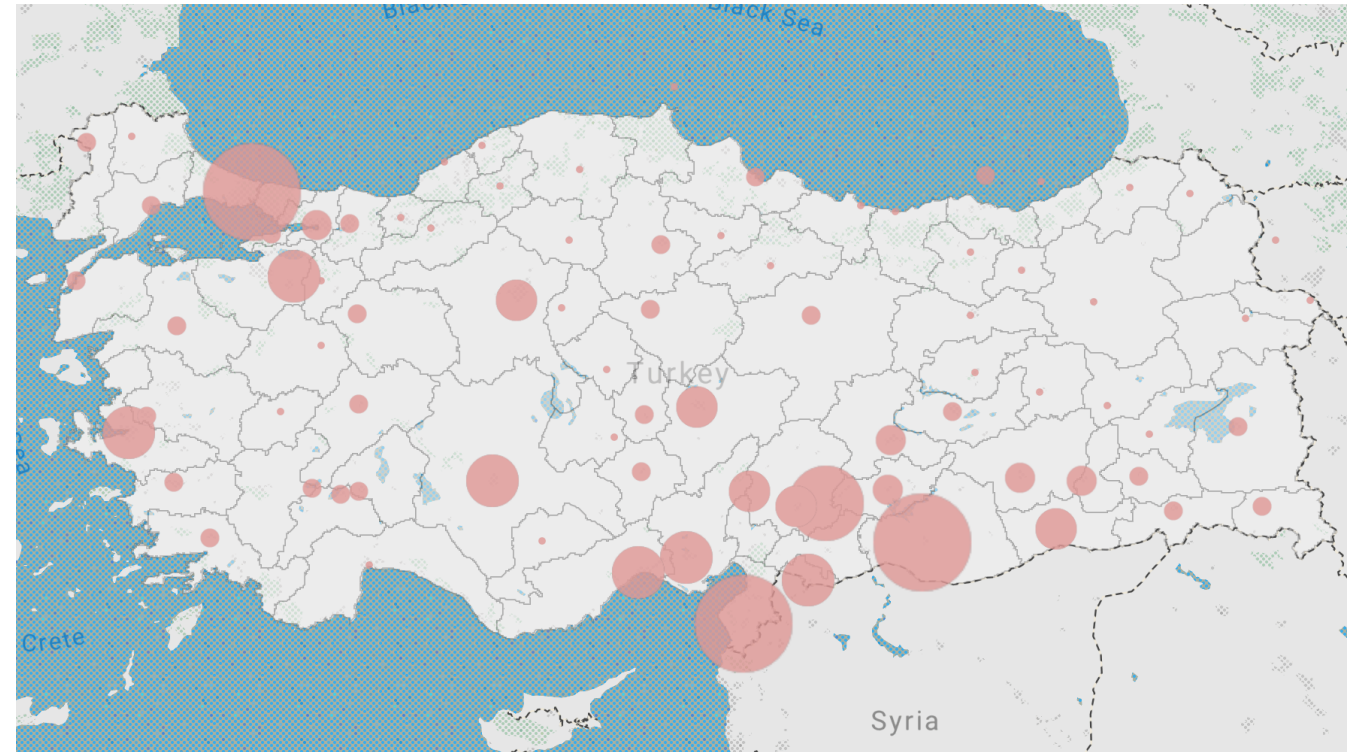


Syrian Refugee Response

- 3.6 Million Syrians displaced
- 60+ organisations responding (**Govt, NGOs, INGOs, UN Agencies**)
- A comprehensive picture of progress in Turkey refugee response is needed.

Density of Syrian Refugees



Coordination Structure & 3RP *Regional Refugee Response Plan*

There are

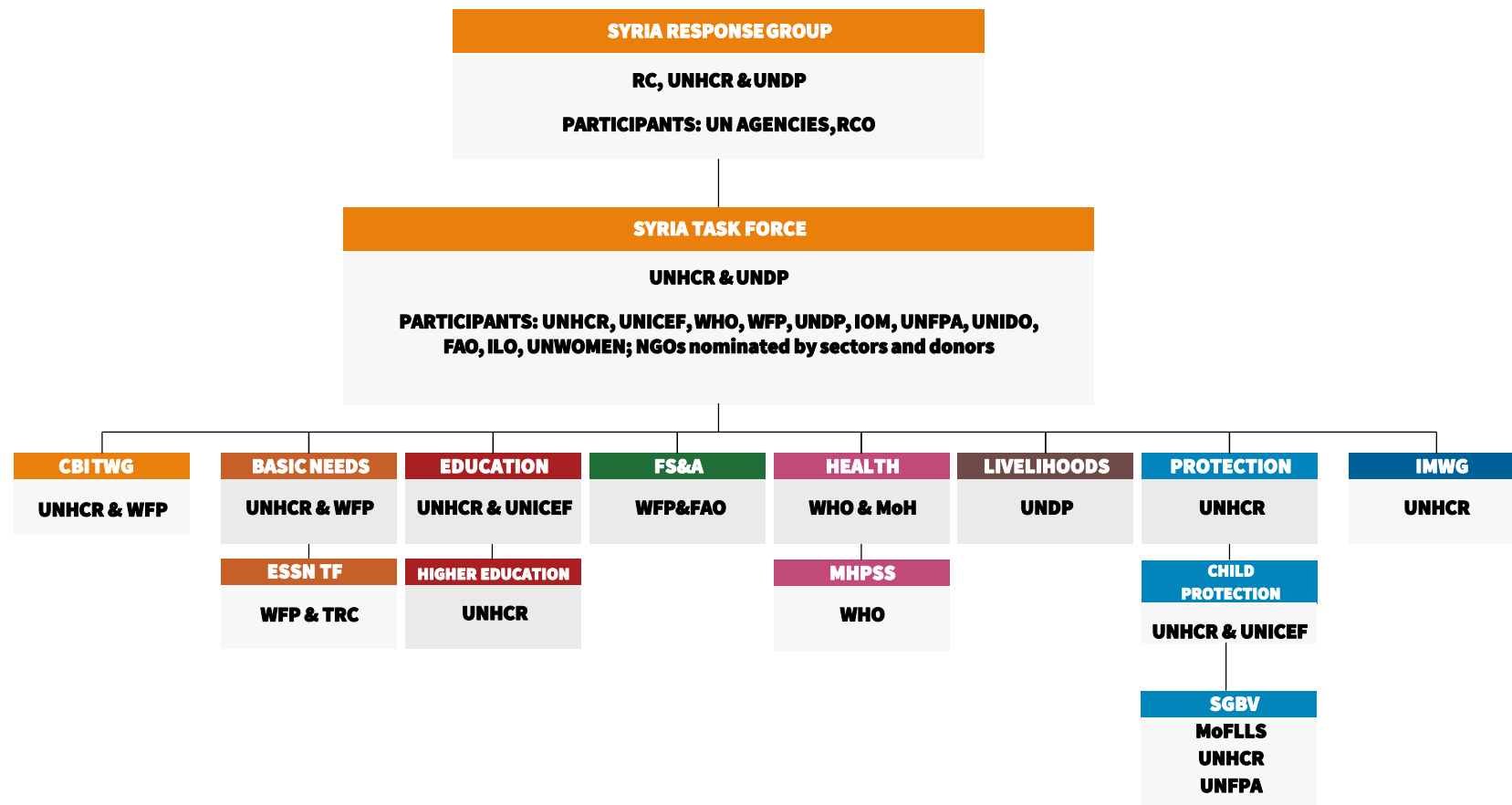
- 6 sectors
- Sub-sectors
- Technical working groups
- Task forces

More detail:

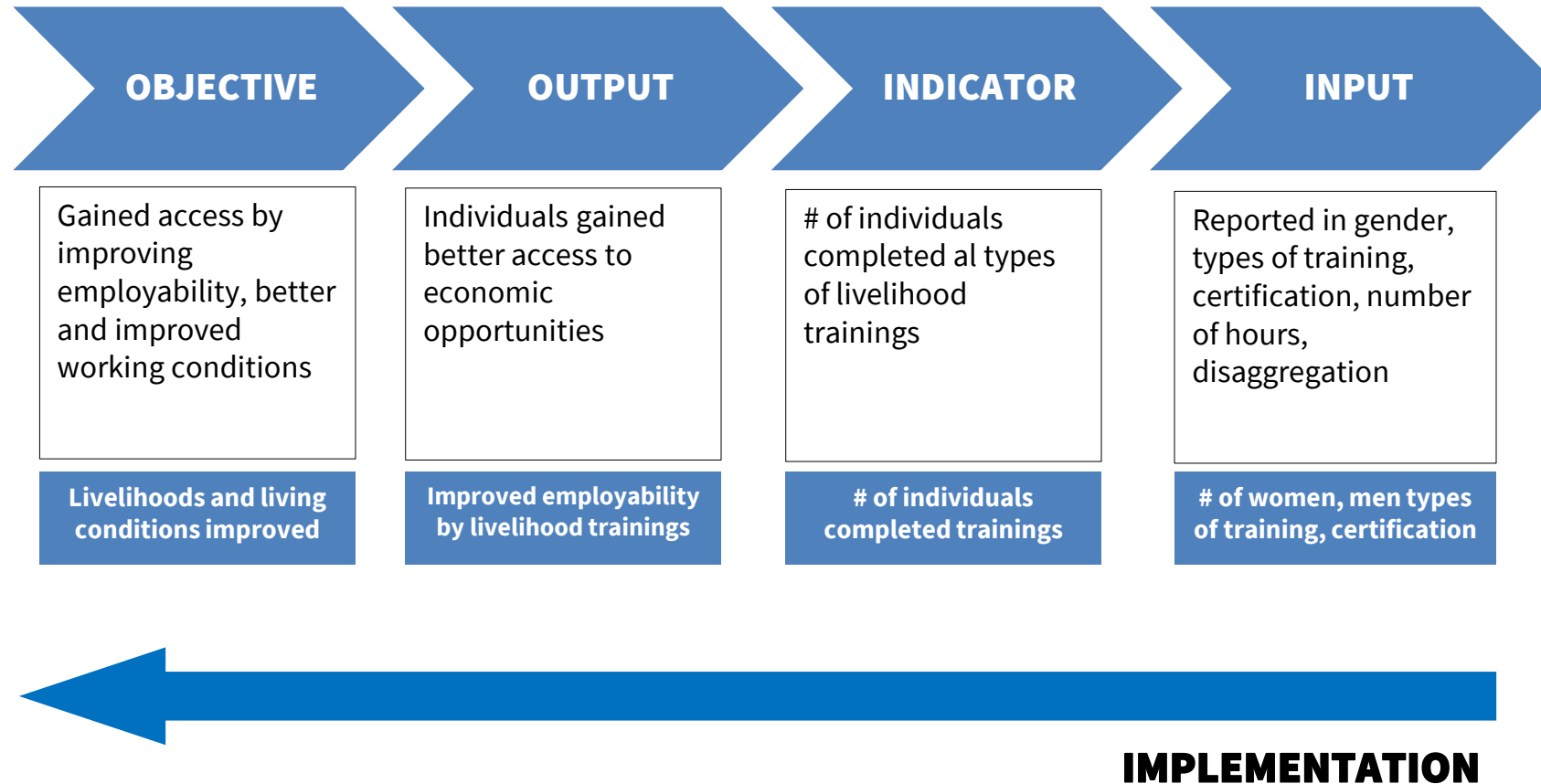
[Turkey coordination structure](#)

[Turkey Information Hub](#)

Organigram of National Level of Coordination



Planning the Response



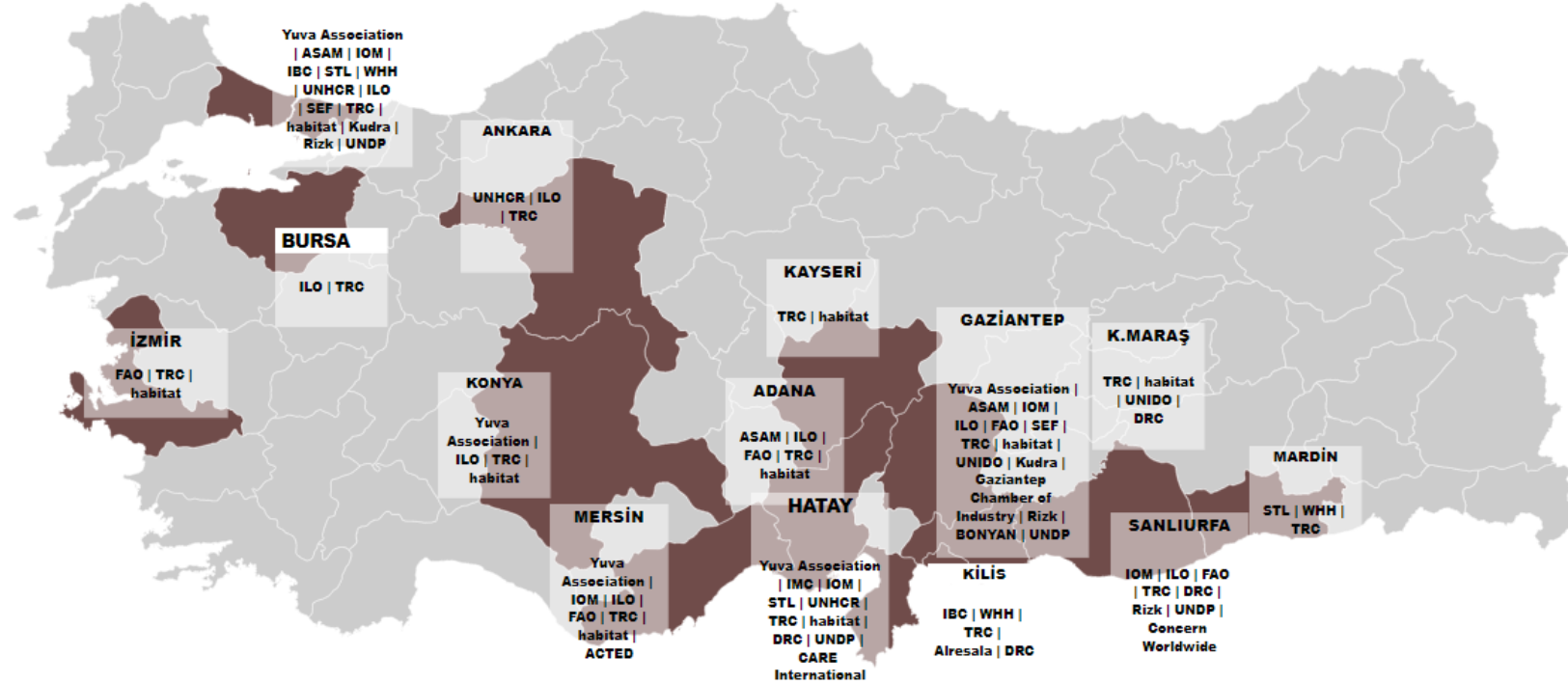
2018 Achievements



Partners by Province

District List

ISTANBUL



Number of Beneficiaries Reached

66,867



1,264

of Syrian men and women or host community members started/developed entrepreneurship /business

2,159

of Syrian refugees or host community members increased income through job placement, self-employment and income opportunities such as cash for work

6,691

of youth and individuals identified at risk benefiting from training and awareness raising disaggregated by gender

158

of individuals who are survivors of GBV receiving livelihoods support, including PSS and specialized support

147

of community based livelihoods activities, targeting social cohesion and conflict prevention implemented

3,492

of persons participating in common events organized for both refugee and host communities to improve peaceful co-existence

50,722

of Syrian or host community members completed trainings (e.g. technical vocational, language, skills, and all types of livelihoods skills trainings)

2,611

of male and female impacted community members assisted with individual counselling, job counselling and business mentoring/coaching

87

of pilot initiatives launched or alliances formed to increase public/private sector engagement aimed at creating livelihoods opportunities for impacted communities

Implementing Agencies

YUVA	UNWOMEN	UNIDO	UNHCR	UNDP	SEF	RIZK	Kudra	IOM	ILO	IBC	ASAM
------	---------	-------	-------	------	-----	------	-------	-----	-----	-----	------

Supporting Agencies

Yuva Assoc...	WHH	UNIDO	UNHCR	UNDP	TRC	STL	SEF	Rizk	Kudra	IOM	IMC	ILO	IBC	habitat	Gaziantep ...	FAO	DRC	Concern W...	CARE Inter...	BONYAN	ASAM	Alresala	ACTED
---------------	-----	-------	-------	------	-----	-----	-----	------	-------	-----	-----	-----	-----	---------	---------------	-----	-----	--------------	---------------	--------	------	----------	-------

How to Monitor Activities?

At the start of the year, sectors set objectives, outputs and activity indicators and decide how to measure progress towards those goals.

What is an indicator?

Variable that indicates or shows a given situation, and hence can be used to measure change

Example:

Objective: Improved livelihoods and living conditions, including better and improved decent work conditions both for Syrians and host communities

Output: Syrian and/or impacted host communities gained better access to economic opportunities and gender sensitive active labour market

Indicator: # of Syrian men and women or host community members employed through public infrastructure and environmental assets improvement such as cash for work programmes

Where do we report progress? On ActivityInfo

Guidance for indicators

3RP Livelihood Sector (2019-2020) Indicator Guidance Notes

Content

Introduction.....	3
Output 1.1 Improved economic opportunities for specific Syrian groups such as youth and most vulnerable (SGBV survivors and victims of child labor) Syrians and host communities.....	4
1.1.1 # of youth and individuals identified at risk benefiting from training (e.g. vocational and language skills) and awareness raising (e.g. labor and employment laws)	4
1.1.2 # of youth and individuals identified at risk gaining income through employment or business disaggregated by gender.....	5
1.1.3 # of individuals who are survivors of GBV receiving livelihoods support, including PSS and specialized support (individual or in groups)	5
Output 1.2 Promoting inclusion and peaceful co-existence among Syrians, host communities And other local groups.....	6
1.2.1 # of community-based livelihoods activities, targeting social cohesion and conflict Prevention.....	6
1.2.2 # of persons participating in common events organized for both Syrians and host Communities to improve peaceful co-existence.....	6
Output 1.3: Syrian and/or impacted host communities gained better access to economic opportunities and gender sensitive active labour market.....	7
1.3.1 # of Syrian men and women or host community members completed trainings (e.g. technical vocational, skills, and all types of livelihoods skills trainings)	7
1.3.2 of Syrian men and women or host community members employed through public infrastructure and environmental assets improvement such as cash for work programmes.....	8
1.3.3 # of Syrian male and female and affected host community members increased income through job placement, self-employment and income opportunities.....	8
1.3.4 # of Syrian refugees completed Turkish language trainings.....	9
Output 1.4: Capacities of policy makers and service providers are strengthened to provide livelihoods related support services such as design and implementation of active labour inspection, work permit acquisition and certification/accreditation of skills.....	9
1.4.1 # of advocacy interventions and awareness raising campaigns on labour regulations aimed at duty-bearers (policy makers), and partners/service providers as part of capacity building.....	9

1.4.2 # of male and female impacted community members assisted with individual counselling, job counselling and business mentoring/coaching.....	10
1.4.3 # of pilot initiatives launched or alliances formed to increase public/private sector engagement aimed at creating livelihoods opportunities for impacted communities.....	11
1.4.4 # of Syrian men and women or host community members benefitting from strengthened capacities of public institutions to access employment opportunities.....	11
Output 1.5: Knowledge base expanded to identify and share job opportunities, income generation, business opportunities or other related interventions with focus on the gap between labour demand and supply for male and female workforce.....	12
1.5.1 # of gender sensitive assessments on labour market demand in areas with high concentration of Syrians.....	12
1.5.2 Database for all Livelihoods trained beneficiaries accessible to all partners(y/n)	12
1.5.3 Good practices, lessons learned result of pilot initiatives on jobs barriers and livelihood issues are collected and shared(y/n)	13
Output 1.6: Technical and financial support provided to SMEs and start-ups to enable job creation	
1.6.1 # of start-ups/businesses started/developed including joint ventures and partnerships.....	14
1.6.2 # of SMEs, businesses, institutions supported through business management trainings, financial/non-financial services or technology transfer.	14

New interactive guidance interface for indicators



2019-2020 3RP Reporting Guidance



Inter-Agency
Coordination
Turkey

Protection

Food Security and Agric...

Education

Health

Basic Needs

Livelihoods

Database Name

Turkey Inter-Sector

Search indicator by keyword

Indicator List

Code	Indicator Name
BN111	1.1.1 # of persons benefitting from access to adequate shelter solutions
BN112	1.1.2 # of persons benefitting from transportation services
BN121	1.2.1 # of persons benefitting from cash-based interventions
BN122	1.2.2 # of persons benefitting from Core Relief Items
BN123	1.2.3 # of persons receiving food assistance within TACs
BN124	1.2.4 # of persons receiving food assistance within host communities
BN131	1.3.1 # of persons benefitting from gender-appropriate hygiene, dignity or sanitary items
BN132	1.3.2 # of persons participating in hygiene awareness sessions
BN133	1.3.3 # of persons receiving assistance to conduct household WASH rehabilitation
BN141	1.4.1 # of provinces with access to adequate contingency stock in line with Government planning
BN151	1.5.1 Referral mechanism to access livelihoods operational
BN211	2.1.1 # of municipalities with strengthened capacities for service delivery
BN212	2.1.2 # of municipal infrastructures newly established to expand capacity for service delivery
BN221	2.2.1 # of personnel in welfare agencies trained on the delivery of social welfare services (SASF, TRC, others)
BN222	2.2.2 % of surveyed ESN beneficiaries who are informed about key aspects of the programme (awareness of their entitlement and/or how to contact the programme)
ED1100	# of Syrian children enrolled in ECCE and pre-primary education (formal)
ED1101	Expand community, home and school-based ECE provision in areas hosting refugees
ED1102	Provide ECE kits to centres/ schools
ED1103	Construct, rent and/or furnish new classrooms for ECE (Provide training to service providers and to ECE teachers)
ED1105	Implement parental involvement activities in ECE with the purpose of enhancing social cohesion
ED1200	1200 # of students (5-17 yrs) enrolled in formal education
ED1201	Construct and/or rent new classrooms

ActivityInfo Form Name

Please select an indicator from the list

Numerator

Please select an indicator from the list

Disaggregation

-

Guidance

Please select an indicator from the list

New interactive guidance interface for indicators



2019-2020 3RP Reporting Guidance



Inter-Agency
Coordination
Turkey

Food Security and Agriculture

Education

Livelihoods

Database Name

Turkey Inter-Sector

Search indicator by keyword



ActivityInfo Form Name

Livelihoods Objective 1

Indicator List

Code	Indicator Name
LH111	1.1.1 # of youth and individuals identified at risk benefiting from training (e.g. vocational and language skills) and awareness raising (e.g. labor and employment laws) disaggregated by gender.
LH131	1.3.1 # of Syrian refugees or host community members completed trainings (e.g. technical vocational, language, skills, and all types of livelihoods skills trainings)
LH134	1.3.4 # of Syrian refugees completed Turkish language trainings
LH162	1.6.2 # of SMEs, businesses supported through business management trainings, financial/non-financial services or technology transfer

Numerator

of individuals

Disaggregation

Gender, Age, Specify other: by district and training components

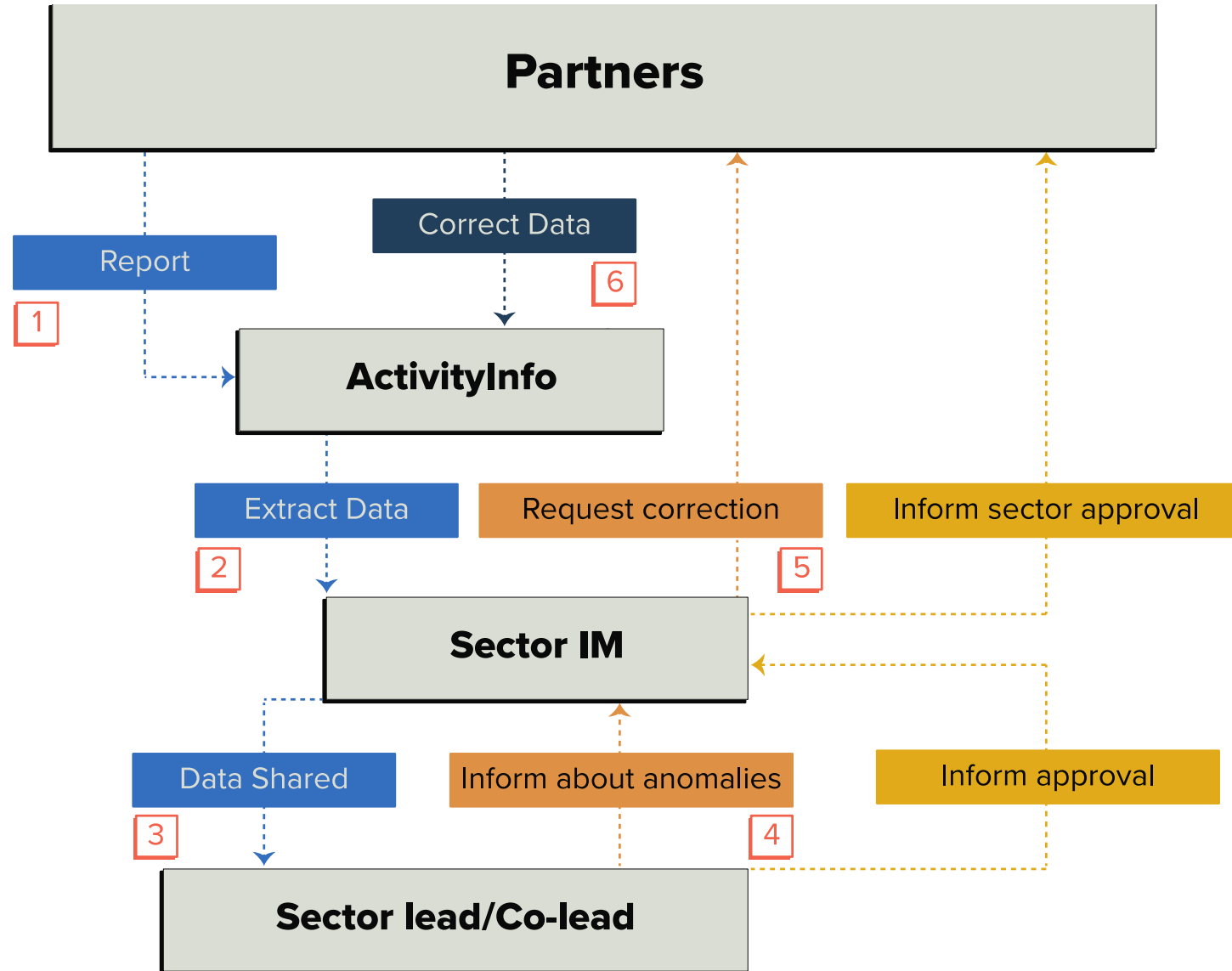
Guidance

Individuals with kind of vulnerabilities that require implementation of measures to ensure their protection, such as Persons with disabilities, Important medical condition, Child or adolescent at risk, women at risk, etc...

Identified or Assessed to be at risk by protection specialists and referred by protection partners for livelihoods support to make them self-sufficient.

Training: All types of training aiming to create or advance the livelihoods opportunities of identified at risk persons. It can be one single training or training Package e.g. :(a. Language training > b. vocational training > c. Job mentoring, etc...).

ActivityInfo Workflow





INFORMATION
MANAGEMENT
FOR EVERYONE

Monitoring & Evaluation software for humanitarian operations

Get started

- Set up your database yourself
- Invite your team and partners
- Analyze results in real-time

Field-tested in the world's most challenging environments

ActivityInfo is software for data collection and reporting which works online and offline. It is optimized for reporting on activities which are geographically dispersed and implemented by multiple partner organizations



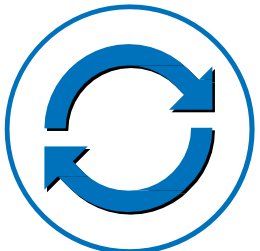
Partner Responsibilities



Report your monthly achievement against the set indicators for each location



Report by the 10th of every month!



Respond to requests for clarification by sector coordinators and IM focal points and tell your sector IM if your focal point changes.

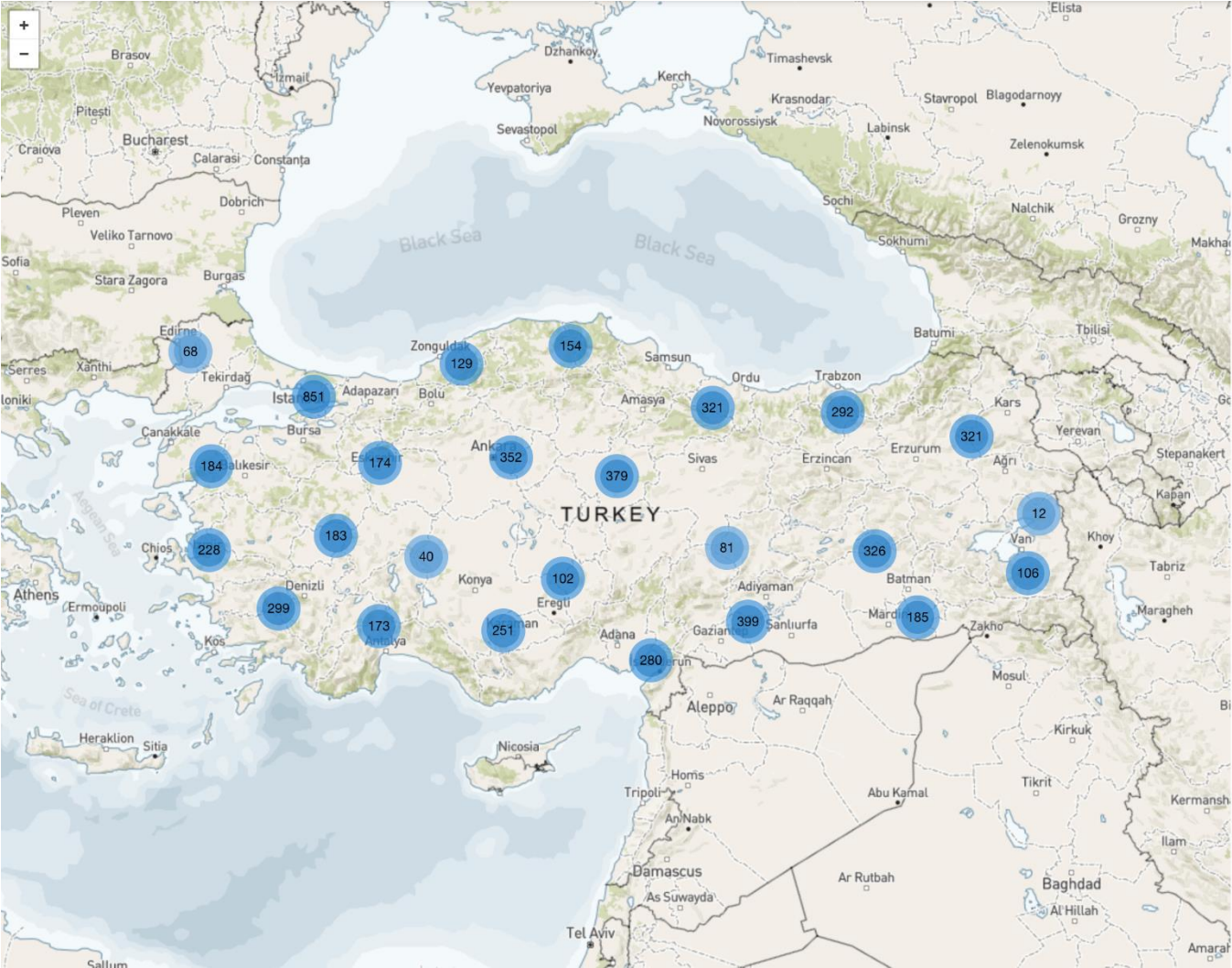
Turkey Information Hub

SECTOR WORKING GROUP PAGES AND ESSENTIAL LINKS

Find the latest updates, guidance documents and upcoming meetings for every sector.



Services Advisor



Services Advisor

To find a service, select from the category or region below. Use the filter button above to further refine your search.

▼ CATEGORY

> Cash	1090
> Education	240
> Food	4
> Health	1367
> Livelihoods	69
> Non Food Items	26
> Protection	3052
> Shelter	0
> Water Sanitation and Hygiene	48

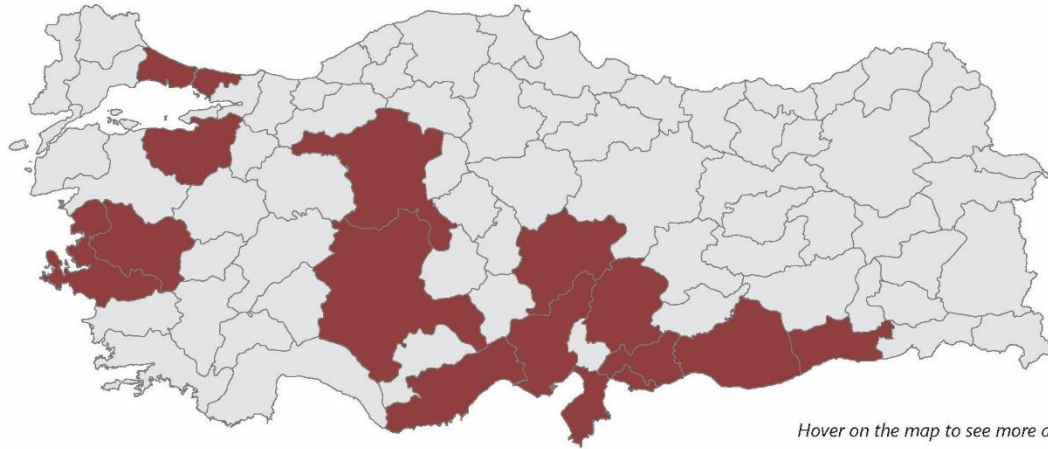
- ▶ REGION
- ▶ ORGANIZATIONS
- Powered by PeaceGeeks



To find information about your rights, obligations and the assistance available to you in Turkey, please visit UNHCR's 'Help' website for refugees and asylum-seekers: <http://help.unhcr.org/turkey>

REPORT FEEDBACK

2019 Monthly Dashboard



Hover on the map to see more details.

INCREASING ECONOMIC OPPORTUNITIES ACCESS TO ACTIVE LABOUR MARKET

789

of individuals identified at risk benefiting from training and awareness raising

6,261

of individuals participated trainings (vocational, language, all types of livelihoods skills trainings)

0

of individuals who are survivor... GBV receiving livelihoods and specialized support, including PSS

100%

PROVISION OF TECHNICAL AND FINANCIAL SUPPORT TO ENABLE JOB CREATION

2

of start-ups/businesses started/developed including joint ventures and partnerships

324

of SMEs supported through business management trainings, financial/non-financial services

13%

87%

STRENGTHENING THE CAPACITIES OF POLICY MAKERS AND SERVICE PROVIDERS

0

of advocacy interventions on labour regulations aimed at policy makers and service providers

0

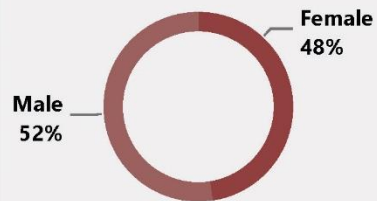
of host community members assisted with counselling and business mentoring

0

of individuals benefiting from strengthened capacities of public institutions to access employment

10,459

of direct beneficiaries reached by the sector



Implementing Agencies

Yuva A...	UNHCR	UNDP	TRC	Syria ...	STL	Concer...	IOM	ILO	IBC	habitat	FAO	CARE I...	Rizk
-----------	-------	------	-----	-----------	-----	-----------	-----	-----	-----	---------	-----	-----------	------

Supporting Agencies

UNWOMEN	UNHCR	UNDP	RIZK	National ...	DRC	ILO	IFRC	IBC	CARE	IOM
---------	-------	------	------	--------------	-----	-----	------	-----	------	-----

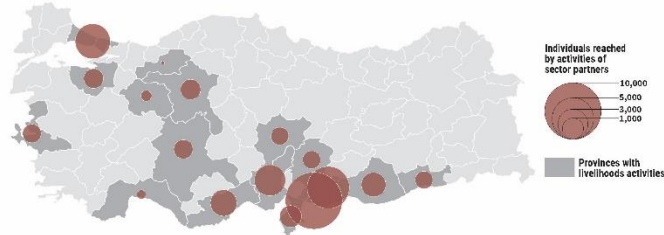
Gender Thematic Dashboards

TURKEY LIVELIHOODS SECTOR | Gender Thematic Dashboard



BENEFICIARIES REACHED

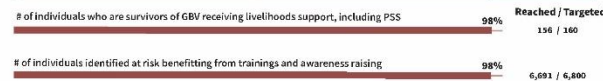
2018 Summary



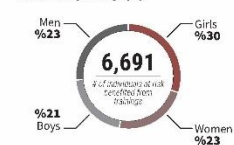
Livelihoods Sector partners specifically target women to support equal access to formal employment opportunities and other services. In 2018, Livelihoods Sector partners provided support to 66,867 Syrians under temporary protection, of the total number of beneficiaries 45% were female. The number of 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 (MaFLSS 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.

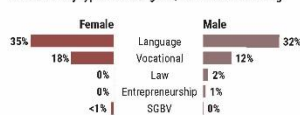
INDIVIDUALS IDENTIFIED AT RISK REACHED



Breakdown by Demography



Breakdown by type of Training and/or Awareness Raising



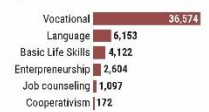
TURKEY LIVELIHOODS SECTOR | Gender Thematic Dashboard



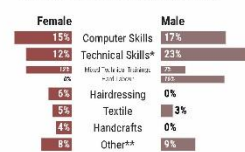
LIVELIHOOD SKILL TRAININGS

of individuals completed trainings (vocational, language and all types of livelihood skills) 66% Reached / Targeted 50,722 / 155,555

Breakdown by type of Trainings provided by the sector partners



Breakdown by type of Vocational Training

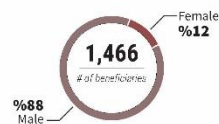


*Technical skills includes machine operator, welding, tailorship, craftsmanship e.g.

**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 3,276 / 25,920



Income Generation activities provided by partners
Business Developed 45%



Income Generation activities provided by partners
Cash for Work 35%



Income Generation activities provided by partners
Self-Employment 20%

TURKEY LIVELIHOODS SECTOR | Gender Thematic Dashboard



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



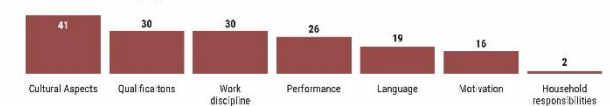
Enterprises established before 2012 are relatively larger and more integrated with Turkish business life than those established later. For example, the average employment at these enterprises is 27% more than the average employment for all enterprises interviewed. On the other hand, while the overall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

THANK YOU

**UNHCR Turkey IM/IA Unit
Livelihood Working Group**

IMTurkey@unhcr.org



Inter-Agency
Coordination
Turkey