdf

¹⁴ International Labour Organisation, "World Employment and Social Outlook," <https://www.ilo.org/wesodata/>.

¹⁵ 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>.

¹⁶ 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>

¹⁷ https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_844922.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.¹⁸ 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 favour the informal economy are rife, including urbanisation, displacement, low access to finance, and bureaucracy.¹⁹ The work conditions that apply to daily wage earners in the informal economy are characterised 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.²⁰ 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 2017.²¹

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, which rely largely on traditional farming methods leading to low productivity. 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 work in the sector.

¹⁸ 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>.

¹⁹ 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 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

²¹ https://www.unescwa.org/sites/default/files/inline-files/country_profile_employment_iraq_2019_en.pdf

Key gaps in agricultural value chains include the relative lack 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. Many processing and storage facilities have fallen into disrepair or been altogether shuttered in recent years, and domestic producers frequently cited in our research a liberalization of domestic food markets to imports since 2003 for drastically limiting their own access to markets.

Despite being a major part of the agricultural labour force, women are marginalised 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 very likely 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.²² 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,²³ placing families that rely on women as wage earners under even greater stress

²² 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

²³ 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 years²⁴. 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 counterpart, 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 organisation 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 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.

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.

²⁴ 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 analysing 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 programme in consultation with social partners, which will include reviewing, updating and validating the national OSH profile.

Strengthening the capacity of the National Center 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 programmes 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 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.

Four tripartite validation workshops were organized 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. All were audio-recorded with a participant's verbal informed consent. Participants were explicitly informed prior to giving their consent that anonymity would not be granted in this study.

A total of 13 KIIs and 3 KIIS were conducted in Basra and Baghdad, respectively. Eight KIIs in Basra were done face-to-face, and five KIIs were conducted over the phone. 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 these were replaced with respondents with similar profiles, identified through the networks in Iraq and/or through snowball/referral sampling.

For this study, 16 KIIs were conducted in Federal Iraq as follows:

²⁵ All KII tools, along with the FGD guide and survey, are attached in Annex 3.

Locations	Positions	Planned	Achieved
Baghdad	Ministry of Labour and Social Affairs	1	1
	General Federation of Agricultural Cooperative Societies (GFACS) Representative	1	1
	Department of Social Protection for Women	1	1
	Subtotal	3	3
Basra	Regional Directorate of Agriculture	1	1
	Agricultural Business Service Providers – employment agencies, etc	1	1
	TVET centers	1	1
	Business incubators	1	1
	Lenders, micro-credit firms, banks	2	2
	Chamber of Commerce Representative	2	2
	Representatives from local/international NGO implementing relevant activities	2	3
	Experts from research institutions, public/private universities	2	1
	Agriculture administrators – owners	5	1
	Subtotal	17	13

1.3.3. Survey

The study was conducted using a survey with people working in the agricultural sector. The objective of the surveys 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 of their project. As such, the sample is not representative at governorate level.

The sample included primarily self-employed smallholder farmers (around 80%), 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, although

in practice nearly all respondents were men.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 prevent participant fatigue. Surveying was conducted face-to-face using Kobo Toolbox, by a research team that included at least one male and female researcher. Kobo is an electronic platform for creating and administering surveys using mobile devices (mobile phones, tablets, etc.), in the field. As shown in the table below, the collection of surveys went as planned in Al Dair and Al Thagar, while fewer respondents who fit the criteria and were available to participate were found in Markaz Al Qurna; those were replaced by additional respondents in Al Nashwa.

The demographic and economic characteristics of the survey respondents are detailed in Annex 1.

Governorate	District	Sub-district	Sample size planned	Sample size achieved
Basra	Al Qurna	Al Dair	49	49
	Al Qurna	Al Thagar	59	59
	Al Qurna	Markaz Al Qurna	65	55
	Shat Al Arab	Al Nashwa	97	107
	Total		270	270

²⁶ See Annex 1 for more information about respondent demographics.

1.3.4. Focus Group Discussions (FGDs)

The study was conducted using two face-to-face FGDs, as planned, in Basra. 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 guide²⁷ was 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. The planning and recruitment of participants for the FGDs was time consuming and difficult, due to the remote nature of the farms and challenges gathering workers in a common location. Nonetheless, the study was able to recruit 3 Females and 5 Males in 2 FGDs as shown in the Table below. All participants gave their consent to participate in a mixed-gender group.

Governorate	Number of FGDs	Participants	Demographics
Basra	1	3	One Female, Two Males
	1	5	Two Females – Three Males
Total	2	8	3 Females – 5 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, together in teams. The study aimed for gender parity when possible and ensured that at least one female researcher was always present when women were being interviewed or surveyed. Data was uploaded

²⁷ Attached in Annex 3.

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 analysed 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. Where this occurred, these participants were replaced with other willing participants with appropriate profiles. Similarly, finding willing FGD participants and organising 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 was agreed.

The study also faced some challenges in obtaining government permissions to work, where the Governorate brought in a new procedure for research and data collection requests. With support from ILO, the study was able to navigate these procedures, although some delays were incurred.

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 generalising 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. Key Stakeholders

Key stakeholders in the agricultural sector are described below. 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 organisations, and finally relevant international organisations.

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 fertilisers, 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 organisations 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 fertilisers 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 Sulaimani).
 - Tech providers supporting farmers' access to market information.
 - Veterinary service providers.
 - Multilateral organisations 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 categorised by size, in three broad groups:
- Smallholders who rely on only family labour.
 - Small and medium-sized farms using a mix of family and hired (usually seasonal) labour.
 - Larger-scale industrial operations, relying on hired employees.
- 

The sector is mainly characterised 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. Eighty percent of our survey respondents in Basra governorate, for example, owned small farms.

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, one of four tomato processing facilities in Iraq is located in Dohuk. 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 agricultural produce is exported, for instance to Saudi Arabia, and Iraq imports large quantities of food to meet the needs of its population. The government has been promoting greater self-sufficiency and 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.

2.1.2. Government Stakeholders – Federal Iraq

The Federal Government of Iraq (GoI) is divided into a legislative, executive and judiciary branch. At the head of the legislative branch is the Council of Representatives, the primary law-making chamber with 329 elected representatives from across Iraq. Within the Executive branch, the key institutions are the President, Prime Minister’s Office and the Council of Ministers. The latter oversees the Federal ministries, which are responsible for directing specific areas of policy under their remit.

In principle, under Iraq’s 2005 Constitution, the institutions of Federal Iraq hold sole authority over matters such as foreign relations; defence; economic, trade and monetary policy; drawing up State budgets and investment plans; and coordinating access to shared water resources with neighbouring 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 decentralised, with the Governorates taking some role in policymaking. However, in practice, central government dominates policy making in these areas, with Governorates limited to presenting assessments of needs and recommendations to the national government. The Governorates themselves are subdivided into departments at district and sub-district level, with local administrations led by local sheikhs and mukhtars. These local level actors can be important in administering justice at local level.

Perhaps the most central stakeholders for ILO are the Ministry of Agriculture (MoA) and the Ministry of Labour and Social Affairs (MoLSA). The MoA is engaged across the agriculture and food sector, from setting policy, to providing investments, inputs and technical assistance. It sets trade policy in relation to agrifood and has considerable influence over issues such as employment, labour governance, working conditions, and safety in the sector. MoLSA administers social welfare programmes, social protection programmes, skills development training, programmes to support SMEs, and is responsible for conducting labour inspections.

Stakeholder	Role	Location	Contact
Federal Iraq Government			
Ministry of Labour and Social Affairs	Legal and policy frameworks for labour market access / rights at work / social security	Baghdad	Faris Al-Rommahi, Manager (LinkedIn: https://www.linkedin.com/in/faris-alrommahi-57254877/). Arsalan Osman, Social Worker (https://www.linkedin.com/in/arsalan-osman-754b5390/).

Stakeholder	Role	Location	Contact
Federal Iraq Government			
Department of Labour and Vocational Training	Legal and policy frameworks for labour market access / rights at work / social security	Baghdad	Main webpage: http://molso.gov.iq/index.php?name=Pages&op=page&pid=435 (specific contact information unavailable)
Department of Social Protection for Women	Legal and policy frameworks for labour market access / rights at work / social security	Baghdad	General email: molso.osp@gmail.com
Ministry of Education (MoE)	Responsible for managing school-level education in Iraq, including activities such as operating schools and developing curricula. The MoE is one of the three Iraqi ministries engaged in TVET activities.		
Ministry of Higher Education and Scientific Research (MoHESR)	Oversees and partially funds almost all public universities in Iraq. Also engaged in TVET activities.		
Ministry of Trade	Policymaking to promote Iraqi trade and commerce and management of several State-Owned Enterprises (SOEs) - including the Public Distribution System (PDS)	Baghdad	Qasim Al-Natah, Directorate Manager (Phone Number: 07719051215). Ahmed Alrikabi, Director (LinkedIn: https://www.linkedin.com/in/ahmed-alrikabi-98105a5b/).
Ministry of Planning	Provides specialist planning inputs to other ministries across the GoI and supports the development of the annual budget.	Baghdad	
Ministry of Finance	Manages the budget of the Iraqi government as well as the country's public debt.	Baghdad	
Ministry of Agriculture	Access to finance, loans, training, work related to agriculture	Baghdad	Muhammad Karim Jassim Al-Khafaji, Minister of Agriculture (email address: ministracing@gmail.com).
Council of Representatives	Unicameral legislature of federal Iraq	Baghdad	Dr. Mohammad Kayani, Member of Iraqi Council of Representatives (LinkedIn: https://www.linkedin.com/in/dr-mohammad-kayani-62854433/)

Stakeholder	Role	Location	Contact
Federal Iraq Government			
Council of Ministers	Executive branch of Iraqi government	Baghdad	General Secretariat of the Council of Ministers: Com Building International Zone Karkh Karadat Maryam Street Baghdad Iraq +964 7901199959
Prime Minister's Office (PMO)	Office of the Iraqi PM	Baghdad	Mohammad Nawzad, provides security to PMO (LinkedIn: https://www.linkedin.com/in/mohammed-nawzad-1336051b4/)
Economic Reform Unit (ERU)	A unit within the PMO, focussed on economic reforms	Baghdad	Mohammed Baraka, Assistant to the Prime Minister and Liaison to the ERU (Email: mohammed.baraka@gmail.com) Hyder Zahid, Adviser in the Iraqi Prime Minister's Office and part of the ERU. LinkedIn: https://www.linkedin.com/in/hyder-zahid-16b13297/
Private Sector Development Center (PSDC)	Civil society organisation focussed on private sector development	Baghdad	General phone: +9647711444348 CSO Registration Number: 1175322
Central Bank of Iraq (CBI)	Central bank. Has collaborated with ILO on financial inclusion strategies for youth and SMEs.	Baghdad	Dr. Mazin Ahmed, Director General at the CBI (LinkedIn: https://www.linkedin.com/in/mazin-ahmed-phd-a7712642/) . Salih Mallookee, Director General at the CBI (LinkedIn: https://www.linkedin.com/in/salihmallookee/). Sameerah Al-Khazraji, ASsistant Director General (LinkedIn: https://www.linkedin.com/in/sameerah-al-khazraji-31997b55/). Dr. Ali Atta, AML/CFT Advisor at Central Bank of Iraq (LinkedIn: https://www.linkedin.com/in/dr-ali-atta-cams-512b437b/). Dr. Hussein Lazim, General Manager at CBI (https://www.linkedin.com/in/dr-hussein-lazim-bb609a84/).

2.1.3. Local TVET and business organizations

A number of 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			
Mosul Space	Community hub for youth entrepreneurship and technology	Mosul	Team consists of Abdalla Mortada, Community Manager (abdalla_alfa@mosulspace.org), Hameed Mahmood, Data Analyst (Hameed@mosulspace.org), Mohammed Azzam, MakerSpace Technical Lead (Mohammed.azzam@mosulspace.org), Rashad Faris, Social Media Specialist (rashad@mosulspace.org), Salih Mahmod, General Manager (salih.mahmod@mosulspace.org), Zaid Helal, Finance & Admin (zaid@mosulspace.org), and Rand Al-Attar, Finance and Admin Assistant (Rand@Mosulspace.org). See http://mosulspace.org/about/ for Mosul Space description and more team contact info.
Iraq Response Innovation Lab (IRIL) / Response Innovation Lab (RIL)	Supports innovation in humanitarian response	Baghdad	Iraq RIL Lab Coordinator: https://www.responseinnovationlab.com/about-team/dhuh-a-dheyaa-abdulmunem Iraq RIL Lab Lead: https://www.responseinnovationlab.com/about-team/bassem-mouhammad RIL Website: https://www.responseinnovationlab.com/ IRIL Webpage: https://www.responseinnovationlab.com/iraq

Stakeholder	Role	Location	Contact
Local Vocational Education and Training Centers			
Agri-Business Incubator	Business incubator focussed on agriculture sector	Salahdin, Baghdad Ninewa Kirkuk, Diyala	<p>General Email Address: iraq@responseinnovationlab.com; General Website: https://www.responseinnovationlab.com/iraq-agbusiness-incubator</p> <p>Iraq RIL Lab Coordinator: https://www.responseinnovationlab.com/about-team/dhuh-a-dheyaa-abdulumnem</p> <p>Iraq RIL Lab Lead: https://www.responseinnovationlab.com/about-team/bassem-mouhammad</p>
Station Foundation for Entrepreneurship	Business incubator	Baghdad, Mosul	<p>Ashley Barlow, Programme Manager (Email: abarlow@the-station.iq)</p> <p>Baghdad office: info@the-station.iq, +9647816669999;</p> <p>Mosul office: Mosul@the-station.iq +9647807669999</p> <p>Omar Al-Handal LinkedIn: https://www.linkedin.com/in/omar-al-handal-b03271104/?originalSubdomain=ae</p>
Agricultural Cooperative Bank (ACB)	Bank supporting agricultural sector	Baghdad	<p>Landlines and mobile numbers for each branch are listed here: https://www.agbank.gov.iq/ar/node/142</p>

2.1.4. International Organizations

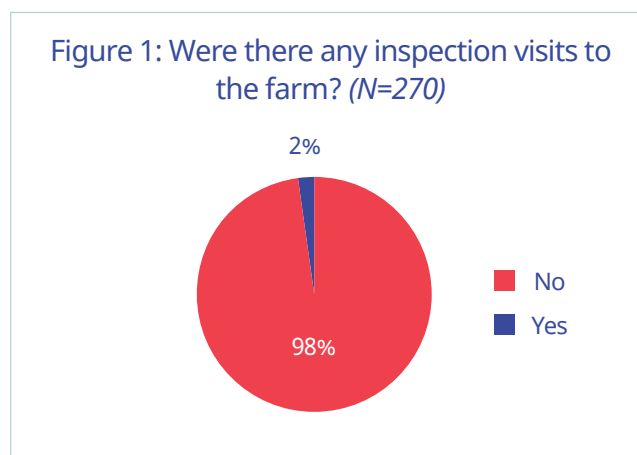
International organisations and NGOs have played an important role in the agricultural and agri-food sector in recent years, with significant investment aimed at restarting agricultural production, improving rural livelihoods and food security, in areas such as Anbar and Ninewa which were heavily affected by ISIS. Many of these organisations 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

Across all farms where respondents were surveyed, only 2% of survey respondents (n=5) reported previously witnessing an inspection visit (Figure 1). When asked about the details of this visit, among the five individuals, two reported that the visits lasted one day, while one reported that it took only one hour. Across all the locations where inspection visits took place, only one person reported being interviewed during an inspection visit. All five respondents believed that the visiting team was able to access the farm and all its facilities as necessary and received access to all required documents.²⁹ According to MoLSA, the inspection capacity is extremely limited due to human resources, with the Baghdad-based inspectors numbering about half of their previous number. A union representative said that some governorates only had 2 inspectors total.



The rarity of official labour inspections was also emphasized by qualitative data, as none of the KIIs or FGD participants reported witnessing them. All government and union officials interviewed said that government inspections rarely, if ever, happen, and that workers are not aware of the process. The one exception was an interlocutor from a bank in Basra, who described regular inspections to farms who had borrowed money from the bank. Concerning official health and safety inspections, a representative from MoLSA responsible for the inspections acknowledged that the Ministry needed support:

“Honestly, the visits are very simple and this sector is not well covered, due to the far away locations of the farms... and due to the limited number of the inspection staff, which is barely enough to cover the industrial sector. Therefore, it is one of the topics that we need support for.”

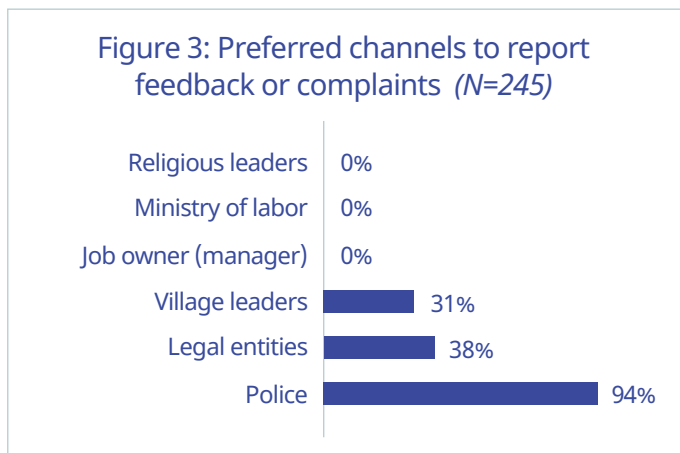
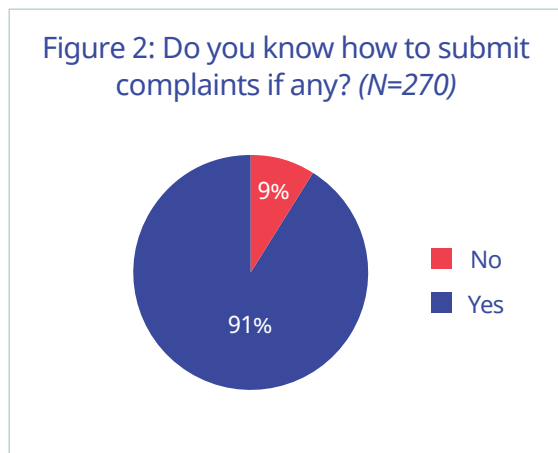
²⁹ One person from one of the farms mentioned that the visiting team did not have access to the required documents.

This interlocutor also suggested in an interview that workers may be underreporting injuries, because of a limited government capacity to pay damages. The KIIs explained that work injuries are reported by submitting complaints to the professional health and security office, and by the inspection visits. However, people may hesitate to report injuries through official channels, this MoLSA official said, because compensation offered by tribal solutions may well exceed any compensation offered by the government, making those routes more attractive to injured farm workers. Supporting and enhancing collaboration between the Ministry of Agriculture and MoLSA for OSH awareness, perhaps through extension service officers, could be beneficial in this context, we think.

Another governmental interlocutor, from the Department for Women’s Empowerment, also said that there were too few inspectors, adding that their capacity was limited because of security concerns and private employers’ unwillingness to grant them access. When inspectors do make visits, this person said that the reports of inspectors are not taken into consideration on the farms.

Complaints

With regards to ability to submit complaints, and awareness of appropriate channels, as shown in Figure 2, most survey respondents reported being aware of communication or reporting channels, in cases when they had workplace complaints. Interestingly, not even 1% of survey respondents reported taking steps of contacting the business owner, a ministry, or religious leaders. Instead, the most common channel for reporting a workplace complaint was through the police or legal entities.



Among all survey respondents, only 4% reported previously submitting an official complaint (Figure 4). As shown in Figure 5, most of these respondents who have submitted complaints were satisfied with the different aspects of the complaint channel, including the confidentiality, responsiveness, and the action taken.

Figure 4: Have you submitted a complaint before? (N=270)

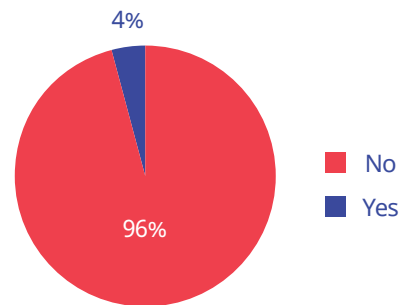
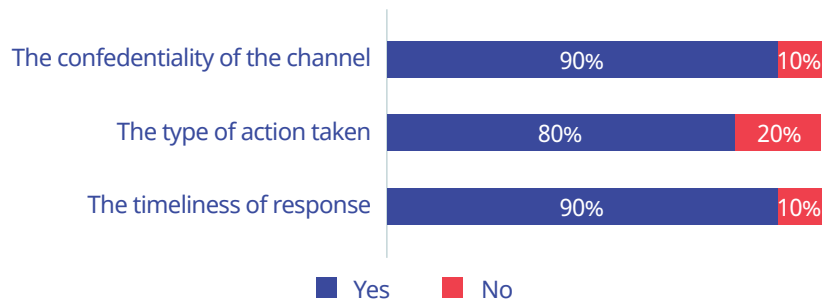


Figure 5: Satisfaction with the different aspects of the complaints channel/process (N=10)

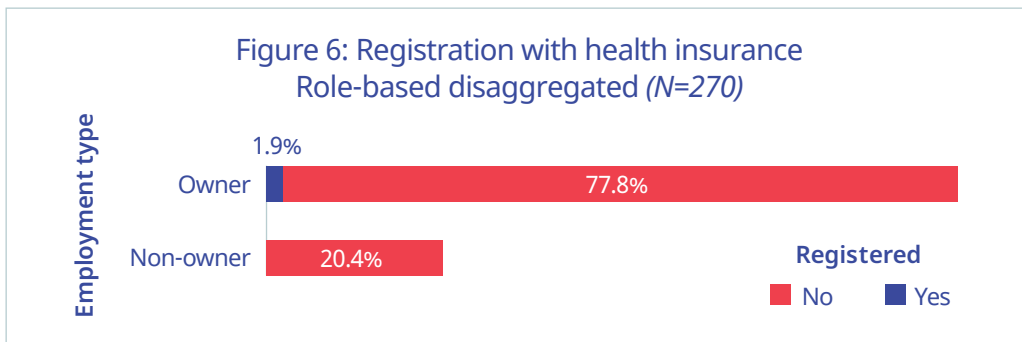


On the other hand, governmental key informants believed that agricultural workers are aware of their rights to complain, suggesting that they thought that unions, the labour court, and a complaints directorate received the complaints. Although a MoLSA representative told us in an interview that the ministry was certainly open to receiving complaints, they also said that its inspection capacity was very limited. In practice, it appears that few complaints are actually submitted and/or followed up, perhaps due to low awareness of the existence of complaints mechanisms and limited institutional capacity of government actors to follow-up on complaints received.

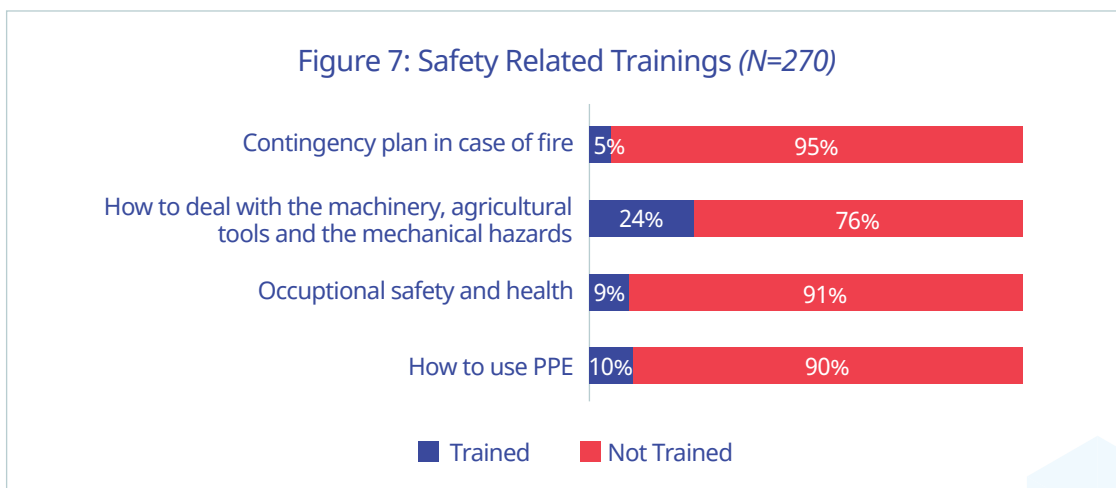
▶ 2.3. Occupational Safety and Health (OSH)

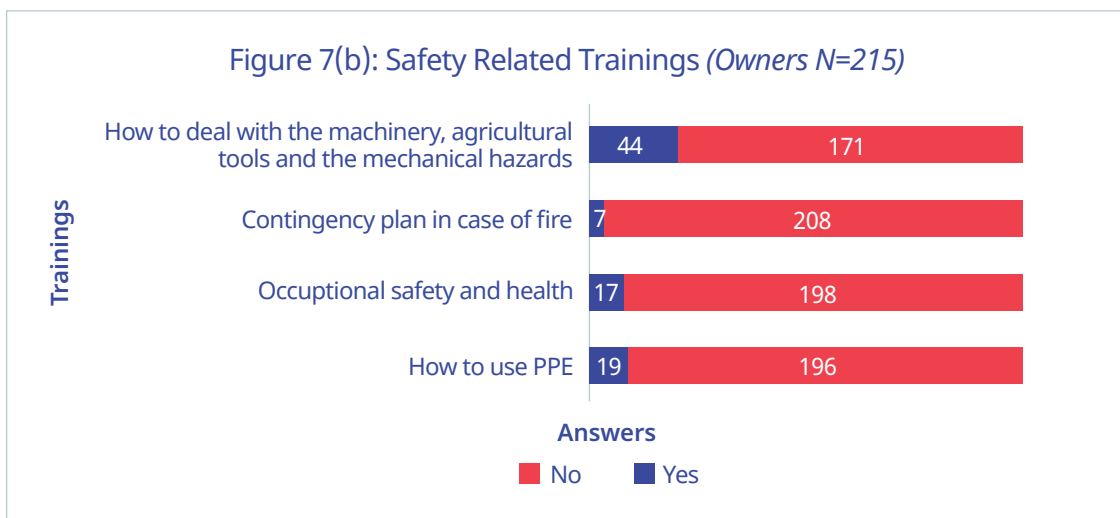
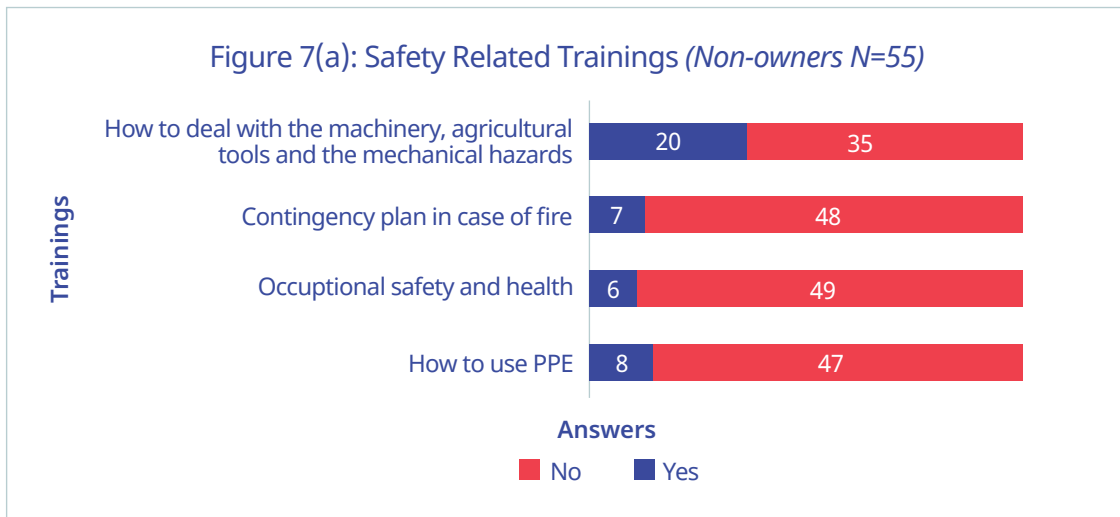
Safety

With regards to safety, an overwhelming majority of survey respondents have reported that they are not registered with health insurance, as can be seen in Figure 6 below. It is also noteworthy that all of the survey respondents who reported being registered for health insurance were business owners; no non-owners in our sample reported being registered for health insurance.



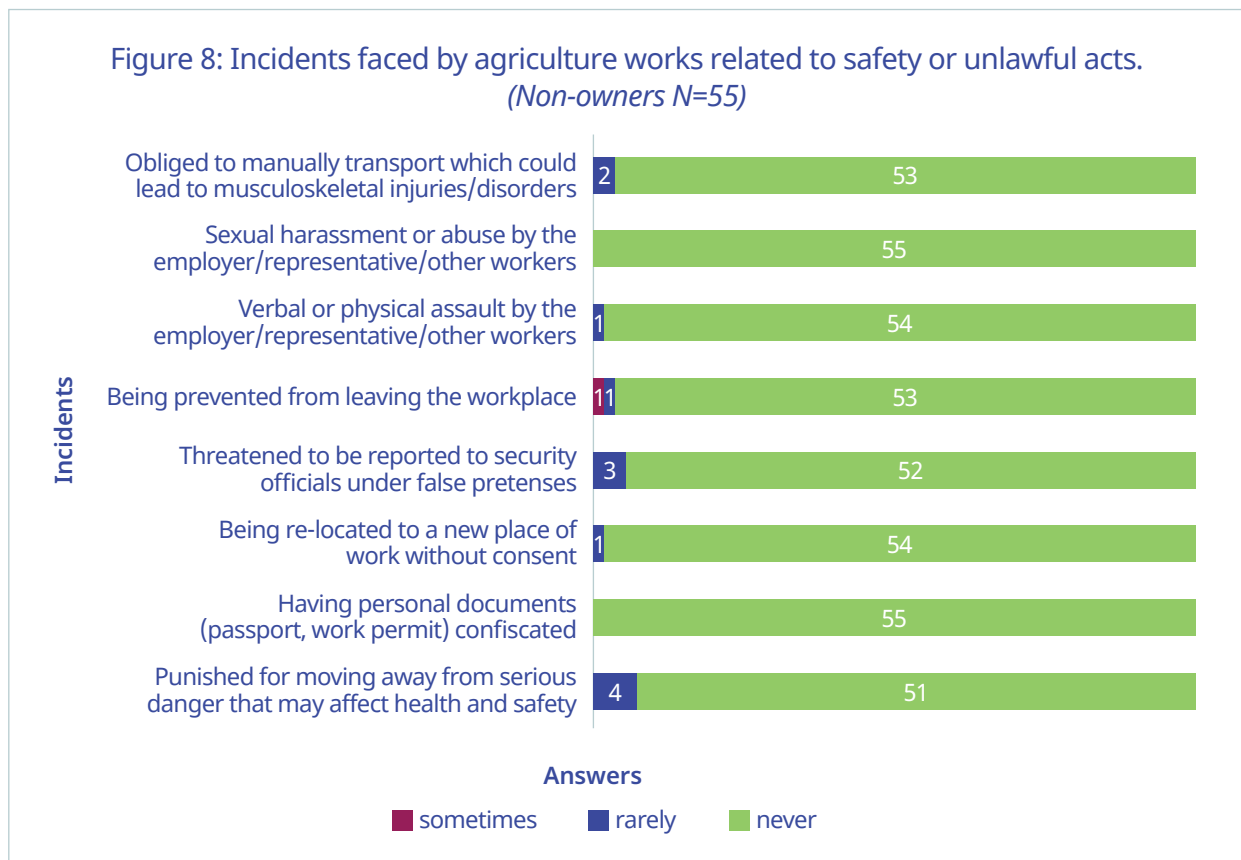
Equally concerning is the data shown in Figure 7 below, stating that 91% and 90% of the respondents as a full sample reported not being trained on occupational safety and health and the use of PPEs, respectively. A full 68% of the total respondents reported not having access to appropriate personal protective equipment for workers (work clothes, helmets and other head protection, face and eye protection, limb protection, respiratory protective equipment, and hearing protection). As can be seen in Figs. 7a and 7b, the trends of not being trained in safety are visible among both non-owners and smallholder owners, alike, with the latter subset of our surveyed sample (owners) actually reporting fewer trainings, proportionally, than the non-owners. This means that smallholder farm owners in Basra, according to our survey responses, need safety trainings as much as their non-owner counterparts.





Moreover, as shown in Figure 8 below, four of the 55 surveyed non-owner agricultural workers (7%) have faced punishment for moving away from serious danger that might affect their health and safety, which represents a significant problem in those occasional instances. Similarly concerning is the fact that two of these non-owner agricultural workers (4%) surveyed reported being prevented from leaving their workplace in times of danger.





Looking deeper into the extent to which agriculture workers are exposed to safety risks, the study inquired about the safety measures applied in the workplace on different levels. According to the survey results, most non-owner respondents have reported that their employers do not take action to monitor working conditions (65%) nor do they have contingency plans for emergencies (87%). The agriculture workers who do not own farms report being heavily exposed to potential biological hazards such as infection, allergies, animal-related poisoning, connected to lack of precautions regarding animal manure and waste collection and disposal (78% of non-owners report that employers do not take adequate steps to mitigate against these hazards). Among non-owner workers, 62% of survey respondents report that their employers do not take measures to protect them in cases of hot, cold, or damp weather.

Most of the non-owner respondents report not being provided with a list of the type of chemicals around the workplace, nor are they trained on handling those (78%). A representative from the National Center for Occupational Safety and Health told us that it was vital that new laws are established that deal specifically with workplace safety and provide access for relevant inspection teams. Most non-owner survey respondents reported that there was not proper storage or warning labels on chemicals, hazardous materials, flammable materials, and ignition sources (85%), and the representative from the National Center for Occupational Safety and Health stipulated that one area where

new legislation was very badly needed was in the proper import, handling, use, and disposal of agricultural chemicals.

In terms of washing facilities, most non-owner survey respondents reported an absence of available washing facilities, handwashing stations, or cleaning materials in case of exposure to hazardous chemicals (65%). There also was a clear absence of gender separate latrines in the facilities (according to 89% of non-owner survey respondents). Even water for washing was reported to not be available to 29% of non-owner survey respondents. Additionally, more than half of the non-owner respondents reported an absence of a rest area in their work facilities (55%), nor do they have medical facilities in 60% of responses or even first aid kits in 76% of cases.

When looking into the qualitative data about farm safety, all interview respondents reported that farmers maintained either very limited or no records of accidents and safety violations, and that doing so was entirely up to the farm owners' discretion. Several interlocutors emphasized that increased safety training for workers remained needed.

A representative of the MoLSA said in an interview that their organization has wanted to increase inter-ministerial coordination to track workplace injuries:

“

We wanted to have a solution for this by coordinating with the Ministry of Health where if there is a case, it is reported to us as a work injury through a form filled by the hospital.

”

Meanwhile, the lack of a systematic way to track and prevent workplace injuries is having consequences. In both FGDs conducted in Basra, participants said there were no records of accidents on the farms where they worked. Both groups also said that accidents were common – as many as 23- small accidents per month per person, in some cases. Sometimes the accidents are very serious, with one participant in the FGD conducted with non-owner farm workers reporting:

“

My neighbor brought a pesticide but he didn't know how to use it and he died within three hours due to the misuse of chemicals and the cause of death was poisoning.

”

After this incident, the participant said that there was only a simple inquiry involving interviews with the deceased farm worker's family members. Others said that there were no investigations after most accidents.

In addition to chemical and equipment hazards, farm workers face risks posed by fires. A representative of the Federation of Farmers' Associations said that "every summer" they hear about fires in wheat fields. Unlike in the case of factories, where fire extinguishers can be placed, this interlocutor said:

“*Farmers rely on the government for controlling fires. In fact, if the government cannot extinguish fires, then the farmers will incur financial losses. In some cases, the government offers compensation for natural catastrophes. For example, the recent salt tide that occurred near the river has resulted in damage to palm fields. For that, the government offered compensation to farmers.*”

Perhaps more worrisome is the fact that this same interlocutor said that farmers continue to find land mines and other unexploded ordnances in their fields:

“*War remnants still exist under the ground, and farmers are unaware of their existence. This is why we still hear about explosion incidents.*”

Taken together, fires and unexploded ordnances, along with the presence of toxic chemicals used in farming, can create very dangerous conditions on farms, making the need for safety precautions, efficient complaint and inspection processes, health insurance, and other OSH standards very important.



► 2.4. Awareness Raising and Capacity Building

As described in the previous sections, many of the people interviewed said that workers should be better trained in terms of OSH and labour inspections. As a representative of MoLSA described, complaints about safety and labour violations are an essential part of the process of legal enforcement. Speaking specifically about the minimum wage, they said:

“ There are workers who get this amount and some who don't, however, MoLSA is open to complaints and there is an electronic form to receive the complaints of workers, and if any complaint is submitted, we send the inspection team to solve the issue. ”

If the workers are not aware of their rights, though, then it stands to reason that these inspections may well not happen. When asked if workers were aware of their protections under the law, this same interlocutor said:

“ No, workers need awareness in this regard, in the labour law, and their rights. We are working on awareness-raising where we are visiting places where there are increased numbers of workers, such as oil-related projects, in order to raise their awareness. ”

In terms of safety, in particular, trainings are essential, but rare. As mentioned in the previous section, OSH and PPE-related trainings were very unusual amongst the population that we surveyed. Interview data highlighted how important trainings would be for workers. One government official in Baghdad told us:

“ There should be trainings on the safety and security in the agriculture sector. The need for the safety and security training is the most important thing to protect them within their work. ”

Survey data in regard to safety trainings indicated that 95% of respondents had not been trained on fire safety and contingency plans in case of a fire, and that 76% of respondents had not been trained on the use of agricultural machinery and the potential hazards inherent in their operation.³⁰ These findings underscore the need for improved safety training for agricultural workers in Iraq.

³⁰ See Figure 7, above.

In terms of vocational training, there are 38 currently operating training centers, according to MoLSA. These used to provide incentives and payments for trainees, but, after the 2019 financial crisis, trainees typically have to pay for their courses. In July 2021, Iraq's Council of Ministers approved the Technical and Vocational Qualifications Framework (TVQF) for the country, which aims to upgrade the TVET system in Iraq to improve employment prospects for young people and strengthen the economy.³¹ As this framework is being adopted, several interlocutors told us that these training centers needed substantially updated curricula and capacity building support, with a representative from MoLSA telling us:

“
We are working not in the way that we should be, but within our capabilities.
”

► 2.5. Improving Working Conditions in the Agricultural Sector

Encouraging the Participation of Women in Agricultural Work

There is still a long way to go to promote equal opportunities and pay for women working in the agricultural sector. According to the ILO, of the 13 million women in Iraq who are of employment age and able to work, only about 1 million women are working. That said, many women already work in the agricultural sector, and seem to dominate some of the agrifood processing jobs in factories, particularly date and tomato processing. Many interview respondents and FGD participants spoke to the frequency contributing family members. In these cases, especially, women are included in the work force, although are often not paid as well as men. For example, an official from the Agriculture Directorate summed it up this way:

“
We find lots of women working in these sectors but in the form of families. Working opportunities for women in the tomato crops especially in harvest season is big, where women are asked to work in harvesting tomatoes for 3 or 4 months. But talking about the wages they receive, actually they are cheap and don't fit the efforts made, but they have to work even if the wage is simple, [because it is] better than nothing.
”

³¹ <https://en.unesco.org/news/iraqi-council-ministers-approves-technical-and-vocational-qualifications-framework-iraq>.

This statement is troubling, because it indicates that women working in the agricultural work force are not paid fairly. The interlocutor is also implying that women do not have any choice but to take the limited pay that they are offered in the agricultural sector, calling into question the level of opportunity and voice these women have in the labour market in Iraq. Many other interlocutors also said that women agricultural workers received less pay than men, although sometimes they justified this inequity by saying that women did not do the same work as men. For example, the head of the Federation of Farmers' Associations said that while 20% of the agricultural workforce was women.

“ *The wage of women is always less because they don't do the same work as men. Women work in food processing plants, and most dates plants are managed by women. Men may work for 8 hours while women for 4 hours, so you can't give them the same wage. But if they are doing the same work, their wages will be equal.* ”

Participants in one FGD said that many work in the agricultural sector, although there are not as many opportunities for them as for men. An MoLSA representative told us:

“ *Yes, it is common for women in particular to work in the agriculture sector, in addition to PwDs whose disability doesn't prevent them from working at the farm, however, there are not equal opportunities for them.* ”

Combined, these statements raise concerns in regard to evaluating women's opportunities for decent work and wages, as compared to men's, particular when considered along with other imbalances such as unpaid care work often done by women. This consideration has only become more relevant in the context of the ongoing COVID-19 pandemic.

Working Conditions

With regards to working hours and conditions, the survey respondents who work full time, seem to work within the normal standards of legal working hours, as do the majority of respondents who were part-time workers. However, this is an assumption, considering that it is not clear what working hours were agreed upon in the part-time employment agreements. 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.

Table 1. Working Hours by Worker Category

Number of working hours per day ³²	Daily Worker (N=1)	Full time (N=1)	Part time (N=264)	Project Based (N=2)	Seasonal Worker (N=2)
0	0%	0%	0%	0%	0%
1	100%	0%	1%	0%	0%
2	0%	0%	3%	0%	0%
3	0%	0%	16%	0%	0%
4	0%	0%	27%	40%	0%
5	0%	0%	24%	0%	0%
6	0%	0%	20%	60%	0%
7	0%	0%	3%	0%	0%
8	0%	100%	6%	0%	100%
9	0%	0%	1%	0%	0%

According to the interview data, most interlocutors say that daily working hours are around eight hours per day. However, when we dig a bit deeper, a more complex picture emerges. 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. As a respondent from the Agriculture Directorate said:

“*In the private sector, there is no commitment to working hours, as the business owner wants the worker to work for long hours. Some of them organize that through shifts, while others don't. For example, in the tomato harvest, they could pay for the worker for the quantity they harvest not for their working hours.*”

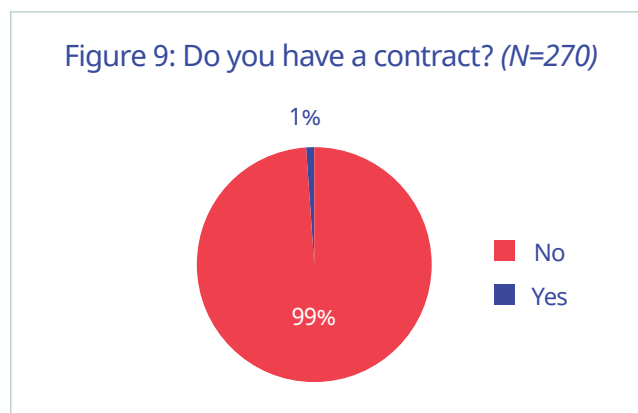
³² The calculation for the table is done per column.

Others also spoke of the possibilities that workers could be paid based on the piece rate option this interlocutor outlined for the tomato subsector, or in a lump sum for a particular task, or hourly, depending on the arrangements made for each worker. A representative from the Chamber of Commerce pointed out that agricultural workers are very different from factory work in this regard, due to seasonal urgencies, saying:

“
Unlike the rest of the sectors, where the worker in the professional trades can turn off the machine and leave work, and the construction worker stops working at a specific hour, the agricultural worker cannot leave until he finishes his work.
 ”

The representative from MoLSA said that workers should be paid extra for overtime work after eight hours, although acknowledged that this does not always happen. These reasons combined point to the usefulness of more awareness raising and capacity building for agricultural workers and employees about legal working hours.

Related to working hours, of course, is the contractual agreement between workers and employers. Yet, these often do not exist in Iraq. According to our survey data seen in Figure 9, only 1% of respondents had written contracts. Out of these, 2 said that their contracts include job location and terms of conditions, while one mentioned the inclusion of a description of duties and duration of the contract. None of those respondents reported that leaves, working hours, or a notice period were included in their written contracts, as would be required by law.



Our interview data support this finding. As a respondent from the Agricultural Directorate said:

“
[I] don't think that there are contracts for farmers, perhaps only in limited sites in large projects, but most of them---9899%---don't have contracts.
 ”

There seems to be a difference between regular and temporary employees in this regard. According to the representative of the Federation of Farmers' Associations:

“ *Just the regular/constant workers have contracts; the temporary/seasonal workers have no contracts. Only the regular/ constant workers have contracts and leaves.* ”

Many employers seem to prefer verbal agreements to written contracts, which can lead to misunderstandings and violations of the labour laws, as one member of the Chamber of Commerce told us:

“ *Most of the contracts are made orally, so we notice that they don't match the labour conditions because it doesn't provide the work conditions that the labour law identifies.* ”

All survey respondents were asked about the status of workers' rights concerning paid leave, working hours, and notice periods for dismissal. As shown in Figure 10 below, the most frequently reported incidents faced by workers who did not own the farms where they worked were related to contract termination without a legal notice, and not having legal benefits after the end of a contract. Survey respondents also reported not having the right to take leaves.





Social Security and Trade Union Membership

Another area of labour rights which was often unknown or misunderstood among the survey respondents is social security. None of the survey respondents---either owners or non-owners of farms, men or women---reported being registered with social security (Figure 11). The vast majority of them said that they were not members of agricultural unions (Figs. 12a and 12b), with relatively similar proportions of non-owners and owners reporting union membership.



Figure 12(a): Are you a member of the agriculture union? (*Non-owners N=55*)

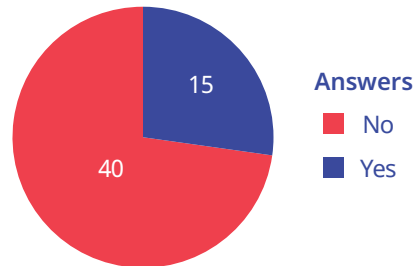
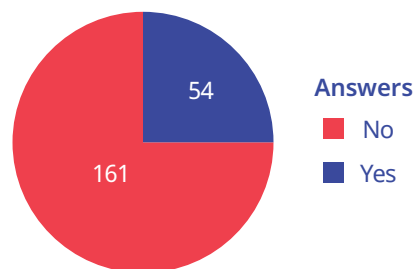


Figure 12(b): Are you a member of the agriculture union? (*Owners N=215*)



Data from KIIs and FGDs confirmed that agricultural workers are typically not registered with social security. Although there may have been a bit of confusion among interlocutors about whether they each were eligible, as can be seen in the following analysis, they gave many reasons. At least two FGD participants in Basra said that they were familiar with social security, both crediting ILO interventions. One of these business owners said:

“

We had known that social security had stopped a long time ago and it is not applied. We learned new information from the Salam organization and from the ILO.

”

Participants in the other FGD in Basra, with business owners, also said that the laws around social security were “not activated,” with one also saying that they thought that the temporary/seasonal nature of agricultural work disqualified workers from this benefit and that workers themselves want to receive the whole wage and not to cut part of it to put it in social security.

When asked if the workers he employed were registered with social security, another business owner explained that workers only have the right to receive a salary and nothing more. Finally, one government official explained that social security laws apply only to public sector employees, and not the private sector.

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)³³ and in sectors such as agriculture, characterised by high levels of informality, the rates are likely to be lower still.

Transportation to and from Work

Securing transportation often makes the difference whether an individual can work or not. In the Basra Governorate, as shown in Figs. 13a and 13b below, few survey respondents claimed to have transportation access challenges. Although the proportion of non-owners that reported having transportation challenges (4%) is slightly higher than that of owners, it is still lower than might be expected, probably because most of these people surveyed live in relatively small rural communities near to the farms where they work.

Figure 13(a): Do you have access to transportation services?
(Non-owners N=55)

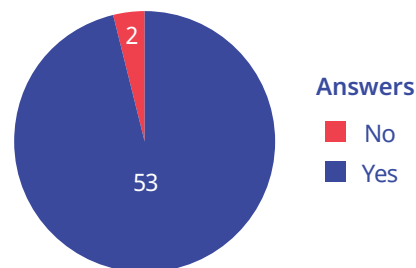
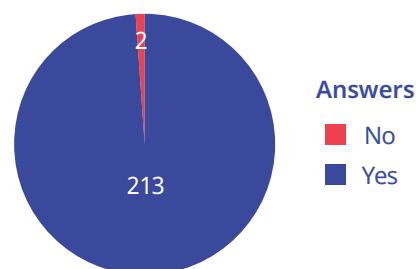


Figure 13(b): Do you have access to transportation services?
(Owners N=215)



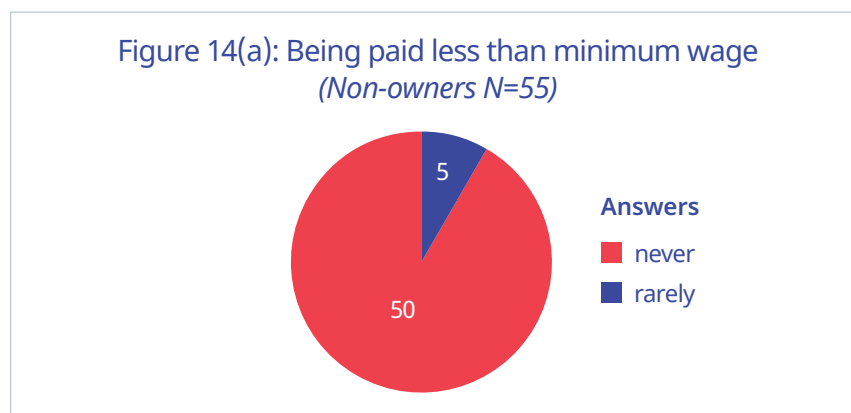
³³ "Iraq Economic Monitor: From War to Reconstruction and Economic Recovery."

<http://documents.worldbank.org/curated/en/771451524124058858/pdf/125406-WP-PUBLIC163016-Iraq-Economic-Monitor-text-Spring-201818-18-4-web.pdf>

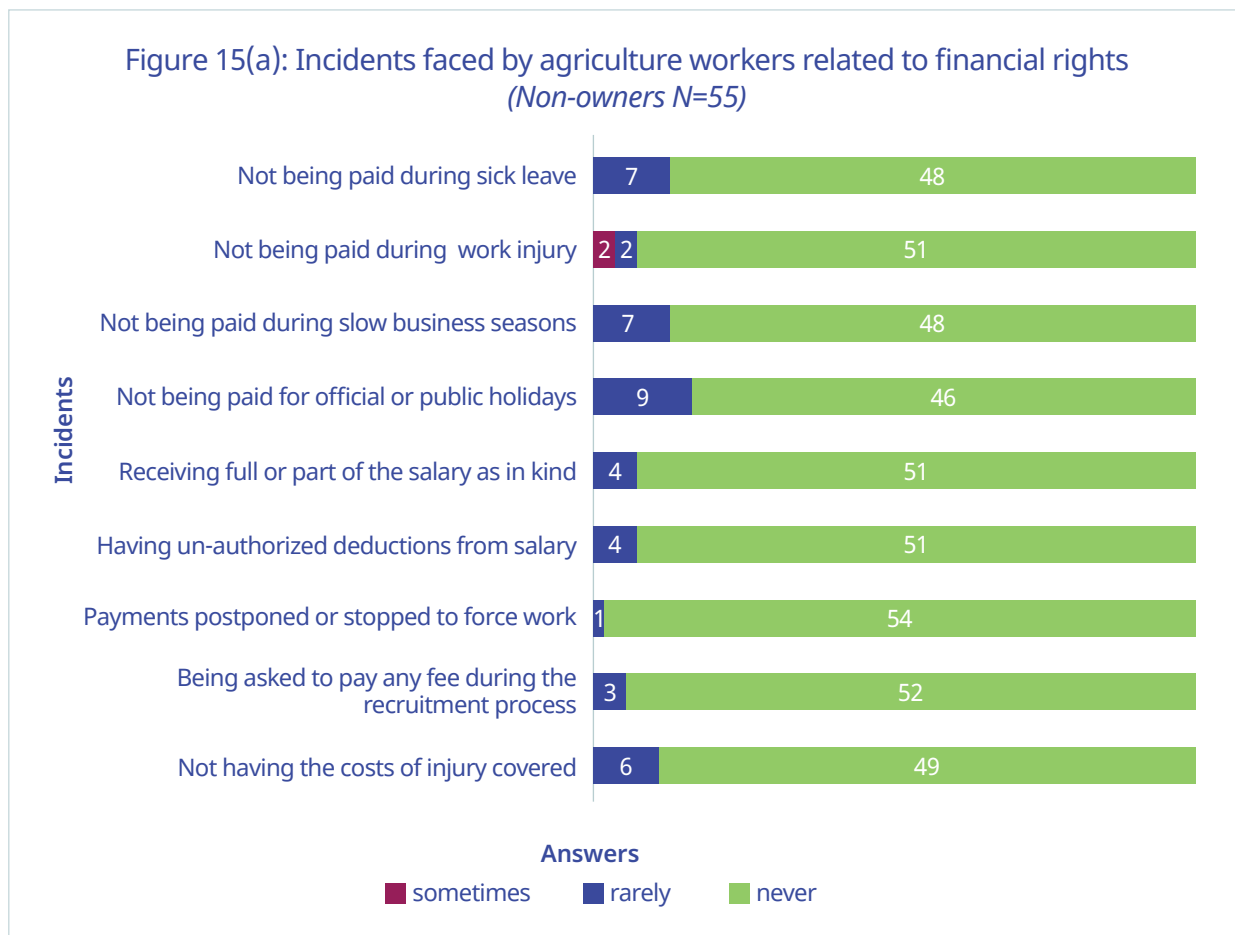
That said, participants in one FGD all said that workers were not provided transportation as part of their work agreements. Participants in the other FGD, of business owners, said that they provided adequate and free transportation to their farm workers, many of whom had to travel quite a distance to get to the farm. The head of the Federation of Farmers Associations in Basra said in an interview that most farm workers do not typically receive transportation from their employers, indicating that provision of this component seems to be highly context-based and specific to each farm.

Decent wage

In order to understand the agriculture workers' access to 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, 9% of the non-owner respondents in Basra reported being paid less than the minimum wage, at least in rare circumstances.



Considering the fact that financial returns and decent earnings do not only include the salary/wage solely, our survey also included a section inquiring about other benefits or returns or financial responsibilities that the employer should take charge of. As shown in Figure 15a below, 16% of agriculture workers who do not own the farms where they work reported not being paid for public holidays, and 13% reported not being paid during sick leave or the slow season.



According to interview and FGD data, there is some discrepancy as to what comprises the minimum wage for agricultural workers. Many interview interlocutors said that they thought the daily minimum wage was 25,000 Iraqi Dinars, which, assuming 22 working days a month, would equate 550,000 Iraqi Dinars monthly. Other interlocutors, including a respondent from the Agricultural Directorate, said there was no law for a minimum wage for agricultural workers, and that some worked for as little as 10,000 dinars per day. When asked what they thought was the minimum wage, a representative from the Chamber of Commerce echoed the previous view and provided a bit more context:

“

“I think 15,000 or 20,000 Dinar, which is not enough, and they aren’t really paid this sum, because when they go to work and don’t find anything, they would accept any offer, such as 10,000, just to gain something.”

”

This statement is problematic inasmuch as it indicates that workers are entirely beholden to their employers to set their wages, and often so desperate for work that they will work for less pay than seems to be the minimum wage. In fact, legally, the minimum wage (per month) equates to far less than the publicly perceived minimum wage of 25,000 Iraqi Dinar per day, as the representative from MoLSA said:

“
We have a committee that specifies the minimum wage based on the updates and currently, the minimum wage is 350,000 IQD per month. However, we raised a recommendation to the higher authority in order to raise the minimum wage up to 450,000 IQD per month.
”

To the extent that this committee sets the law, many other government actors and farmers were not aware of it, and others interviewed said that what farm workers are paid is not enough. We suspect that some more vulnerable groups – for example displaced people, migrants and women agricultural workers – are routinely paid less than their male and/or host community peers, although this study did not yield sufficient quantitative data to say how often this occurs. Children are paid even less, according to FGD participants, who said that they are often “exploited” for 10,000 IQD (just under \$7 US) per day.

Underage work

According to those who we interviewed, as well as FGD participants, child labour seems to be quite common in Iraq. Although a few officials denied that it happened, saying that children should be in school, many more interlocutors said that they saw it frequently. A representative from a local NGO reported, when asked, that agricultural workers under the age of 16 were “very, very common” in Federal Iraq.

This prevalence of underage workers in the sector could be related to a shift in interest and family commitments, as an FGD participant explained:

“
Education used to be the target, but, currently, agriculture is the main future.
”

While it was unclear from the data what the further perceptions of this FGD participant were in terms of this shift in community focus, several other interlocutors interviewed decried the missed opportunities for education that working children experience. One representative from a TVET provider, when asked if it was common for children under the age of 16 to work in agriculture, said:

“

Most of the farms are run by their families where they exploit their children to work in the farm and they deprive them from their education.

”

This interlocutor and many others said that they did not believe that employment laws forbade children from working with their families, speaking to an apparent loophole in how the labour laws are interpreted and enforced. For example, a government agronomist complicated the issue by adding:

“

[Agricultural work by children under age 16] is not considered labour, but rather a profession inherited by the family, where children only work with their parents at the farm. However, there is child labour in Baghdad, but not in the agricultural sector, because it is considered family business and this is how they start and develop their own businesses in the future.

”

In this way, the government agronomist distinguished between agriculture and other employment sectors, drawing a distinction that seemed to excuse or even justify child labour on farms. A government official, when asked if it was common for children under the age of 16 to work in agriculture, gave another nuanced answer that spoke to the tradeoffs involved in the practice. They said:

“

Yes [it is common], but I don't encourage that because those youth will leave their study, however, they have an essential role in the agriculture field in Iraq, as they are who will do these works in the future. My son is studying in the city, he doesn't know about agriculture, and he doesn't care much, but a farmer's son will be interested in this, as he sees his father working in this field, and he will learn the mechanisms and way of work and he will continue planting the land after him. That's the main thing, the qualified workforce who can invest in the agriculture field smartly.

”

In the context of agricultural education, we found that a business incubator is offering training courses for youth as young as 12 on computers and the maintenance of harvesting combines. A respondent from the Agriculture Directorate also said:

“

What we call the rural youth development programs in agriculture, where young people from this age [16] or older can be involved in training that trains them to drive agricultural machinery, for example, irrigation mechanisms, the importance of plowing and fertilization, and so on.

”

Trainings aside, underage labour in agriculture is currently a fraught issue. A representative of the MoLSA summed up the inherent challenges succinctly:

“*In the labour law, we work on eliminating this, but due to the local nature of family businesses, some children do work with their families.*”

It seems that the Iraqi labour code may be ambiguous on the legality of underage youth working on their families' farms, and that market conditions and the lack of rural schools make for conditions where young people are incentivized to work.

► 2.6. Tomato, dairy and date sub-sectors in Basra governorate

Tomato

Tomatoes have been cultivated in Iraq since the end of the 18th Century. They are Iraq's most commonly grown vegetable and, alongside vegetables such as eggplant, onion, cucumber, okra, and pepper, tomatoes are a vital ingredient in local cuisine. According to the Ministry of Agriculture, around 771,000 tonnes are produced nationwide each year, with Basra being one of the country's major tomato growing governorates. Participants in an FGD we conducted in Basra said “the tomato production in West Basra is good, but the market is bad.”

Tomatoes are typically grown in open fields, irrigated using traditional surface irrigation canals to bring water from the Shatt al-Arab, Tigris and Euphrates rivers, to flood the fields periodically. In Basra, water and high temperatures are sometimes a challenge for vegetable farmers, as tomatoes generally require ample fresh water and do not tolerate high-salinity or temperatures above 36 degrees Celsius for long periods. Due to water shortages induced by dam construction in Turkey and Iran, and the impacts of climate change, salinity has been increasing in recent years.

Tomatoes are generally grown using traditional methods passed down through generations of family smallholders. The crop is typically harvested by hand, often by women, and stored in baskets or boxes for distribution to markets, where they are generally sold fresh. Prices often fluctuate, because of seasonal demand and production cycles, and the effects of imported products on the market.

There is very little processing of tomatoes in Iraq, due to lack of facilities. However, processed tomato products such as tomato paste, ketchup and tomato-based sauces are popular. Many such brands are produced outside Iraq and imported, for example from Turkey, Iran

and elsewhere. Producing tomato paste and sauces requires large quantities of fresh fruits of specific varieties, with high levels of soluble solids and lower water content to create flavour and sweetness. Such varieties are not readily available in sufficient quantities on the Iraqi market.

Work on farms in the tomato sub-sector is generally limited to unskilled precarious seasonal wage-labour from November through May, for activities such as irrigation and harvesting in the open fields. Since farmer's profits from the crop are generally low, job opportunities are limited and low paid. There are opportunities to improve tomato production profitability, through the use of drip irrigation and greenhouses. This would allow farmers to grow tomatoes throughout the year, reducing their vulnerability to seasonal price fluctuations. It would also create opportunities for skilled work in installation, maintenance and operation of the required equipment and infrastructure. Processing could also present opportunities for decent work, should investment in facilities be available. For example, it might be possible to establish factories or cooperatives dedicated to producing tomato paste and sauces, together with programming among farmers to ensure an adequate supply of the right varieties of tomato. However, cheap inputs of tomatoes and tomato products have hurt investment, according to at least one interview interlocutor we spoke with, who told us: "I grew tomatoes in the greenhouse and followed other methods and techniques that cost too much, and after that, I was shocked when I saw the markets are filled with goods imported by the government. I think that the production is not well protected."



Dairy

Before the conflict instigated by ISIS, the livestock sub-sector in Iraq accounted for around one-third of agricultural production (by value) in Iraq. Animal husbandry was important as a source of income and food, particularly for female headed households in rural areas³⁴. However, during the conflict there were significant losses of livestock, through theft, death or injury, and approximately three-quarters of Iraq's cattle, sheep, goats and buffalo were lost³⁵. Prior to the crisis, provision of medicine, vaccines and other veterinary services were more readily available from the government, but have since been much more limited due to insecurity and financial crisis³⁶.

Demand for meat and dairy products is increasing in Iraq, due largely to population growth, and is expected to continue growing at a compound annual growth rate (CAGR) of 8 per cent by 2025³⁷. Average per capita consumption of dairy products is estimated to be above 60 litres by 2022 (from 52 litres in 2018) and increasing to over 90 litres by 2025. While Iraq was once self-sufficient in dairy production, production has largely collapsed, and currently Iraq's dairy market only meets around 10 per cent of domestic demand. Consequently, Iraq is a major regional importer of powdered milk. Around three quarters of milk consumed in Iraq is reconstituted from imported powder. Fresh milk, cheese and yoghurt are also imported in large quantities, with Turkey, Iran, Saudi Arabia and some European countries being major suppliers. There is also significant cross-border smuggling which distorts the market and governmental import controls are often undermined by weak enforcement. One study indicated that illegal imports of milk powder from Jordan were around seven times higher than revealed by official trade data³⁸. Due to this major gap between supply and demand, it has been estimated that the Iraqi dairy industry holds up to four billion USD of potential investment opportunities.

Work in the dairy sector exists in both livestock raising and dairy processing. Around 40% of domestic Iraqi milk production is processed via industrial dairies, while another 40% is handled artisanal 'cottage' dairies, including some on-farm processing. As well as milk, other key dairy products include condensed milk, butter, yoghurt, kaymak and cheese. For women, work opportunities exist in small-scale dairy production, while larger dairy factories

³⁴ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

³⁵ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

³⁶ Agriculture damage and loss needs assessment, FAO 2017, <http://www.fao.org/3/a-i7810e.pdf>

³⁷ <https://www.thecattlesite.com/news/53369/iraqs-demand-for-dairy-products-to-grow-by-8/>

³⁸ Irish Dairy Board: Iraq Dairy Market, 2018. Online; <https://www.bordbia.ie/industry/news/food-alerts/iraq-dairy-market/>

can be major local employers where they exist. A business owner we spoke with said that there were once far more dairy processors in Basra, and a TVET representative told us that in recent years there has been a lending initiative from agricultural banks to provide loans earmarked for livestock breeding.

Dates

Cultivated since prehistoric times, the date palms originate in Iraq, and the country was once the world's leading producer. At one time, Iraq supplied three quarters of the world's dates, with a reputation for excellent quality³⁹. In the 1950s, according to a union representative we spoke with in Baghdad, there were 33 million date palms in Iraq. Since the 1980s, date production and marketing was interrupted, and new suppliers in Tunisia, Algeria, Israel and elsewhere moved to fill the gap in supply of high-quality table dates. Prices for Iraqi dates dropped dramatically, and date orchards and processing facilities fell into disrepair. Production is only a fraction of what it once was, marketing is weak, and the Iraqi date industry has never recovered. Iraq now only produces around 7% of the global total - less than Egypt, Saudi Arabia, Iran and Algeria, who together dominate global production⁴⁰.

There are eight main varieties of dates in Iraq, including Amir Hajj, Dayri and Khastawi. Male trees usually produce pollen in February. Farmers collect this pollen by hand and sprinkle it over the flowers of female trees. Trees usually bear fruit from April or May onwards and are ready for harvest in late August to September. A single healthy tree might produce 90 – 130 kilograms of fruit each year, although a business owner said that this number could be as high as 250 kilograms per year per palm in Basra---still far less than the number they cited for production in the United States at 600 kilograms per palm per year. This same interlocutor told us that the production per palm is so much higher overseas because of "fertilizer, care, and irrigation." Pests have been a problem for date farmers in Iraq, with Dubas bug, Humara pest (Lesser Date Moth), Red Palm Weevil and dust mites all damaging date palm production in recent years. Such infestations are treated with aerial spraying, land spraying and trunk injections.

Women often work in date processing plants, according to our interlocutors, who also said that many processing plants are in fact managed by women. Men typically harvest the dates, and seasonal or temporary workers are hired for such tasks as cropping the palms. One interlocutor interviewed who owned date palms said that they paid the family farmers who worked the land 25% of the production profit.

³⁹ Iraq to plant 70,000 date palms to revive once legendary crop, Reuters, June 2018.

<https://www.reuters.com/article/iraq-farming/iraq-to-plant-70000-date-palms-to-revive-once-legendary-crop-idUSL8N1TS3RN>

⁴⁰ FAOSTAT, World Production Quantity, Dates, 2018. <http://www.fao.org/faostat/en/#data/QC>

► 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 advise on effective methods and implementation means as per international conventions.

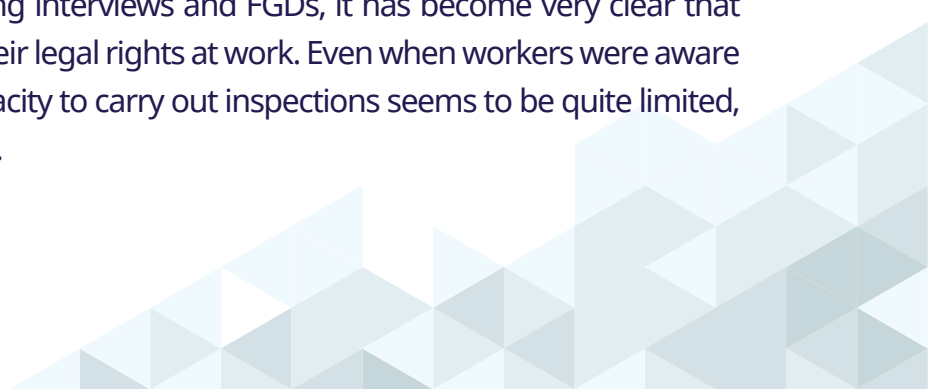
In case of violations, the labour inspection directorate informs the Ministry of Labour for appropriate action. Moreover, the directorate ensures the existence of a fully functional complaints and feedback mechanism for workers. The workers should be trained on how to use this mechanism through a briefing 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 were aware of their rights, the government's capacity to carry out inspections seems to be quite limited, particularly in remote and rural areas.



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 observed in terms of the implementation and application of the safety laws were substantial. The overwhelming majority of non-owner workers 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 to enforce the relevant laws in practice in the agricultural sector.

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.

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 non-owner 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 non-owner agricultural workers are unregistered for social security.



▶ Part 4. CONCLUSIONS

This study was based, in part, on a survey that was conducted in February and March of 2022, largely with smallholders in Basra, who generally employ family workers, especially women. Those farmers that do employ outside workers mostly do so on a daily basis, with seasonal peaks in labour requirements, for example during planting and harvest seasons. While important aspects of this situation are reflective of working conditions in the agricultural sector in Iraq more widely, caution must be applied in generalizing the conclusions.

▶ 4.1. Labour Inspection (and Complaints)

- ① The inspection component is noticeably missing as a practice in Agriculture enterprises interviewed in Federal Iraq. Only 2% of total surveyed respondents (owners and non-owners) have witnessed inspection visits, while KIIs or FGDs respondents have witnessed none. It is thought that the remote location of the farms and limited transportation capacity are major factors as to why inspection is rather neglected in this sector.
 - Inspection visits rarely take place and workers are not aware of those.
 - Remote location of farms, and limited number and capacity of inspectors, negatively affect the frequency and quality of the inspection visits.
 - When/if the inspection visits happen, the inspection team reportedly has access to the documents and to facilities.
 - When/if inspection visits happen, workers are often not aware of the final inspection report nor of the outcome of the inspection visit.
 - When/if inspection visits happen, and reports are shared, the recommendations are reportedly rarely taken into consideration by the business owners.
- ② Some workers seem to be aware of ways to submit complaints when they exist. However, they do not necessarily use these channels very often.
 - The most frequent channel which workers are aware of to submit complaints was police (94%), legal entities (38%), or village leaders (31%).
 - Only 4% of the surveyed respondents have submitted a complaint in the past. Most of those few respondents reported having a positive process and were satisfied with the responsiveness, timeliness, and action taken.
 - Looking at qualitative data, some have mentioned that workers might prefer to report their issues (especially injuries) to tribal justice, as these informal options may provide larger compensation than that provided by the government.

- Some government officials interviewed believe that workers are aware of their rights to complain through unions, the labour court, and a complaints directorate.
- The Ministry of Labour and Social Affairs maintains that it is open to receive complaints on different topics including minimum wage violations. The complaints are received electronically, and an inspection team can be assigned in response to the complaint.

► 4.2. Occupational Safety and Health

- ① There are serious gaps with regards to workers' exposure to hazards and with regards to safety measures as described in the Iraqi Labour Law. The employers do not necessarily take the needed precautions with regards to monitoring and management of labour risks.
 - No survey respondents who did not own the farm where they worked reported being registered with health insurance.
 - There are very limited – close to zero – records of safety incidents or safety violations, despite the fact that workers reported frequent accidents and at least one workplace death in recent memory.
 - Most employers do not monitor working conditions (65%) or have contingency plans for emergencies (87%), according to non-owner survey respondents.
- ② The workers are exposed to serious potential biological and chemical hazards.
 - Most non-owner workers (78%) are not familiar with the type of chemicals used around to workplace nor they are trained on handling those.
 - Most non-owner workers (85%) report an absence of proper storage or warning labels on chemicals, hazardous materials, flammable materials, and ignition sources.
 - There are frequent incidents of fire, especially during hot seasons, with no fire extinguisher in place.
 - Officials interviewed reported cases of explosions due to war remnants.
- ③ The workplace and facilities are not necessarily up to the safety standards or availability of essential facilities.
 - Most non-owner respondents reported a lack of available washing facilities, handwashing stations, or cleaning materials in case of exposure to hazardous chemicals (65%).


- There is a clear absence of gender separate latrines (89%), availability of rest areas (55%), medical facilities (60%), or first aid kits (76%), according to non-owner workers surveyed.
- ④ Survey respondents mentioned illegal retaliation towards employees who demonstrate discomfort or concerns with safety measures.
 - 7% of the surveyed non-owner agriculture workers have faced punishment for moving away from serious danger that might affect their health and safety.
 - 4% of the surveyed non-owner respondents reported not being allowed to leave their workplaces.


▶ 4.3. Awareness Raising and Capacity Building

- ① Workers access to trainings seem to be heavily limited, whether the trainings were on safety, skills, or rights.
 - KIIs explained that workers seem to have limited awareness on their rights. There are no trainings provided on labour law.
 - The majority of non-owner respondents (64%) reported not receiving training on how to work with the agriculture tools and equipment.
 - The majority of non-owner respondents report not being trained on contingency plans in case of fire (87%), nor on occupational safety and health (85%), or on how to use PPE (89%).
 - None of the KIIs mentioned having safety trainings and described this as an un-usual practice.

▶ 4.4. Improving Working Conditions in the Agricultural Sector

- ① Women face decreased access to equal work opportunities describing the agrifood sector as male dominated, despite their significant presence and critical importance for the performance of these activities.
 - Even when women secure a job in this sector, they are not paid as men.
 - Some KIIs link this to the type of work or effort put by men, referring to the fact that if women were doing the same job type, they would receive the same pay.
- ② Full time and daily workers seem to work within the normal working hours of 8 hours per day. However, there are some exceptions:
 - The workday varies depending on the season and how much work is necessary to complete a task.

- At busy times, workers may be asked to work for as many hours as needed and are paid on the basis of the amount harvested rather than hours worked.
 - Workers should be paid for overtime work, but KIIs confirm that this does not happen all the time.
- ③ There is a huge gap when it comes to the existence of contractual agreements and the components which need to be covered in those to ensure the workers' rights and liabilities.
- Almost all workers (99%) are not covered with any form of contract (written or verbal).
 - For the very few who do hold contracts, the contracts include minimal information such as job locations, duration, and description of duties, but misses details for leaves, working hours, or a notice period was mentioned in their written contracts.
 - There seems to be a difference among temporary and longer-term workers when it comes to holding contracts, as seasonal/project-based workers are less likely to have any form of contract.
 - The most common form of contracts are verbal contracts, which often leads to misunderstanding due to the lack of documentation.
- ④ There are some violations of labour law when it comes to provision of leaves, notice periods, and determination of contracts
- A noticeable amount of non-owner workers are not being paid for public holidays (16%) or sick leaves (13%).
 - Some non-owner respondents (11%) have faced termination of contract without proper notice period.
 - Some non-owner respondents (9%) also do not seem to receive their legal benefits after the end of their contracts.
- ⑤ There is serious lack of consideration for the right to social security in this sector. Collaboration with agriculture unions also not very common.
- None of the surveyed respondents are registered with social security. Some KIIs are not even aware of social security or have thoughts that it is suspended. Others described the system as "not activated."
 - Some KIIs believe that this system is applied only to private sector not public sector staff, some also added that the agrifood sector takes the form of a family business and thus there is less involvement in social security systems.
 - A quarter of the respondents are members of agriculture unions.
- 

- ⑥ There is a clear lack of awareness on the minimum wage for agriculture workers. Different values were provided as follows:
- Some respondents mentioned that minimum wage is 15,000 IQD and is definitely not enough for workers to meet basic needs, despite this figure being close to the legal minimum monthly wage of 350,000 IQD assuming 22 days worked per month.
 - Some added that when workers do not find any jobs, they can be put in apposition where they would accept offers for 10,000 IQD per day. The minimum wage is 350,000 IQD per month, and there are requests to raise it to 450,000 IQD.
 - Children are exploited for 10,000 IQD (just under \$7 US) per day.
- ⑦ Underage work is common and remains a significant concern.
- In many cases, the children are working within their own families, which might make it confusing whether this is child labour or not.
 - There are trainings for 12-year-old children on harvesting and other topics.
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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

- Advocating with the responsible authorities to encourage the assessment and removal of war remnants in agricultural fields where people are working before the land is used, ideally through a certification process either by relevant governmental departments or the humanitarian organizations that are active in this domain. (Unique to Federal Iraq.)

- 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.
- Supporting new legislation specific to occupational safety and health standards, particularly around import, handling, use, and disposal of agricultural chemicals, as well as maintenance of agricultural machinery. (Unique to Federal Iraq.)
- Conducting awareness sessions to emphasize the importance of reporting and tracking incidents by employers including the details required as per the labour law. ILO could support increased coordination between MoLSA and Ministry of Health to establish automatic reporting of workplace injuries that require hospitalization. (Unique to Federal Iraq.)
- Advocating with employers and raise 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.

▶ 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).

- Encouraging the Ministry of Agriculture to better coordinate with MoLSA regarding the Technical and Vocational Qualifications Framework for TVET providers. Similarly, ILO might work to increase capacity of TVET providers, perhaps in partnership with UNESCO, for skills training by updating curricula and building capacity, with the stipulation that there is better integration with job assistance/employment centers. ILO could conduct 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 Federal Iraq.)
- Advocating for and supporting 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.

▶ 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.

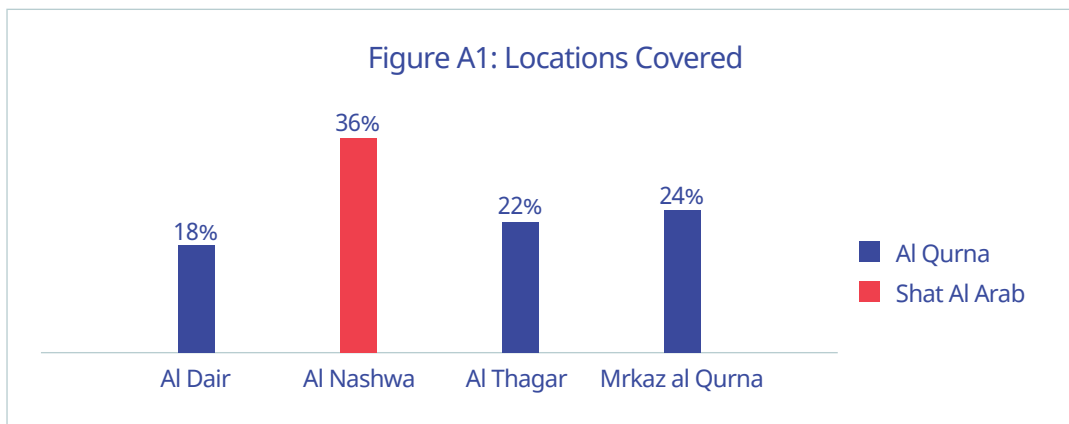
► 5.5. Other Recommendations

- Considering supporting and advocating for market reforms to limit agricultural imports that compete with Iraqi-grown products and to develop export opportunities (for example, supporting a revival of date production and export). (Unique to Federal Iraq.)
- Considering intervening more directly in specific value chains, for example by investing in processing and storage capacities, the certification of agricultural products, the increased production of livestock fodder, building capacity for increased back-up electricity supplies for dairy processing plants, and so on. Such work should be undertaken in consultation with agencies such as FAO, who can help provide complementary expertise in agricultural production and value chain development. (Unique to Federal Iraq.)
- Encouraging 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.

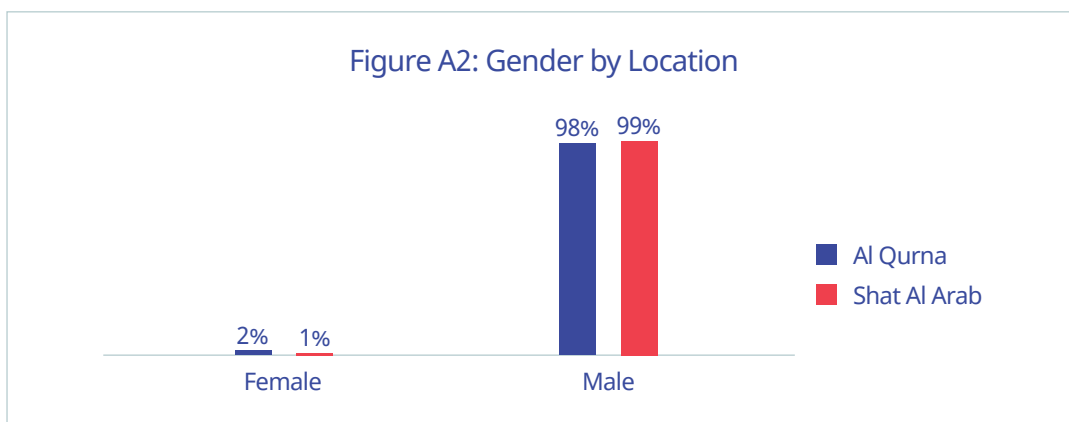
▶ Part 6: ANNEXES

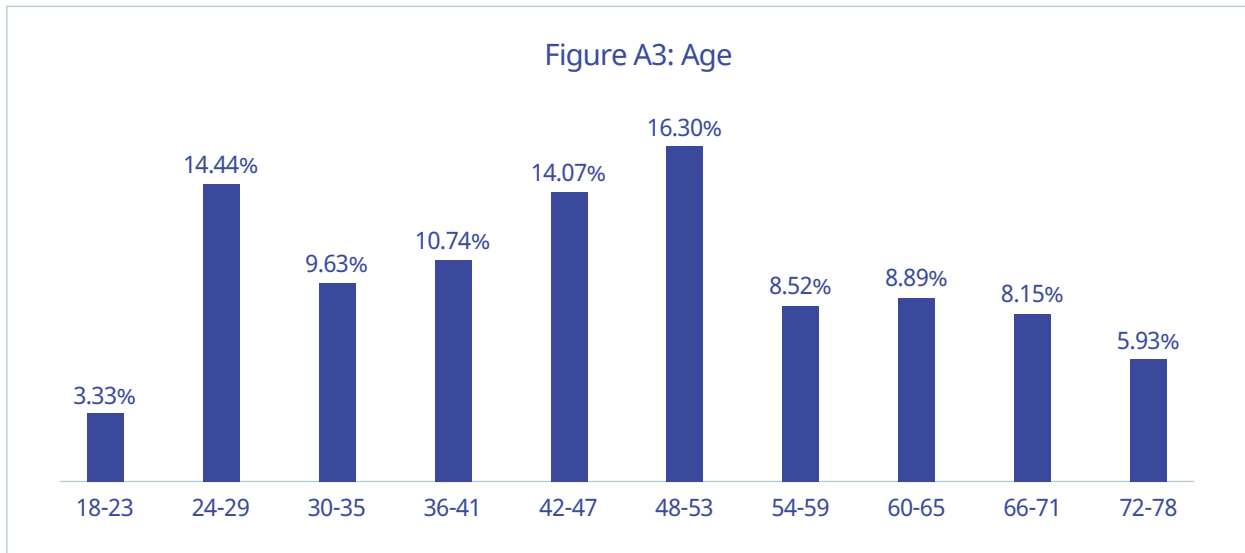
▶ Annex 1 – Demographics of Survey Respondents

The locations covered in the survey included four sub-districts, of which, three fall under Al Qurna governorate, and one falls under Shat al Arab governorate. Where appropriate, data was analyzed on a sub-district level, for example when specific results significantly varied. All respondents across the four sub-districts identified themselves as members of the host community.

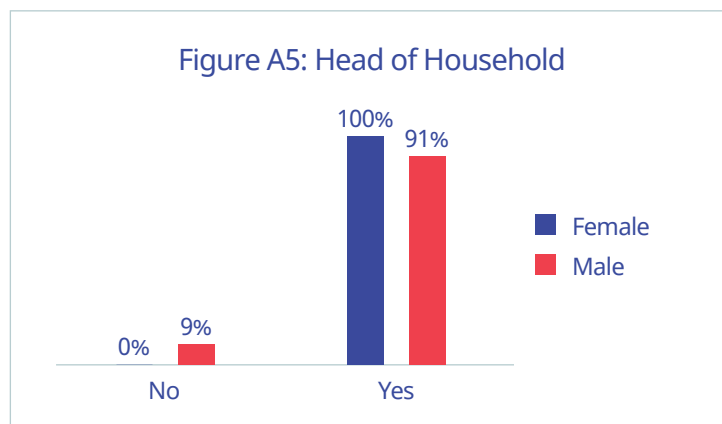
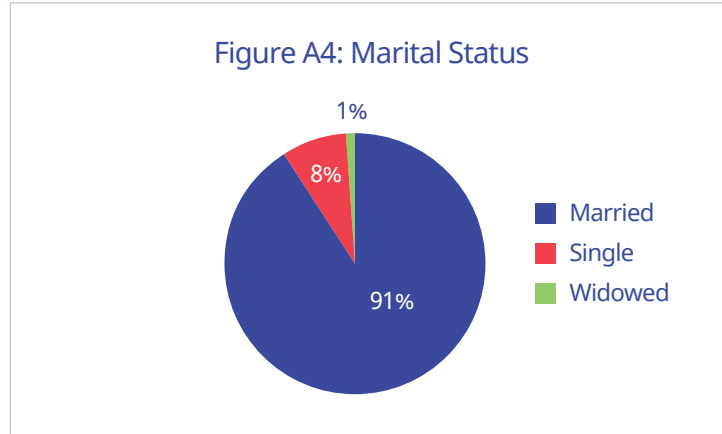


As shown in Figure A2 below, there were significantly more male survey respondents compared to the number of female respondents. It is extremely challenging to identify female workers in the male dominated agricultural sector, both because there are fewer of them and they tend to be less visible. As for age, the respondents were primarily of working age, with most of them aged between 38 and 57.

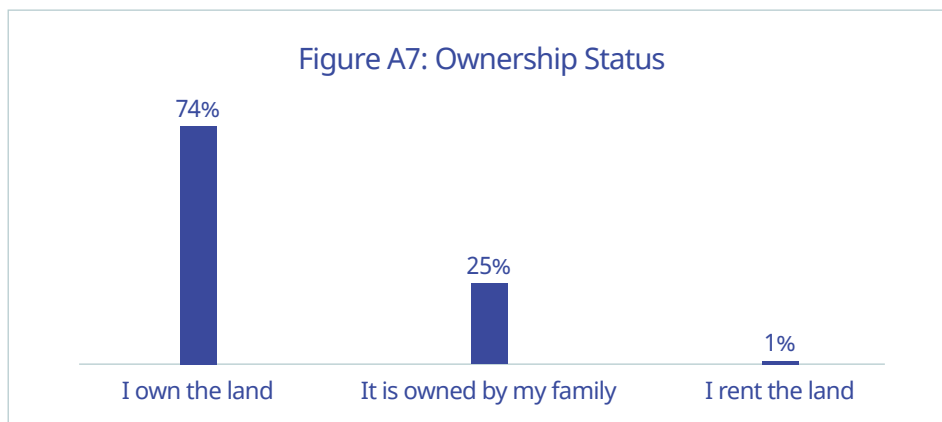
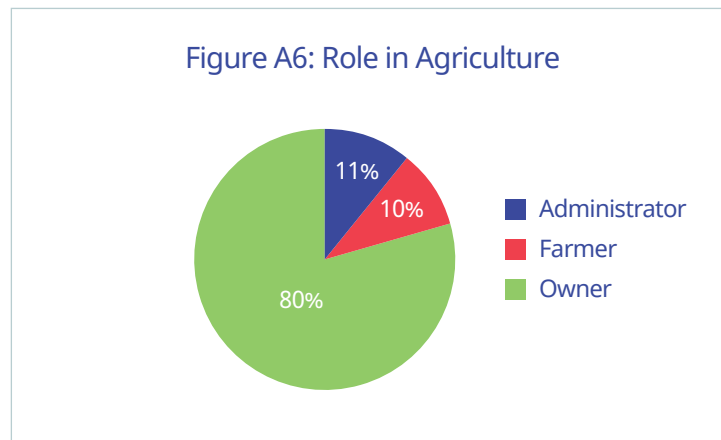




In terms of marital status, most of the respondents were married (91%), while only 1% (Female) reported herself as a widow. All of the female respondents reported that they are currently the head of their household, with the majority of Males being head of households as well (91% - Figure A5). Overall, the average number of household members per household was 8 members.



Most of the surveyed respondents were owners of their own businesses (80% - Figure A6), while some were tenant farmers or administrators. As much as 98% of all respondents have described their job as “part time.” The surveyed businesses employ two staff on average. As shown in Figure A7 below, most of the business owners also own the land they work on, or it is owned by their families. Overall, this indicates a high proportion of smallholders and small family farms in the area, as is typical in many rural areas of Federal Iraq.



Most of the respondents found their jobs through referral by a friend or family members, with fewer respondents mentioning other common modalities, such as reaching out to business owners or word of mouth. Most of the agriculture workers worked with crops such as okra, eggplants, and watermelon (Figure A9).

Figure A8: How did you find this job?

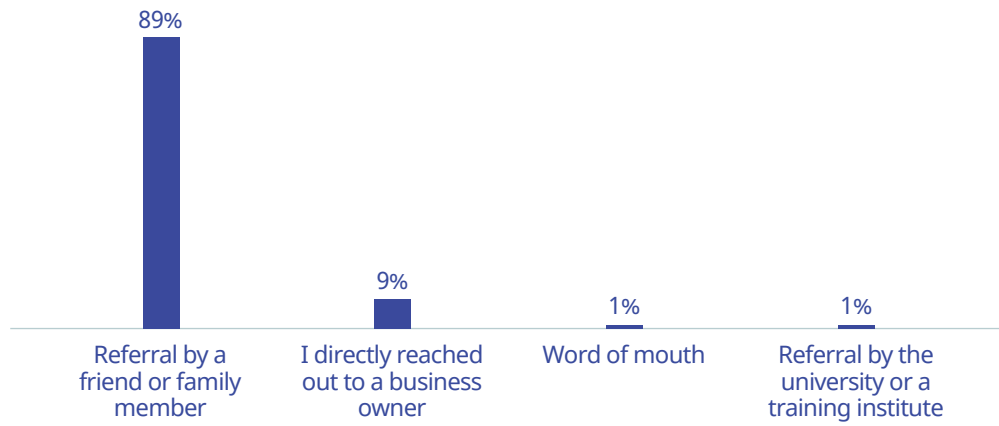
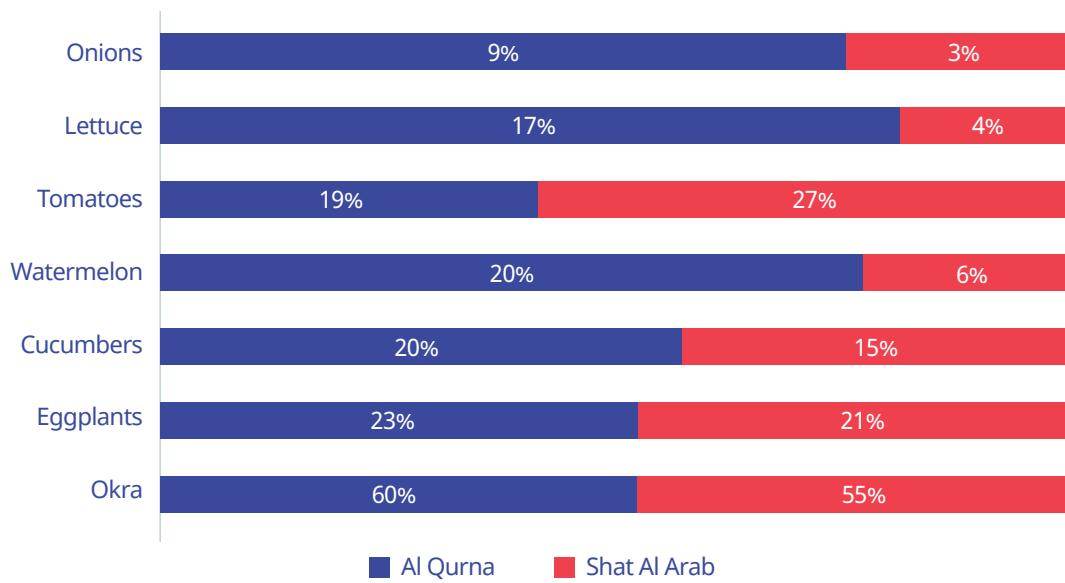


Figure A9: Agriculture Products



► Annex 2 – Workshop Attendee and Invitee Lists – Baghdad and Basra

Baghdad Attendees

- 1 Zeinab Fadel, MoLSA Relation Manager, Labour and Vocational Training.
- 2 Mushriq Abdul-Khaliq, MoLSA General Director of OSH Department.
- 3 Satar Danbous, General Federation of Trade Unions in Iraq.
- 4 Adnan Al Safar, Conference of Iraqi Trade Federations and Unions, Director.
- 5 Enas Abedalmohsen, Baghdad Governorate, Women's Empowerment Department.
- 6 Raghieb Blibel, Union of Businessman, Chairman.
- 7 Refaat Salama Abedalmajeed, Ministry of Education/Directorate of Vocational Training, Assistant to the General Director.
- 8 Ola Hashim Mahdi, Ministry of Education/Directorate of Vocational Training, in charge of Monitoring Labour Market.

Baghdad Invitees

- 1 Zeinab Fadel, MoLSA Relation Manager, Labour and Vocational Training.
- 2 Mushriq Abdul-Khaliq, MoLSA General Director of OSH Department.
- 3 Satar Danbous, General Federation of Trade Unions in Iraq.
- 4 Adnan Al Safar, Conference of Iraqi Trade Federations and Unions, Director.
- 5 Enas Abedalmohsen, Baghdad Governorate, Women's Empowerment Department.
- 6 Raghieb Blibel, Union of Businessman, Chairman.
- 7 Husam Abbood, DRC Livelihoods Specialist.
- 8 Ala'a Muhsen, Industries Union, Director.
- 9 Hisham Gona, General Federation of Trade Unions in Iraq.
- 10 Julia Smith-Oromo, IOM, Development Finance Expert.
- 11 Kif Nguyen, SAAVI Project Iraq – International Trade Centre, Senior Programme Officer.
- 12 Ms. Maha Al Rawi, Ministry of Planning, Head of Human Resources and Development.
- 13 Mithaq Khafajy, Ministry of Agriculture, Undersecretary of the Ministry.
- 14 Qassim Al Nattah, Anbar Catering Manager.
- 15 Rene Verduijn, FAO Senioe Resilience Team Leader.

- 16 Ms. Safa'a Al Shummari, Chamber of Trade Manager of Legal Department.
- 17 Ali Sanafi, Contractors Union, President.
- 18 Raied Jabar, MoLSA Vocational Training Office, Director General.
- 19 Sa'ady Ali Hameed, Director General of Vocational Education.
- 20 Mustafa Ibraheem, DRC Livelihoods Specialist.

Basra Attendees

- 1 Hasan Jamal Al Deen Nather, NRC Basra, Livelihoods officer.
- 2 Wa'ad Mazyah Mahdi, Agriculture Extension and Training Center, Head of Al-Sharsh Farm.
- 3 Satar Jaber Mohammed, Al_Qurna Entrepreneurship Laboratory, Head and Senior Engineer.
- 4 Hadi Husain Qasem, Basra Agriculture Director.
- 5 Emad Saadon Yaqub, Independent Trade Unions in Iraq, Secretary-General.
- 6 Dr. Mohsen Abd Alhay, Basra University, College of Agriculture.
- 7 Safaa Ameen Naser, Director of Syndicate of Female Workers in the Private Sector.
- 8 Nadya Ali Fattah, Business Women's Association, Secretary of the Southern Region.
- 9 Wafiqa Almuamen, Business Women's Association, President of the Southern Region.
- 10 Majeda Hamed Maskour, Women's Empowerment Department, Basra Province.
- 11 Dr. Jasem Husain Abd Allah, Basra Agriculture Directorate, Head of Scientific Committee.
- 12 Dr. Mahmood Shaker Hashem, Basra University, College of Marine Science and College of Agriculture.
- 13 Huda Abraham Zaydan, Women's Empowerment Department, Media Officer.
- 14 Eman Jabar Taher, Al namaa Al Akhdher Organization, Agricultural Committee.
- 15 Abd Al Hasn Kadhem Al Ebaday, Farmers Union in Basra, Head.
- 16 Dr. Wafaa Hasach Khsaf, Basra University, Palm Research and Studies Center.
- 17 Ruqya Mohammed, Al-Surour Association, Head.
- 18 Ayman Shanan Hashem, JCMC, Basra Province, Deputy.

Basra Invitees

- 1 Hasan Jamal Al Deen Nather, NRC Basra, Livelihoods officer.
 - 2 Wa'ad Mazyah Mahdi, Agriculture Extension and Training Center, Head of Al-Sharsh Farm.
 - 3 Satar Jaber Mohammed, Al_Qurna Entrepreneurship Labouratory, Head and Senior Engineer.
 - 4 Hadi Husain Qasem, Basra Agriculture Director.
 - 5 Emad Saadon Yaqub, Independent Trade Unions in Iraq, Secretary-General.
 - 6 Ms. Enas Ismael Jabber, Women's Empowerment Department Basra, Head.
 - 7 Safaa Ameen Naser, Director of Syndicate of Female Workers in the Private Sector.
 - 8 Falah Hameed Shbaib Al Baydani, Chamber of Commerce Basra, Head.
 - 9 Wafiqa Almuamen, Business Women's Assocation, President of the Southern Region.
 - 10 Jaafer Jabar Fares, Chamber of Commerce Basra, Research and Studies Department Manager.
 - 11 Dr. Jasem Husain Abd Allah, Basra Agriculture Directorate, Head of Scientific Committee.
 - 12 Dr. Mahmood Shaker Hashem, Basra University, College of Marine Science and College of Agriculture.
 - 13 Mr. Hasan Al Najja, Deputy Governor for Agricultural Affairs.
 - 14 Eman Jabar Taher, Al namaa Al Akhdher Organization, Agricultural Committee.
 - 15 Abd Al Hasn Kadhem Al Ebaday, Farmers Union in Basra, Head.
 - 16 Mr. Fawaz Ali Mezyed, Agricultural Bank of Basra, Director.
 - 17 Ruqya Mohammed, Al-Surour Assocation, Head.
 - 18 Ms. Alaa Jamal Mosa, Agricultural Bank of Qurna, Director.
 - 19 Yousef Abdul Hussein, Agricultural Extension and Training Center Basra, Director.
 - 20 Majed Mozan Gutame, Chamber of Commerce Basra, Board of Director.
- 

► 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 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.

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 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.

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

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 agrifood 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 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. 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 agrifood 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 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. 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 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. 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

Introduction:

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

Thank you for your time

