

**Livelihood Sector Working Group Meeting
Thursday, 20 February 2019, 14:00hrs, UN House, Ankara**

Chair(s): Özlem Çavuş (UNDP)

Participants as

Institutions: UNHCR, WFP, IOM, UNIDO, HABITAT, GIZ, SCI, UNDP, ICMPD, ILO, MoFLSS, TRC, CONCERN WW, ASAM

| Agenda | Discussion | Action Points |
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| <p>1. Action points from last meeting</p> | <ul style="list-style-type: none"> N/A | |
| <p>2. Mapping LH activities for referrals (Services Advisor) - IM</p> | <ul style="list-style-type: none"> Information needed for partner to be filled for mapping livelihoods activities for referrals. Also, there will be much more information needed for livelihoods referral as well. <p>Levent Ekşi, UNHCR:</p> <p>Services Mapping Project for activities in Turkey. We are delivering to these services and enhance the provision of these data to regions where refugees live. Services Advisor; 6000 thousand application different types. More detailed service providers can easily access and see all the activities. Detailed trainings on how to access, strengthening the mechanisms. Contacted with government, CSO, NGOs and UN agencies. There are 2 different approaches for mapping, 1) collected data complied and uploaded to system 2) giving access to service providers and let them enter their own data. There is an option available for service providers does not want to be public it is also possible. Project launched and publicly available. Last year, almost 200000 people visited the page. Now we are reaching out to the sectors. Livelihoods sector is one of them. Now there are fairly stable visitors. 2019 planning the backhand to improve coordination among sectors. This wealth of information can be used by</p> | |

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| | <p>service providers. Using this information enables to referrals 8 inter-sectoral). We have committed ourselves to improve the project. We have a taxonomy and an attribute list. We are updating them constantly and continue mapping all service providers up to date. We are keeping track the expire date of services; we added verification method and validation button. Simple tool, with the sector support. As protection sector, started to initiate inter-sector referral system. LH system will be included in the system as well (6 questions).</p> <p>We are working close with WFP to strengthen the portfolio. Using the platform, we hope referrals will be strengthened.</p> <p>Types of referral, protection cases, individual cases as well.</p> <ul style="list-style-type: none"> • Pathway for LH will be different than protection. • For protection, trainings have started. It will be more detailed. • Induction training for LH Sector. | |
| <p>3. UNHCR findings of the 2018 Participatory Assessment on Livelihoods</p> | <p>Objectives</p> <ol style="list-style-type: none"> 1. Conduct dedicated PA on Livelihoods to understand issues in terms of access to and interest in employment opportunities; 2. Enable operation to identify protection risks vis-à-vis Livelihoods; 3. Determine livelihoods patterns, specifically in terms of the correlation between livelihoods, social cohesion and future intentions of persons of concern. <p>Timeframe: September-December 2018</p> <p>Brainstorming sessions by UNHCR MFT across Turkey: Protection, Livelihoods, Field (Ankara, Istanbul, Gaziantep, Izmir) including data review to decide on locations, priority focus areas, sampling, age-gender-diversity groups</p> <p>Preparation of tools: FGD questionnaire (access, awareness), Mini-Survey (respondents' profiles, employment status, language/skills levels, etc.), Systematization Forms, Note-taking Forms</p> | |

Pilot sessions in Ankara (with MoFLSS)

Training to facilitators, co-facilitators, note-takers, interpreters

Collection & Compilation & Review & Analysis & Reporting

Refugee Participants Profile:

Age: Youth (18-24) and Adult (25-59) groups

Gender: Women, men groups, LGBTI (transgender, gay, mixed) sessions

Nationality: Syrians, Afghans, Iraqis, Iranians and Somali

Diversity groups: PwSN, formal/informal work, ESSN beneficiaries, those in RST pipeline, parents of children involved in child labor, individuals who can/not speak Turkish, etc.

Selection of participants: UNHCR database & partners

Locations: Ankara, Istanbul, Izmir, Gaziantep, Mersin, Isparta, Kocaeli and Mardin (locations with livelihoods potential + diverse refugee groups)

Partners: MoFLSS and NGO partners

Numbers and Figures:

- 47 FGD sessions
- 8 cities (Ankara, Ist., Izmir, Kocaeli, Isparta, Adana, Mardin, Mersin)
- 394 asylum-seekers & refugees
- 52 % Males, 43 % Females and 5 % LGBTI
- 58 % Adult and 42 % Youth (18-24)
- Syr (51%), Afg (14%), Irn (12%), Irq (11%), Som. (11%)

Questions:

Mini-Survey:

AGD profiling, Knowledge on ISKUR, Knowledge on Right to Work, Preference to work in Turkey or not, Type of Work / Sector (if any), Income type (self-employed / TR / Foreign employer), Work permit, One or more adults working in HH or not, Qualifications / Skills obtained in CoO (if any), Language Training in TR, Vocational Training in TR

FGDs explored:

Livelihoods Patterns on: Employment Status & Approaches towards Employment in Turkey, Access to employment (obstacles, capacities, solutions), Information (work permits, ISKUR, CwC pref.), Language skills (ability, willingness), Skills training (ability, willingness), Social Assistance & Livelihoods linkages, Social Networks & Livelihoods linkages, Livelihoods & Social Cohesion, Livelihoods & Future Intentions/Solutions, Child Labor & livelihoods (perceptions, capacities, solutions), Women & labor market (perceptions, capacities, solutions), PWSN & labor market (perceptions, capacities, solutions)

Findings (Mini Survey):

- Turkish language ability in less than 10% of all participants, top are Syrians and Afghans
- Level of information on legal framework regulating work permit, 7% of the total number, top are Syrians
- Awareness of employment agency ISKUR, 10% of all participants with majority being Syrians
- Attempts at obtaining work permits, only 3% Majority Iranians followed by Somalis.
- Out of all participants, only 7 persons had obtained work permit (1.5%)

Findings from FGD sessions:

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| | <p>Barriers against access to formal employment:</p> <p>Legal Barriers (51% responses): Limited formal employment opportunities (esp. in smaller cities), Registration and documentation status, Limited mobility / freedom of movement</p> <p>Administrative Barriers (79% of responses): Lengthy/difficult procedures, Limited quotas (10%), Financial costs (application fees), Unwillingness of employers (lack of trust), Waiting period (6 months)</p> <p>Economic (39% of responses): High competition for work, Social assistance recipient, Lack of matching skills and jobs within province, Language/vocational courses not always provide cash incentives</p> <p>Barriers against access to formal employment:</p> <p>Social (96% of responses): Unwillingness of refugees (frustration after attempts, loss of trust as complaints mechanisms are not accessible), RST pipeline, Intentions to return to CoO or move onwards to third country, Limited knowledge/access to language and vocational courses (harder for men to attend), Limited knowledge and ability for self-employment, Inability to work (daily responsibilities for women, cultural barriers for women, health issues, disability, old age, etc.), Discrimination, Social Tensions, Exploitation at workplace (low/no wages, working hours), Harassment at workplace</p> <p>Barriers against self-employment:</p> <p>Limited access to finance, Lack of business skills, Information gap on available support, Responsibilities preventing individuals to venture and take business risks, Discrimination</p> <p>AGD Findings from FGD sessions:</p> | |
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| | <p>Children: More than 60% of responses: Child labor within their family, children out of school (due to financial needs, absence of able adult for work, market preference)</p> <p>Women: Reported fear of abuse and harassment at work place/streets (nearly 50%), 63% reported household responsibilities - esp. single parents (children, lack of child-care facilities at work places or courses), women not allowed by husbands due to social stigma.</p> <p>LGBTI: None of the 21 participants were formally employed. Reported fear of discrimination, abuse (50%+), exploitation and harassment due to gender identity. Necessity to find informal work.</p> <p>Elderly & PwD: Inability to find work due to health issues/disability, preference by employers for younger and ‘healthy’ workforce</p> <p>Minorities: Discrimination due to religion, ethnic reasons</p> <p>Community Capacities:</p> <p>17% - Interest in language/vocational training – due to awareness on significance of skill building and language proficiency to access formal employment (i.e. Somali women in Isparta)</p> <p>16% - Willingness to work formally or establish own business given conditions</p> <p>15% - Active networks and strong communication and solidarity amongst refugee communities, especially about job opportunities</p> <p>15% - Awareness on importance of education and illegality of child labor</p> <p>LGBTI participants showed strong capacities for language and vocational skills/abilities</p> | |
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Willingness to interact with host community members through work, promote social bonding (Iraqis and Iranians in Mersin, Kocaeli, Izmir)

Proposed Solutions:

Advocacy with government for flexible procedures to access formal employment

Advocacy with private sector, entrepreneurs for more job opportunities for refugees

Increase information-sharing on rights and procedures for work permits/access

More Skills building & Language Training (with incentives and flexible hours)

More support/training for entrepreneurship and self-employment

Advocacy for freedom of movement

Organize activities to promote positive social cohesion and diminish discrimination

Promote child-care facilities at courses/workplaces for single parents/women

Continued support for refugee families with children at school age & Awareness-raising on importance of education for parents with children working / child labor

Introduce tailored training/job modalities for women (i.e. home-based)

Prioritization for persons with disabilities at ISKUR

Monitoring and advocacy for safe/secure working environments (women, LGBTI)

Close monitoring of work places to diminish barriers (legal access against exploitation)

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| <p>4. Transition from cash assistance to Livelihoods, LH Sector/ WFP Questionnaire</p> | <p>Need to focus on demand side and job creation</p> <p>Small overview on Basic Needs to LH Opportunities, after the ESSN assessment 437.66 aged 18 to 55. Initial strategy focuses person from HH to enter active labor 167.402, initial strategy taken</p> <p>Referral definition and LH has not been defined.</p> <p>More sustainable solutions, WFP is working on VA exercises and on mapping current ALMPs for the referrals.</p> <p>ESSN focused presentation; vulnerability and capacity definitions – came from VAM -Post distortion exercises and household interviews with IOM.</p> <p>ALMP Mapping Exercise:</p> <p>WHY: To understand the supply of the ALMPs, which are being implemented by national, international and local stakeholders, to have a comprehensive mapping of the current livelihoods activities to support future referrals of individuals with higher capacity to adequate ALMPs.</p> <p>HOW: Work undertaken by LHTWG (UNDP, WFP, UNHCR in collaboration with MoFLSS and ISKUR). 3RP actors' information will be collected through UNDP. National and local institutions' (Municipalities, PECs, Chambers e.g.) programmes will be collected by WFP's nation-wide presence through FMAs.</p> <p>WHERE: UNHCR's Services Advisor Platform will be utilized to upload the ALMPs online for everyone's access.</p> <p>Questionnaire - will be launched at the end of Feb.</p> <p>https://ee.humanitarianresponse.info/x/#pG7HVYNx</p> <p>Divided into various thematic parts. (Turkish language classes, Vocational and on-the-job training, Agricultural training, Entrepreneurship training, Home based</p> | |
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initiatives, Soft skills training). Each thematic section will have breakdowns such as age, gender, timeline incentive social cohesion Iskur collaboration.

The Pilot – in Gaziantep – with Gaziantep Chamber of Commerce; it took 45 mins to cover all questions; 3 more testing sessions in Gaziantep (before the questionnaire is fully functional). The questionnaire will be launched country-wide in March 2019.

Next Steps – Questionnaire will be launched at the end of February. WFP’s FMAs (with other stakeholders) will collect the data country-wide in March and April (tentative full coverage by mid-year). During collection, data will be uploaded simultaneously on the UNHCR Services Advisor platform. UNDP will use the questionnaire to collect 3RP partners’ inputs. The data will be mapped to highlight the concentration of the livelihoods activities nation-wide. Services Advisor and the maps are envisaged to be utilized as a live referral tool for the ESSN transition. WFP’s work on Vulnerability Analysis Mapping is ongoing on beneficiaries’ capacity. Follow up LHTWG technical discussions on defining the referral mechanisms – with relevant WGs.

Q/A – Özlem Çavuş: Next week WFP will provide presentation in Gaziantep.

-IOM – IT needs to be disseminated one questionnaire for one institution. How about aged +55 people.

ESSN beneficiaries’ initial target is 18-55.

-Challenge for placing ESSN beneficiaries to official jobs, awareness raising.

WFP – there will be a campaign for that and informing them for this transition. Gradual exit from ESSN.

-Formal employment new challenge,

MoFLSS - they will get through some programme and incentives. Final programme is not finalized yet.

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| <p>5. Outcomes of LH WG Hatay Meeting</p> | <p>Ozlem Cavus, UNDP – LH WG Meeting in Hatay meeting has been conducted with the support of IOM. Better advocacy is needed in provincial and national level with private sector.</p> <p>Quarterly meetings will be held in Hatay next meeting will be in April.</p> | |
| <p>AOB</p> | <p>Mission on Gender Sensitive Programming in the context of Syria – bilateral discussions will be followed.</p> <p>Environment prioritized – next month a meeting will be held</p> | |