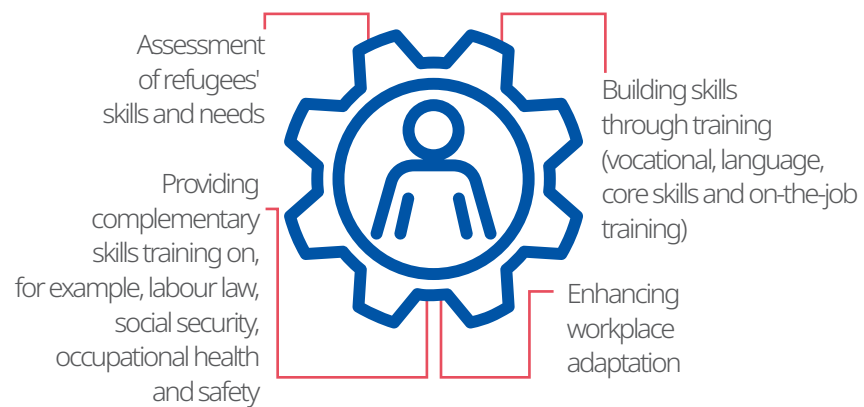


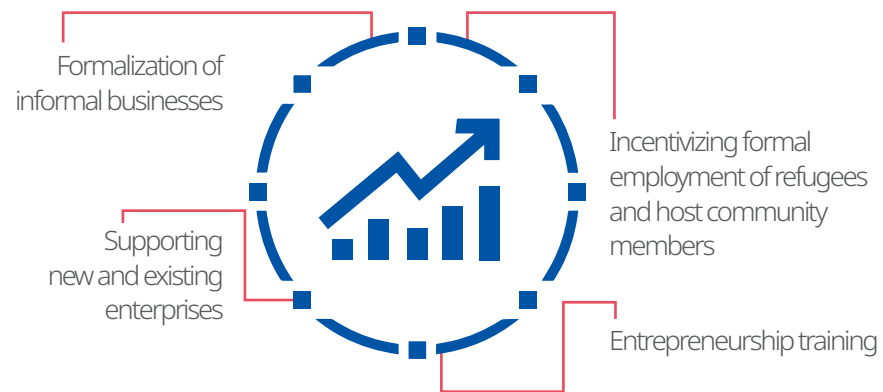
ILO's refugee response in Turkey

To support refugees and host communities gain a living in decent working conditions, the ILO in Turkey is implementing the Refugee Response Programme. It is guided by a Programme of Support spanning from the years 2017 to 2021 and is contributing to the targets of the Turkey chapter of the Regional Refugee and Resilience Plan (3RP). The programme is built on three pillars:

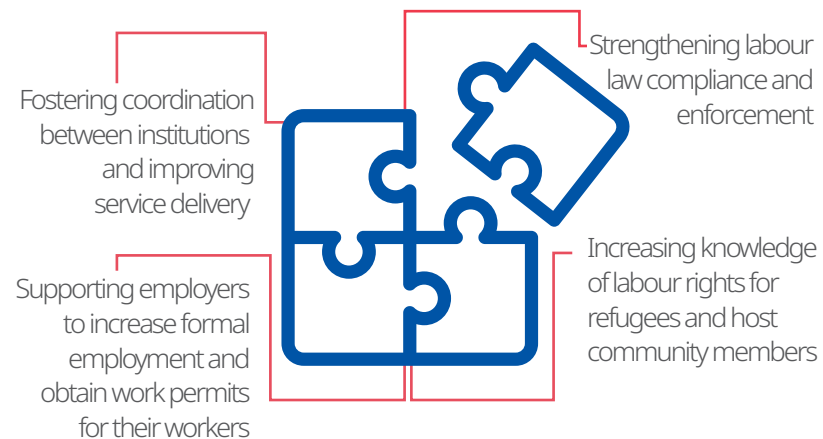
Skills Investing in people and skills Supporting employability through skills development



Jobs Enhancing economic growth Supporting the creation and retention of formal jobs



Governance Strengthening fair and effective labour market governance Promoting decent work for all



Main achievements

Investing in people and skills Supporting employability through skills development



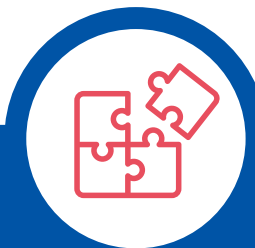
- Employability of more than 20,000 refugees and host community members increased through vocational, language and core skills training.
- Social cohesion supported through design and implementation of a workplace adaptation programme matching Syrian and Turkish workers.
- Gender equality supported through provision of gender-sensitive training (more than 60% of training graduates were women).
- Skills matching enhanced through an increased focus on work-based training (on-the-job training, apprenticeship).

Enhancing economic growth Supporting the creation and retention of formal jobs



- Assessment of potentials to integrate refugees into value chains. For example, the shoemaking sector in Konya as well as the furniture-making sector in Hatay have shown great potential to integrate Syrian refugees into value chains.
- 900 entrepreneurs trained and 150 micro grants awarded to support innovative business ideas.
- First women-led cooperative composed of Syrian, Turkish and Afghan women established in Gaziantep in March 2019.
- More than 600 SMEs supported through business advisory services and support for formalization.
- Incentives covering work permit fees and social security contributions provided to employers to employ 3,300 refugees and host community members formally.

Strengthening fair and effective labour market governance Promoting decent work for all



- The capacity of public officials, workers and employers organizations to better respond to new challenges in the labour market was improved.
- 15% of all social security auditors, 20% of all labour inspectors and 20% of all labour and social security judges trained in the legal framework protecting refugees in the labour market.
- Service delivery capacity of public institutions improved.
- Awareness raised on the importance of decent work, especially formal work and the elimination of child labour.

ILO Office for Turkey

[f /UluslararasiCalismaOrgutu](#) [v International Labour Organization](#)
ilo.org/Ankara [t /iloankara](#)



International Labour Organization



ILO's support to refugees and host communities in Turkey

ILO Office for Turkey

Refugees in Turkey

Since the start of the conflict in Syria in 2011, Turkey became host to 3.6 million Syrians by 2020 in addition to 400,000 persons who, in majority, come from Iraq, Afghanistan and Iran (hereinafter referred to as “refugees”). For the sixth year in a row, this makes Turkey the largest host country of registered refugees in the world.

Recognizing the need to strengthen the resilience and self-reliance of refugees, the Turkish government has designed strong protection systems that grant access to education, the health system, social services as well as the labour market. To support the government manage the increased pressure on public services and to assist people in gaining a living, the International Labour Organization (ILO) is implementing long-term strategies to bolster refugees' and host communities' resilience through better access to the labour market.

Refugees in the Turkish labour market

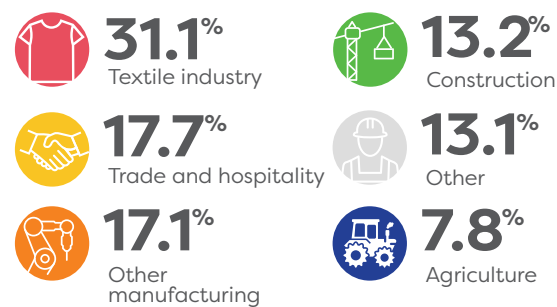
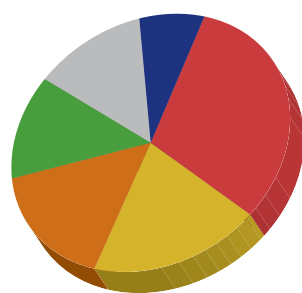
Refugees in Turkey face challenges when accessing the labour market and again when they are employed. The challenges in accessing the labour market include:

- low employability (due to low levels of education and technical skills),
- limited language skills,
- restrained access to information and services (mainly due to the language barrier).

Since 2016, refugees can obtain a work permit through their employer, however, to date, very few have obtained a work permit and very few Syrians are working formally.

Out of 2.16 million Syrians of working age in Turkey, 1 million are estimated to participate in the labour market, most of them informally in low-skilled and low-paid jobs. The majority of refugees are employed in the manufacturing sector, mainly in the textile industry, as well as in construction and trade and hospitality sectors.

Where do Syrian refugees work? *

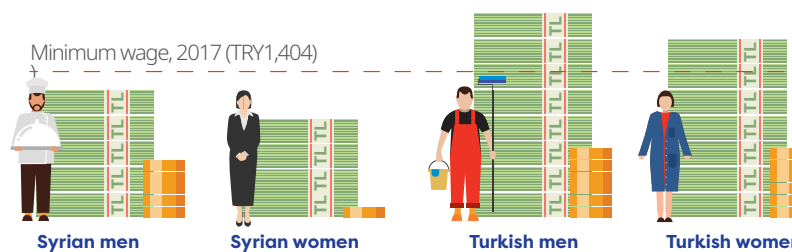


Izmir, 2019. Refugees working in a textile and shoemaking company in Izmir

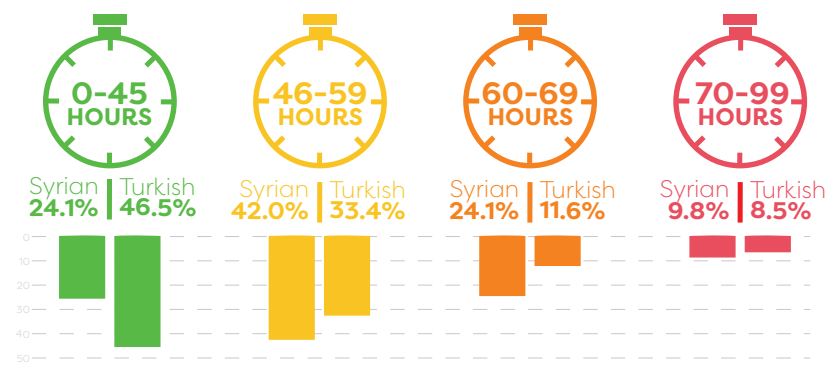
Refugees often face poor working conditions: Next to occupational safety and health risks, they work long hours and earn below the minimum wage. Limited bargaining power, the need to earn an income, as well as a lack of language skills, make it challenging for refugees to change these conditions.

According to an ILO study based on 2017 data, Syrian men earned on average TRY1,337 – 5% below the minimum wage applicable in 2017 – and Syrian women earned TRY1,083. On average, Syrian women earned almost 20% less than their male counterparts and nearly 25% below the minimum wage. Moreover, 75% of Syrian workers put in more than 45 hours per week in 2017, and nearly 9.8% had extreme working weeks of more than 70 hours.

How much do Syrian refugees earn on average? *



How much do Syrian refugees work on average weekly? *



The normal weekly working time is 45 hours in Turkey.

* Based on Turkstat data from 2017.



DECENT WORK IS NOT JUST A GOAL - IT IS A DRIVER OF SUSTAINABLE DEVELOPMENT

ILO's response: Promoting decent work for all

The ILO places decent work at the heart of its interventions, promoting economic security and social justice for all. From the organization's early days, promoting the creation of full and productive employment and protecting the rights of all workers, regardless of nationality, has been an integral part of its work. In Turkey, the ILO supports the government and social partners in enhancing access to the formal labour market for refugees and host community members.

Interventions are rooted in international labour standards, and the ILO is adopting a tripartite approach, furthering dialogue between the government, workers and employers.

This is in line with the Global Compact for Refugees (GCR). Representing a milestone for global solidarity and refugee protection, the ILO supports the practical implementation of the GCR in Turkey. As such, the ILO contributes to the achievement of two essential goals of the GCR: to ease pressure on Turkey as a host country to enhance refugee self-reliance.

This approach is also consistent with the pledge to "leave no one behind" in the 2030 Agenda for Sustainable Development, and the ILO supports the implementation of Goal 8 on inclusive and sustainable economic growth, full and productive employment and decent work for all.



Izmir, 2019

Incentives provided to employers have led to an increasing number of Syrian refugees being employed formally - with a work permit and with access to the social security system. So far, many Syrians have been employed in the textile industry and shoemaking, thereby filling labour market gaps, as employers struggle to find both qualified and motivated workers in these industries.



Istanbul, 2019

Mohamad and Abdurrahman Derky, two brothers, work at a hotel in Istanbul, a city where 25% of all tourists come from Arab countries. Hence, their Arabic language skills are of great benefit for their everyday life at work. Mohamad and Abdurrahman, 22 and 23 years old, came from Syria in 2014 and participated in an ILO training, after which they were able to find this job.



Gaziantep, 2019

The SADA Women's Cooperative was founded in Gaziantep, in the southeast of Turkey, in March 2019 by 50 Turkish, Syrian and Afghan women. The cooperative, with its diverse portfolio, is both home and workshop to women who produce handbags and wallets, besides providing catering services and manufacturing home textiles. With their motto "stronger together", the women's inclusive, economically and socially cohesive business model was chosen as one of the top ten successful scale-up projects out of 114 showcased at the Paris Peace Forum 2019 - a Global Platform for Governance projects. SADA, which means "voice" in both Turkish and Arabic, made the women's voices stronger.