



**Inter-Agency  
Coordination  
Turkey**



# **3RP LIVELIHOODS SECTOR MEETING GENDER**

**GAZIANTEP 27 JUNE 2019**



# Agenda

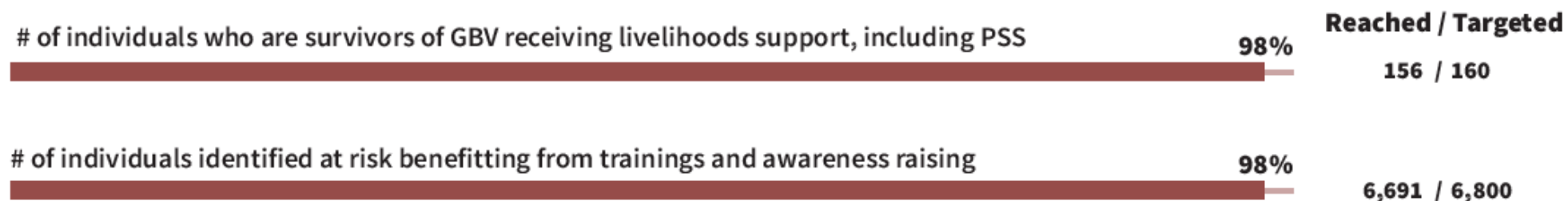
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- Welcome
- LH Sector updates on gender
- UN Women presentation on Livelihoods and gender
- Focus Group Discussions:
  - 1- Unpaid Care Work (child care and other support needed)
  - 2- Labour Market Opportunities, Social Enterprises and Women's Cooperatives
  - 3- Women's Entrepreneurship
  - 4- Active Labor Market Policies
- Outcomes and next steps

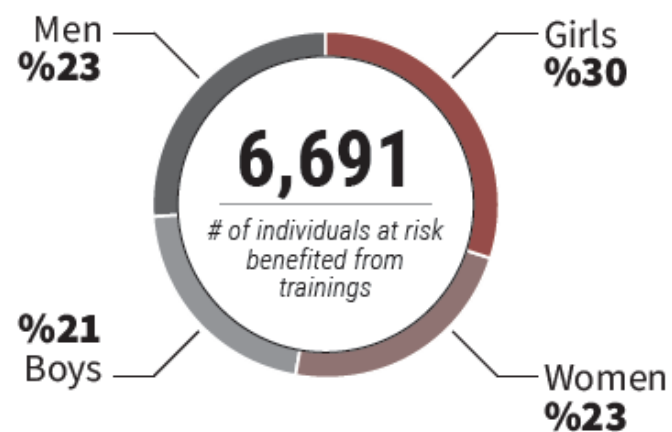


# Livelihoods Sector 2018- Gender

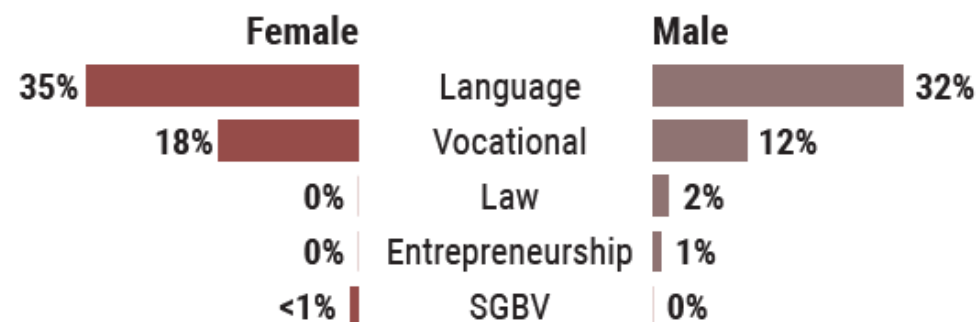
## INDIVIDUALS IDENTIFIED AT RISK



### Breakdown by Demography



### Breakdown by type of Training and/or Awareness Raising





# Livelihoods Sector 2018- Gender

## LIVELIHOOD SKILL TRAININGS

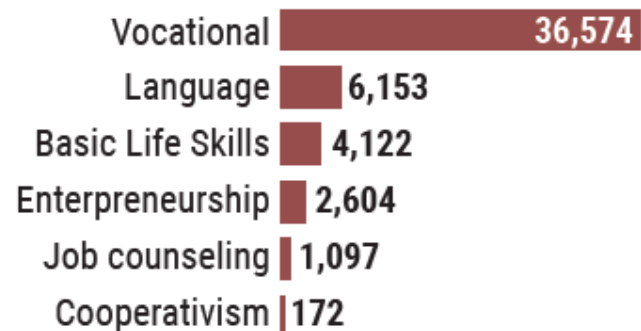
# of individuals completed trainings (vocational, language and all types of livelihood skills)

44%

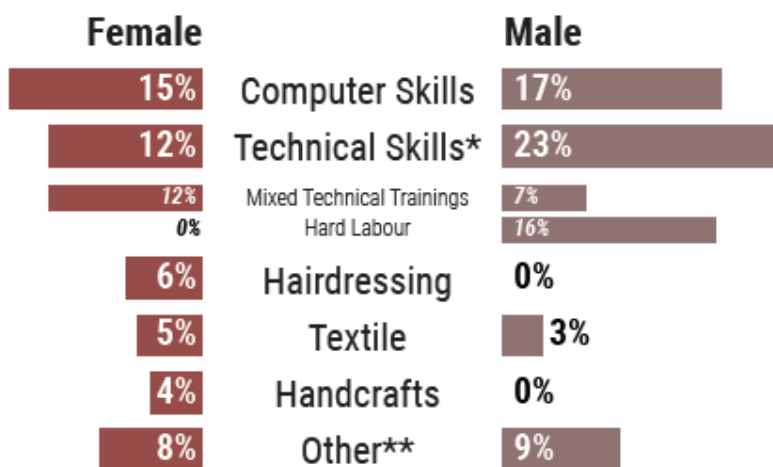
**Reached / Targeted**

50,722 / 155,555

### Breakdown by type of Trainings provided by the sector partners



### Breakdown by type of Vocational Training



\*Technical skills includes machine operator, welding, tailorship, craftsmanship e.g.

\*\*Other includes finance, agriculture, service industry and clerical

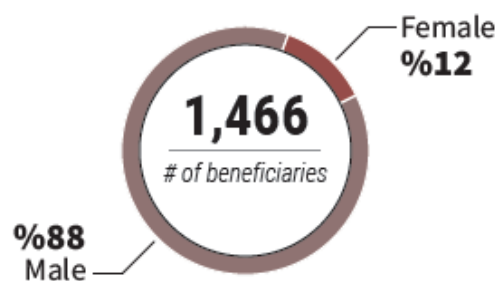


# Livelihoods Sector 2018- Gender

## INCOME GENERATION

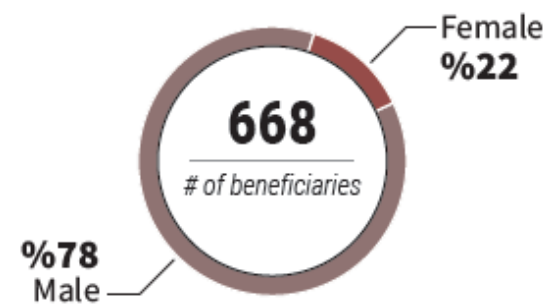
# of individuals increased income through income opportunities such as job placement, cash for work and self-employment

12%



Income Generation activities provided by partners

Business Developed  
45%



Income Generation activities provided by partners

Self-Employment  
20%



Income Generation activities provided by partners

Cash for Work  
35%





# Gender- UNDP Mapping of Syrian-owned Enterprises & Private Sector Survey

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- Mapping of Syrian-owned Enterprises
  - Target provinces: Izmir, Mersin, Adana, Hatay, Gaziantep and Kilis
  - 300 companies/ representatives,
    - Only 3,3% of them were women
    - Employing 2,766 Syrian and host community members
      - 12% of them are women (83,1% of them are Turkish)
    - In the companies that were established before **2012**,
      - Female employment rate is **33%**.
  - Performance of female employees are mainly either good (39,9%) or above average (46,6%),



# Gender- UNDP Mapping of Syrian-owned Enterprises & Private Sector Survey

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- Main challenges for women's employment in Syrian owned enterprises;
  - Out of 164 responses given by the companies;

Main Challenges	%
Cultural barriers	25%
Work discipline	18%
Performance	18%
Language	15%
Motivation	11%
Women's household responsibilities (parenting, pregnancy)	1%

- Only 10% of enterprises stated that they had offered birth and breastfeeding leave and 1% of enterprises stated that they offer maternity leave and flexible working hours.



# Gender- UNDP Mapping of Syrian-owned Enterprises & Private Sector Survey

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- Private Sector Survey
  - Textile Sector:
    - Salary scale in the sector is basically Turkish male workers paid more than Turkish female workers,
    - Turkish female workers paid more than Syrian male workers and Syrian male workers paid more than Syrian female workers (Mutlu, et al. 2018)
  - Food sector:
    - Women are generally assigned to administrative duties, while a few of them are employed in manufacturing units for the purposes of cleaning and sorting / packaging, etc.
    - An enterprise in Gaziantep stated that 35% of their employees are women where they are assigned as operators and shift supervisors and they are willing to increase the number of female employees.





# Gender- UNDP Mapping of Syrian-owned Enterprises & Private Sector Survey

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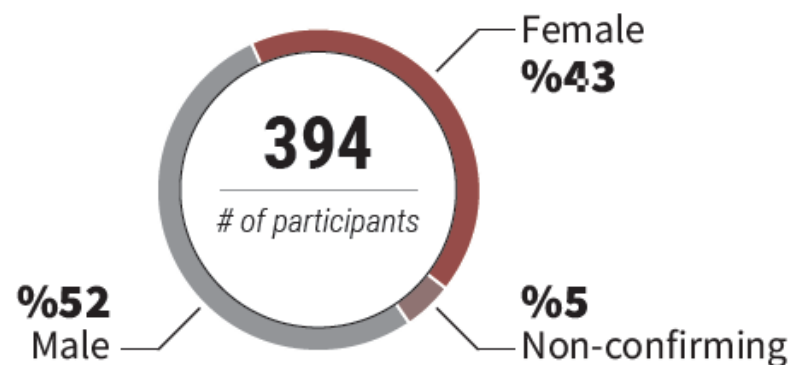
- **Private Sector Survey**

- 40% of the participating companies obtained work permit for their Syrian employees and out of the 23 employees provided with work permit, only 4 of them are women.
- Main motivation for private sector to employ female employees is
  - Replacing the employment gap for the unskilled labor,
  - Loyalty to the company and their dedication to the duties/tasks
- Women's sustainable participation to the labour market → gender responsive enterprises!

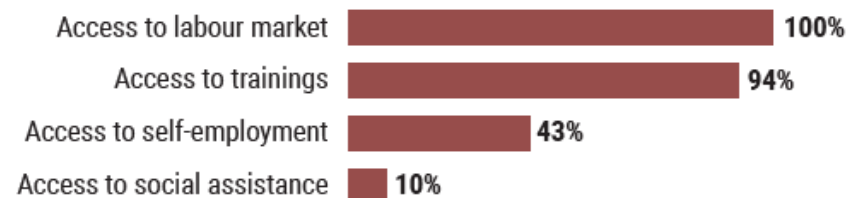


# UNHCR 2018 Participatory Assessment on Livelihoods

## Breakdown by Gender



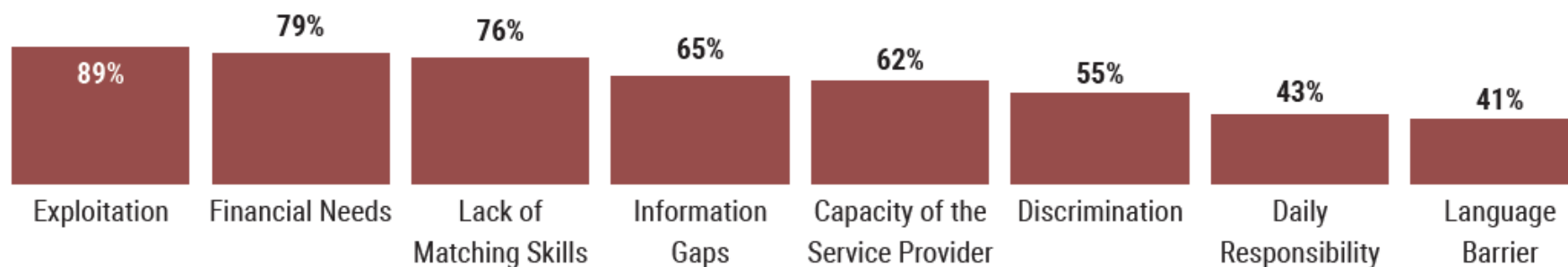
## Mentioned barriers for better livelihood opportunities\*\*



## Mentioned risks in labour market\*\*



## Top Causes Identified by Female Respondents\*\*

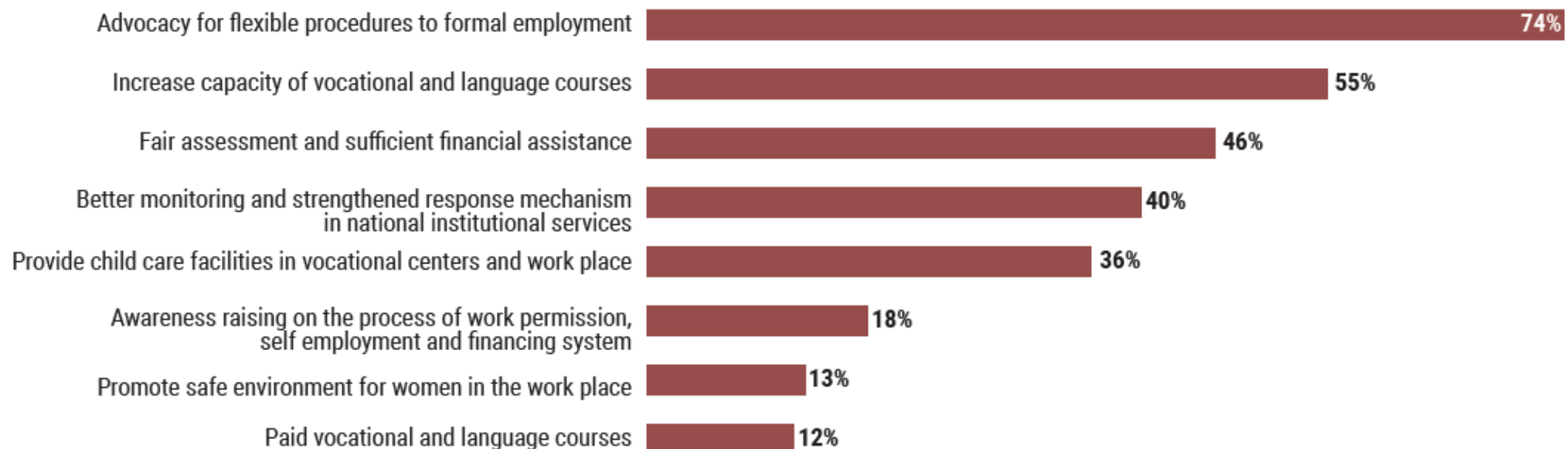




## UNHCR 2018 Participatory Assessment on Livelihoods

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### Top Solutions Proposed by Female Respondents\*\*



*\*Findings narrowed down from the sessions participated only by Female individuals.*

*\*\*The percentage represents the ratio among all responses.*



United Nations Entity for Gender Equality  
and the Empowerment of Women

## Gender Responsive Refugee Response & Humanitarian Action- Livelihoods Sector

Livelihood Sector  
Gaziantep, Turkey  
27 June, 2019

UN Women coordinates and promotes the UN system's work in advancing gender equality, and in all deliberations and agreements linked to the 2030 Agenda.

Work globally to make the vision of the Sustainable Development Goals (SDGs) a reality for women and girls and stands behind women's equal participation in all aspects of life, focusing on four strategic priorities.

# UN Women's 5 strategic priorities

A comprehensive set of global norms and standards on gender equality and women's empowerment is strengthened and implemented

Women lead, participate and benefit equally from governance systems

Women have income security, decent work and economic autonomy

All women and girls live a life free from all forms of violence

Women and girls contribute to and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action

# WPS & Humanitarian



Gender responsive humanitarian operations and refugee response

Gender responsive disaster risk response and management (DRR)

Gender responsive prevention and combat against violent extremism

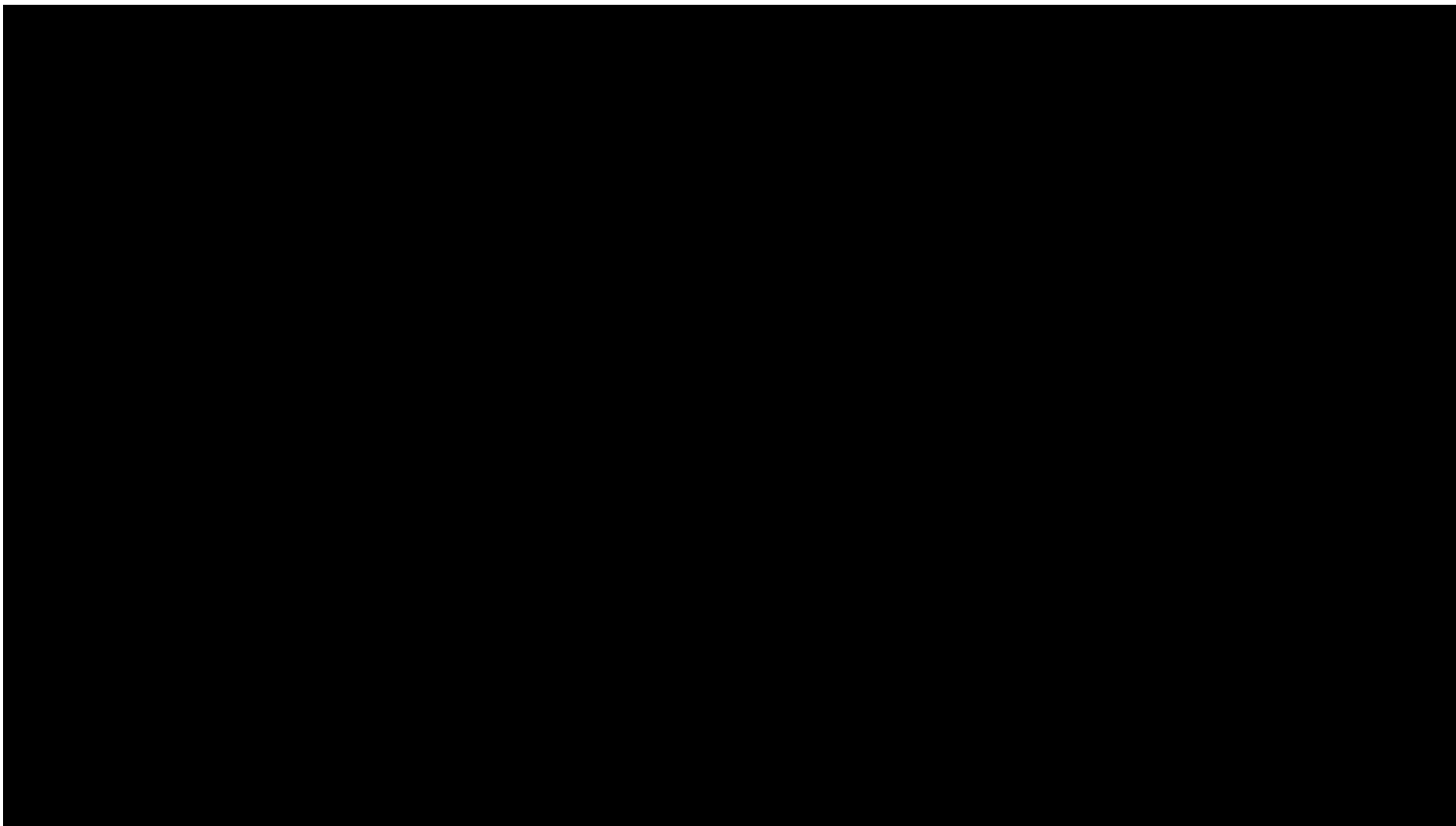
Established in Ankara in 2012.

UN Women Turkey office works closely with the national government, local authorities, international organisations and civil society to promote gender equality and empowerment of women in following areas:

- Leadership and political participation
- Ending violence against women and girls
- Gender responsive humanitarian action / refugee response
- National planning and budgeting
- Women's economic empowerment
- UN system coordination



# Why is gender equality essential?



# Why is gender equality essential?

- ✓ Because humanitarian crisis disproportionately affect women!
- ✓ Wars, natural disasters and related crisis situation have profoundly different impacts on women, girls, boys and men.
- ✓ They face different risks and are victimized in different ways.
- ✓ It is our responsibility to ensure that all segments of the affected population have:

**Equal access to quality of services!**

## Why is gender essential?

- ✓ Of the estimated 135 million people in need of humanitarian assistance, over 3/4 are women and children;
- ✓ In conflict, girls are given less food when it is scarce; boys generally receive preferential treatment over girls in rescue efforts;
- ✓ Girls are more likely to be pulled out of school and less likely to return;
- ✓ Girls are often kept away from school for their safety

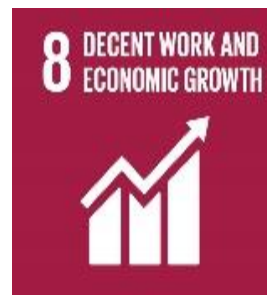
## Why is gender essential?

- ✓ Face higher risks of child marriage and sexual abuse;
- ✓ Mass displacement triggers patterns of sexual violence.
- ✓ 1 in 5 refugees or displaced women are reported to have experienced sexual violence.
- ✓ 60% of all preventable maternal deaths happen in settings of conflict, displacement or disasters
- ✓ Because women often can't access critical health care.

## Sustainable Development Goals:

- ✓ Increased emphasis on gender in the UN Reform
- ✓ Commitment on Leaving No-One behind

### SDGs:



Integrating gender equality is essential in humanitarian action to:

- ensure that we reach all people affected by the crisis
- enhance the impact of our strategies and interventions
- ensure that our responses are efficient and effective
- reinforce a human rights-based approach
- contribute to and advance gender equality

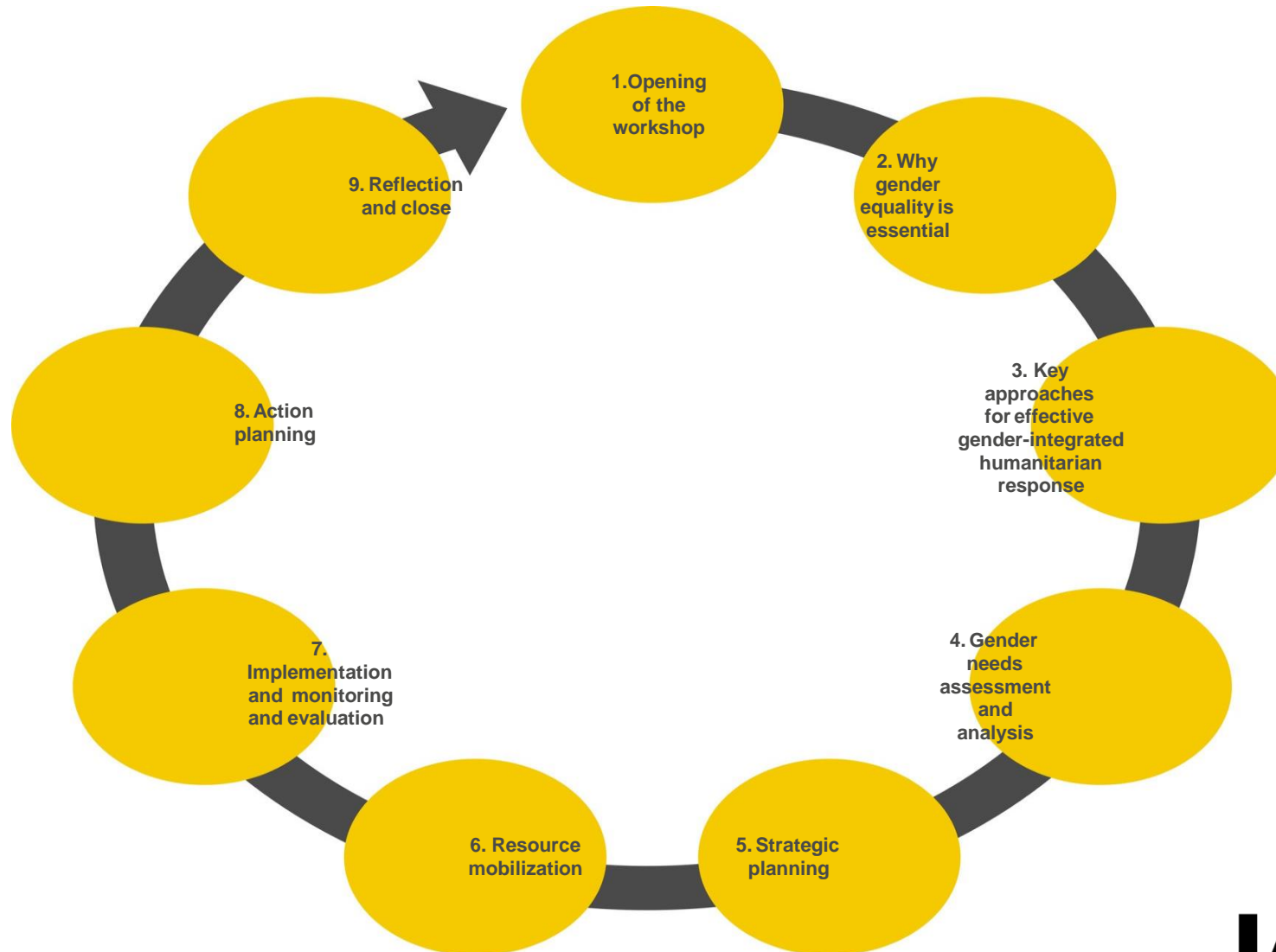
Five factors that may be experienced very differently by women, men, girls and boys:

- Duties and responsibilities
- Decision-making authority and autonomy
- Access and control of resources
- Opportunities, privileges and prospects
- Barriers





# The Gender Handbook: Nine modules



To assess:

- How well a programme integrates gender equality into programme design and implementation
- If a humanitarian programme will ensure that women, girls, men and boys benefit equally from it
- If a humanitarian programme will advance gender equality in other ways
- Help donors identify and fund gender-sensitized programmes

Code	Definition
<b>Code 2A</b>	Gender mainstreaming – potential to contribute significantly to gender equality
<b>Code 2B:</b>	Targeted action – project’s principal purpose is to advance gender equality
<b>Code 1</b>	Potential to contribute in some limited way to gender equality
<b>Code 0</b>	No visible potential to contribute to gender equality
<b>Code N/A</b>	Not applicable – project has no direct contact with affected populations

**Different gender markers cover a range of diversity factors:**

- Age
- Disability
- Ethnicity
- Sexual orientation
- Gender identity
- Religion/belief
- Caste diversity
- HIV and AIDS



SADA

Kısa Gelişim ve Desteği Merkezi

مرکز التخصیص مع الإعاقة



Posters in Arabic, Turkish, and English, including one titled 'Do You Know Your Rights at Your Workplace?' and another in Turkish 'Hakkınızı mı biliyorsunuz?'

Printed version can  
be ordered in English  
and/or Turkish or  
**downloaded online:**

<http://eca.unwomen.org/en/digital-library/publications/2018/08/needs-assessment-of-syrian-women-and-girls-under-temporary-protection-status-in-turkey>



PHOTO BY: UN Women / Fırat Akın Yarıllı

## NEEDS ASSESSMENT OF SYRIAN WOMEN AND GIRLS UNDER TEMPORARY PROTECTION STATUS IN TURKEY

ANKARA, JUNE 2018



## Objective:

- Identify and map the **needs of Syrian women and girls in Turkey** to inform policy and programming

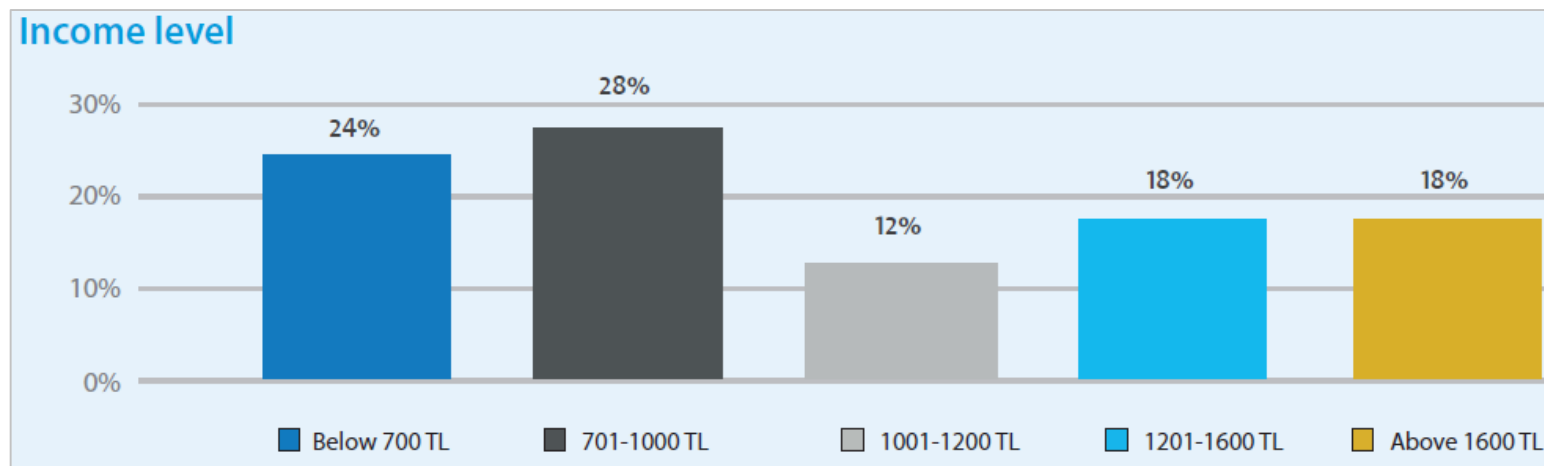
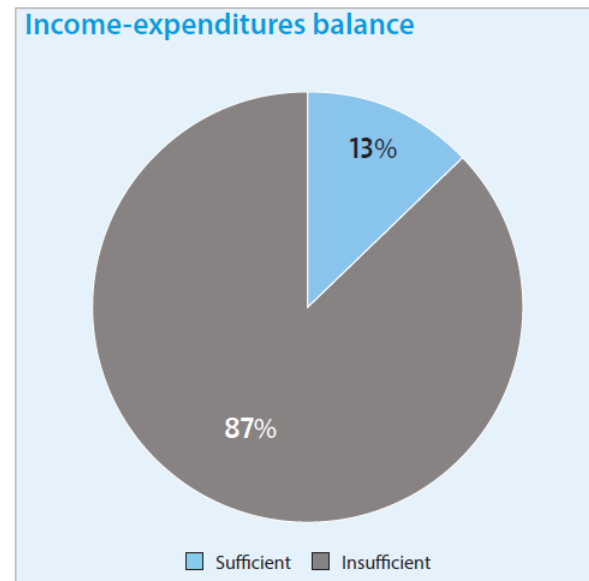
## Assessment attempts to:

- Amplify the **voice of the Syrian women** and **girls** in Turkey,
- Express their lived **experiences** and **perceptions** about the **challenges**
- Understand and appreciate how in **many different ways women are creating and living with changing gender roles** and establishing themselves as active **actors**.

## Methodology:

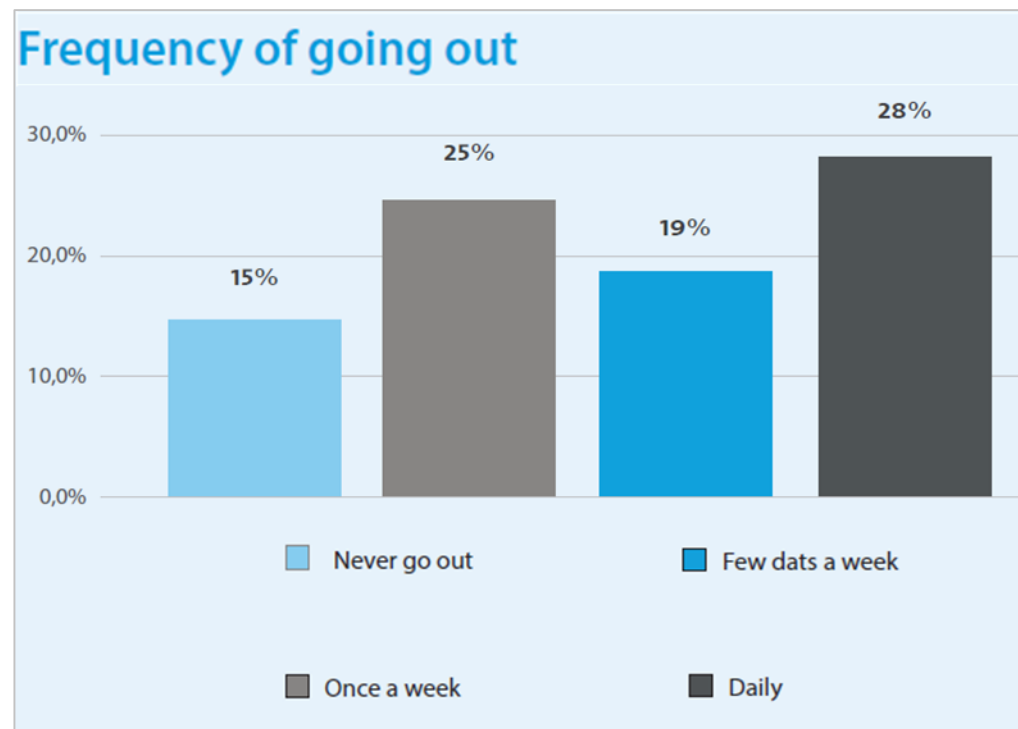
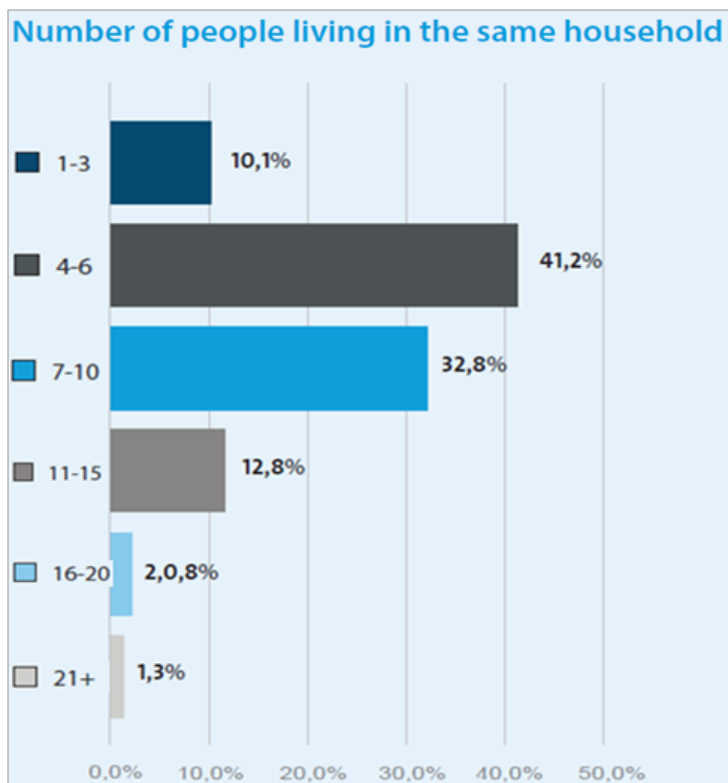
- **7 provinces**; İzmir, Konya, Istanbul, Şanlıurfa, Gaziantep, Adana, Hatay
- **Comprehensive questionnaire** to 1291 Syrian women and girls
- **In-depth interviews** with Syrian and Turkish leaders and from local NGOs, international NGOs and governmental institutions
- **Focus group discussions** mainly with Syrian women and men and Turkish nationals

- ✓ 87% of the participants stated that their monthly income is not sufficient and does not meet their basic needs.



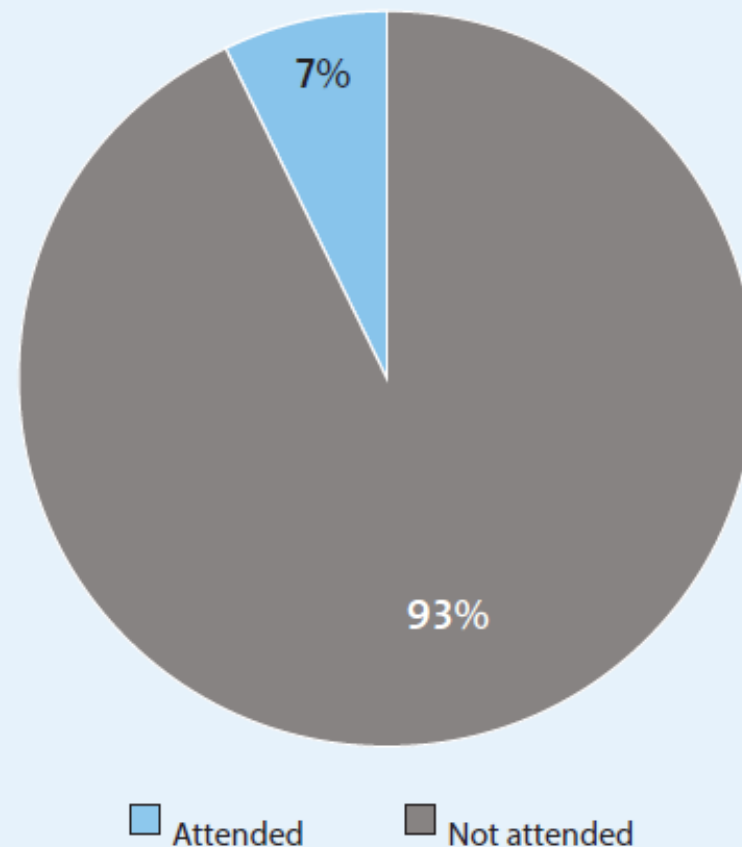


- Women experience less freedom of movement and confined for long hours in unhealthy conditions.
- Almost half (48.7%) are living in households larger than seven people. 36% described their place as bad or very bad to live in.
- 52.3 % have been living in their current house for less than one year or for one year.
- 40 % of women never go out or go out only once a week.

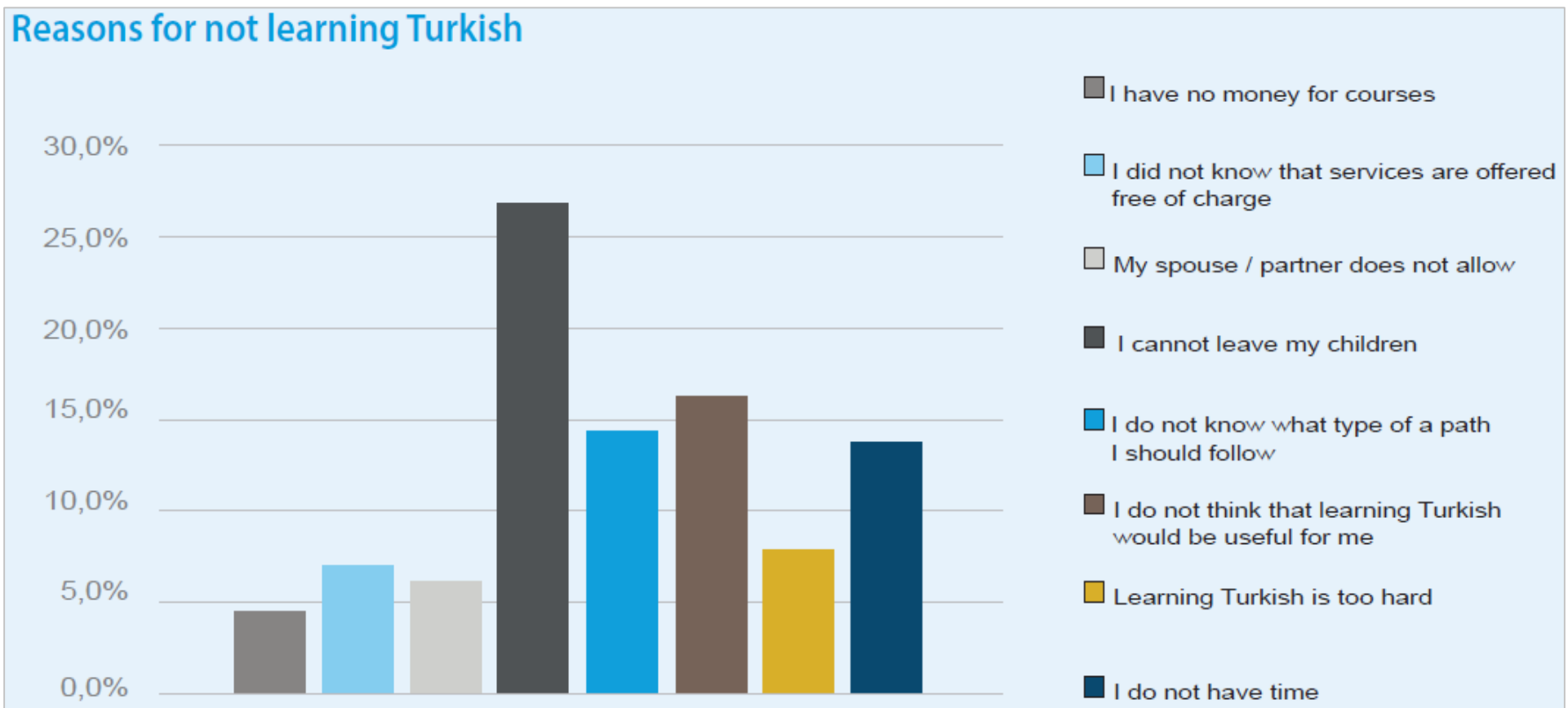


- There is a large drop in school attendance from 15 to 17, a 37% decrease for girls and 27% for boys
- The most preferred vocational training subjects were hairdressing and needlework as they provide an income without interfering with childcare responsibilities and are closely related with traditional gender roles as well as earlier training in Syria

Share of Syrian women attending vocational training

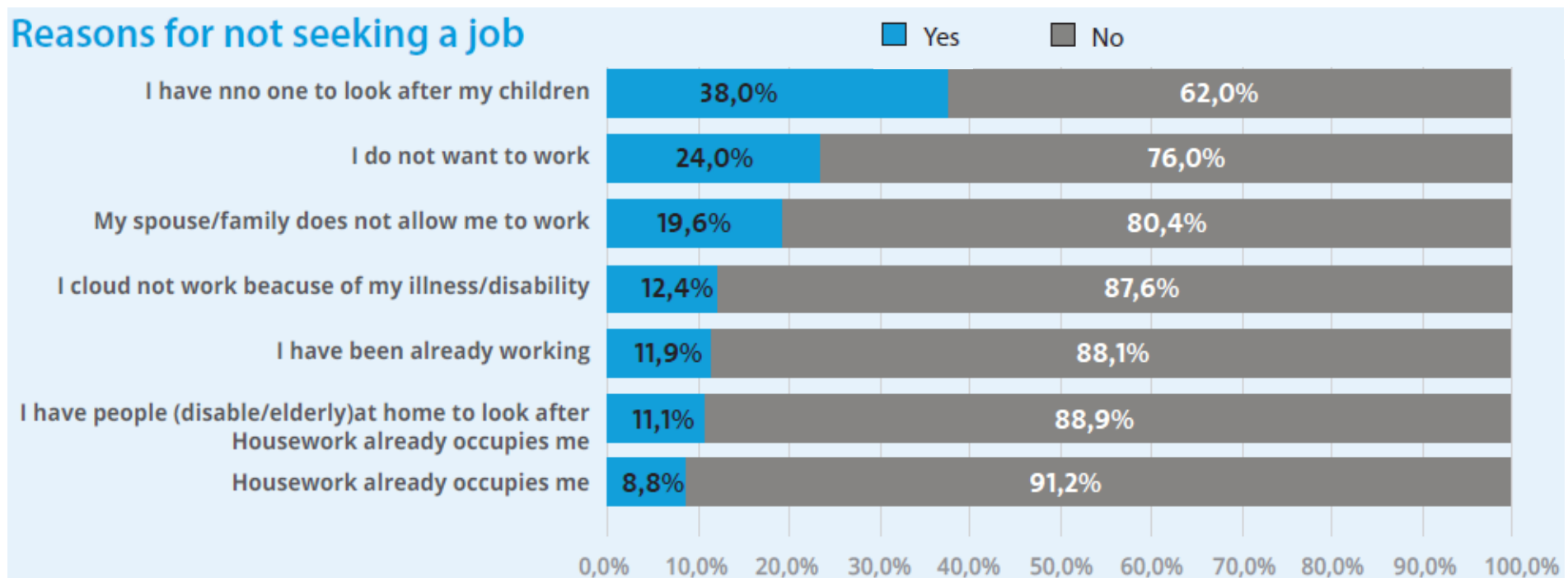


Only 19.2% of those who stated that they could speak Turkish (29.8%) said that they have attended a Turkish language course



- 85% of Syrian Women unemployed in Turkey
- Low pay, long working hours and bad physical conditions in the informal labor market.
- Willingness to work but struggle with language, childcare responsibilities, jobs below the skills of educated women and risk of sexual abuse in the workplace.

## Reasons for not seeking a job



- Long working hours leave them less time to fulfil caretaking and domestic responsibility
- Insufficient childcares **affect** them
- **Many Syrian women prefer to work at home, through various economic activities such as online marketing, cooking, or making handicrafts**

- Among different groups, the **highest rate of engagement domestic income-generating activities is among girls aged 15 to 18.**
- **This puts them at risk of dropping out of school to contribute to the household income**



- The gendered division of labour, including income and basic needs provision as well as care tasks may have changed.
- Women are assuming the **primary role of breadwinner. Women have taken greater responsibility for their families often because men are absent, disabled or unwilling to do the lower status and lower paid jobs that are available.**
- In livelihood strategy, **activities tend to be more successful when taking gender/household particularities into account.** For instance, by assisting women to help maximize the effectiveness of their livelihood strategies, and men to create employment opportunities so that they both can better contribute to the welfare of the household.

- Needs Assessment of Syrian Women & Girls in Turkey.
- Gender in Humanitarian Action Training, participants discussions and follow- up recommendations
- Gender & Refugee Response Conference in Ankara, roundtable discussions (January 2019)
- Gender thematic meeting (Protection & Basic Needs)
- Syria Task Force (Ad-Hoc Gender Thematic meeting and Sector discussion on 2019 priorities)
- Livelihood working group meeting – discussions and recommendations.

**Important: Ensuring active participation of representatives from affected population!**

## For further discussion:

1. Access to information & Awareness raising
  - Women are unaware of services and support mechanism.
  - Inform the men, they don't have time and don't receive information
2. Language barriers
  - Over 70% women report not to speak any Turkish.
  - Affecting access to information, services and all sectors
3. Security
  - Women not feeling safe outside, due to lack of street lights.
4. Mobility & transportation
  - Mobility of women is limited due to fear of social barriers and threats
  - Public transport is not safe and/or not accessible.
  - Financial support needed.
5. Violence, harassment and forced marriages
  - Adequate prevention and support is lacking.



## For further discussion:

5. Employment & Livelihood opportunities for women
  - SME, cooperatives and work from home
  - Female employment is generally low and women often face discrimination and ill-treatment in the work place, and earn the lowest wages.
  - Barriers to work include language; lack of childcare; lack of information and training opportunities; harassment; and traditional gender roles.
6. Frequent moving, depending on landlords or families
7. Living condition in the neighborhoods
  - To increase the livelihood opportunities. Increasing security, access to clean water, sociability of the city (Mukthar), housing conditions (quality) working through municipalities
8. Lack of safe entry point for services
  - Places to access information. Women- and/or girl-only spaces helps to reduce fear of risk for them



GAZIANTEP CHAMBER OF INDUSTRY

**CENTER OF EXCELLENCE  
FOR  
VOCATIONAL EDUCATION AND TRAINING  
GAZIANTEP - TURKEY**

BEST EDUCATION AND TRAINING PROJECT NOMINEE



GAZİANTEP  
&  
GAZİANTEP CHAMBER OF  
INDUSTRY

# INDUSTRIAL CENTER OF TURKEY

## GAZIANTEP

❑ **EXPORT:** US\$ 7 billion export to 180 countries

❑ **FOREIGN TRADE VOLUME :** US\$ 12.5 billion

❑ **INDUSTRIAL EMPLOYMENT:** 200 thousand people

❑ **POPULATION:** 2.5 million (500 thousand immigrant)

*One of the tops in terms of internal and external migration in Turkey*

*Predominantly young and dynamic population*

- Turkey's largest organized industrial zone
- 2 times higher than the average growth rate of Turkey
- One of the 7 most competitive cities in the world (World Bank)
- UNESCO Gastronomi City



# GAZIANTEP CHAMBER OF INDUSTRY

- ❑ **Established** in 1989
- ❑ **Over** 4000 members
- ❑ **Women** Entrepreneurship Center
- ❑ **Model** Factory for SMEs
- ❑ **New Industrial Zone for** International Investors( Create 160 thousand new jobs)
- ❑ **Mission is to** increase competitiveness of members, contribution to economic growth and sustainable development of the city.



# OUR RESEARCH AND ANALYSIS PROCESS

1

**PROFESSIONAL COMMITTEE MEETINGS**

2

**MEMBER SATISFACTION SURVEYS**

3

**SECTORAL MEETING AND WORKSHOPS**

4

**MEMBER FIRMS VISITS**



PROJECT IDEA

**WHAT IS THE  
PROBLEM?**



Welding Atelier

## PROBLEMS OF QUALIFIED PERSONNEL DEFICIENCY

01

EFFICIENCY/PRODUCTIVITY LOSSES



02

POOR QUALITY STANDARDS



03

INCREASE IN PRODUCTION COSTS



04

INABILITY TO DEVELOP NEW PRODUCTS



05

INABILITY TO MAKE NEW INVESTMENTS







Occupational Health and Safety Atelier



Engineering Vehicle Simulation Atelier

## FROM TRADITIONAL...TO INNOVATION

*In order to remove the following problems that experienced in ordinary vocational training centers;*



NOT BEING ABLE TO PROVIDE PRACTICAL TRAINING IN PLACES WITH ADEQUATE INFRASTRUCTRE AND INSUFFICIENT STAFF



PROVIDING TRAINING EXCEPT FOR THE INDUSTRY'S NEEDS AND EXPECTATIONS



THE FACT THAT ALL STAKEHOLDERS ARE DISTANT FROM EACH OTHER AND LACK OF COMMUNICATION



THE FACT THAT THE PRIVATE SECTOR LEFT OUT OF THE VOCATIONAL TRAINING



Metal Atelier

## OUR TARGET GROUP

*While implementing our project, it has been meticulously treated to include a large target group and to positively affect this target group. In this context, our target group consists of;*

- 01** Job seekers including the Youth, Women, Refugee and Disabled;
- 02** All Turkish and foreign unemployed people who immigrated to Gaziantep that may be considered as disadvantageous group;
- 03** Supporting the concept of lifelong learning, people who want to improve their individual qualifications and increase their employability;
- 04** People who are not satisfied with their current fields of work but want to improve themselves in different professions;
- 05** All businesses experiencing shortage of qualified employees regardless of the type of sector.



# CENTER OF EXCELLENCE WITH FIGURES

- **10 THOUSAND M<sup>2</sup>** CLOSED AREA
- **54** MODULAR INDEPENDENT ZONES WITH A SIZE OF 100 M2 TO 300 M2
- APPROXIMATELY **4 MILLION USD** MACHINE INVESTMENT
- **22** TECHNOLOGICAL ACTIVE ATELIER
- **25** MANAGEMENT AND ADMINISTRATIVE STAFF
- OVER **200 PROFESSIONAL TRAINER** POOLS (*ACADEMICS, MASTER TRAINERS, ENGINEERS, VOLUNTEERS, ETC.*)
- NURSERY
- INDOOR AND OUTDOOR SOCIAL ACTIVITY AREAS



# TRAINING AND SERVICES PROVIDED BY THE CENTER

## 1. TRAINING ACTIVITIES

*Professional and Personal Development Trainings  
Vocational Trainings  
Training of Trainers*

## 2. EMPLOYMENT SUPPORTS

*Job Orientation and Job Placement  
Turkish Employment Organization  
Work Permit Consultancy for Foreigners  
Jobs and Employment Forums*

## 3. INTERNSHIP SUPPORT ACTIVITIES

## 4. R&D and P&D ACTIVITIES

## 5. DUAL VOCATIONAL TRAINING ACTIVITIES

## 6. PROVIDING ACCREDITED PROFESSIONAL QUALIFICATION CERTIFICATES

## 7. COUNCELLING AND CONSULTANCY SERVICES

ALL THE SERVICES PROVIDED IN OUR CENTER ARE **DIFFERENTIATED WITH INNOVATION, AND NEW SERVICE MODELS ARE PUT IN PRACTICE FOR OUR TARGET GROUPS**



### **VOCATIONAL SKILLS TEST**

ACCORDING TO SKILLS OF THE TRAINEES



### **NON-TRADITIONAL TRAINING**

PLANING AND CONDUCTING TRAINING BASED ON NEEDS



### **SOCIAL COHESION**

THE MOST IMPORTANT ISSUE IN INTERCULTURAL ENTEGRATION



### **FAMILY FRIENDLY**

NURSERY FOR CHILDREN AND COUNSELLING FOR PARENTS



### **SUPPORT TO THE TRAINEES**

TRANSPORTATION, FOOD, STATIONARY, PERSONAL PROTECTION EQUIPMENT etc.

**AT THE HEART OF  
INDUSTRIAL ZONE**

**A FLEXIBLE EDUCATION  
AND TRAINING CENTER**



The center trains the personnel desired by industrialists with short-term trainings in the fastest time possible and incorporate them into the labor market with;

- **Physical structure designed considering practical training;**
- **Training programs prepared with the private sector experience;**
- **Flexible training model focused on practical training.**
- **Tailor-made trainings**

# WITH 7 STEPS... FROM ZERO TO DECENT WORK

## INDIVIDUAL APPLICATION



# WITH 7 STEPS... TAILORED STAFF SERVICE MODEL

## COMPANY APPLICATION





**IMPACTS**  
**OF THE PROJECT**  
**ON OUR MEMBERS**

## THE POSITIVE IMPACTS OF OUR CENTER WHICH STARTED TO OPERATE IN 2017

- ❖ *Easy access of qualified personnel by our members*
- ❖ *Increase in efficiency*
- ❖ *Lack of work accident machine equipment failure risk*
- ❖ *Minimization of new staff orientation costs*
- ❖ *Reduction of personnel circulation to minimum level in enterprises that employ qualified personnel*

## PERFORMANCE OF OUR CENTER: **84% GENERAL SATISFACTION**

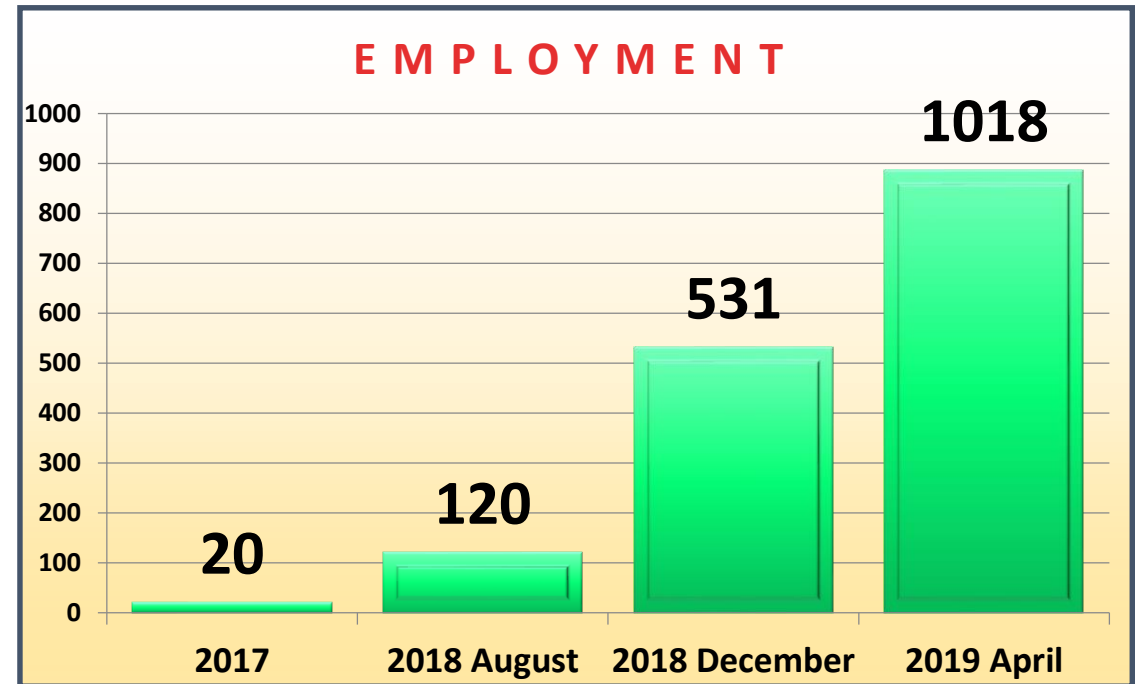
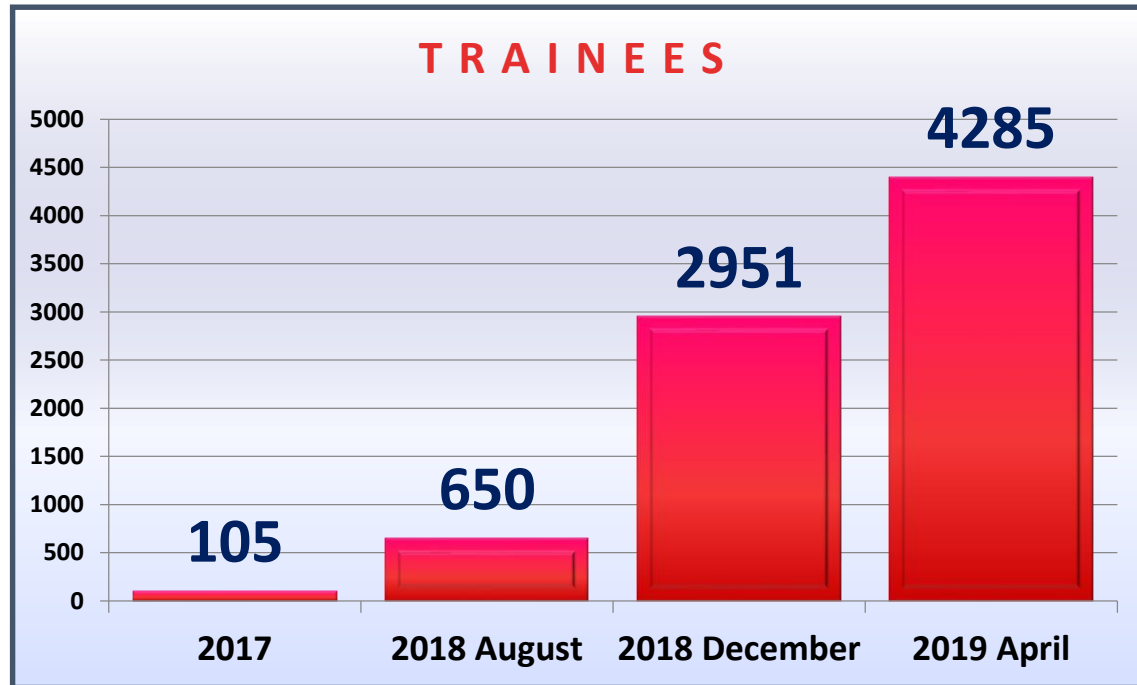
*THE PERFORMANCES OF EMPLOYEES IN COMPANIES HIRED BY OUR MEMBERS IS THE REFLECTION OF THE PERFORMANCE OF THE VOCATIONAL EDUCATION AND TRAINING CENTER*

EVALUATION CRITERIA	SATISFACTION (%)
Technical competence of employed personnel	82%
Following the occupational health and safety rule in their professions	78%
Being punctual	86%
Communication skills with other personnel	76%
Cleanliness of working environment and machines	88%
Conformity with firms' culture and rules	90%
Conformity with teamwork	80%
Ownership of machine, device, tool, and equipment	92%
Ability to contribute to the development of the firm	84%
<b>GENERAL SATISFACTION</b>	<b>84%</b>

**WHAT IS THE SOLUTION?**

PROJECT  
OUTPUTS

# OUTPUTS (as of April 2019)



OUR EMPLOYMENT RATE AFTER TRAININGS HAS BEEN INCREASED TO **%23,7** BY APRIL 2019

# SIGNIFICANT CONTRIBUTION TO THE CITY ECONOMY



**US\$ 2.78 MILLION**

SALARY BENEFITS TO THE  
COMPANIES



**US\$ 838 THOUSAND**

PERSONNEL TRAINING  
COSTS BENEFITTED BY THE  
COMPANIES



APPROXIMATELY  
**US\$ 10 MILLION**

CREATED TOTAL ECONOMIC  
VALUE



# THE PROJECT in the MEDIA

Medium	The Number of Frequency
Local Publications	296 times
National Publications	38 times
International Publications	5 times

## Suriyeli istihdamı masaya yatırıldı

GAZİANTEP SANAYİ ODASI (GSO) GENEL SEKRETERİ KURŞAT GÖNCÜ, "YADIMIZ ÜYESİ SURIYELİ FİRMALAR VE DİĞER SURIYELİ CALIŞTIRAN ÜYELERİMİZ YAŞADIKLARI SIKINTILARA GİDERMEK İÇİN ARAÇLA BİLE 2 UZAMAN PERSONELİMİZLE HER ZAMAN YARDEMLİ OLMAVA HAZIRIZ" DEDİ.



**GSO MESLEKİ EĞİTİM MERKEZİ**

Gaziantep Sanayi Odası Genel Sekreteri Kurşat Göncü, Suriyeli firmaların ve diğer Suriyeli çalışan üyelerimizin yaşadıkları sıkıntılara giderek, her zaman yardımcı olmaya hazır olduklarını belirtti. Göncü, "Yadımız üyesi Suriyeli firmalar ve diğer Suriyeli çalışan üyelerimiz yaşadıkları sıkıntılara giderek, her zaman yardımcı olmaya hazır olduklarını belirtti. Göncü, "Yadımız üyesi Suriyeli firmalar ve diğer Suriyeli çalışan üyelerimiz yaşadıkları sıkıntılara giderek, her zaman yardımcı olmaya hazır olduklarını belirtti."

### İLHAM TOZKAR, PEVİZER HAKINDA BİLGİ VERDİ

İlham Tozkar ve Pevizler hakkında bilgi verildi. İlham Tozkar, Pevizler hakkında bilgi verildi. İlham Tozkar, Pevizler hakkında bilgi verildi.

## GSO-ILO işbirliği meslek sahibi yapıyor

GAZİANTEP SANAYİ ODASI, 2017 YILINDA ULUSLARARASI ÇALIŞMA ÖRGÜTÜ (ILO) İLE GERÇEKLEŞTİRDİĞİ VE 150 KİŞİNİN EĞİTİM ALARAK İSTİHDAMA KAZANDIĞI MESLEK EDİNİME VE GELİŞTİRME PROJESİ KAPSIMINDA YENİ BİR PROJEYE DAHA İMZA ATTIYOR.



Gaziantep Sanayi Odası Meslek Eğitimi ve Geliştirme Merkezi'nde düzenlenen eğitim programı kapsamında, 150 kişinin meslek edinimi ve geliştirme projesi kapsamında yeni bir projeye imza attıkları bildirildi. Proje kapsamında, katılımcıların meslek edinimi ve geliştirme projesi kapsamında yeni bir projeye imza attıkları bildirildi.

## İSTİHDAM FUARI

Kamu ve özel sektörden, uluslararası kuruluşlara, sivil toplum kuruluşlarından, girişimcilere iş ve istihdam dünyasının birçok aktörü, 10-11 Mayıs'ta Gaziantep Sanayi Odası (GSO) Mesleki Eğitim Merkezi'nde düzenlenen 'İş ve İstihdam Forumu'nda bir araya geldi.



Bünyesinde Milli Kalkınma Programı (MİKP) Türkiye tarafından yürütülen ve Avrupa Birliği tarafından finanse edilen "Kurum Kurulum ve Geliştirme Projesi" kapsamında düzenlenen iş ve istihdam forumu, katılımcıların meslek edinimi ve geliştirme projesi kapsamında yeni bir projeye imza attıkları bildirildi.

## UNDP yönetime GSO-MEM'de

Bünyesinde Milli Kalkınma Programı (MİKP) Türkiye tarafından yürütülen ve Avrupa Birliği tarafından finanse edilen "Kurum Kurulum ve Geliştirme Projesi" kapsamında düzenlenen iş ve istihdam forumu, katılımcıların meslek edinimi ve geliştirme projesi kapsamında yeni bir projeye imza attıkları bildirildi.



**Proje hakkında**

Proje hakkında detaylı bilgiler. Proje kapsamında, katılımcıların meslek edinimi ve geliştirme projesi kapsamında yeni bir projeye imza attıkları bildirildi.



**Proje hakkında**





## NATIONAL STAKEHOLDERS



## INTERNATIONAL STAKEHOLDERS



# MODELABILITY

OF THE PROJECT

# MODELABILITY OF THE PROJECT AND SUSTAINABILITY

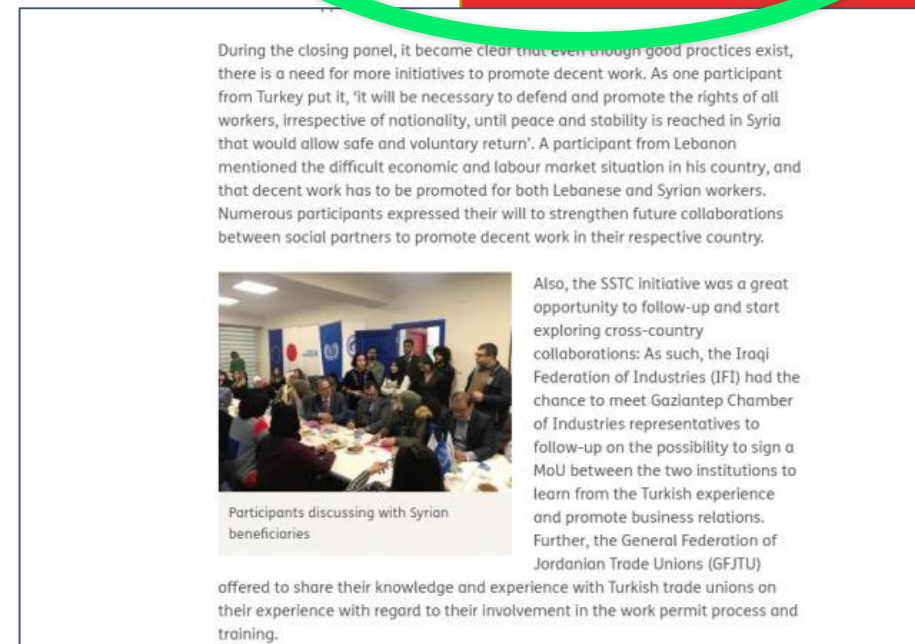
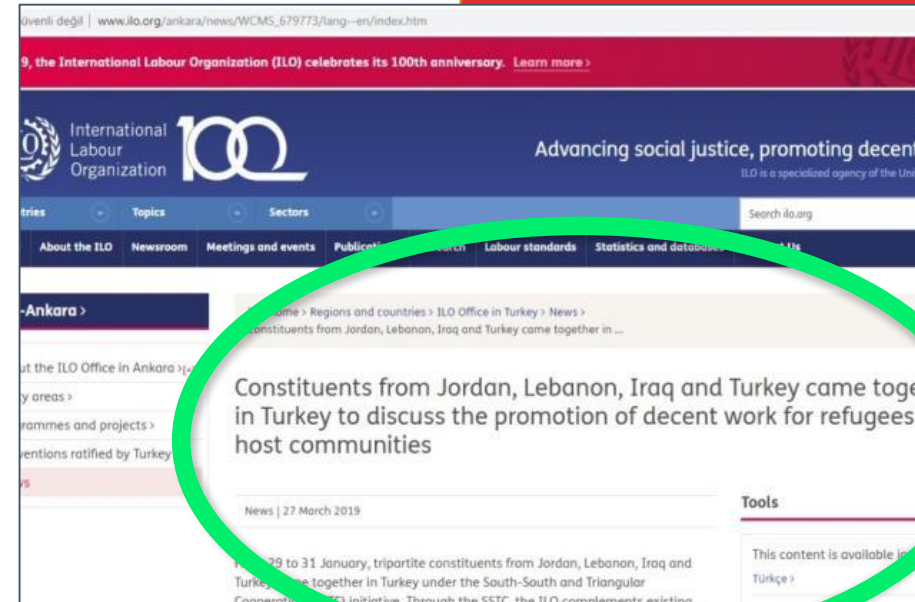
At national level

- In Adiyaman ✓
- In Adana ✓
- In Antakya ✓

At international level

- In Iraq ✓
- In Jordan ✓
- In Lebanon ✓

**OUR PROJECT IS APPLICABLE AND SUSTAINABLE ALL AROUND THE WORLD PRIMARILY IN the LEAST DEVELOPED COUNTRIES AND DEVELOPING COUNTRIES BASED ON NEEDS AND POTENTIALS**





# OUR TARGETS

## FOR THE NEXT 5 YEARS

- ✓ TRAINING for **38.000** PEOPLE
- ✓ **15.000** EMPLOYMENT
- ✓ **5.000** FOREIGN EMPLOYMENT
- ✓ WORK-PERMIT CONSULTANCY for **6.500** PEOPLE
- ✓ **US\$ 5 MILLION** ADDITIONAL INVESTMENT

THANK YOU  
OBRIGADO

شكرا

MERCI

DANKE

GRACIAS

GRAZIE

SALAMAT

谢谢

KYA KA

TEŞEKKÜRLER



GAZİANTEP CHAMBER OF INDUSTRY

EXCELLENCE CENTER

FOR

VOCATIONAL EDUCATION AND TRAINING

**Thank you!**