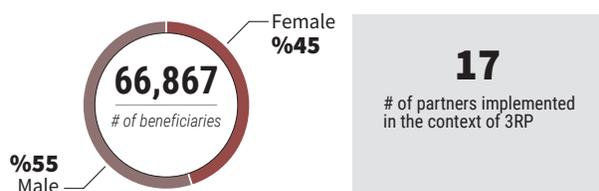
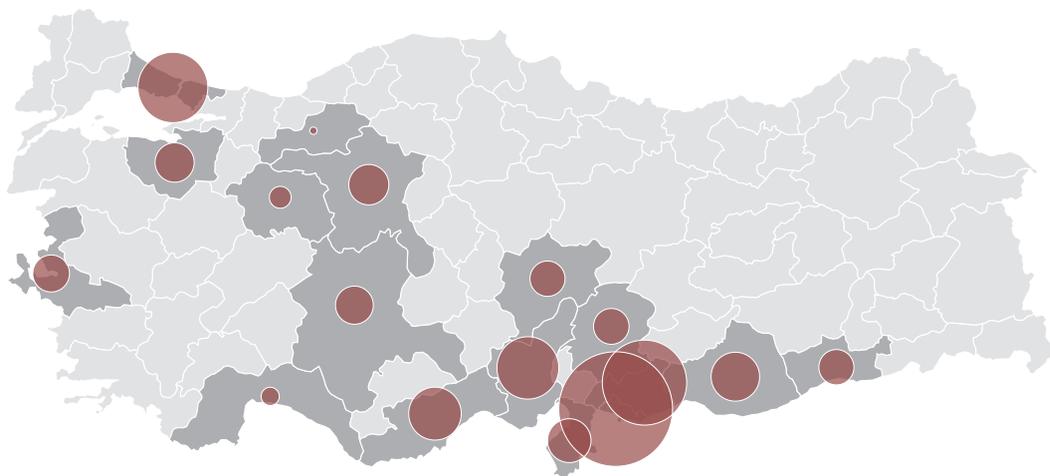




BENEFICIARIES REACHED

2018 Summary



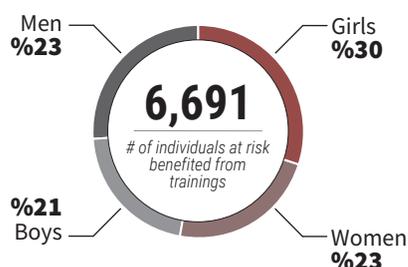
Livelihoods Sector partners specifically target women to support equal access to formal employment opportunities and other services. In 2018, Livelihoods Sector partners provided support to **66,867** Syrians under temporary protection, of the total number of beneficiaries **45%** were female. The number of working Syrian women is very low, and the number of Syrian women entrepreneurs are even lower. In terms of formal work, about **9%** of the work permit for Syrians were granted to female (*MoFLSS database, March 2018*). However, recent studies show that Syrian women are starting to be more open to working. Some of the factors regarding this increase is laws protecting women in so far, support of women's civil society organizations and economic difficulties pushing all family members to work.

The main obstacles for women to enter the labour market are caring children/elderly/people with disabilities and household duties as well as language barrier and fear of sexual harassment in the workplace. Facilitating the entry of a greater proportion of Syrian women on the labour market would require not only addressing practical barriers to accessing work (*lack of transportation option or care facilities*) but also their lack of experience in the labour market and their cultural distance to working. This requires a longer time frame than typical skills training programme, notably as getting women comfortable out of their home and socializing with other trainees/workers/employers and making workplaces safer is in important preliminary steps.

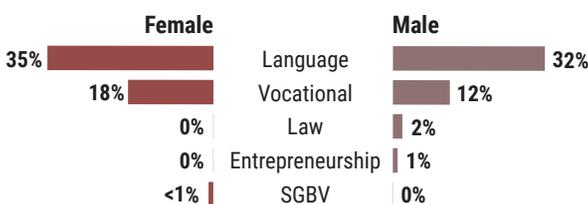
INDIVIDUALS IDENTIFIED AT RISK REACHED



Breakdown by Demography



Breakdown by type of Training and/or Awareness Raising





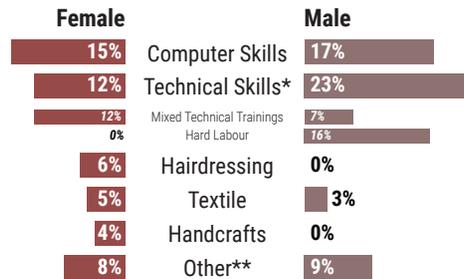
LIVELIHOOD SKILL TRAININGS

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

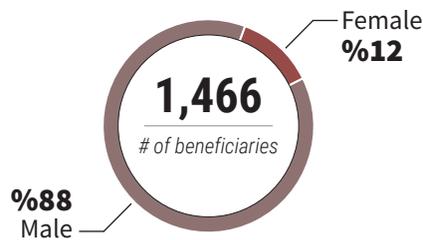


*Technical skills includes machine operator, welding, tailorship, craftsmanship e.g.

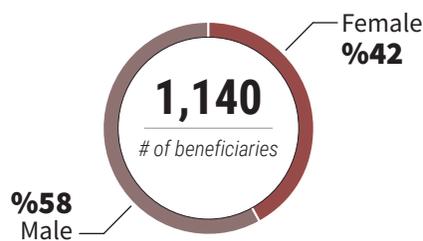
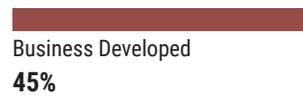
**Other includes finance, agriculture, service industry and clerical

INCOME GENERATION ACTIVITIES

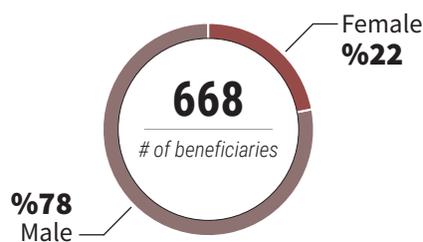
of individuals increased income through income opportunities such as job placement, cash for work and self-employment **12%** **Reached / Targeted**
3,274 / 25,920



Income Generation activities provided by partners



Income Generation activities provided by partners



Income Generation activities provided by partners





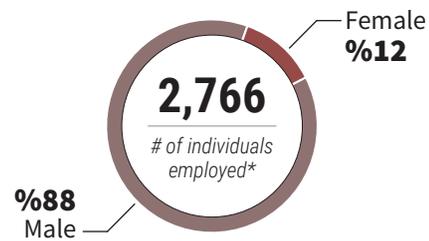
MAPPING OF SYRIAN OWNED ENTERPRISES IN TURKEY

UNDP held a survey exercise on the labour habits among Syrian owned enterprises to identify the diversity of the employment between male and female personnel. Target provinces were Izmir, Mersin, Adana, Hatay, Gaziantep and Kilis. Unfortunately, among the respondent representatives of **300** enterprises, only **3.3%** of them were women.

Employed Personnel by Nationality



Employed Women Personnel by Nationality



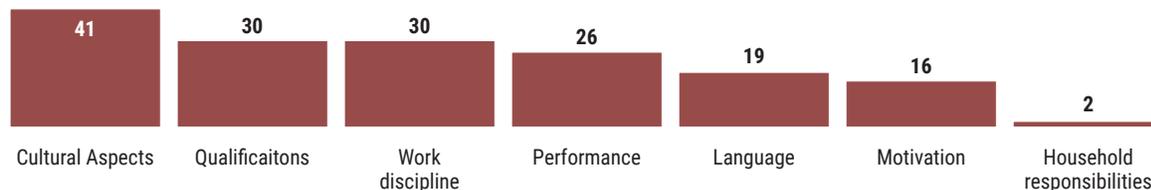
Enterprises established before 2012 are relatively larger and more integrated with Turkish business life than those established later. For example, the average employment at these enterprises is **27%** more than the average employment for all enterprises interviewed. On the other hand, while the overall female employment rate is **12%**, the female employment rate at enterprises established before is **33%**.

Work performance of female employees



No enterprise deemed the work performance of female employees as in the bottom **15%** assessments, while only **13.8%** of the enterprises evaluated the work performance of female employees as average.

Reasons for the non-employment of women



The reasons for the non-employment of women employees were asked to question the low share of female employees at the enterprises despite positive opinions about the work performance of female employees. The responses of enterprises focused on three main areas, cultural, qualifications and discipline.

PRIVATE SECTOR ONLINE STUDY

In the 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. **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. The main motivation for the private sector to employ female employees are replacing the employment gap for the unskilled labour and loyalty to the company and their dedication to the duties/tasks.

TEXTILE SECTOR

The conditions and salaries of security and shopping mall sector obstruct employment in the textile sector. This is the reason that enterprises started to prefer foreigners under temporary protection and to the women labour force. Salary scale is quite assorted between staff; Turkish Men paid more comparing the Turkish Women. The average salary for Syrian Men is less than Turkish Women, while Syrian Women earn the least amount.

PLASTIC SECTOR

The enterprises stated that they do not discriminate religion, language and race. It is stated that especially work permit for employment, work experience, age, honesty, knowledge of the language is important in the selection of staff. They added that they would prefer women workers as they are more loyal and organized but this is unfortunately not convenient due to the nature of the work.

PACKING SECTOR

Due to the high circulation of staff in the packaging department, there is a need for unqualified women workers. It is stated that the preference is to employ women due to the fact that unqualified male staff usually dislike their duties.



PRIVATE SECTOR ONLINE STUDY (CONT'D)

UNDP private sector overview is mentioned below:

- The number of companies completing the online survey is **288** out of 313.
- Main sectors are food, machinery, textiles, chemicals, plastic, furniture, ready-wear.
- **75%** of the respondents were high level executives.
- Companies are mainly medium and small enterprises.
- **3%** of them was multi-national companies.
- Study was held in **27** Provinces.
- **77** bilateral meetings and 7 FGDs were held.

288

of companies responded the online survey

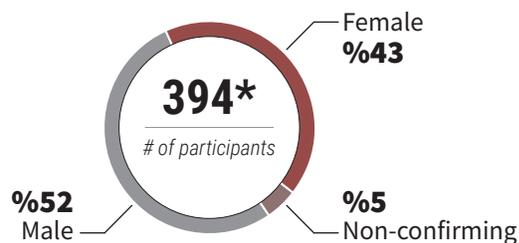
75%

of the respondents were high level executives

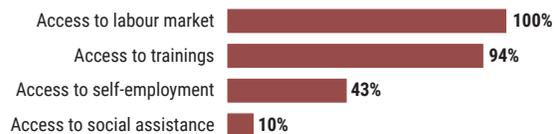
FINDINGS OF 2018 PARTICIPATORY ASSESMENT ON LIVELIHOODS

UNHCR conducted a dedicated participatory assessment on Livelihoods to understand issues in terms of access to and interest in employment opportunities, determine livelihoods patterns, specifically in terms of the correlation between livelihoods, social cohesion and future intentions of persons of concern.

Breakdown by Gender



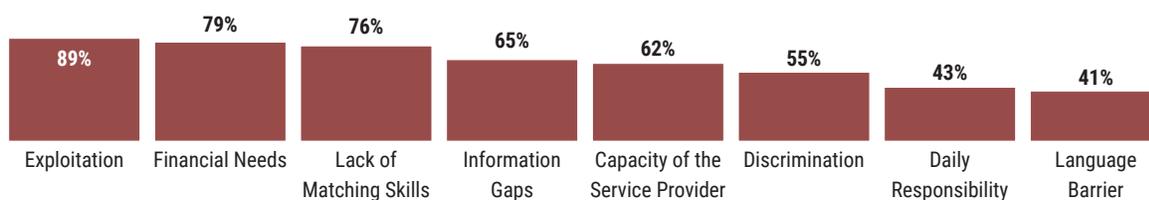
Mentioned barriers for better livelihood opportunities**



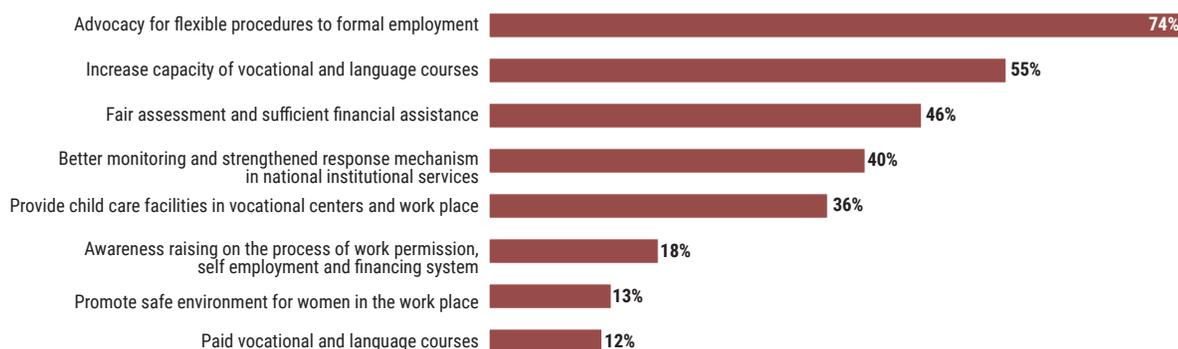
Mentioned risks in labour market**



Top Causes Identified by Female Respondents**



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.