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Regional Dialogue on Labour Market Impact of the Syrian Refugee Crisis In Jordan, Lebanon, Turkey, Iraq and Egypt

Summary Report and Conclusions

Istanbul, Turkey

Regional office for Arab States



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Lebanon, Turkey, Iraq and Egypt**

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International Labour Organization

Regional Office for Arab States

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Background

The countries neighbouring Syria and hosting large numbers of refugees are struggling to find an appropriate response to the labour market impact of the massive refugee influx. With no or limited legal access to work, Syrian refugees are working informally which is putting increasing pressure on already vulnerable local labour markets, causing further deterioration of working conditions and wages and leading to growth of informal economies of host countries. As humanitarian assistance decreases for the Syrian response in the region, it is inevitable that increasing numbers of refugees will be seeking work opportunities to survive. In line with these emerging needs, the UN has introduced a new Regional Refugee and Resilience Plan Framework (3RP) that aims to combine humanitarian assistance with development and resilience of host countries.

In the context of the deepening crisis in Syria, governments and UN agencies are focusing their attentions on inter-connected components of humanitarian and development support, particularly in the field of employment and livelihoods creation. To date, the ILO's engagement in the refugee crisis in Jordan, Lebanon, Egypt and Turkey has been varied and broadly focused on four areas:

- assessments of labour market impacts;
- supporting job creation through local economic development;
- assessing the situation of child labour;
- collaborating with UN inter-agency working groups on livelihoods and contributing to national resilience plans.

However, the ILO is becoming increasingly concerned at the growing pressures on host countries in terms of access to work of refugees and is therefore seeking to engage more meaningfully with partners in supporting the development and implementation of appropriate policy and programme responses. In this context, the ILO organised a high-level regional dialogue in Istanbul, Turkey, 28-29 July 2015, bringing together representatives of host countries. Participants, including the Minister of Labour of Jordan Dr Nidal Katamine, representing tripartite constituents and government institutions working on the Syrian crisis, from the five principal host countries welcomed this first opportunity to meet and discuss the crisis for the first time since it began in 2011.

The main objective was to facilitate a detailed exchange of views and experiences on the challenges of each country facing the labour market impacts of the crisis and to deliberate on the options to develop appropriate policies and strategic frameworks. The meeting was an inter-regional collaboration between several ILO offices: the Regional Office for the Arab States; the Regional Office for Europe and Central Asia and the Office for Turkey. In addition, the ILO Country Office for Egypt, Eritrea, Sudan and South Sudan participated and invitations were extended to UNHCR, UNDP and the UN Resident Coordinator's Office for Turkey.

A detailed agenda and list of participants are included in annexes 1 and 2.

Challenges of Syrian crisis

The scale of the Syrian crisis is unprecedented leading it to be one of the largest cross-border mass movements of displaced persons since the Second World War. Over four million refugees are now mostly based in the neighbouring countries of Turkey, Lebanon and Jordan, with smaller numbers finding their way to Iraq and Egypt. Given the ratio of refugees to national populations, particularly in Lebanon where 25 per cent of the population is made up of Syrian refugees, the pressure on government services, labour markets and society in general is becoming acute. Confronted by falling humanitarian budgets and in spite of the best efforts of host countries, Syrian refugees are faced with little option but to look for work to support their families. This has led to burgeoning informal economies and the inherent challenges this throws up, including exploitation, unacceptable working conditions and forms of work, child labour and growing tensions between refugees and host communities. Host labour markets were in difficulty even before 2011 and the situation has been considerably aggravated since.

Impact of the crisis on economic growth and the need for data

As the crisis worsens, so does the impact on national socio-economic infrastructure and national development, legal and policy frameworks. Economic growth has declined in countries hosting Syrian refugees, while social tension, insecurity and instability have increased. This is of particular concern to Lebanon, characterised by its political instability. Pre-existing development difficulties, such as poverty and resource scarcity, have also become more acute. Participants noted that there were already challenges facing host countries in terms of the quality and quantity of employment, especially for youth. Because of the legal and procedural regulations for foreign workers to be able to access labour markets, many Syrians are finding work in the informal economy which has led to a dramatic increase in size, for example, Turkey explained that prior to the crisis, targeted efforts had seen the informal economy decrease from around 50 per cent to 30 per cent of the labour market. However, since the crisis, it is believed that it has grown back to around the 50 per cent mark.

All country representatives highlighted the enduring nature of the Syrian crisis and the inevitable presence of refugee populations for the foreseeable future, emphasising the importance of the development dimension of the response going forward. This would require reviewing the current response strategies through a labour market lens and addressing all aspects of employment and livelihoods, including education, vocational training, self-employment, social protection, social dialogue, etc. In this context, national partners urged the ILO to strengthen its engagement in the response process and assist in the development and implementation of support mechanisms. The size, scale and scope of the Syrian crisis are unique, requiring equally unique and dedicated responses.

A particular concern is the lack of detailed knowledge and data of the impact of the crisis on labour markets. While several assessments have been carried out by the ILO to date, these need to be followed up by more in-depth studies and the elaboration of regular data collection on migrant work, including refugees, to better inform the development of interventions which will need to be adapted accordingly to each country context.

Regulatory frameworks and accessing employment opportunities

Addressing the complex issue of refugees and access to employment opportunities raises a number of challenges in the context of international and national legislative and regulatory frameworks. Activities and regulations relating to refugees are often collected under migration and residency laws, not necessarily labour legislation. International law encourages states to facilitate access to employment and livelihoods for refugees, in particular the 1951 Convention relating to the Status of Refugees and its 1967 Protocol.¹ Others, such as the Universal Declaration on Human Rights and the

¹ Out of the five host countries, Egypt and Turkey have ratified this Convention.

International Covenant of Economic, Social, and Cultural Rights (ICESCR) reinforce the broader universal right to work for all guided by the ILO's comprehensive body of standards relating to all aspects of the world of work, including labour migration

Exchanges focused on issues relevant to the employment of Syrian refugees, including previous bilateral agreement with Syria, and the importance of applying existing regulatory frameworks for migrant workers in the refugee context, such as obtaining work permits, to ensure coherence, stability, security and equity. A major challenge of the Syrian refugee crisis is its scale and the sheer numbers of those crossing borders to seek shelter, safety and access to work. Nevertheless, procedures are facilitated for refugees where possible and feasible, acknowledging the difficulties Syrians may face in obtaining certain documentation or the availability of resources.

Potential model legislation in Turkey and need for more inclusive international response

As mentioned above, host countries have been extremely welcoming and generous to the plight of their Syrian neighbours and responses will need to be adapted to national realities. Whereas all countries have continued to provide support and assistance to Syrians through a broad range of services, Turkey is the only one to have introduced specific legislation to address the protection needs of Syrian refugees on its territory, including the right to apply for a work permit, although this has yet to be fully operationalised. Once enacted, the regulation should facilitate access of Syrian refugees to the labour market, while protecting the employment opportunities of Turkish nationals.

Participants underlined competition for jobs, which in its turn puts pressure on wages, as a major factor in creating tensions between communities, hence the critical importance in addressing labour market challenges. Minister of Labour of Jordan Dr Katamine pointed out that human rights should be based on needs and not geographical borders, requiring a much greater and more inclusive response by the international community. Without significantly more financial and technical support being directed towards national responses, the situation will remain critical. Increasing employment and livelihoods opportunities is dependent on increased investments in host countries, targeting long-term economic growth.

Labour market dimension of regional response plan

The livelihoods component has received the least attention of all issues in the inter-agency regional response plan for Syrian refugees. If greater inward investment cannot be mobilised, then the negative consequences of the crisis will continue and deepen. Livelihoods must be linked to local economic development and local development plans, engaging the private sector in a more meaningful manner. A key element of the paradigm shift in the regional response has been the fusion of the humanitarian and development agendas in host countries in the context of the Regional Refugee and Resilience Plan (3RP, 2015-2016). The 3RP is central to the impact and sustainability of the response going forward and its success demands much more effective and efficient collaboration between UN agencies and international organisations.

A global first for UN crisis response, this country-driven and regionally coherent process seeks to address refugee protection and humanitarian needs whilst building the resilience of vulnerable people and impacted communities. In addition, recognising the critical importance of national resilience and stabilisation plans, the 3RP focuses on strengthening the capacity of national delivery systems. Nevertheless, the plan continues to face uncertainty as the total appeal of USD4.5 billion is still only 23 per cent funded (just over USD1 billion) and only six per cent of this has been directed towards the Livelihoods and Social Cohesion component. All participants underlined the need for funding to increase to ensure that the response plan to tackle the Syrian refugee crisis can be built on a platform of robust national economies, emphasising the importance of supporting enabling environments for economic growth.

Need for more coherent policy frameworks

While financial support for employment and livelihoods programmes has been extremely limited, this has been compounded by a lack of coherence and clarity in national policy frameworks that would help underpin more effective project development to attract much needed public and private investment. Access to employment and livelihoods, while a critical element of the refugee response strategy in future, is compounded by different regulatory frameworks and procedures that may be applicable in various national contexts, such as for refugees/asylum seekers, migrant workers and labour law, as well as pre-existing bilateral agreements with Syria on labour market mobility. In addition to national legal and regulatory frameworks, there are also several international instruments that would need to be taken into consideration, including the Refugee Convention of 1951 and its 1967 protocol, the ILO's migrant work and core labour standard conventions and the UN convention for migrant workers and their families.

As mentioned, the Turkish government has introduced a temporary protection law for Syrian refugees to clarify service provision and access to labour markets that could potentially be considered as an effective model of intervention that could be adapted by other countries to national situations. The government explained that adopting the temporary protection law was critical against the backdrop of the scale of the refugee influx. Nevertheless, the next step of implementation will be a critical factor in the success of this legislation as a possible good practice for the region and beyond.

Key role of social dialogue in finding solutions

The role of social dialogue is also a key factor in supporting access to employment and livelihoods, reinforcing the importance of engaging employers' and workers' organisations in more meaningful roles, for example, verification and matching of skills of refugees, the protection of fundamental rights at work, greater transparency in the employment of refugees, social protection and addressing the growing problem of the informal economy. Trade union representatives emphasised the difficulties of national workers competing in labour markets with large numbers of "migrant workers" being paid lower wages, with poorer working conditions and not benefiting from social security and health insurance coverage. They warned about the long-term implications to host country economies of young skilled workers leaving their home countries to find work as migrant workers themselves. In this context, the social partners called for further regional dialogue on the Syrian crisis focusing specifically on the roles of social partners and social dialogue in response programmes.

Establishment of a regional coordination platform

The impact of the Syrian crisis on labour markets highlights potential opportunities to explore entry points in governance processes in greater detail that may ease some of the bottlenecks and tensions. In summary, participants agreed that "inaction was not an option" for either host countries or the international community and there would need to be a paradigm shift in strategic planning to transform challenges to labour markets into opportunities for national economic development. National strategic and programme development would need to be further informed through comprehensive research on employment and labour markets in host countries. In turn, research findings could be directed towards encouraging inward investment to underpin economic growth. In the broader context of knowledge management and capacity-building support for host countries on labour market responses, the creation of a regional platform was suggested to reinforce coordination, coherence and regional solidarity, as well as identifying, developing and disseminating models of intervention adapted to different national contexts.

Building on previous bilateral migration agreements

Future labour market responses should also aim at developing employment-rich interventions that could address skills mismatches between labour supply and demand for refugee and national workers

in different host countries. These responses could potentially build on pre-existing bilateral migration agreements between host countries and Syria that focused on specific sectors, particularly agriculture and construction. Creative approaches may need to be considered in terms of possible alleviation measures to regulatory frameworks of labour markets that may facilitate opportunities for both refugees and host communities which could be supported by donors as relevant and necessary. Clearly, it would be important to strengthen awareness-raising campaigns within refugee communities on regulatory frameworks for migrant workers in each host country to ensure greater understanding and conformity.

Livelihoods and employment creation programmes

The ILO has long experience in the area of livelihoods and employment creation, including in situations of emergency and crisis, for example, programmes that promote short-, medium- and long-term employment, enterprise and business development. Interventions to support these programmes include vocational training, local economic development activities and public employment services. Activities in different contexts globally have included, among many others, cash and food for work schemes, community contracting, development of small and medium-sized enterprises (SMEs), microfinance, business development services and women and youth entrepreneurship development. These experiences and substantive tools and guidance could provide invaluable inputs into host country strategic frameworks to address the labour market impacts of the Syrian crisis.

Inform programme development through local labour market needs assessments

While welcoming the potential support of the ILO in these intervention areas, host countries emphasised the need for these strategic frameworks to be informed by detailed labour market needs assessments and the development of skills inventories of refugees themselves to facilitate more efficient and effective matching of supply and demand. These activities would also inform the development of vocational education programmes for refugees and host communities based on realities on the ground and identified gaps in labour markets. This would be particularly relevant in the context of supporting employment opportunities for low-skilled national and refugee workers.

As well as public employment services, it would be vital to engage private employment services to align skills availability with opportunities. The issue of entrepreneurship development would require particular attention in some host countries due to current economic instability and the challenge of providing appropriate and consistent services to this sector of livelihoods creation, as well as language difficulties in some host countries. In addition, it would be important to avoid creating unfair competition with existing small business and cooperative communities. It may also be necessary to review national employment strategies to become more aligned with the realities of host countries.

Need for strong inward investment

The need for both strong foreign and national investment and funding support from the international community in the area of livelihoods and employment creation programmes was underlined, reinforcing the concept of international solidarity and a more equitable sharing of the burden of the Syrian crisis beyond those countries geographically affected. It is important to distinguish between foreign and national investment, humanitarian aid and remittances in terms of financial flows as they differ significantly in nature but are equally vital to support a broad-based response to the crisis. Encouraging increased inward foreign investment, aligned with national priorities, is critical in terms of addressing some of the negative coping mechanisms adopted by Syrians. For example, decreasing levels of humanitarian aid have heavily affected public service capacities and deepened the social marginalisation of Syrian refugees, forcing them to find whatever means may be available to support family survival, including sending children to work instead of to school.

Move from small to large scale projects

A key entry point for employment programmes should be through host communities to ensure that the needs of these communities as well as refugees are addressed. It was also noted that, given the immensity of the crisis, there should be less focus on small scale, potentially precarious projects and more on larger scale investment programmes. On this issue, host countries emphasised that international investment should not only be financial in nature, but should also include, for example, transfer of skills, knowledge and market opportunities, for example, opening potential export markets for relevant products and services. This emphasises the important link with public investment and procurement as critical policy instruments to facilitate and maximise the potential for micro, small and medium enterprises (MSMEs).

A key concern is that creating employment opportunities for refugees may lead to increased unemployment among national workers, emphasising the challenge before the ILO and its constituents. Beyond the possible modification of regulatory frameworks, it would be vital to monitor the potential social impact of interventions and to avoid further social instability. Clearly, a “one-size-fits-all” approach would not be appropriate, not even between different regions of host countries. Therefore, response strategies will require careful national and regional adaptation and would need to take account of previous and existing national experiences of labour intensive and labour migration programmes.

Potential economic value of increased employment of refugees

There are significant differences between national experiences hosting Syrian refugees, largely based on pre-existing labour market and employment challenges. While there are potential benefits to host country aggregate demand and GDP in supporting employment and livelihoods creation for refugees, for example, through increased consumption, rents, etc., concerns remain over maintaining an equitable balance in labour markets and within local markets. For example, the significant influx of Syrian refugees in the real estate market has affected the supply of affordable housing, especially for young people. Similar challenges have been faced with other cost increases related to products and services, as demand increases while purchasing power and supply diminish.

Facilitate increased domestic consumption of goods and services

It was suggested that more efforts to encourage domestic consumption of domestic production may contribute to greater economic growth and therefore employment creation. In particular, given the sectors in which Syrian migrants have traditionally worked throughout history in the region, it would be important to ensure greater investment in agriculture and encourage domestic consumption of products and increased exports within the region, particularly among countries hosting Syrian refugees.

Reconsider role of investment and shift towards more diversification

While investment is an important determinant of growth and job creation, choosing the right sectors for investment is challenging and highlights the need for increased diversification into other employment rich areas, particularly in the public sector with large-scale national infrastructural projects, combined with local economic development at the municipal level. These activities could be linked into existing public and decentralised development programmes that may have projects that could be launched quickly with the necessary investment. Furthermore, there is potential benefit to be gained from the skills sets of the refugees and opportunities to develop existing sectors or create new sectors. Lebanon, for example, could benefit from Syrian refugee skills in the industrial sector as Syria’s economy was mainly dependent on industry, while that of Lebanon focused mainly on services and commerce.

Onward migration

Concern was also expressed in terms of host countries potentially becoming “transit” hubs for refugees and possibly other migrants for onward movement to other countries of destination. Counteracting this phenomenon underlines the importance of national regulatory frameworks and preventing abuse of these. On the other hand, there is a growing need to address increased xenophobia and discrimination in society through more detailed social research on the real impact of the Syrian crisis to counteract misinformed perceptions.

Host countries agreed that it is critical for responses to the Syrian crisis to now shift to a developmental rather than a humanitarian approach, based on employment-rich growth, public investment that has the best interests of host communities and refugees at its core, and based on inclusive social dialogue.

Summary outcomes

The final session of the event focused on the way forward, highlighting potential roles and responsibilities of the following key groups: governments, social partners, ILO and the international community. The suggestions were drawn from the outcome of the discussions and the key concerns and proposals of constituent partners in the host countries. They do not reflect definitive proposals, but ideas on how to proceed in a manner most beneficial to each of the countries hosting Syrian refugees, taking into account the need for all responses to adapt to different national environments and contexts.

In this spirit and welcoming the ILO’s initiative in organising this regional dialogue bringing together representatives of host countries for the first time to discuss issues of critical importance and shared concern, participants recommended replicating the model of this event at the national level in each of the host countries to support the development of appropriate national strategic frameworks to address the labour market impact of the Syrian crisis.

Participants also issued a reminder of the overall development goal that should underpin all efforts to address the crisis:

Overall development goal

- Syrians do not choose to be refugees and harbour a strong desire to return to their homes. The international community must not allow this hope to wither and die within the Syrian population. The longer the crisis continues, the stronger the likelihood that this hope will vanish forever. A shared, acceptable and sustainable political solution to this crisis must remain the overall goal to ensure that Syrians can return home in safety and dignity to reclaim their country and the future of their children.

Potential roles and responsibilities

Governments should aim to:

- Foster political willingness to underpin the development and operationalisation of inclusive employment and livelihoods strategies for host communities and refugees.
- Continue to work towards policy formulation around livelihoods and employment of refugees.
- Design and implement necessary labour market reforms.
- Better integrate employment outcomes into national development frameworks and strategies.
- Promote and facilitate social dialogue on employment and livelihoods strategies concerning host communities and refugees.
- Continue to engage with the donor community on funding for labour market-related programmes and investment to support economic growth linked to national development priorities.

Social partners should aim to:

- Protect the quality of employment through established national social dialogue mechanisms.
- Ensure social dialogue mechanisms integrate the voices of Syrian workers.
- Support livelihoods and entrepreneurship development initiatives at local level for host communities and refugees.
- Strengthen mechanisms for skills matching, development and accreditation in local labour markets for refugee and national workers.

The ILO should aim to:

- Continue to work with constituents to support development of national industrial and employment frameworks and necessary labour market reforms.
- Leverage experience and expertise in vocational education and accreditation frameworks that can support labour mobility of refugee and national workers.
- Work with constituents on easing regulatory mechanisms to facilitate access of refugees to national labour markets, as well as increasing employment opportunities for nationals.
- Support efforts to strengthen the role of social dialogue in addressing access of refugees to employment and labour markets and collective representation.
- Explore the application of ILO Recommendation on Informal Economy to context of Syrian crisis, as well as the wider application of ILO's normative framework, particularly core labour standards.

The international community should aim to:

- Significantly increase funding for employment and livelihoods programmes and projects in response to the Syrian crisis.
- Support employment rich, livelihoods responses in host countries through strong inward investment in terms of financial, technical and structural support, including from global private sector actors.
- Improve collaboration and coordination, reinforcing integration and ensuring synergies between institutional mandates of UN agencies and other organisations as relevant.
- Review the relevance and application of international conventions in light of the Syrian crisis.
- Ensure coherence and integration of humanitarian and development agendas in host countries and at regional level to support resilience programmes.

In conclusion, the following next steps were recommended:

- The ILO will continue to provide technical assistance and facilitate dialogue at national level with tripartite partners to strengthen the employment and livelihoods component of the Syrian refugee response in host countries.
- The ILO will take leadership on issues relating to employment and labour markets in the crisis context.
- The ILO will continue to facilitate regional dialogue and exchange of experience and capacity to support the development of effective and sustainable models of intervention on employment and livelihoods for refugees and host communities.

**Regional Dialogue on Labour Market Impact of the Syrian Refugee Crisis in Jordan, Lebanon, Turkey, Iraq and Egypt
Istanbul, Turkey, 28-29 July 2015
Agenda**

Tuesday 28 July	
9.00 – 9.30	Registration and coffee
9.30 – 10.00	<p>ILO welcome remarks and introductions</p> <p>Mr Numan Özcan, <i>Director, ILO Office for Turkey</i> Mr Frank Hageman, <i>Acting Regional Director, ILO Regional Office for Arab States</i></p>
10.00 – 11.30	<p>The Impact of the Syrian Refugee Crisis on the Labour market: Country presentations</p> <p><i>Chair:</i> Mr Yasser Ahmed Hassan, <i>Senior Adviser for Africa and Arab States/ Director General Cabinet, ILO</i></p> <p>Jordan <i>Dr Nidal Katamine, Minister of Labour, and Mr Waddah Mahmoud Rashid Al-Hamoud, Ministry of Interior</i> Lebanon <i>Ms Hala El-Helou, Minister's Adviser on Humanitarian and International Affairs/ Ministry of Social Affairs</i> Turkey <i>Ms Nurcan Onder, Director General for Labour, Ministry of Labour and Social Security</i> Egypt <i>Ms Iman Zakari, Ministry of Labour, and Ms Heba Ismail, Ministry of Foreign Affairs</i> Iraq <i>Mr Saeed Nehme Jahooti, President of General Federation of Iraqi Workers</i></p>
11.30 – 12.00	<i>Coffee Break</i>
12.00 – 13.00	<p>Overview of the labour market dimensions of the Syrian refugee crisis in host countries in the context of the 3RP</p> <p>Ms Mary Kawar, <i>Senior Employment Policy Specialist, ILO Regional Office for the Arab States</i></p>
13.00 – 14.30	<i>Lunch Break</i>
14.30 – 16.00	<p>Roundtable Discussion One: Regulatory framework and access to work procedures</p> <p><i>Facilitator:</i> Ms Maha Kattaa, <i>Response Coordinator of Syrian Refugee Crisis in Jordan, ILO Regional Office for Arab States</i> <i>Chair:</i> Mr Numan Ozcan, <i>Director, ILO Office for Turkey</i></p> <p>This roundtable will highlight and facilitate the sharing of information on the international and national laws, policies and practices governing refugees and their access to work in host countries. The governments have stood by their international humanitarian obligations by not closing the borders the objective is to discuss access to work and related lack of clarity in terms of refugee policy. While there are differences between the countries, the absence of a clear approach to address the employment of Syrians has only fuelled a situation where Syrians are working outside the labour laws.</p>

Wednesday 29 July

9.00 – 10.30	<p>Roundtable Discussion Two: A review of livelihoods/employment creation programmes for host communities: are they sufficient? What can be learned?</p> <p><i>Facilitator:</i> Mr Nejat Kocabay, <i>Senior Programme Officer, ILO Office for Turkey</i> <i>Chair:</i> Ms Rie Vejs-Kjeldgaard, <i>Deputy Regional Director, ILO Regional Office for Europe and Central Asia</i></p> <p>The National Response Plans for both Jordan and Lebanon aim at strengthening capacity of poor and vulnerable households in host communities to cope with and recover in a sustainable way from the impact of the Syrian crisis, and mitigate future effects on their employment and livelihoods. The aim is to achieve this through stabilising and increasing livelihoods and creating more and better job opportunities for the poor and reviving local economies. This has been translated into projects and programmes mostly managed by international organisations. In Turkey however, there are extensive governmental programmes including vocational education and public employment services. This roundtable will focus on the impact of these programs and the lessons learnt on how they could be scaled up in a manner which does not exclude Syrian refugees.</p>
10.30 - 11.00	<i>Coffee break</i>
11.00 - 12.30	<p>Roundtable Discussion Three: What would be the economic value in providing Syrian refugees with access to work? Can the Syrian labour force fill some skill gaps in some sectors which lack local labour supply?</p> <p><i>Facilitator:</i> Ms Mary Kawar, <i>Senior Employment Policy Specialist, ILO Regional Office for Arab States</i> <i>Chair:</i> Mr Frank Hagemann, <i>Acting Regional Director, ILO Regional Office for Arab States</i></p> <p>The impact of the Syrian crisis especially on vulnerable host communities is certainly significant. Yet, can the Syrian refugees’ economic participation and/or investments bring an economic dividend for the host country? This could happen in several ways. Can the supply of Syrian labour boost certain sectors, for example, through the unskilled labour in sectors which are not attractive to the national workforce and where there is high demand, such as agriculture? Can Syrian talent and skills help revitalise certain sectors, such as handicrafts? Finally can an enabling environment for investment promotion of Syrian industry relocating from Syria be promoted? This roundtable will address these questions as a means to move beyond the thinking of Syrian refugees as a threat to national economy.</p>
12.30 - 13.30	<p>The way forward</p> <p><i>Facilitator:</i> Ms Rie Vejs-Kjeldgaard, <i>Deputy Regional Director, ILO Regional Office for Europe and Central Asia</i></p> <p>This concluding session will focus on possible policy and programmatic options and workable solutions. For the ILO, this will provide the clarity needed to better support the countries involved in addressing this challenge from a comprehensive perspective.</p>
End of programme	

List of Participants

Name	Institution	Country
Dr Nidal Katamine	Minister of Labour	Jordan
Mr Mohammed Ahmad Al-Ali Al-Mohammed	Deputy Secretary General, Ministry of Labour	Jordan
Mr Waddah Mahmoud Rashid Al-Hamoud	Director, Directorate of Syrian Refugees in Jordan, Ministry of Interior	Jordan
Mr Omar Barakat Nuseir	Senior Coordinator, Humanitarian Relief Coordination Unit, Ministry of Planning and International Cooperation	Jordan
Mr Khaled Mohamad Ahmad Alzyoud	Deputy Secretary General, General Federation of Jordanian Trade Unions	Jordan
Mr Yousef Naous	Director General, Ministry of Labour	Lebanon
Ms Hala El-Helou	Advisor to the Minister of Humanitarian and International Affairs, Ministry of Social Affairs	Lebanon
Ms Sabine Farah	Focal Point on Livelihoods, Ministry of Social Affairs	Lebanon
Mr Nicolas Nuhra	National Federation of Workers and Employees Trade Unions in Lebanon (FENASOL)	Lebanon
Mr Khalil Cherry	Secretary General, Association of Lebanese Industrialists	Lebanon
Mr Kamal Hamdan	International Consultant	Lebanon
Mr Saeed Neamah Naser Jahoote	President, General Federation of Iraqi Workers	Iraq
Ms Iman Zakaria	Ministry of Labour	Egypt
Ms Kawsar Farah	Ministry of Labour	Egypt
Ms Heba Ismail	First Secretary, Ministry of Foreign Affairs	Egypt
Ms Nurcan Önder	Director General, Directorate General of Labour, Ministry of Labour and Social Security	Turkey
Mr Ömer Faruk Furat	Deputy President, Republic of Turkey Prime Ministry, Disaster and Emergency Management Authority (AFAD)	Turkey
Ms Mehtap İyice	Head of International Protection Department, Directorate General of Migration Management (DGMM), Ministry of Interior	Turkey
Ms Necla Uz	Labour Expert, Ministry of Labour and Social Security	Turkey
Mr Şahin Serim	Project Coordinator, Trade Union Confederation (HAK-İŞ)	Turkey
Mr Yıldırım Koray Balkaya	Media Consultant, Turkish Confederation of Employer Associations (TİSK)	Turkey
Mr Can Ünver	Consultant, Turkish Confederation of Employer Associations (TİSK)	Turkey
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Mr Kıvanç Eliaçık	Director for International Affairs, Confederation of	Turkey

	Progressive Trade Unions (DISK)	
Ms Matilda Dimovska	Deputy Resident Representative	UNDP
Mr Karim Atassi	Deputy Representative	UNHCR
Ms Neşe Kılınçoğlu	Senior Project Officer	UNHCR
Mr Selim Barkan	Assistant, UN Resident Coordinator's Office, Turkey	UNRC
Mr Frank Hagemann	Acting Regional Director, Regional Office for the Arab States (ROAS)	ILO
Ms Mary Kavar	Employment Specialist, ROAS	ILO
Ms Maha Kattaa	Syrian Refugees Coordinator (Amman), ROAS	ILO
Ms Aya Jafaar	Research Associate, ROAS	ILO
Mr Yasser Ahmed Hassan	Senior Adviser for Africa and Arab States, Cabinet of the ILO Director-General	ILO
Ms Rie Vejs-Kjeldgaard	Deputy Regional Director, Regional Office for Europe and Central Asia	ILO
Mr Peter van Rooij	Director, Country Office for Egypt, Eritrea, Sudan and South Sudan	ILO
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