

**3RP Livelihoods Sector Meeting - Gender
Wednesday, 22 May 2019, 14:30hrs, UN House, Ankara**

Chair(s): Özlem Çavuş (UNDP)

Participants as

Institutions: UNDP, ILO, IOM, ASAM, UN Women, WFP, INGEV, MoFLSS, KOSGEB, GIZ, CONCERN, YUVA, WHH, TRC,

Agenda	Discussion	Action Points
<p>LH Sector updates on gender</p>	<p>Gender- UNDP Mapping of Syrian-owned Enterprises& Private Sector Survey</p> <p>Mapping of Syrian-owned Enterprises</p> <ul style="list-style-type: none"> • 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, 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%) <p>Private Sector Survey</p> <p>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)</p> <p>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.</p>	

**UN Women presentation
on Livelihoods and gender**

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

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

Different gender markers cover a range of diversity factors: Age, Disability, Ethnicity, Sexual orientation, Gender identity, Religion/belief, Caste diversity, HIV and AIDS.

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, İstanbul, 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

More than 17% of women – their place as in sub-standard accommodation such as basements with no sunlight and poor ventilation and shanty houses.

In Adana, there are only two of these types; apartments (27.8%) and detached houses (72.2%). In Hatay, women are mainly in apartments (71.4%); it is the only province where accommodation in tents (3.8%) occurs. In İstanbul, as many as 8.9% are living in shanty houses and 23.8% in unhealthy basements.

Many women end up in shared housing or with relatives, leading to crowded conditions, lack of privacy and an increased risk for gender-based violence. Tend to settle in the same cities as their relatives, and generally in the same house, with two to three rooms on average. Almost half (48.7%) are living in households larger than seven people. Houses are often shared by more than one family (40%). The sharing of a house is associated with high-cost rentals and negative attitudes in the host community about renting a house to multiple families. The practice of sharing is most frequent in Konya (56.4%), followed by İzmir (50.9%) and Hatay (44.3%).

There are multiple challenges for Syrian women and girls in continuing their education in Turkey. The result is that a relatively high percentage end up with only lower level education. 62% of survey participants had a primary school or lower education level due to dropping out, 19% were illiterate, while 21% had a high school education. Only 5% had a higher education.

15% of Syrian women have regular or irregular/seasonal work.

12% stated that they are engaged in some income-generating activity or production.

Among the women who say that they have a paid job (15%), more than half say that they are satisfied with their jobs

Women working in regular or irregular jobs mostly found employment through the assistance of other Syrians (40.5%), on their own (27%) or with the help of host community members (22%). Only 4% were assisted by a Turkish labour agency (1%) or organizations (3%)

83% of non-working women state that they are not looking for a job (Chart 54). The ratio of those seeking employment is highest among divorced women (32.5%)

Institutional and Social Environment for Working Women: Women's limited access to and information about institutional services leave them mainly to search for jobs through informal means and networks like other Syrians or host community members. The reasons for low institutional support are the lack of knowledge, assumption that the support requires payment and caretaking burdens.

Refugee Women and livelihoods: 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 terms of livelihoods, 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.

ESSN Exit Strategy

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.

For further discussion:

	<ol style="list-style-type: none"> 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 barrier: Over 70% women report not to speak any Turkish. Affecting access to information, services. 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. 6. Employment & Livelihood opportunities for women: SMEs, 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. 7. Frequent moving, depending on landlords or families. 8. 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 9. 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. 	
<p>Focus Group Discussions:</p>	<p>Discussions are held in the given period of time and each group have noted their statements and outcomes to be presented to the rest of the participants.</p>	
<p>Outcomes and next steps</p>	<p><i>Group 1 - Unpaid Care Work</i></p> <ol style="list-style-type: none"> 1. Gap analysis; Mapping of available services at national level; national level coordination/ increase accessibility. 	

2. Include/ expand childcare mainstreaming within approved/applied proposals by active NGOs.

- Advocating for private sector engagement, working with decision makers to work-on/implement/include solutions.
- Advocating within 3RP& donors

1. Awareness on all levels

- Reaching families
- FGD (Community Base/ Gender Base).
- Any programming should include cash and transportation.
- Introduce the opportunities (what is available outside the comfort zone).
- Outline a process of doable steps and link to the preferences of the targeted audience.
- Men should be supported with care-trainings.

How to? Identification/ documentation & replication of good practices (both formal and informal settings)

Group 2 - Social Enterprises and Cooperatives

- No men engagement.
- Needs to be planned based on local level market/ value chain analysis.
- Heavy procedures; procedures and workload can negatively affect the vulnerable women.
- Need to assess the capacities of women to develop strategies.
- These kinds of interventions are not suitable for everyone.
- Usually led by governors, NGOs, UN and hard to handover- there should be a better coordination among partners for sustainability.
- Competitiveness is an issue; marketing channels need to be improved by professional design, digital marketing opportunities etc.
- Inform women about possible problems in the beginning of the project. Trainings should be provided on legal and financial obligations. Lack of information can cause conflict.

Group 3 – Active Labor Force Policies

	High level Policy	3RP Partners Standards
Informal labor (mostly in agriculture) High informal work Lack of monitoring	Better follow-up in the field and among the local authorities	Financial literacy for women especially in agriculture projects.
Lack of information on labor market/jobs	Coordination among government institutions	Labor market information preparation/on informative materials. (recommendation: a database for all kind of info and documents)
Lack of childcare	Kindergartens, share of care task by men (policies development) More alternatives for care	Put it into all projects Asking UNICEF for alternative facilities for childcare
Non-traditional jobs		Targeting non-traditional jobs

GROUP 4 - Women Entrepreneurship

Challenges:

- 1- Lack of market information
- 2- Lack of self-awareness
- 3- Lack of financial knowledge (financial literacy)
- 4- Lack of network (asset)
- 5- Lack of experience
- 6- Cultural dynamics
 - a- Financial independence
 - b- Household traditional roles and responsibilities
 - c- Lack of knowledge on rights, responsibilities and legal framework

- d- Recreation of gender roles via entrepreneurship
- e- Lack of support system from relatives and neighbors

- Risk perception + appetite
- Lack of entrepreneurship, start-up, friendly (?) banking or project finance system
- Lack of technical skills
- Perception related to their innovation capability
- Abundance of training available in line with traditional roles and lack of technology training
- Lack of childcare
- Lack of financial resources for receiving household resources for receiving household chore(?) support and the perception thereof.

Policy support: childcare

Opportunity for entrepreneurship:

- Subsidies for women employing beginners – tax deduction for childcare support
- Grace period for women revenues
- Awareness, social XXX role models, mentoring system
- Innovative and creative business models
- Partnerships with private sector
- Access to finance -> all levels
- Transformation of the regular banking system for investment and project financing
- Access to training
- Social empowerment model (inclusion of men)
- Social businesses
- Support for network access to knowledge, training (hubs)

Trade	Development agencies	MoFLSS
Ministry of trade	İŞKUR	Chambers
KOSGEB	Municipalities	Local administrations Governor + district governors

AOB	Link of UN Women handbook will be shared.	
------------	---	--