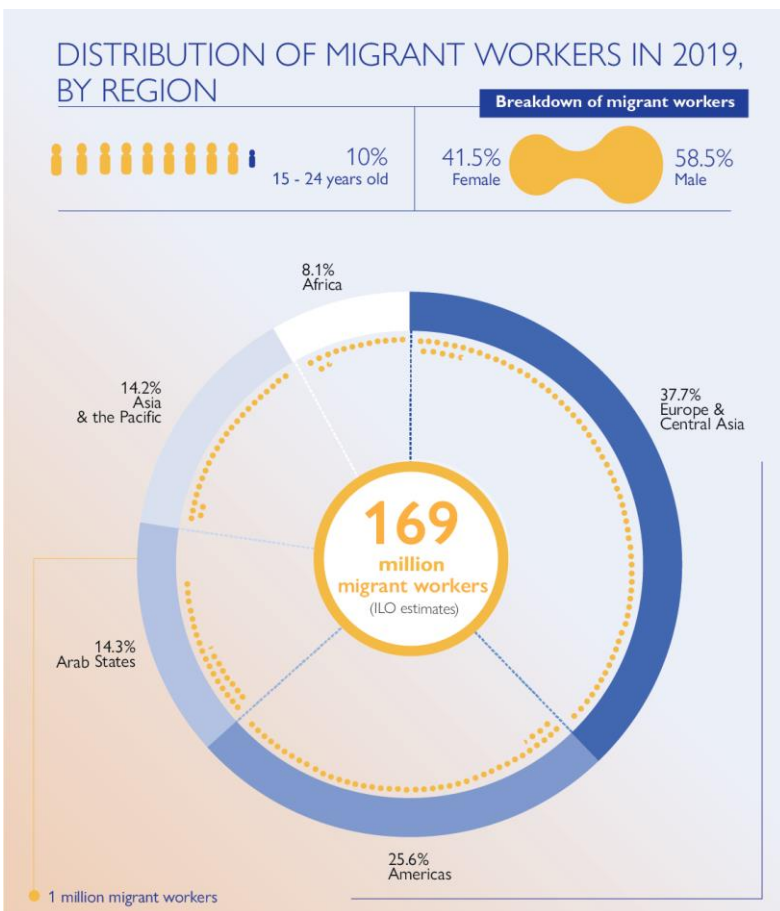


GENDER, JUSTICE, AND SECURITY HUB MIGRATION & DISPLACEMENT STREAM GENDERED DYNAMICS OF LABOUR MIGRATION

The Migration and Displacement stream of the GCRF Hub is organised around two premises: first, both conflict-induced displacement (internal and international) and migration in the post-conflict state are highly gendered; and second, the restructuring of the post-conflict state gives rise to competing tensions, including the creation of new opportunities and the exacerbation of ethnic, religious and gender-based divisions which deepen vulnerabilities. Evidence from Social Institutions and Gender Index (SIGI) suggests that women’s migration is particularly affected by discriminatory institutions. Gender discriminatory citizenship policies have an impact on women and children due to displacement. The projects address intractable challenges affecting migration, displacement and return which respond to the pursuit of gender justice. The research seeks to contribute to a gender-sensitive understanding of the interaction between economic and socio-cultural drivers of labour migrations in different cities in Kurdistan - Region of Iraq, Lebanon, Pakistan and Turkey. The project also seeks to achieve a better understanding of how migrant women use urban spaces.



STATISTICS OF INTERNATIONAL MIGRATION

According to the ILO (2021), in 2019, among international migrant workers, 99 million were men (58.5%) and 70 million women (41.5%). While migrant women work across several sectors, including skilled occupations such as health professionals and teachers and have access to decent work, they suffer from the undervaluation of female-dominated sectors (e.g., domestic and care work) that provide low pay. Globally, at least 75.6 million men and women over the age of 14 were employed as domestic workers in 2019, 76 per cent of whom were women (ILO 2021) and approx. 11.5 million of whom were migrants (ILO 2016). In many countries, migrant women constitute a large proportion of domestic and care workers, whose tasks range from cooking to caring for children, the elderly and the sick.

DATA OF NATIONAL MIGRATION

TURKEY

TUR

- Total number of migrants in Turkey holding a residence permit is estimated around 1,300,000 (Ministry of Interior Turkey 2023)
- 46% of long-term residence permits issued in 2019 were to females but from former Soviet Union countries this was well over 50% (OECD 2022)
- Participation rate to labour market outcomes of foreign-born is 47.7% (OECD 2022)
- Turkey hosted over 3.5 million Syrian refugees under temporary protection of whom 46% were female and 100,000 permit holders by the beginning of 2023

PAKISTAN

PAK

- No comprehensive statistics on gendered labour
- Estimated over 2,000 Filipinos in Pakistan, including a few hundred permanent residents married to Pakistani nationals, and around 1,000 documented working visa holders in services, construction and international organisations (Pakistan Embassy 2022)
- 1.3 million Afghans with a valid Proof of Registration, 47% are female (UNHCR 2023)
- Other undocumented migrant groups comprise Bangladeshi, Bengali and Burmese nationals, but figured are unknown (IOM 2019)

LBN

LEBANON

- An underestimate of 400,000 migrant workers, many coming from some of the world's most impoverished countries work in Lebanon (IOM 2020)
- 75% of female migrants were domestic workers (MDWs), approx. 250-350 thousand (IOM 2020)
- 95% of female MDWs recruited through agencies under the kafala system (UN Women 2021)
- Highest number of refugees per capita in the world (EU 2023), with approx. 1.5 million Syrian refugees, 90% of whom are living in extreme poverty (UNHCR 2022)

KRI

KURDISTAN

- Out of 7,148 foreign workers registered by Ministry of Labour and Social Affairs, 7,039 were domestic workers in 2022
- Since 2007, more than 50,000 domestic workers came to KRI (PFOK 2018)
- Since the start of the conflict, more than one million Syrian Kurds have been forcibly displaced into KRI (Norwegian Refugee Council 2022)

INTERNATIONAL LAWS AND CONVENTIONS PROTECTING MIGRANT WORKERS

Conventions Protecting Migrants

International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) (1965)

Turkey Lebanon Pakistan Kurdistan-Iraq

International Covenant on Civil and Political Rights (ICCPR) (1966) and International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966)

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)

International Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT) (1984)

UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Trafficking Protocol) and the Protocol Against the Smuggling of Migrants by Land, Sea and Air (Smuggling Protocol), supplementing the UN Convention Against Transnational Organized Crime (2000)

Selected Conventions protecting Migrant Workers

ILO Migration for Employment Convention (1949) (Revised) (No. 97) ILO

Equal Remuneration Convention (1951) (No. 100)

ILO Abolition of Forced Labour Convention (1957) (No. 105)

ILO Migrant Workers (Supplementary Provisions) Convention (1975) (No. 143)

International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) (1990)

ILO Private Employment Agencies Convention (1997) (No. 181)

ILO Maternity Protection Convention (2000) (No. 183)

Council of Europe (only applicable to Turkey)

European Convention on the Legal Status of Migrant Workers (1977)

The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) (2011)

	Turkey	Lebanon	Pakistan	Kurdistan-Iraq
International Convention on the Elimination of All Forms of Racial Discrimination (ICERD) (1965)	✓	✓	✓	✓
International Covenant on Civil and Political Rights (ICCPR) (1966) and International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966)	✓✓	✓✓	✓✓	✓✓
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)	✓	✓	✓	✓
International Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (CAT) (1984)	✓	✓	✓	✓
UN Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Trafficking Protocol) and the Protocol Against the Smuggling of Migrants by Land, Sea and Air (Smuggling Protocol), supplementing the UN Convention Against Transnational Organized Crime (2000)	✓✓	✓✓	✓✗	✓✓
ILO Migration for Employment Convention (1949) (Revised) (No. 97) ILO	✗	✗	✗	✗
Equal Remuneration Convention (1951) (No. 100)	✓	✓	✓	✓
ILO Abolition of Forced Labour Convention (1957) (No. 105)	✓	✓	✓	✓
ILO Migrant Workers (Supplementary Provisions) Convention (1975) (No. 143)	✗	✗	✗	✗
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW) (1990)	✓	✗	✗	✗
ILO Private Employment Agencies Convention (1997) (No. 181)	✗	✗	✗	✗
ILO Maternity Protection Convention (2000) (No. 183)	✗	✗	✗	✗
Council of Europe (only applicable to Turkey)				
European Convention on the Legal Status of Migrant Workers (1977)	✓			
The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) (2011)	✗			

SOCIAL INSTITUTIONS AND GENDER INDEX (SIGI)

What is the SIGI?

The Social Institutions and Gender Index (SIGI) was developed originally in 2009 by OECD. The charts are based on 2019 Global Report, but in July 2023 the new report was released.

It uses global gendered data to measure and analyse different forms and degrees of gendered discrimination.

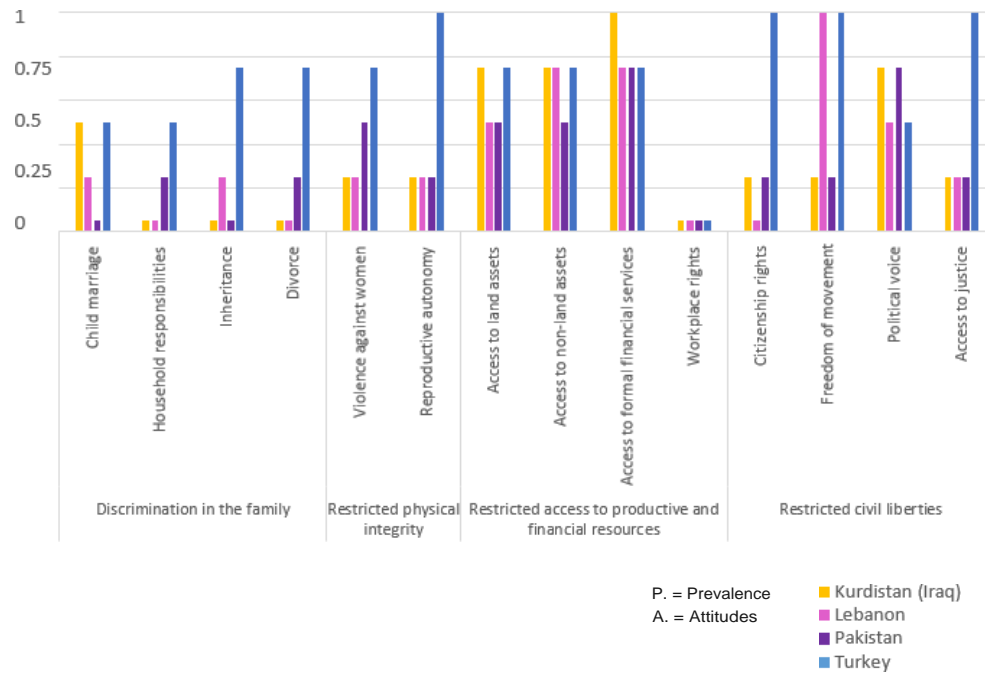
Why we used the SIGI?

We have applied it to capture a deeper understanding of gendered migration where a number of scholars have argued that the drivers of migration, especially are complex and where discriminatory practices forced marriages, gendered violence, stigmatisation from marital failure, lack of economic opportunities, may push some women to leave in conjunction with economic factors.

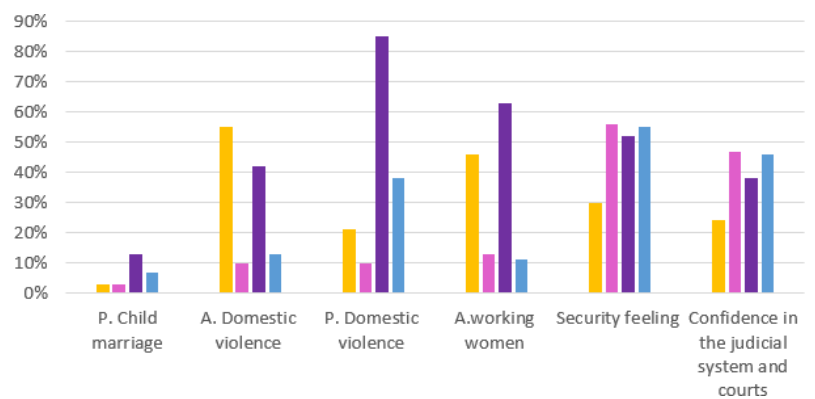
Comparative Analysis

It is interesting to compare the SIGI to other indexes gathering data on discrimination such as the Gallup World Poll, the World Values Survey and the WPS Index by PRIO and the Georgetown Institute for WPS.

Legal Framework



Attitudes & Prevalence

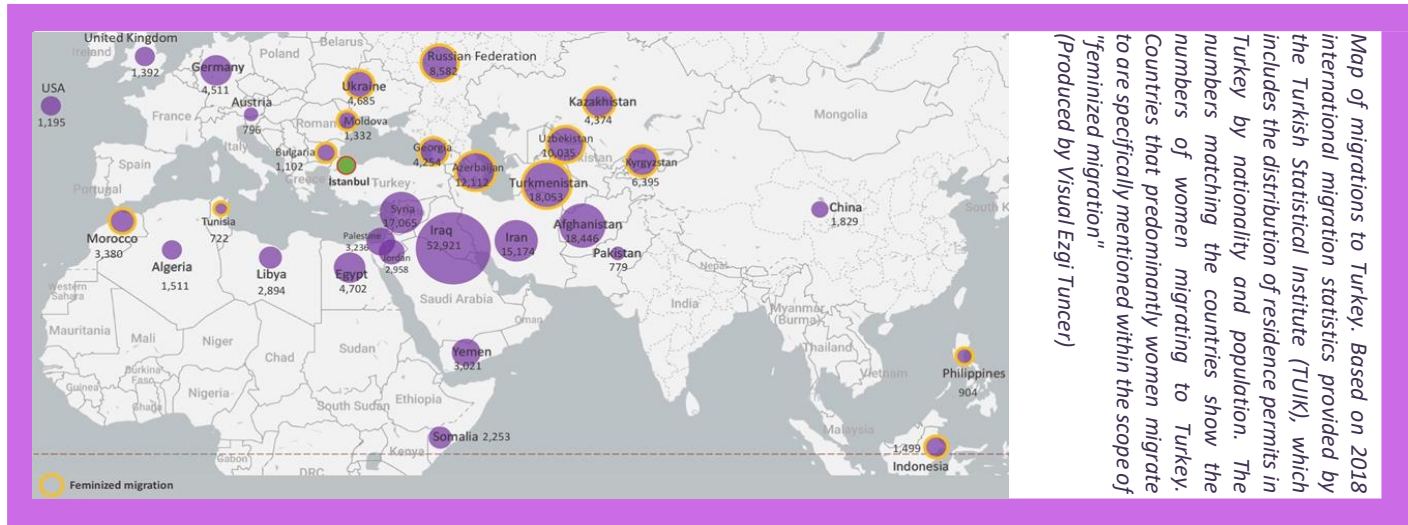


Comparative data SIGI/WPS Index

Country	Statement: "It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one" Q. posed to <u>women and men</u> (Source: SIGI)	Statement: "It is perfectly acceptable for any woman in your family to have a paid job outside the home if she wants one" Q. posed <u>only to men aged 15+</u> (Source: WPS Index/GWP)
Afghanistan	46%	51%
Kurdistan (Iraq)	46%	53%
Lebanon	13%	20%
Pakistan	63%	73%
Sri Lanka	30%	33% (regional average)
Turkey	11%	16%

Country	Prevalence of domestic violence Percentage of ever-partnered women who ever suffered intimate partner physical and/or sexual violence (Source: SIGI)	Percentage of Current IPV Percentage of women who experienced physical or sexual violence committed by their intimate partner in the previous 12 months (Source: WPS Index)
Afghanistan	61%	46%
Kurdistan (Iraq)	21%	45.3% (Erbil only. Al-Atrushi et al., 2013)
Lebanon	10%	8.9% (Mansour et al., 2017)
Pakistan	85%	15%
Sri Lanka	17%	18.4% (UNFPA, 2017)
Turkey	38%	11%

TURKEY



WHO ARE THE WOMEN MIGRANTS?

We interviewed 28 migrant women migrated from both the North such as the US, Canada, the UK and France, and the South, particularly from FSU countries such as Georgia, Azerbaijan, Armenia, Turkmenistan, Uzbekistan and Romania as well, and Middle East countries, such as Lebanon, Syria, Iran.

Our participants in Turkey predominantly work in two sectors: domestic and care and various professional sectors. Majority of domestic workers are live-in caregivers, aged between 23-63 years, who mostly migrated from FSU countries and have stayed in Istanbul between 3 and 20 years. While the majority of them have short-term residence permits, only two of them have work permits and social security tied to it, which enables them to access free healthcare; two of them are irregular workers. Four of our interviewees are low-middle income domestic and care workers them migrated from the former Soviet Union and have stayed in Istanbul between 4-10 years. While the majority of them have full-time positions with work permits providing them social security and access to healthcare, others with part-time, daily or temporary positions only have short-term residence permits. In addition, a few have dual citizenship.

The majority of professionals are upper-middle income academics, teachers, coordinators, editors, translators and NGO workers, aged between 22-42 years, who mostly migrated from North America, Europe and the Middle East and have stayed in Istanbul between 2 and 15 years.

We also conducted interviews with 7 organisations including ILO, UN Women and other NGOs working with female migrants.

INTERVIEW QUOTES

I felt like as if I'm a prisoner. While my employers had the chance to go out to take a breath, I was kept at home since they did not trust me as if I'm illiterate. They undervalued me since I work as a cleaner here. If borders were open – still there's no flight to Turkmenistan – I would leave Turkey. (Turkmen live-in cleaner)

If you are gay in Lebanon, you will get caught. You can't face going to prison. I am in a relationship with a woman. So, living in Turkey, even if it is not socially accepted, at least it is not an issue. (Lebanese academic)

He wouldn't let me do work at home. Sometimes if I couldn't finish my work at school, I would bring it home, and he didn't want me to do that. He said 'you're a housewife at home'. He didn't even send me to my mother's house alone. When there was an event like a wedding, he didn't want to come, so I couldn't go either. If I insisted, I would go. But I never went so that there would be no fighting, I would not be upset, and my children would not be upset. I put up with it. Since I was afraid of my mother, I put up with everything that my husband did. (Uzbek deskilled MDW)

Methodology

This qualitative research is based on an ethnographic method that uses tools such as participant observation and in-depth interviews. An extensive review of the literature covering recent feminized migration flows, migration statistics of residence permit holders, and of legal framework has helped us prepare the semi-structured interview schedule, which is based on four themes: the process of migration, drivers of migration and experiences in the country of origin, experiences in Turkey, public access and spatial mobility. The impacts of the Covid-19 outbreak in Turkey on migrant women is also included in the research. In Istanbul, interviews took place between mid-2020 and mid-2021.

Impact of Covid-19 on the (female) migrant population

Migrant women working in the domestic sector have been highly affected by the pandemic. While a small group of migrants had the chance to go back to their countries of origin, the vast majority of women labour migrants lost their jobs in the initial months of the pandemic and were stuck in Turkey. Those most severely affected work as daily cleaners, who not only lost their employment and income, but also fell into a vicious cycle of poverty and deprivation due to their precarious position in the labour market.

Withdrawal from the Istanbul Convention (Council of Europe)

While violence against all women and minority genders has increased in Turkey, the government announced, on 22 March 2021, its withdrawal from the Istanbul Convention. The Convention establishes the protection, prevention, prosecution and ultimately the elimination of all forms of violence against women, including domestic violence. Migrant women are also susceptible to gender-based violence, particularly irregular ones.

All have felt threatened and insecure due to the high rate of femicide in Turkey and the withdrawal from the Convention, which applies in its entirety to all women within a state's jurisdiction irrespective of their migrant status, refugee status or another status as per Article 4, paragraph 3. The Convention also provided the possibility of granting independent, non-spousal residence permits to migrant women, as their residence permits are often connected to and reliant on those of their abusive spouse or partner, thus preventing their loss of legal residency.

LEBANON



Migrant Domestic Workers Protesting during Covid-19. Credit: MOSAIC-Mena

WHO ARE THE WOMEN MIGRANTS?

The majority of migrant workers involved in this study are lower-skilled, aged between 21 and 41 years, who mostly migrated from Ethiopia (10) and Syria (9), and have stayed in Beirut between 1 and 20 years. While most of them had a residence permit, work permit and visa, four of them were undocumented and four were Lebanese-Syrian (with a Lebanese mother/husband and a Syrian father).

- Migrant women are mostly from Ethiopia (48%) and from Syria. If, in the Syrian sub-sample, we include those with the Syrian father and the Lebanese mother who migrated from Abu-Dhabi, Syrian migrants account for 43% of the whole cohort.
- Except for one woman who was 41 of age, 52% are in their twenties, and the rest in their thirties. The mean age is 28 years.
- One migrant was illiterate, three of them did not complete the six grades of primary school, while four have a qualification from a higher education institution – including the Nigerian MDW.
- The occupational status in their country of origin very often did not apply (76%), due to their young age or doing unpaid household and childcare work.
- Sixty-seven per cent of the participants had a mix of residence, work permit and visa, whereas three of them were without legal residency (14%).
- There were eight married women (38%) and for the rest the information was 'single', or not provided.
- The majority did not have children (81%).
- The duration of their stay in Lebanon varies considerably, spanning from one to 20 years. The mean duration is 6years.
- Only two Lebanese-Syrian migrants had a previous family migration experience to Abu-Dhabi, from where they migrated to Lebanon.

INTERVIEW QUOTES

I left Ethiopia because my parents didn't want me to continue my education, only work. After going to school, I used to help my mom with the house. (Ethiopian MDW)

Living in a Syrian village and being a girl, this means that I have no hope for a happy life or even possible dreams. The woman in my village is treated as though it were an animal. (Syrian sex worker)

A lot of discrimination in Lebanon, especially at this time. Women work less than men outside. Lebanese people aren't very friendly to foreigners. Sometimes I feel weird. (Pilipina MDW)

I, as a Syrian, from a Lebanese mother, I didn't have a very wide choice of careers I can pursue in Lebanon. I was lucky, by chance, I liked education, and entered its school and studied it. (Syrian online tutor)

Methodology

This study has a descriptive, qualitative participatory design, based on individual, in-depth, semi-structured interviews. A purposeful sampling method was used, based on convenience, emergent and snowball sampling strategies. In relation to frontline organisations' practitioners, these were employed in a service active in the field of migration and/or gender in the city of Beirut. A directed hybrid approach of deductive and inductive thematic analysis was employed to analyse the interviews' transcripts. Five broad categories formed the code manual (drivers and processes of migration, experiences of gender discrimination in the countries of origin, living and working conditions in the host countries, public access and spatial mobility, women's agency and coping strategies, impact the Lebanese triple crisis).

Impact of the Lebanese triple crises on the women migrant population

The country economic collapse, the Beirut port blast, and the COVID-19 had a tremendous impact on Lebanese society as whole but hitting the most vulnerable groups of women migrant workers. Job loss and currency devaluation have led to rising numbers of MDWs who cannot meet basic needs, like food and shelter. For many, this means the loss of their residence permit, since this is linked to their work contract. Employers abandoned their workers, who then often searched for support in front of the embassies of their respective countries of origin.

Syrian refugees have been disproportionately hit by the multiple crises since autumn 2019. Due to the crises, many have lost their jobs.

Unemployment and poverty together with the high inflation, have led to extreme difficulties for Syrian and Palestinian refugees to meet basic needs.

Child labour and forced marriage have increased, together with the levels of gender-based violence have been rising due to the pandemic, in general, and the triple crises in Lebanon, specifically.

However, study results suggest that the impact of the triple crisis in Lebanon on the social life of the three sub-groups of participants in this study has been high for the sub-cohort of the Syrian professionals, medium for the Syrian sex-workers, and low for the mainly Ethiopian MDWs.

Lack of migrant workers' rights protection and the kafala system

Lebanon is neither signatory of the 1949 ILO Migration for Employment Convention (1949) nor of 1951 UN Refugee Convention. Over 250.000 women domestic workers in Lebanon appear to be covered by the kafala system that binds their immigration status to an individual. The kafala system consists instead of a number of administrative regulations, customary practices and legal requirements whereby workers have no protection under Lebanese country's labour law.

PAKISTAN



Soddar Bazaar in Rawalpindi, Attribution: Trueblood786 at the English-language Wikipedia, CC BY-SA 3.0 <<http://creativecommons.org/licenses/by-sd/3.0/>>, via Wikimedia Commons

WHO ARE THE WOMEN MIGRANTS?

Between 2020 and 2021, 25 semi-structured interviews were conducted, of which 22 were with migrant women with different skill levels, nationalities, and migration experiences. Additionally, three key-informant interviews were conducted with NGOs' officers that work with migrants and refugees.

- Migrant women are mostly from the Philippines (36%), from Afghanistan (18%), and Canada (9%) All the other eight participants come different countries, five of which are in the African continent.
- The approximate mean age of the whole sample is 40 years
- Fifty-nine per cent of participants has a high level of education, meaning they hold a BA (#4), an MA (#4), or a PhD (#5). There are no illiterate women, however, for four Filipino MDWs the information on their qualification is not available.
- In the country of origin, #5 were students and #5 were unemployed and/or housekeepers. There were three women who were paid domestic workers, whereas the other #9 were active in the field of education, including tutoring, and in the third sector.
- Seventy-three per cent of the participants (16) had a work permit or a study visa that had to be regularly renewed, four had the Pakistani ID card or residency, and two had refugee status.
- There were eleven married women (50%), one of whom is a case of child and arranged marriage. Five women were separated or divorced, whereas all the others were single. Among the single women, only one had a child.
- Just over half of participants had between one and a maximum of four children (54%).
- The duration of their stay in Pakistan span spanning from one to 30 years.
- Eight women experienced working and living in other countries, and others had family members and/or friends have migrated abroad.

COVID-19 impact on migrants and the study

Compared to internal migrants who were eligible for a government relief package, international migrant women were not. Especially the most vulnerable and those without proof of citizenship and who are not in official system have been left unsupported by the authorities. Many also lost their jobs, e.g. beauticians, freelance tutors. Migrant women with job contracts, including MDWs, lecturers, and consultants were less affected financially, but became house-bound – as the rest of the world.

The pandemic had an impact on the recruitment of study participants, inclusion of certain migrant categories (e.g., academics and humanitarian sector professionals) and the exclusion of others (e.g., migrant working in informal restaurants and beauty salons).

Lack of data and protection for female migrants

The Pakistan case is clearly quite different to from other countries, where domestic and care work is predominantly done by migrant women, like Lebanon, or it is a mix of migrant and national workers, such as in Turkey. Pakistan has become an 'employment destination' for Migrant Filipino Domestic Workers (MFDW) who are highly paid, receive better treatment, and have more job security as they have written employment contracts – compared to the domestic ones. Pakistan has signed an agreement with the Philippines Government for the recruitment of MFDWs, but neither the local domestic workers nor the MFDWs are covered by the labour legislation and in some cases, their immigration status is also dubious.

Pakistan has received a mass influx of people fleeing conflict, Afghan refugees being the dominant and most recent ones. Before the Voluntary Repatriation programme jointly implemented by the Government and UNHCR from 2002, there were over 4 million registered Afghan refugees. Now, there are approximately 1.3 million of Afghans with a valid Proof of Registration (PoR) cards issued by Government of Pakistan Registration Authority (NADRA). Forty-seven per cent of them are children and adult women. Most of those who work are daily wagers although some women identify themselves as self-employed. Pakistan is not a signatory of the 1951 Refugee Convention and its 1967 Protocol. Additionally, the country lacks a national refugee law ever issued, and in this way has been able to avoid granting Afghans clear and defined rights, legal integration, and citizenship.

Labour immigration in Pakistan is an understudied phenomenon in academic research and policy discourses. Additionally, immigrants coming to Pakistan are either side lined or largely unacknowledged in socio-economic policies and migration policies. This is even more true, as it is worldwide, in relation to South-South and North-South gender skilled migration. Better understanding is needed of the fluxes and experiences of migrant women in the fields of higher education, international humanitarian aid, and the health sector.

INTERVIEW QUOTES

I did not choose Pakistan. I was choosing Hong Kong but the process is so long, so I transfer here. My agency from the Philippines transfers here because she that you must go to Pakistan because Pakistan is good, its safe. No, no crime there and no rape cases. So, I said yes. (Filipino MDW)

I think UNICEF is one of the organizations that are really very strong when it comes to women's place in the workplace. They really try to promote an environment where women are respected, and not discriminated against. I can't tell whether colleagues are respectful because they are part of the organisation or that is also a reflection of what is coming from the Pakistani. (Ugandan professional)

The government creates an issue when we go to a government school and/or government hospital. The [ID] card is a big problem [...] Pakistani people don't accept me. I don't know the reason. Maybe they are scared. They just don't perceive us Afghans and try to see why we are here and the reason for coming here.' (Afghan refugee carpet weaver/beautician)

KURDISTAN - IRAQ

Registered Numbers of Labour Migrants in KRI

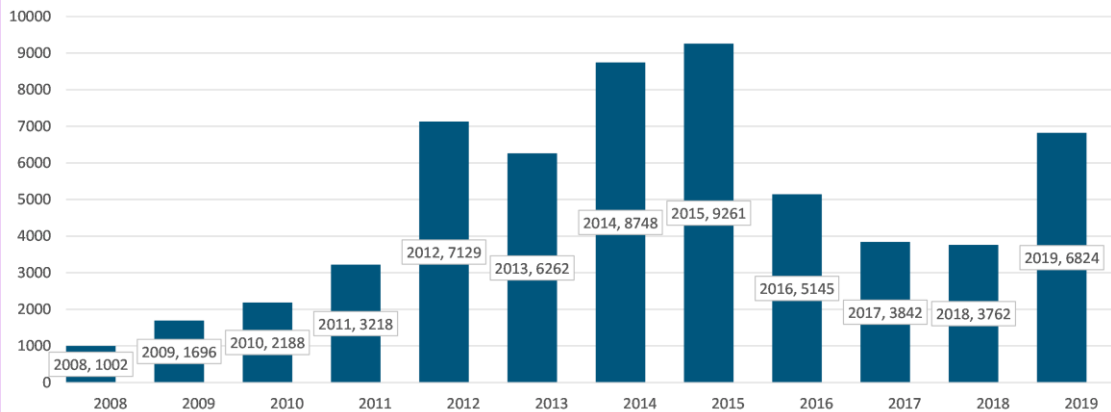


Chart created by Jiyar Aghapouri and Musih Iwani

WHO ARE THE WOMEN MIGRANTS?

The study adopted a qualitative approach based on an ethnographic content analysis (ECA) method using tools such as participant observation of a number of households and agencies and in-depth interviews. It also includes a review of relevant social media pages and website, including social activities of labour migrants in public space. In-depth interviews were conducted from July 2021 to December 2021. We accessed 23 migrant women working in a variety of sectors such as household work, hospitality, education (international schools, university), beauty, NGOs, and business (self-employed and services). They were aged between 20-40 years and had migrated from North America, Europe, Africa, South Asia and neighbouring countries in the Middle East. They have been in KRI between 1 and 15 years. Two interviews were also conducted with the director of a migrant recruitment agency and the director of Labour at the Ministry of Labour and Social Affairs (MoLSA). While the nationality of skilled migrants was diverse, including neighbouring countries such as Iran and Syria, and Europe (Denmark, France, Ireland) or North America (Canada, USA) most of our participants in the service sector (domestic work and hospitality) migrated from Africa, and South Asia. South-South migration included both highly educated and skilled (Iran, Pakistan, South Africa, Syria), as well as less skilled, waitresses and domestic workers (Ghana, Indonesia). Two from the Philippines had college degrees, one of whom was working as an accountant manager. From the neighbouring countries of Iran and Syria, several were Kurdish.

Policies

A significant issue is the lack of any policy to protect foreign workers in KRI, even though some regulations exist to deal with foreign workers. One of the very few working laws in Kurdistan Region in relation to domestic/household workers is a decree issued by The Ministry of Labour and Social Affairs (MoLSA) of the Kurdistan Regional Government (Regulation number 2, Year 2015, Foreign Workers). The document includes 28 articles, each one concentrating on the legal aspects of foreign workers in KRI. It defines the basic concepts like foreigners, foreign workers, recruiting agency, householder, household workers and others. In article 2, it explains the process of recruiting foreign workers by a recruiting agency.

Overall, the current document [Regulation No. 2 (2015) on Foreign Workers] has not been updated and does not cover the new issues raised in relation to labour migration following COVID-19. The document is available in Kurdish only and it is not accessible openly to labour migrants.

Furthermore, like all other laws in Iraq and the Kurdistan Region, there is a wide gap between the laws on paper and the way they are implemented on the ground.

COVID-19 impact on the migrant population

This new critical situation had various and complex consequences on the Kurdistan Region. The community of foreign workers is one of the vulnerable groups impacted by COVID-19. These impacts can be categorised as follows:

New method of education for foreign workers. The educational system was one of the dimensions of social life that faced many challenges. In the Kurdistan Region of Iraq, foreign teachers often work as foreign language teachers, especially English and French, and with the spread of COVID-19; online education became a dominant model and many of them worked from home countries. Salary cut and job loss One of the common challenges during COVID-19 was salary cuts, as a result of the lockdowns, and issues in transportation, production and economic hard time. This phenomenon is seen among different sectors, but the service workers were affected the most.

Domestic workers during COVID-19 were not impacted as other service or hospitality sectors, because their situation completely depended on their employers, who provided free treatment to them and supported the worker to keep the job.

INTERVIEW QUOTES

"I left my country to have a job and support my family" I send parts of my money to them every month" (housemaid from Ghana).

In the job of humanitarian sector, one of your achievements is to expect to have experience of different countries, especially the countries having conflicts or post conflict situation. I wanted to go for a conflict situation also, like Syria or Yemen. But you know, as a married as a mother, I was not. I was having some limitations. So that is why I choose Iraq, because of it's post conflict situation (Pakistani working in humanitarian sector)

In Iran I became involved in activities related to the Kurdish political movement and my life have changed. For several years, I was involved in political activities with one of the Kurdish [outlawed] political parties. Then I joined the party in Qandil mountains and worked with them as a guerrilla/*peshmarga* until 2006. Then I ended my cooperation with the party and came to stay in Erbil. I could not go back to Iran due to my political history (Iranian HR advisor)

Whether that's just the [life] style, whether it's the language barrier. I think it's not a con per se, but it's a challenge that in every international situation I've been in, that takes time to learn and to understand what is common here and what is acceptable (Canadian NGO practitioner)

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Middlesex University London, June 2023