

**Livelihoods Sector Working Group Meeting
Thursday, 29 November 2018, 14:00hrs,
Gaziantep Chamber of Industry, Gaziantep**

Chair(s): Özlem Çavuş (UNDP)

Participants as

Institutions: UNDP, MoFLSS, İŞKUR, IOM, Concern, TRC, UNHCR, GCoI, UNICEF, ILO, FAO, WHH, WFP, DRC, Maram, WATAN, CARE, Gaziantep Univ., Rizk, Kudra, UNICEF, UNIDO, Yuva, Bonyan, SEF

Agenda	Discussion	Action Points
1: IM Updates	<ul style="list-style-type: none"> The CfW core group meeting was held in Ankara on 22th November, 2018 and CfW and training core group meetings were organized in Gaziantep on 28th November, 2018. Engagement of private sector and SMEs development is added to the LH log-frame 2019-2020 as new indicators. ‘Temporary employment/cash for work’ is separated from the ‘Job Placement’ indicator. Language training indicator is also separated from vocational and skills training. Total budgetary requirement for the LHs Sector is 234,280,125.5 USD within the planned framework of 3RP for 2019-2020. 	<p>-Livelihoods Sector Working Group Turkey dashboards, assessments are available at https://data2.unhcr.org/en/working-group/126?sv=4&geo=113</p>
2: Policies and Work Permits for SuTPS (MoFLSS)	<ul style="list-style-type: none"> Work permits and work permit exemptions are issued exclusively by MoFLSS. Foreigners are required to work at the same province where they were granted the residence permit. However, it can cause conflict when they find job opportunity in another city than they have obtained the residence permit, but there is ongoing endeavour among MoFLSS & DGMM to simplify the transition process between provinces. The number of foreigners who work under temporary protection in the workplace cannot exceed 10% of the number of Turkish citizens working in the same workplace. 	<p>-Presentation of MoFLSS and İŞKUR will be shared with LHs Partners.</p>

10% employment quota is a challenging issue for Syrians Under Temporary Protection (SuTPs).

However, the quota is not implemented if the employers get an official document from İŞKUR Provincial Directorate stating that no Turkish citizen is found to be employed for four weeks.. Also, if SuTPs apply for non-profit organizations (public benefit), no such quota is applied. Foreigners working at seasonal works and animal husbandry are also exempted from the quota.

- SuTPs working for health and education sectors should get preliminary permission from MoNE, Ministry of Health or The Council of Higher Education.
- At least minimum wage should be paid to SuTPs. However, wage up to 6,5 times minimum wage can be required to be paid for skilled foreigners who are not SuTPs,.
- Some professions such as dentist, lawyer, notary, special security force, tourism guidance and judge are only allowed to be practiced by Turkish citizens. The applications to such professions by foreigners are not allowed.
- There is a new automation system called **KEP** (Kayıtlı Elektronik Posta Tebligatı) that allows to do official correspondence in accordance with the legislation with applicants in an online platform. Used by MoFLSS, this automation system is technically safer than the previous application methods.
- In Turkey, foreigners can get their work permit via employees by using the link <https://ecalismaizni.ailevecalisma.gov.tr>. This system is integrated with the Migration Registration System. (Göç-Net)
- Work permit process is followed online after the application, and the employee should not start working without getting work permit first.
- Work permit fee is decreased from 537.50 TL to 228.90 TL for SuTPs.
- Work permit and work permit exemption for foreigners under temporary protection is granted each time at most for one-year (1). However, getting an extension of the work permit and/or exemption will be relatively easier after the first acceptance.
- **60,822** work permits have been issued from 15 January 2016 to 31 October 2018 mostly in Istanbul, Hatay, Gaziantep and Mersin provinces. 32,199 of the work permits were granted to SuTPs while the rest is granted for Syrians with residency permit.
- **6,264** permissions granted to SuTPs to start their own business.

	<ul style="list-style-type: none"> • The new law entitles a wide range of authority for MoFLSS especially at public projects, and the main policy is to register more working SuTPs. The registration procedures are closely followed by MoFLSS and integrated with other sectors. • The reason of the delays in granting work permit could be the transition to new automation system of MoFLSS, difficulty in obtaining required information and documents from employers, delayed information flow required from public institutions, and lack of information by the employers regarding the procedures. • Work permit fee should be paid within 30 days after the application. Missing documents should also be uploaded to the system, and application procedure should be followed online. • Foreigners must work full-time in the given address written on work permit application. However, there are new efforts to ease the process for seasonal workers (up to 3-months) in the agriculture and husbandry for the address requirement. 	
3: İŞKUR Programs Related to SuTPs	<ul style="list-style-type: none"> • İŞKUR is responsible from integrating SuTPs to Turkish economy and system. İŞKUR implements projects such as national CfW vocational trainings, public work programmes, on the job trainings in partnership with municipalities, iNGOs, NGOs. İŞKUR implements a project with World Bank with the budget of 48 million Euro comprising new type of active labor market programme that reinforces economic opportunity for 40,800 SuTPs and host community members. • Most projects implemented by İŞKUR support the <i>supply</i> side of the labor market; however, İŞKUR will address <i>demand</i> side of the labour market with new projects. İŞKUR will improve its processes by digital transformation within the scope of the project implemented with UNDP. • İŞKUR also implements on the job training programme with IOM; CfW and institutional capacity building project with GIZ; and on the job training project at agriculture sector in cooperation with UNHCR and FAO. • Around 22,000 SuTPs are registered to İŞKUR, around 2,000 SuTPs were employed. Around 2,300 SuTPs benefitted from on the job training activities. 1,800 SuTPs took vocational training courses. Around 6,000 SuTPs benefitted from İŞKUR services. 	
4: 2018 Labor Market Survey Results- İŞKUR	İŞKUR presented the Results of 2018 Labor Market Survey. The primary aim of the survey is to identify the needs of the labor force in terms of local labor and guide active labor market	

	<p>policies. It has been noted that 700,000 enterprises were visited over the past 7 years by İŞKUR.</p> <p>Launched in May 2018, this is the most comprehensive surveys to date in Turkey. The method of the survey is the TUIK’s statistics method. The agriculture sector was not included in the survey. 89,324 enterprises were visited in 2018.</p> <p>The important points of the survey are listed below:</p> <ul style="list-style-type: none"> • More than 80% of enterprises employs 2-9 staff and greatest number of enterprises belong to wholesale and retail, and manufacturing sectors. • The survey reveals which sectors have the highest rate of vacant positions as well as skills needed for employment. • The survey shows the level of education of employees demanded by the sectors and it finds that there is more demand for people who are university graduates. • The survey shows vacant positions rates for each province in Turkey. • Within the survey, difficulty in recruitment is asked to employers, and 73,6% of them stated that they cannot find employees with the required qualifications/skills. • 17% of employers find the wage demanded by employees is quite high. The survey questions were asked to employers; therefore, if the survey were conducted for the employees, the results would be different. • 80% of employers who attended survey do not expect to get any change or possibility of change for the next year. • Responders stated that solar energy, robotics, artificial intelligence controller, R&D engineers are the occupations that are expected to grow in the next 10 years. • The rate of employers who plan to invest is 12,8%. The planned investment rate is the highest in the mining sector with 22,5% • Compared to the 2017 survey, there has been a fundamental increase (16,5%) in vacant positions in 2018. 	
<p>4: Discussions /Challenges</p>	<ul style="list-style-type: none"> • Language barrier is still a challenging issue for the integration of SuTPs to Turkish labor market. • In the eighth year of hosting the SuTPs in Turkey, İŞKUR has been continuing its capacity building activities. One of these activities is to hire staff speaking Arabic 	

	<p>language and to provide translators to field offices where SuTPs are intensively resided.</p> <ul style="list-style-type: none">• Because of the distinct characteristics of agriculture sector, agricultural employment covers social problems and causes migration. For this reason, it should be evaluated in <i>thematic study</i> approach.• 2018 was declared "Year of Combating Child Labor". According to Turkish law, the age group of 16-year-old is only allowed to work in light works with the permission of their families and the age group of 15-year-old as apprentice.• Men older than 35, women and injured people are the disadvantaged groups determined in the existing framework of İŞKUR. However, families with working children can be added to the disadvantaged group, which will prioritize them to benefit from programmes to be placed in jobs.• Distance is an important obstacle in finding a job. Besides, people prefer jobs with less physical effort.• Participation of İŞKUR field office staff to LH meetings is important.	
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