



Inter-Agency  
Coordination  
Turkey

# TURKEY LIVELIHOODS SECTOR JANUARY-JUNE 2018 NEWSLETTER

## ENHANCING LIVELIHOODS OPPORTUNITIES AND FOSTERING SOCIAL COHESION FOR RESILIENCE BUILDING

IMC



**104 trainees were inspired  
with new and creative job  
ideas in Hatay**



Since February 2018, in order to enhance protection, build self-reliance and improve access to livelihood opportunities, International Medical Corps (IMC) worked in close collaboration with Hatay Chamber of Commerce and with consultants from the EU Business Development Center (ABIGEM) to develop trainings for refugee entrepreneurs on business management.

The seven-module-training includes sessions on Entrepreneurship, Sales and Marketing, Effective Communication Skills, Management Skills, Social Security Law, Labor and Trade Law. During the outreach, IMC reached out to 293 potential candidates to be enrolled in the program and 104 of them were selected to join the trainings. First five modules of the trainings have been completed in Antakya and Reyhanlı with the participation and the program will continue until the end of August 2018. IMC also continues to provide coaching on the legal framework of businesses, development of business plans, leadership, strategic decision making, and marketing for the 25 selected refugee businesses to strengthen their management capacity. In order to complement the trainings and mentoring IMC also organized networking events such as panels and ceremonies where Syrian entrepreneurs and Turkish business owners and government authorities had an opportunity to get together and discuss issues around livelihoods of refugees.

KUDRA



**START Program trains for  
promoting new starts**



As part of the Turkey 3RPs livelihoods sector response activities, and in 2017, Kudra has launched the START accelerated Program. START targets the entrepreneurs and starters of the refugees

in Turkey and the host community. START aims to train the starters, and entrepreneurs on how to begin their start-ups and small projects in the field of business and social innovation, through a comprehensive training package includes:

- Design Thinking Training/Workshops.
- Business Model.
- Value Proposition.
- Basics of Budgeting & Finance Management.
- Marketing & Branding.

Kudra's Social InnovationLab, was opened in September 2017 in collaboration with Field Ready Organization. Trainees showed great interests on the trainings where a number of high-tech equipment such as 3D Printer, CNC machine and laser cut machine were available for them.

UNIDO



**Vocational training on apparel  
manufacture for Syrians  
living in the temporary  
accommodation centers**



United Nations Industrial Development Organization (UNIDO) project "Vocational training on apparel manufacture for Syrians in Turkey" which aims to improve the livelihoods and social security of Syrians, in particular the youth and women, by providing them with skills for employment started to be implemented in the Temporary Accommodation Centers (TACs) in Gaziantep, Sanliurfa and Kilis Provinces in 2015 in consultation with AFAD (The Disaster and Emergency Management Presidency of Turkey),

MoNE (Ministry of National Education), İŞKUR (Turkish Employment Agency) as well as the local authorities in the concerned provinces where the camps are located in Turkey. The project was completed in December, 2017 with the results of 1028 graduates with MoNE certificates, above 2,000 clothes produced during the on the job trainings which then distributed to the needs residing in TACs, under the 'Training of the trainers' element of the project, 1 garment trainers appointed from the Vocational Training Centers of MoNE in the provinces received training by the UNIDO expert and IHKIB (Istanbul Apparel Exporters' Association) Garment Trainers on tailoring, business management and other vocational skills according to the market needs in order to enable the sustainability of the trainings after the end of the project. The trainings are still going on with MoNE trainers in 3 TACs. Besides, providing registration of all the graduates into the online 'employment pool' of İŞKUR is a good step for them to increase the chance of finding job opportunities.

IOM



**Job searching, matching  
and entrepreneurship  
with the complementary  
program**

International Organization of Migration (IOM) livelihood program currently consist of three components: in kind grants, job placement and entrepreneurship. During the reporting period IOM have distributed 330 kits funded by Japanese Government and 300 kits funded by PRM. According to a PDM (Post Distribution Monitoring) report, 80 percent of the beneficiaries set up their businesses or started working from home. The rest are in the phase of planning or in the process of getting work permits. Some of the kits like roof mason, plasterer, butcher and hair dresser kit helped creating further employment opportunities; for example one hair dresser recruited eight beneficiaries after receiving the kit.

As for the job placement program, IOM placed around 40 beneficiaries on job in the reporting period; since the beginning of the program IOM was able to put in job 103 Syrians. These beneficiaries are placed in Turkish private companies for the period of one year. This project allowed beneficiaries to benefit from social security and health services with no fee attached. Beneficiaries are now able to have a steady life and income with a decent life standard.



# TURKEY LIVELIHOODS SECTOR JANUARY-JUNE 2018 NEWSLETTER

IOM Entrepreneurship program provided training to 97 beneficiaries and some of them started their own businesses. IOM provided training to 10 beneficiaries on olive preservation and linked them with the market to increase their income resources.

## International Labour Organization (ILO)



**Fostering collaboration with private sector through apprenticeship programmes and training centers**



In close cooperation with Vocational Education Centres and Chambers of Merchants and Artisans in Adana, Ankara, Gaziantep and Mersin, ILO is facilitating access to apprenticeship programmes through establishment of links between training centres and industrial zones/the private sector for identification and referral of apprentices. To serve this purpose, ILO is directly in touch with SMEs and larger companies as well as Syrian refugees to inform them on the benefits of the apprenticeship programme. Through this activity, ILO is facilitating transition to formal economy. So far, approximately 100 Syrian refugees have been referred to apprenticeship programmes. Informality among Syrians and employers' reluctance to hire Syrians formally due to additional hiring costs is the main challenge as well as lack of information on public employment services, work permit procedures and labour rights and responsibilities. ILO is closely collaborating with private sector actors in transition to formality by informing employers on work permits and implementing incentive schemes supporting employers to apply for work permits and partially covering their work permit application fees and social security premiums. As of today, 43 employers applied for the incentive programme to employ 269 Syrians in project provinces.

First Syrian – Turkish women cooperative was established in Haran, Şanlıurfa. To support this, sectors for economic activities were identified,

legal assistance as well as business advisory support and orientation on cooperative management were provided.

## Fair and effective governance of labour migration

In cooperation with the Training Center of the ILO (ITC-ILO), a tailor-made training module was developed and a training on 'Fair and effective governance of labour migration' was organized by the ILO Office for Turkey and the Centre for Labour and Social Security Training and Research (ÇASGEM) in March 2018. The training brought together 35 relevant actors from the Ministry of Labour, Social Services and Family (MoLSF) (from the Employment Agency, DG International Labour Force, Social Security Institution, ÇASGEM, Vocational Qualifications Authority), the Ministry of Development, the Directorate General for Migration Management, workers and employers' organizations as well as the Confederation of Turkish Tradesmen and Craftsmen and the Union of Chambers and Commodity Exchanges of Turkey. In cooperation with Training Centre for Prosecutors and Judges – former Justice Academy of Turkey – 85 judges have been trained in Ankara, Gaziantep and İstanbul in understanding and applying the work permit regulation, the International Labour Force Law and the Law on Foreigners and International Protection.

## FAO



**Agricultural Livelihoods and Labour Market Assessment**



The Food and Agriculture Organization of the United Nations (FAO) has conducted Agricultural Livelihoods and Labour Market Assessment, the main objective of this study/assessment was to determine opportunities and challenges of Syrian refugees and the host community for their access to local agricultural labour market and employment opportunities. The assessment

findings provide FAO and other partners with necessary information on existing agricultural labour market and labour gap and assist in developing strategies and programme in order to generate employment opportunities within the agricultural sector (crop production, animal husbandry, fishery/aquaculture and forestry) for Syrian refugees and the vulnerable host community members.

The findings of the assessment reveal the importance of interventions in Agriculture sector for both local and Syrian workers in terms of contributing to making predictions about their future and promoting social cohesion between both communities through enhancing the employability in the Agriculture sector.

FAO is implementing vocational training programmes to create employment for host communities and Syrians in agriculture sector. The objective of the vocational training is to develop the skills and knowledge of Syrian refugees and host communities to facilitate employment opportunities in agriculture sector. The training programme consists of theoretical and on-the-job training. FAO is also providing support to the Staff of the Implementing Partners mainly the Provincial Directorate of the Ministry of Agriculture and Forestry through Training of Trainers (ToTs) which will help them conducting the vocational training programme effectively.

## ACTED



**ACTED**

**Increasing supports to livelihoods opportunities and micro-enterprises while developing refugees' skills**



ACTED provided language trainings, vocational trainings and job placement supports as well as micro-enterprise supports to hundreds of Syrians.

ACTED has placed a total of eleven beneficiaries in jobs so far. As mentioned to the May Livelihoods Working Group, ACTED has faced





Inter-Agency  
Coordination  
Turkey

# TURKEY LIVELIHOODS SECTOR JANUARY-JUNE 2018 NEWSLETTER

challenges with this activity from both beneficiary and employer side. A total of 16 beneficiaries who have signed contracts with employers in May decided not to continue with the job placement immediately after due to heavy work load problems, discrimination at the workplace, and not to lose their Turkish Red Crescent (TRC) cards. Within the first six months of the project, ACTED has conducted preliminary activities necessary for conducting the business management trainings as well as forming and registering new businesses and supporting existing businesses through small grants. 25 business plans were selected (22 new, 3 existing) and the trainings started on 27 June.

## Promotion of the right to work and dissemination of information to refugees

In January, ACTED's outreach team launched the information dissemination campaign on access to employment, Turkish registration regulations, and access to health and education services. Until the end of June, a total of 3,620 persons were reached in the districts of Toroslar, Akdeniz, Mezitli, Yenişehir, and Erdemli in Mersin City through the dissemination of 4,778 brochures.

The legal assistance activities started in the beginning of June and are ongoing as of the end of the reporting period. A total of 50 beneficiaries (18 female and 32 male) were assisted during the reporting period. The majority of the beneficiaries have sought assistance regarding access to public, migration, and labour law, registration, and citizenship.

## YUVA

### Cash for Work (CfW) and YUVA Cash for Trainings (CfT)



Through the CfW Project, a total number of 833 beneficiaries (373 Syrian, 460 Host Community Members) were placed by YUVA in temporary jobs in 7 locations from June 2017 to April 2018. The CfT project, on the other hand, began in Mar

2018 and aims to provide Turkish language and vocational skills to a total of 345 beneficiaries (255 Syrian, 90 Host Community Members).

For the CfW project, the work permit process took longer than expected. While waiting for the permits, some of the beneficiaries changed their minds on being part of the project or found other jobs for work. This process of waiting also negatively affected the relations with the local partners because the start date of the project was continuously delayed.

Yet beneficiaries were placed in jobs in public services, municipality buildings and public schools. YUVA worked with local partners in Toroslar and Tarsus in Mersin province, Kırıkhan in Hatay province, Avclar in Istanbul province, and Nizip, Şehitkamil and Şahinbey in Gaziantep province.

## Danish Refugee Council (DRC)

### DRC DANISH REFUGEE COUNCIL Supporting the access to decent job opportunities

Since the beginning of 2018, a total of 2300 individuals received livelihood counselling, 2720 individuals attended transferable skills trainings, 111 beneficiaries participated to vocational and technical trainings, 36 individuals received productive asset support that will enable them to start their own businesses under DRC livelihood intervention in Turkey. Moreover, 271 individuals benefitted from the services offered by BDC (including, one-to-one coaching, tailored trainings for small business owners and entrepreneurs). DRC also organized three networking events to facilitate learning environment for the aspirant entrepreneurs and experience sharing for the affected communities. In total, 117 individuals participated to these events. DRC also conducted a job fair in Antakya through collaboration with ABIGEM and HAT-MEK (Hatay Municipality Vocational Courses) with the participation of 27 companies from different sectors. In order to link the producers with the customers, a Product Fair was organized in coordination with GAP ÇATOM in Kilis with the participation of 138 beneficiaries.

### Increasing self-reliance of the affected communities

DRC livelihood program contributes to the social and economic self-reliance of the affected communities through transferrable skills trainings, vocational and technical trainings and enhancing their access to income

generating opportunities through supporting entrepreneurs small producers. Currently, DRC is implementing Livelihood activities in Hatay, Kahramanmaraş, Mersin, Kilis and Şanlıurfa provinces under KfW funding through partnership with Orange and YUVA. Furthermore, DRC supports small businesses through Business Development Centre (BDC) in Hatay in cooperation with ABIGEM (European Union Business Development Centre).

## RIZK



### Vocational trainings and job matching services for over 3000 Syrians



Since the beginning of 2018 until now, RIZK placed 2783 Syrians in suitable jobs matched their experiences through its three offices in three provinces (Şanlıurfa, Gaziantep, İstanbul) RIZK recently got official registration from ISKUR as Official recruitment agency in Turkey which helps to develop its services and reach more beneficiaries located in different provinces in Turkey and supported 1000 Syrians for vocational training courses in different provinces, starting with Turkish language course and ending with providing a job opportunity in the same area they were trained, with health insurance and work permit. RIZK daily receives the Syrian job seekers through its offices and provide them with Consultation sessions about the vacancies available in the Turkish market and how they should pass the interviews with the Turkish employers and the distribution of job vacancies in Turkey then Rizk register their data which includes information's about their experiences and the job vacancies they are looking for to achieve the suitable job matching their experiences.

### Registration of over 42,000 job seeker Syrians

RIZK also supported 1486 Turkish employers through the daily visits achieved by its team during the three provinces by the consultation sessions which includes the most important



Inter-Agency  
Coordination  
Turkey

# TURKEY LIVELIHOODS SECTOR JANUARY-JUNE 2018 NEWSLETTER

information's about the Syrians worker and their ability to work in the different situations and cultures which helps the Turkish employer and encourage them to recruit more Syrians.

RIZK registered 42,530 Syrian job seekers since the beginning in June 2014 till now and the number of people where Rizk placed them in suitable job is 16,128 where the number of job vacancies was 27,784.

## UNHCR



**Efficiency in accessing to jobs: Both individual and institutional capacities strengthened**



Gastronomy Fair, 11 July 2018, Mardin.

United Nations High Commissioner for Refugees (UNHCR) facilitated the employment of a total of over 600 individuals and the registration of over 500 individuals to the İŞKUR database nationwide Turkey. Entrepreneurship program continued with training, provision of knowledge and necessary tools as well as mentoring. A total of over 400 beneficiaries received entrepreneurship, social and financial training. An entrepreneurship support hotline became operational on January 25 aiming to provide general information on legal and financial regulations, incentives and practical information on employment.

The hotline received over 200 calls for assistance in four months. UNHCR continues the provision of counselling on access to the labour market, over 600 beneficiaries received counselling services.

### Vocational, skills building and language trainings

UNHCR provided technical and vocational training to over 300 beneficiaries, in Adana, Gaziantep, Hatay, Izmir, Konya, Mardin, Mersin and Şanlıurfa. Training covered CNC operatorship, handicrafts, shoemaking,

tricotage, sewing machine operation and similar subjects and implemented in cooperation with municipalities, governorates and chambers. Over 500 beneficiaries received language training in Hatay, Izmir, Konya and Mersin. Agricultural livelihoods program continued in collaboration with FAO and the Ministry of Food and Agriculture and Livestock in Adana, Gaziantep, Izmir, Mardin, Mersin, and Şanlıurfa.

### Awareness raising, advocacy and counselling

UNHCR organized a conference on "Labour Market Adaptation of Syrians under Temporary Protection in Turkey: Challenges and Opportunities" in Istanbul on 11 May 2018, in collaboration with the Ministry of Labour and Social Security of Turkey and the Fair Labour Association. The aim of the conference was to bring together public and private sector stakeholders in order to create a platform for exchanging knowledge and experience on refugee self-reliance, with a focus on labour market dynamics. This conference reached over 600 participants, representing all stakeholders including United Nations agencies, national, and international non-governmental organizations.

UNHCR continues awareness-raising and information dissemination activities with the distribution of informative materials. In collaboration with the MoLSSF and the FLA, UNHCR supported the publication of the "Reference Information on Work Life" and distributed 3000 booklets. Another booklet produced is the "İŞKUR Guide to Employment" which compiles information on the İŞKUR services available to refugees. UNHCR distributed 70,000 of these booklets. UNHCR published a brochure on "Strengthening Refugee Entrepreneurship in Turkey" in order to provide guidance for potential and existing refugee entrepreneurs on legal and financial framework in Turkey.



Conference "Labour Market Adaptation of Syrians under Temporary Protection in Turkey: Challenges and Opportunities", 11 May 2018, Istanbul.



## UNDP

### Strengthening Social Stability in Southeast Anatolia Region



Empowered lives.  
Resilient nations.

The project aims to achieve strengthened stability through increased livelihoods opportunities and better municipal services in Southeast Anatolia in the Syrian crisis context. The project is implemented by GAP Regional Development Administration with the technical support of UNDP and funded by Government of Japan with a total budget of 10.1 million USD for a period between April 2016 and September 2018.

Within the livelihoods component of the employability of different segments of Syrian population and host communities were increased through comprehensive vocational trainings and improved local value chains and local production ecosystems. Women and youth have also benefitted from the dedicated competency development programmes in coding, IT skills, textile and cookery. Capacities of the training institutions and community centers were also strengthened to better respond to the needs of the refugees and host communities.

Funded by Government of Japan UNDP implements a projects focused on livelihoods interventions. The overall objective of this Project is to create sustainable livelihood opportunities for host communities and Syrians and to build institutional capacities for increased job opportunities in local economies affected by the Syria crises. The project will support enterprises for increased job opportunities and the capacity of Şanlıurfa Technopark will be built for the facilitation of job creation.

UNDP improves livelihoods and job opportunities through interventions addressing both the labour market supply and demand side. In terms of labor





# TURKEY LIVELIHOODS SECTOR JANUARY-JUNE 2018 NEWSLETTER

supply side, UNDP's support is focused on adult language skills training, vocational training, counselling and job matching. On labor demand side, UNDP supports job creation through support to the establishment of SME Capability and Innovation Centers, the transformation of industrial zones, business development services and value chain development. UNDP also provides institutional support to İŞKUR to response to the increase in demand for employment services through İŞKUR.



This project is funded by the European Union.  
Bu proje Avrupa Birliği tarafından finanse edilmektedir.  
هذا المشروع تم تمويله من قبل الاتحاد الأوروبي

## Language skills training to 52,000 Syrians

On May 2018, The European Union and the United Nations Development Programme agreed to join forces to strengthen the economic and social resilience of Syrians, their host communities and relevant national and local institutions in Turkey. The new action focusing on job creation, municipal services and Turkish language trainings is supported by the European Union. With the new programme 2,000 Syrians and host community members are targeted to be employed; 1,000 Syrians and host community members will be supported in terms of innovation and business development and 52,000 Syrians benefit from adult language skills training.

Activities under the project will be implemented in bordering provinces of Gaziantep, Hatay, Şanlıurfa and Kilis; as well as some other major cities of Turkey like Izmir, Bursa, Adana, Konya, Mersin and Manisa. The implementation of the project started on 1 February 2018. The UNDP Turkey Resilience Project in response to the Syria Crisis (TRP) is supported by the EU Regional Trust Fund (EUTF) in response to the Syria crisis with 50 million EUR. UNDP, with funding from the EU, has provided language skills training for Syrians under previous projects. The new projects allow for a significant scale up of those efforts with a blended learning approach composed of in-classroom and online learning programme. The new project will also support access to the labour market for women and youth, contributing to their socio-economic empowerment.

