



**Inter-Agency
Coordination
Turkey**



3RP LIVELIHOODS SECTOR MEETING GENDER

ANKARA 22 MAY 2019



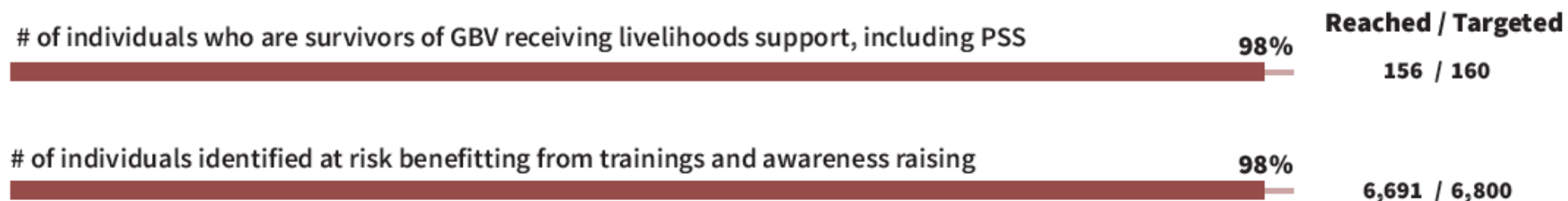
Agenda

- 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

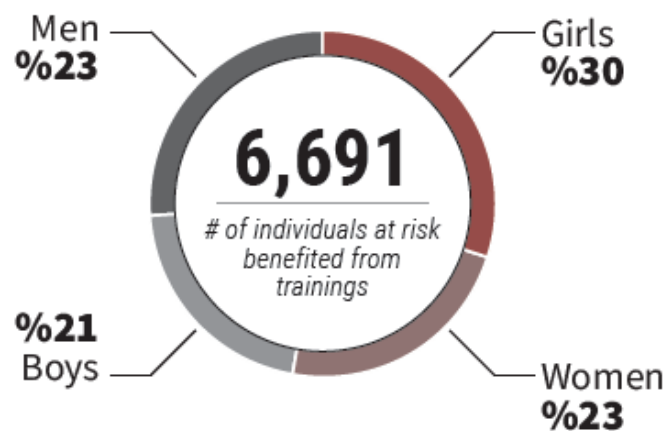


Livelihoods Sector 2018- Gender

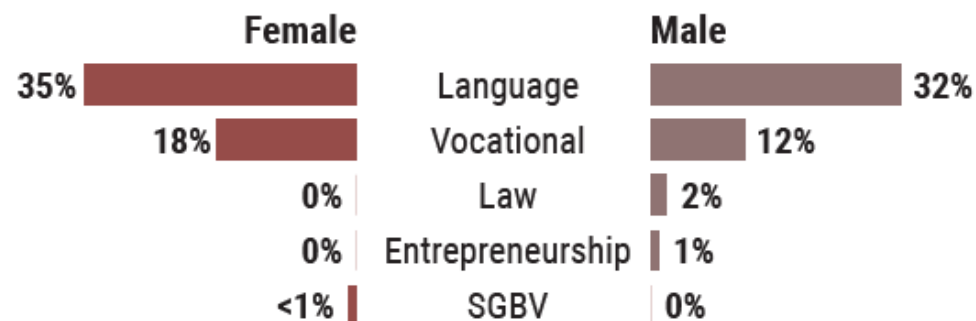
INDIVIDUALS IDENTIFIED AT RISK



Breakdown by Demography



Breakdown by type of Training and/or Awareness Raising





Livelihoods Sector 2018- Gender

LIVELIHOOD SKILL TRAININGS

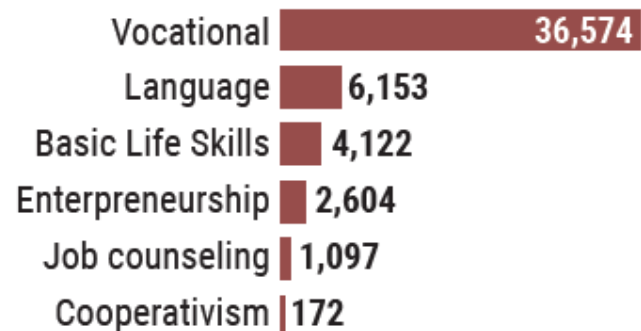
of individuals completed trainings (vocational, language and all types of livelihood skills)

44%

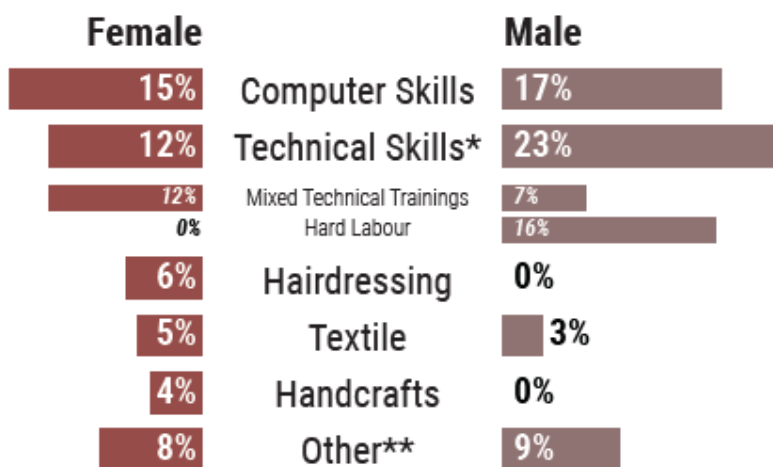
Reached / Targeted

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

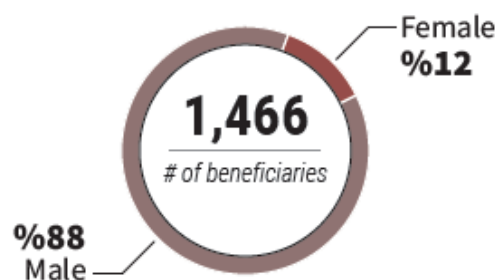


Livelihoods Sector 2018- Gender

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%

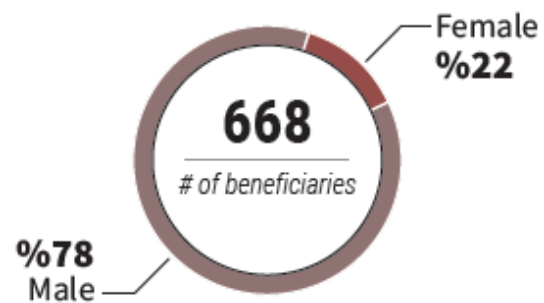
Income Generation activities provided by partners

Self-Employment
20%



Income Generation activities provided by partners

Cash for Work
35%





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

- 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

- 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

- 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

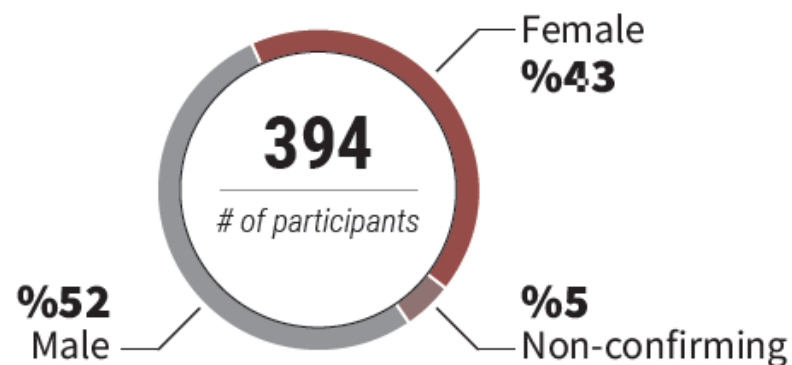
▪ Private Sector Survey

- 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!

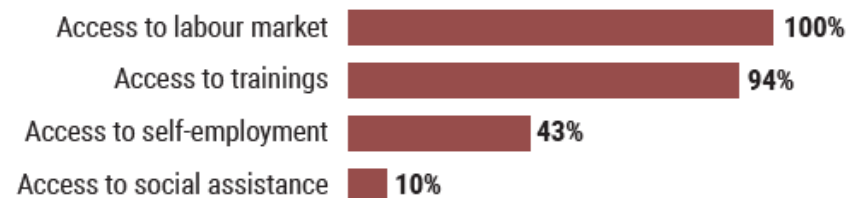


UNHCR 2018 Participatory Assessment on Livelihoods

Breakdown by Gender



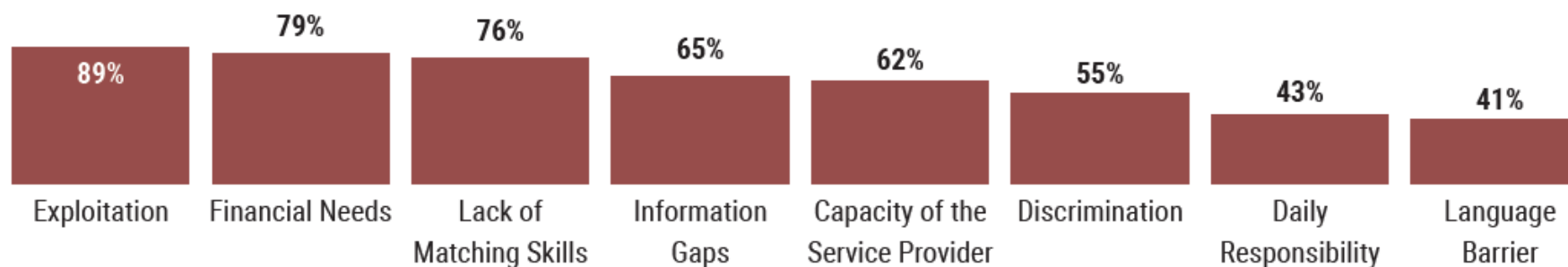
Mentioned barriers for better livelihood opportunities**



Mentioned risks in labour market**



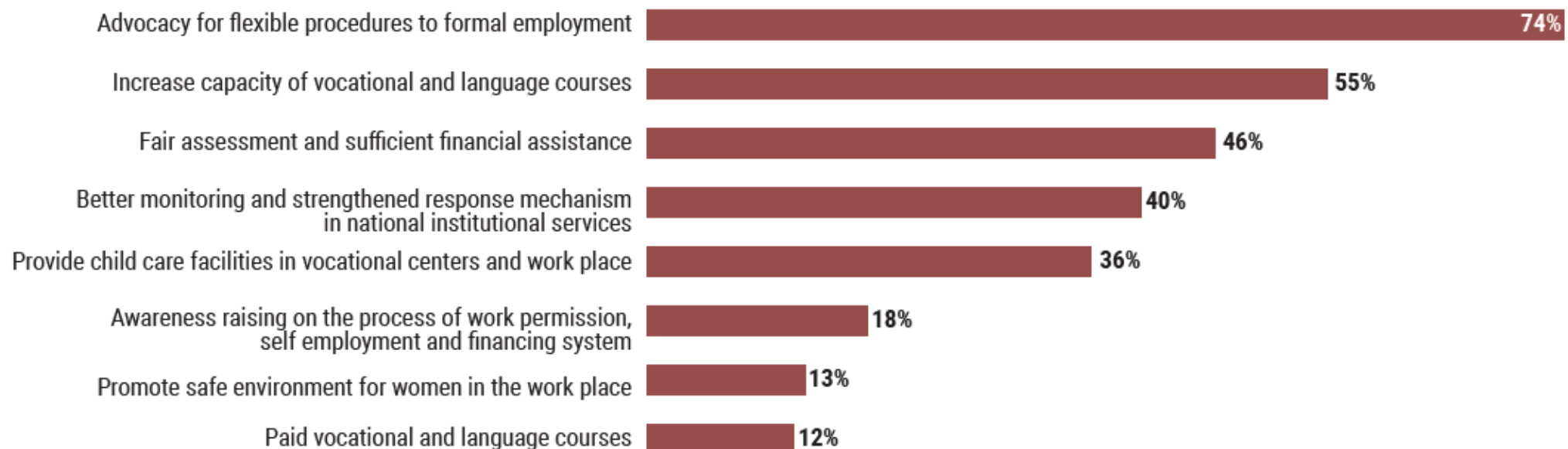
Top Causes Identified by Female Respondents**





UNHCR 2018 Participatory Assessment on Livelihoods

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
Ankara, Turkey
22 MAY 2019

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:

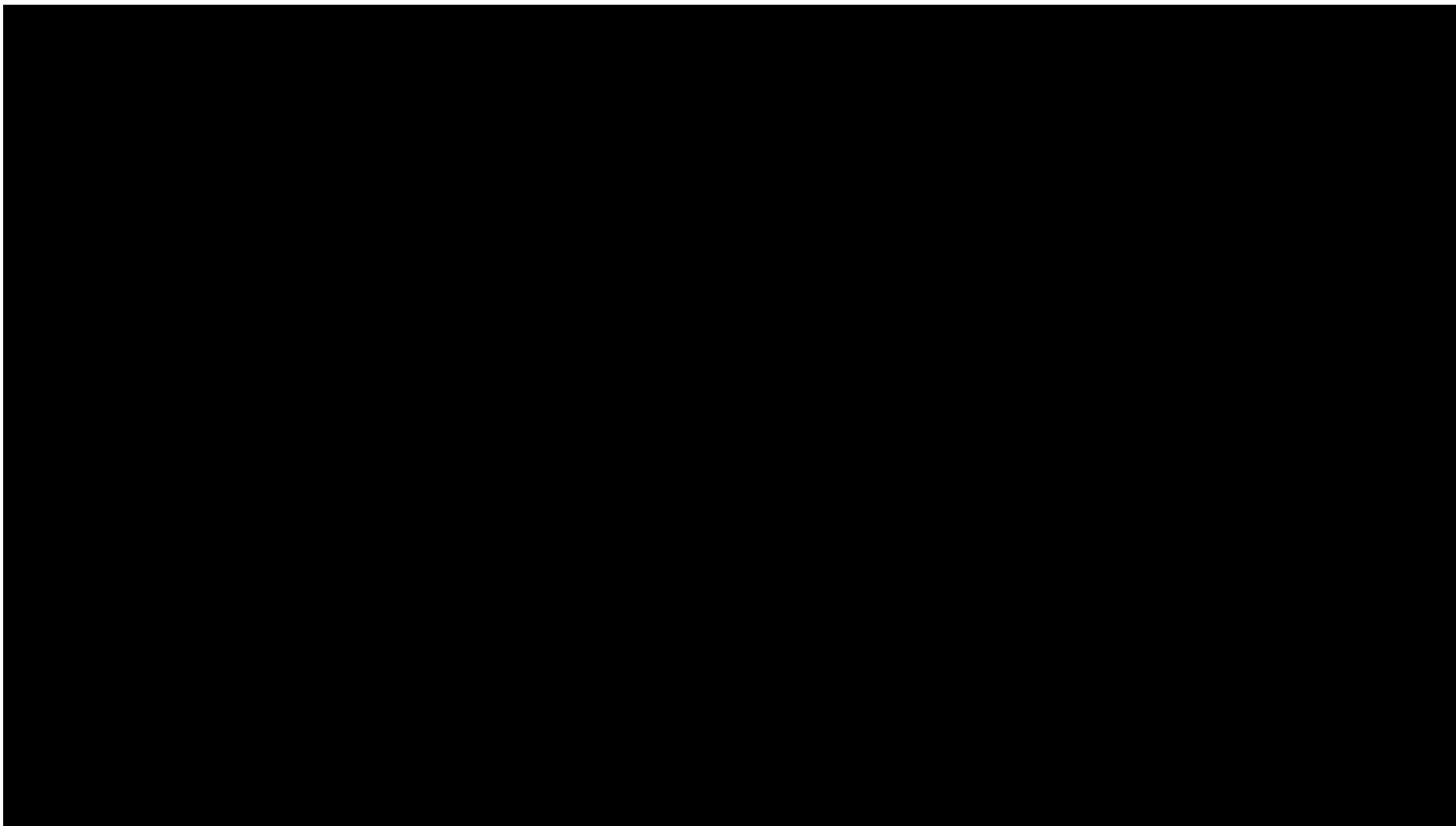
- Women lead, participate in and benefit equally from governance systems
- Women have income security, decent work and economic autonomy
- All women and girls live a life free from all forms of violence
- Women and girls contribute to and have greater influence in building sustainable peace and resilience, and benefit equally from the prevention of natural disasters and conflicts and humanitarian action

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?

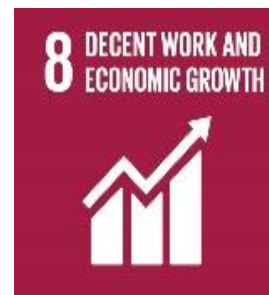
- ✓ Because humanitarian crisis disproportionately affect women!
- ✓ Wars, natural disasters and related crisis situation have profoundly different impacts on women, girls, boys and men.
- ✓ They face different risks and are victimized in different ways.
- ✓ It is our responsibility to ensure that all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

Equal access to quality of services!

Sustainable Development Goals:

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

SDGs:



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

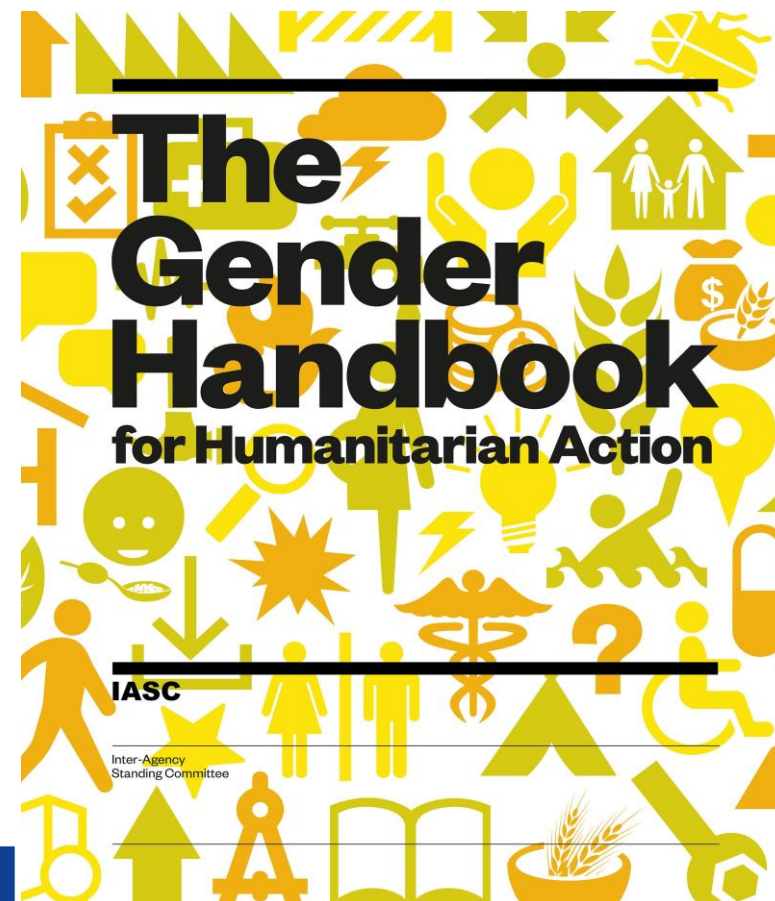
Integrating gender equality is essential in humanitarian action to:

- 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

The Inter-Agency Standing Committee (IASC) published the first Gender Handbook in Humanitarian Action in 2006, republished in 2018.

The purpose of the handbook was to provide humanitarian actors with guidance on **gender analysis**, **planning** and **actions** to ensure that the needs, priorities and capacities of women, girls, men and boys are considered in all aspects of humanitarian response.

ONLINE COURSE!



Funded by
European Union
Civil Protection and
Humanitarian Aid

This project is supported by funding
from the European Commission's
Directorate-General for European
Civil Protection and Humanitarian
Operations (ECHO).

IASC
Inter-Agency Standing Committee

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
Code 2A	Gender mainstreaming – potential to contribute significantly to gender equality
Code 2B:	Targeted action – project’s principal purpose is to advance gender equality
Code 1	Potential to contribute in some limited way to gender equality
Code 0	No visible potential to contribute to gender equality
Code N/A	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

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 / Pinar Altan Yurkkay

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

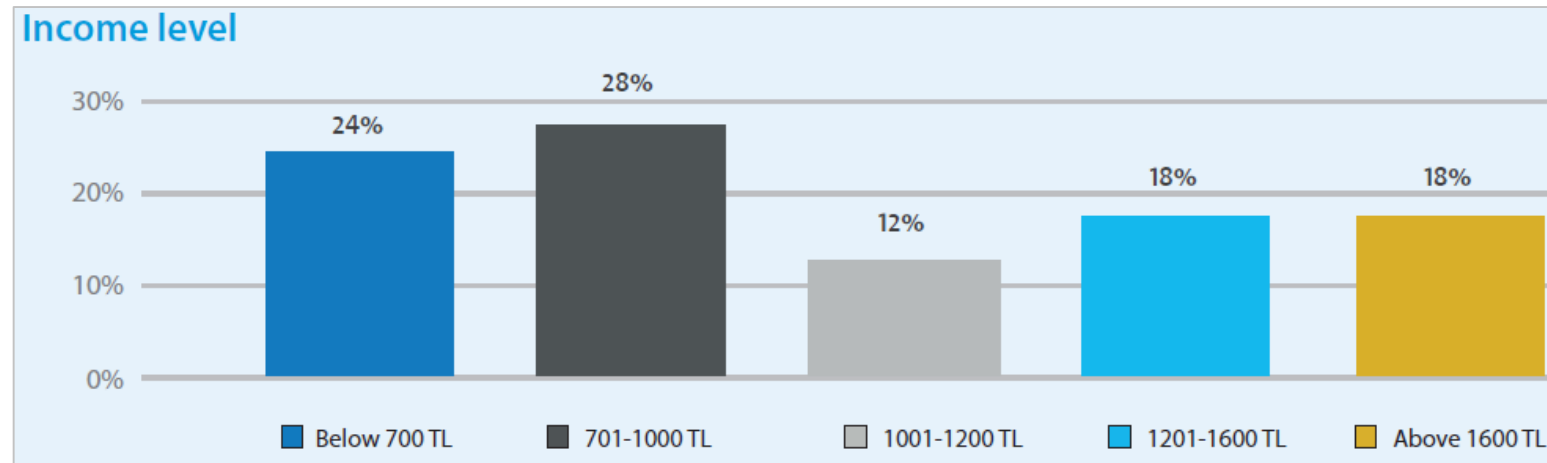
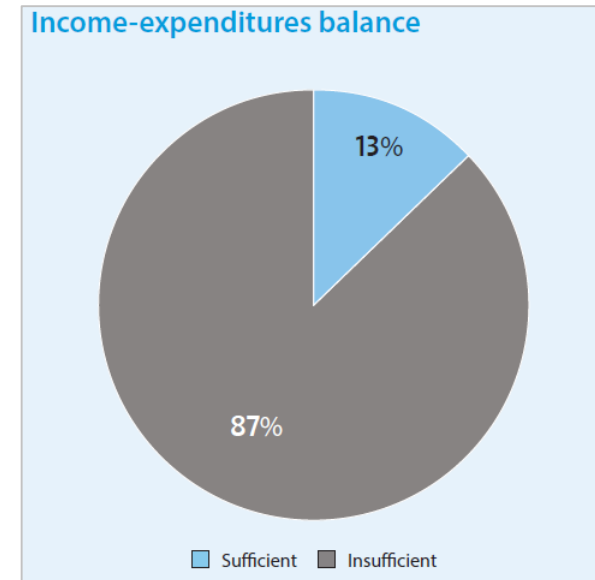
Assessment attempts to:

- 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**.

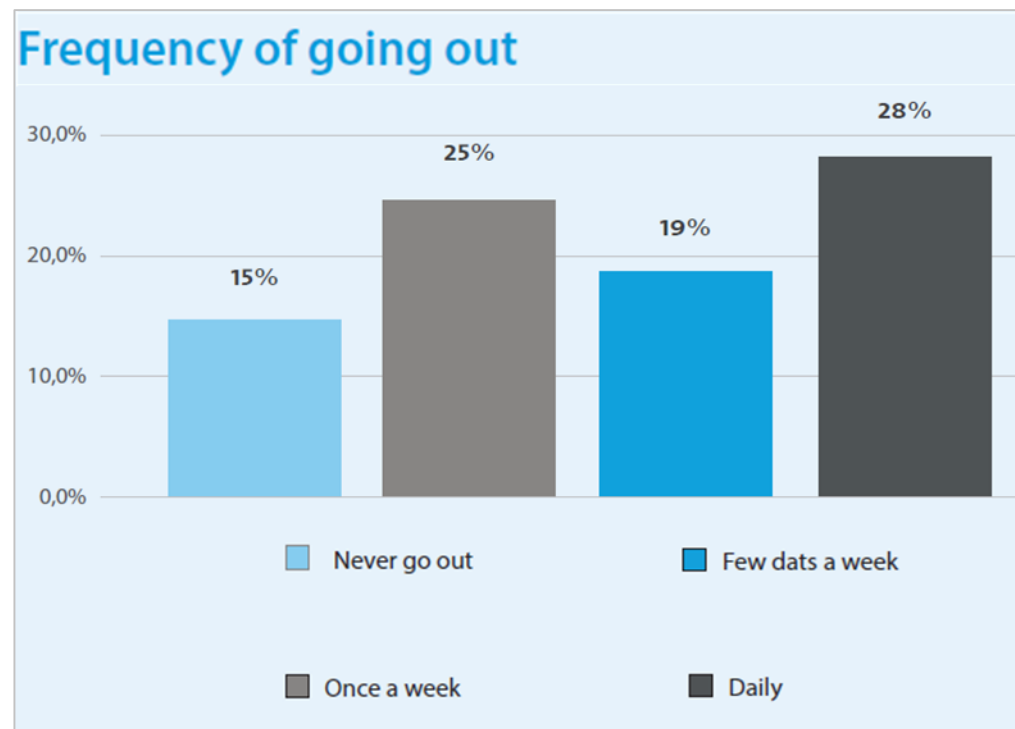
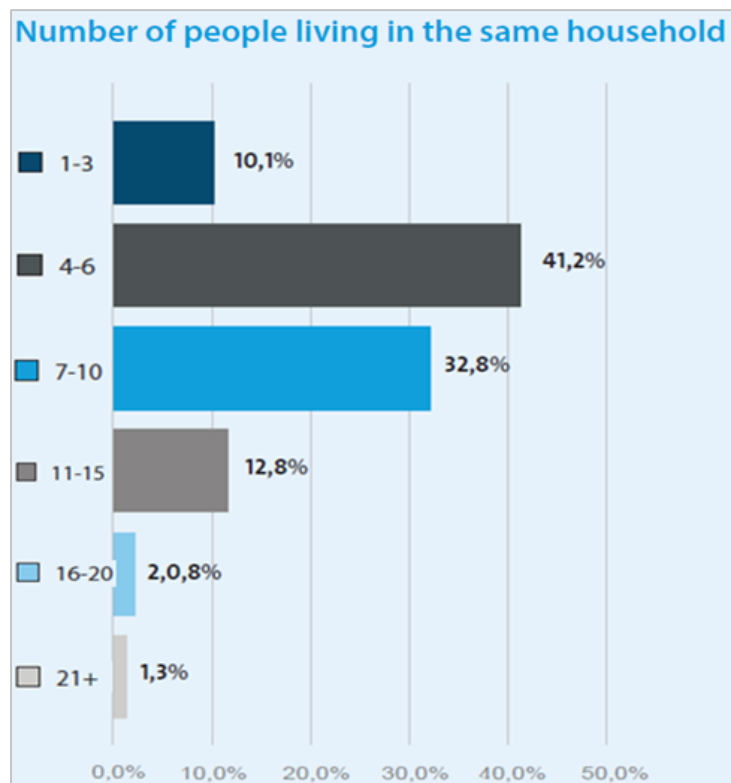
Methodology:

- **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.

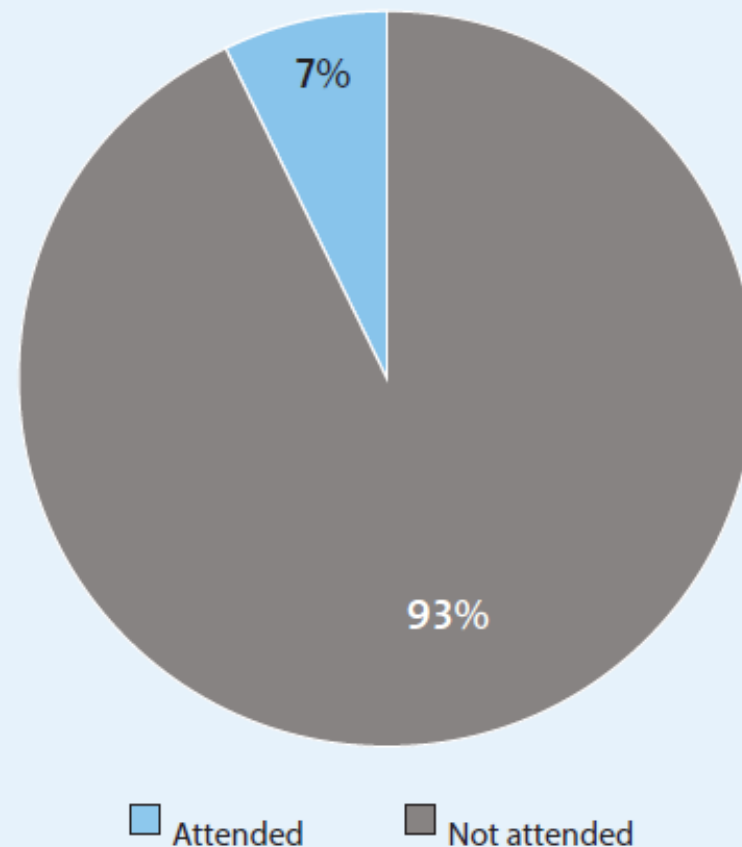


- Women experience less freedom of movement and confined for long hours in unhealthy conditions.
- Almost half (48.7%) are living in households larger than seven people. 36% described their place as bad or very bad to live in.
- 52.3 % have been living in their current house for less than one year or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

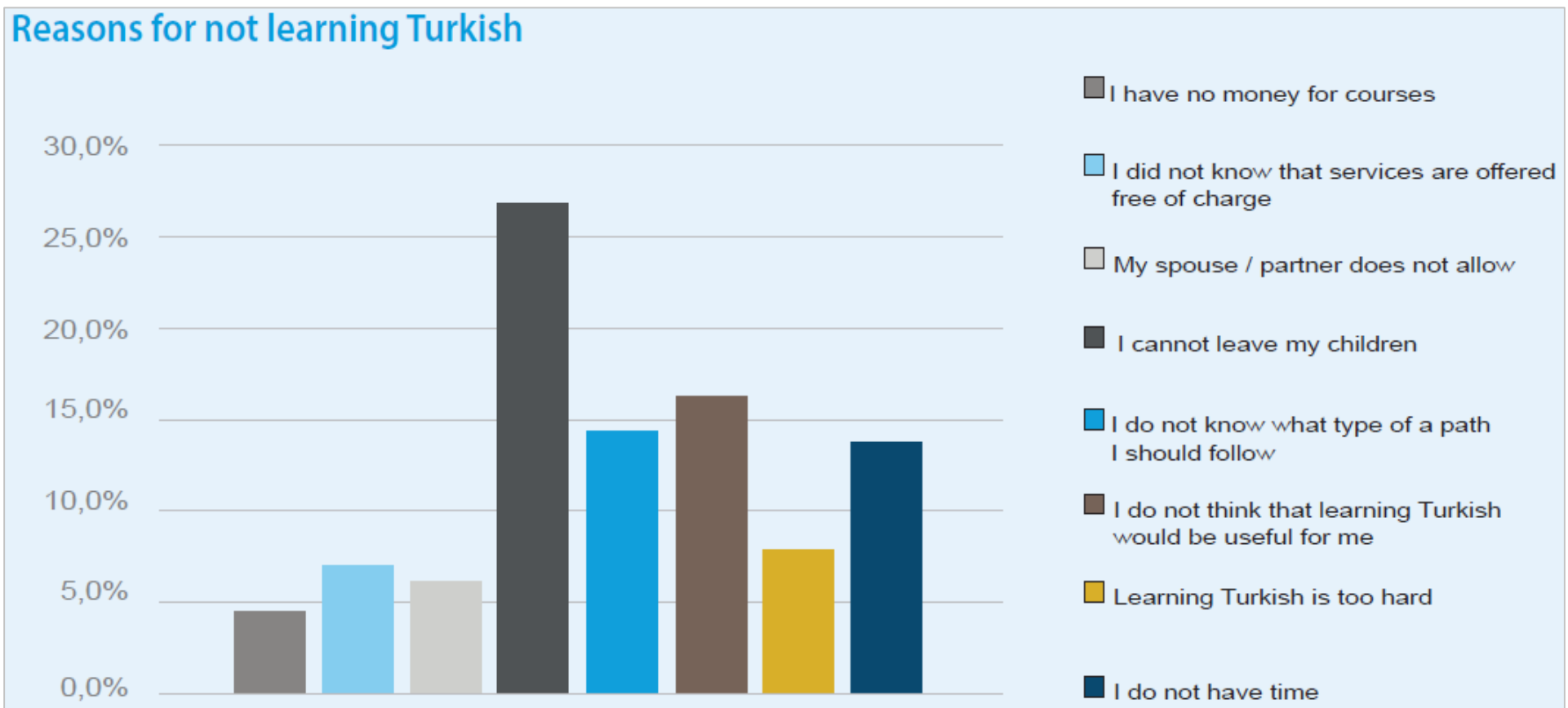


- There is a large drop in school attendance from 15 to 17, a 37% decrease for girls and 27% for boys
- The most preferred vocational training subjects were hairdressing and needlework as they provide an income without interfering with childcare responsibilities and are closely related with traditional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

Share of Syrian women attending vocational training

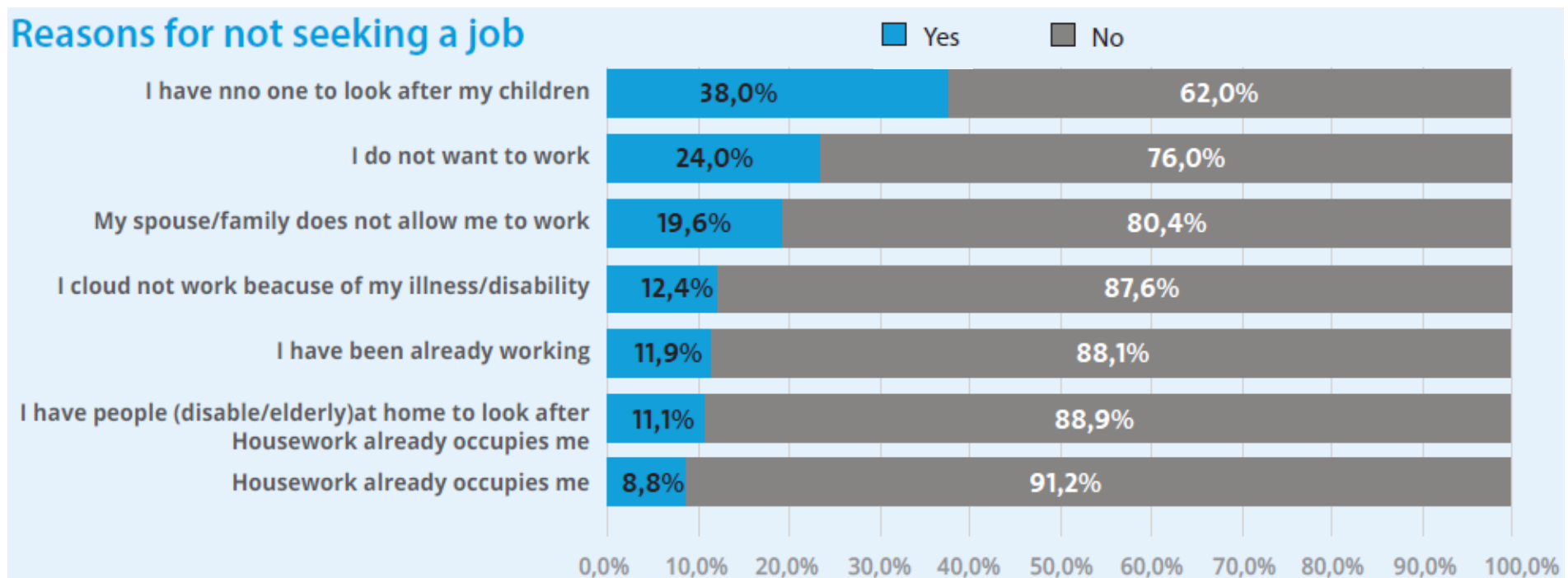


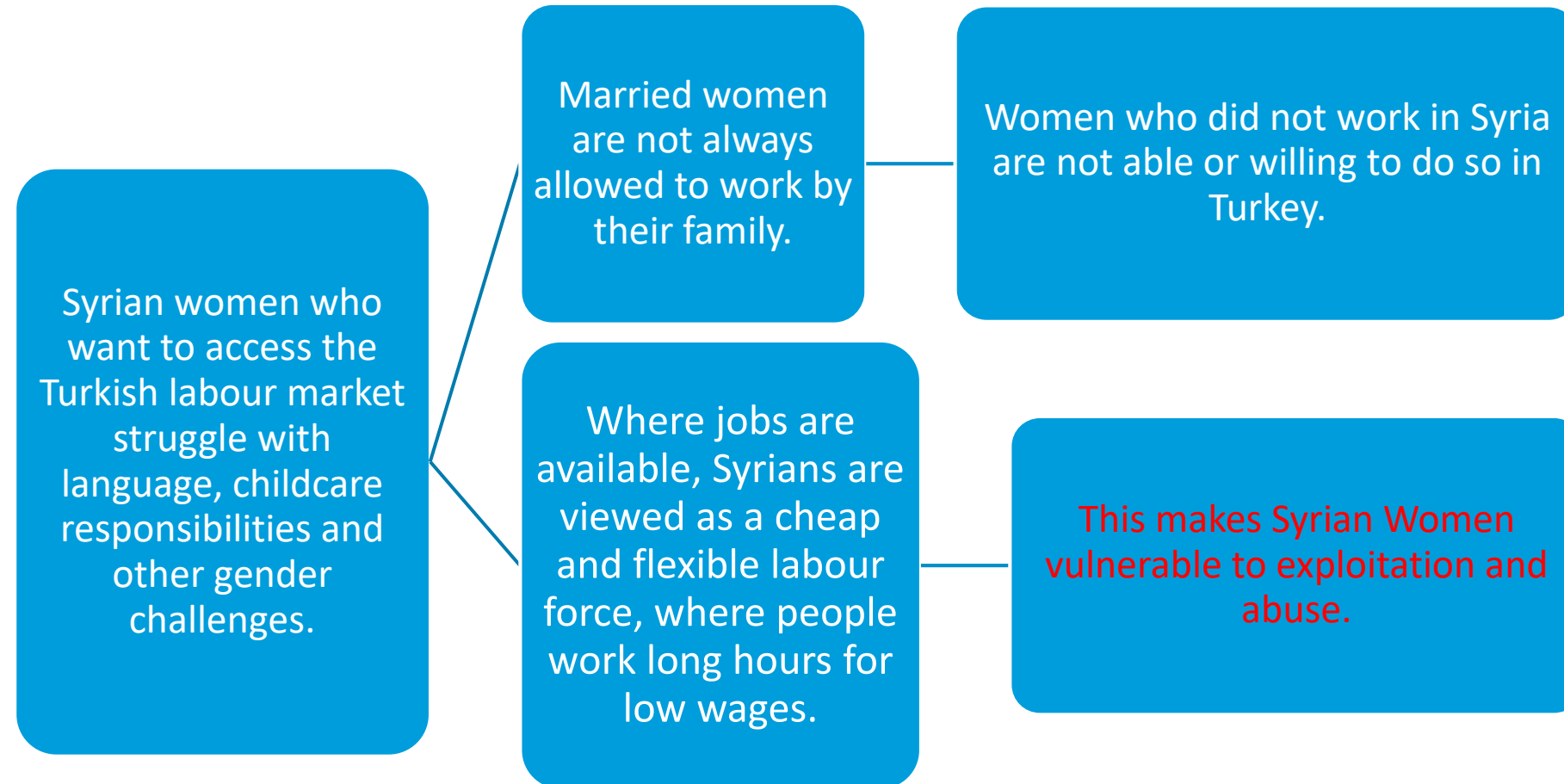
Only 19.2% of those who stated that they could speak Turkish (29.8%) said that they have attended a Turkish language course



- 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





“Yes, I looked for a job. But they either wanted the language or said no outright. Only there was a woman, they wanted me to look after an elderly, stay at the house 24 hours but I have three children, how will I look after them?” said E. (33 years old, widow with three children, living in Şanlıurfa).

Long working hours leave them less time to fulfil caretaking and domestic responsibilities, and insufficient childcare affects them as much as women of the host community. **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

- 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**



“We are the ones working and we are the ones doing housework. All my responsibilities have increased. When we were in Syria, my husband used to work, and I used to do housework and raise the children. **But here, things are different, I have all the responsibility.** I bathe the children, I work, I clean, I go to the market. My husband is at home,” (Gaziantep, focus group discussion with Syrian women).

A Syrian female opinion leader in Istanbul stated that sexual abuse in the workplace is common: “Number of women encountering sexual abuse in their workplace is really high. **Most of the women who come for an abortion express that they got pregnant because of rape.**”



Child Labour

“I started looking for a job since my husband was jailed. Right now, I am working, and I am the one who is bringing home money. My 13-year-old daughter also started working. We both provide for the house,” said a Syrian woman (Gaziantep, focus group discussion).

- 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.

Refugee women and livelihood

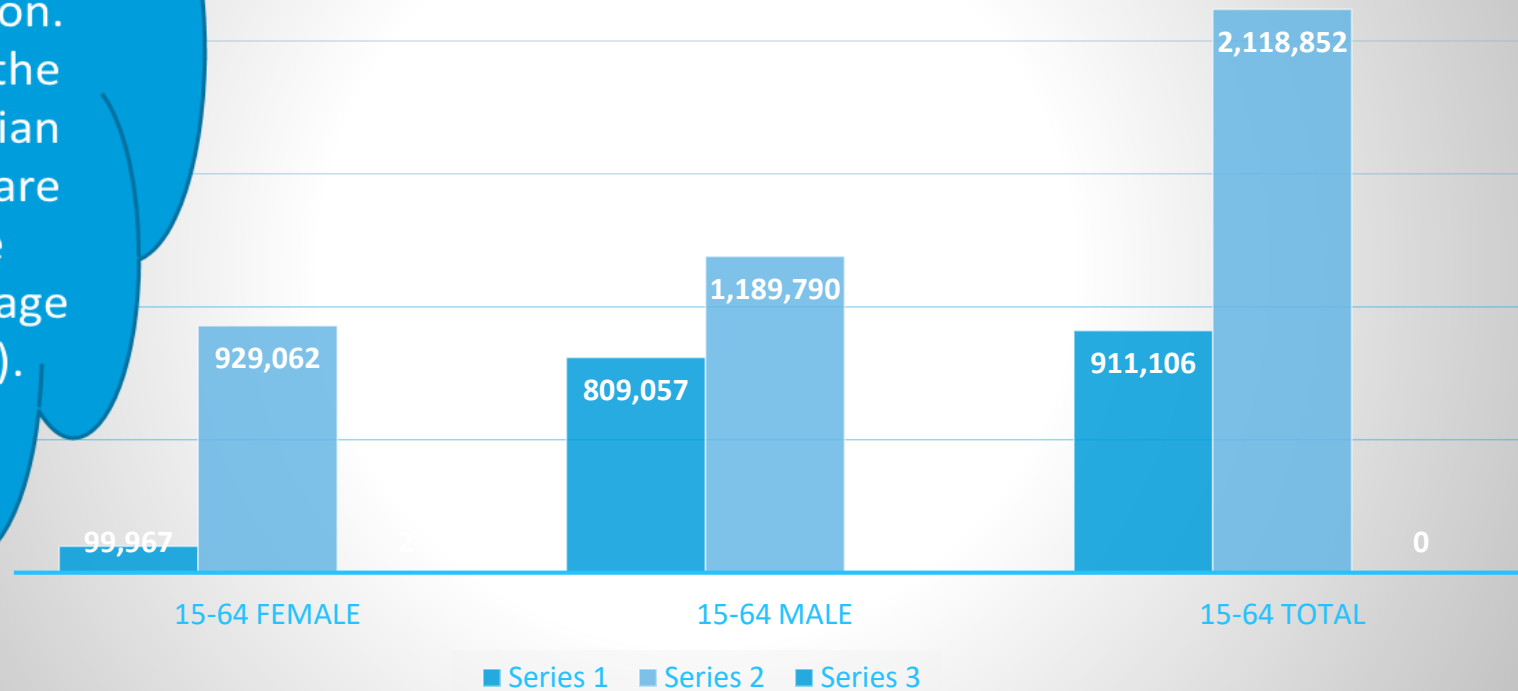
In their attempts to establish a livelihood, women and girls face particular risks. For instance, girls are the first to be pulled out of schools or face early marriage when household livelihoods are on the brink, and women may even risk sexual abuse to protect their families' lives and livelihoods.



A study on early marriage
in Jordan 2011
unicef

Women among SuTP constitute of 45 % of the total population. 56 % of the total Syrian women are at the working age (15-64).

SuTP Labour Force and Employment Analysis (December 2018)

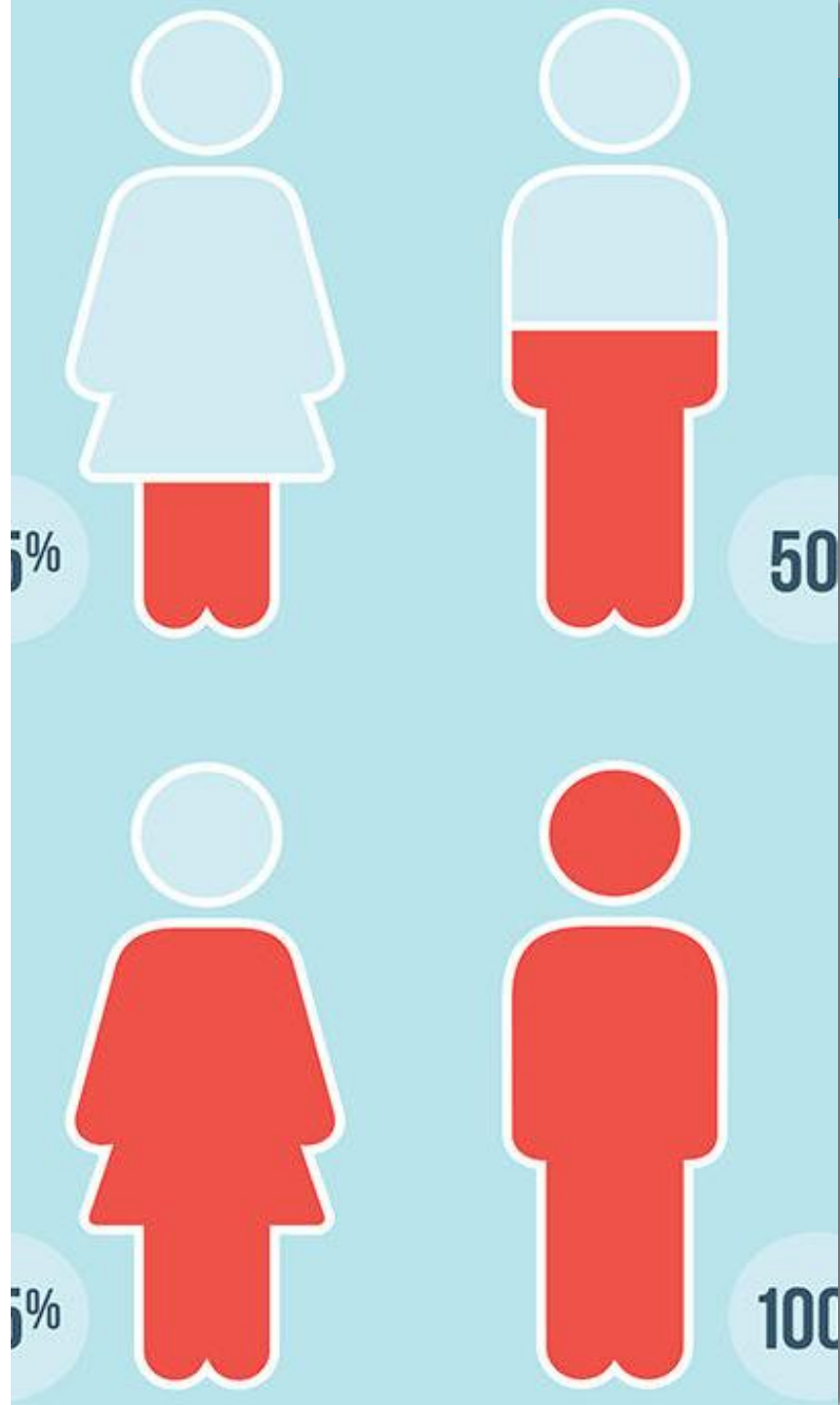


Towards the end of ESSN

Outputs without sex disaggregated data

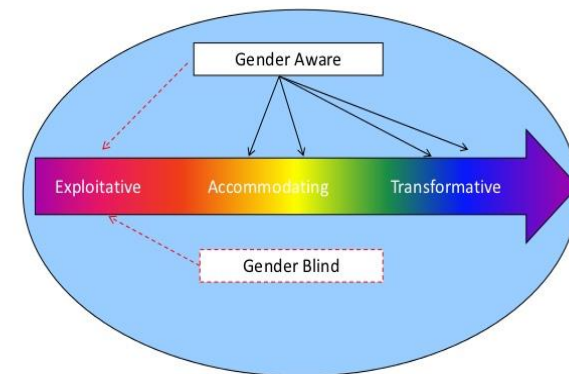
İŞKUR has organized a program for 457.107 people as of November 2018, and the number of SuTP participating in İŞKUR programs is 3.787.

- Considering approximately 500.000 people will benefit from İSKUR programs until the end of the year
- it should be foreseen that 10.000 SuTP would benefit from courses and programs according to the current situation.



- It is generally observed that there is a need for incentives for employers, as employment of SuTP is considered burden on employers in terms of social security contribution.
- In the case that the Syrians are registered workers in designated provinces, a payment can be made to the employer as a bonus as well as the incentive programs.

A stratification of strategies



1. The number of SuTP and **people** with International Protection who applied for ESSN project was 2,330,250.

2. Number of **people** benefiting from this assistance through demographic criteria is 1.486.219.

3. 1,048,553 ESSN **beneficiary** cannot be withdrawn and is below the age of 18 and above the age of 56.

4. Number of **households** benefitting from the ESSN program was 255,273

5. 437.666 **people**, who are benefiting from ESSN and who are in the 18-55 age range, have the capacity to participate in the labour market.

6. Number of **people** expected to participate in the labour market is 167.402, assuming that one person from each household will enter the labour market.



Yes, we need to start collecting more **sex segregated data**

- **Objective 1: Supporting The Graduation From ESSN and Adaptation to the Labour Market of SuTP**
- ALMPs will be provided as one of the tools within the graduation strategy, which will be created for potential 167,402 SUTP.
- **Women** among SuTP constitute **of 45 %** of the total population. 56 % of the total Syrian women are at the working age (15-64).
- It is observed that women among SuTP do not participate in the labour market. **There are several explanations such as cultural barrier, language barrier, previously assumed role in the society and in the family.**

Women have less opportunity to become socialized with the Turkish society as they mostly engage in household issues. There is a need to improve for Syrian women to enhance their contacts with the Turkish labour market. One solution is likely to increase entrepreneurship opportunities. However, **this area is open to improvements through projects.**



Different insecurities require different strategies:

Refugee women and men's experiences in creating and maintaining livelihoods are different.

There is a difference between the strategies adopted and the risks faced by men and women. It is important to document the livelihood strategies that men and women are pursuing, the assets that they rely on for their livelihoods, the policies, institutions and processes that influence their ability to pursue livelihood strategies.

- 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

Thank you!