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COUNCIL



TURKISH RED CRESCENT

COMMUNITY-BASED MIGRATION PROGRAMS
SOCIO-ECONOMIC EMPOWERMENT PROGRAM

ENHANCING SUSTAINABLE ECONOMIC
OPPORTUNITIES AND SELF-RESILIENCE FOR
REFUGEES AND TURKISH CITIZENS IN A MORE
INCLUSIVE HATAY LABOR MARKET PROJECT

FINAL REPORT



Ankara, December 2021



ENHANCING SUSTAINABLE ECONOMIC OPPORTUNITIES AND SELF-RESILIENCE FOR REFUGEES AND TURKISH CITIZENS IN A MORE INCLUSIVE HATAY LABOR MARKET PROJECT

FINAL REPORT

Turkish Red Crescent Publications

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FOREWORD



One of the most important dimensions of the migration crisis, which deeply affects all humanity, is to provide immigrant and asylum seeker populations with access to livelihoods, to achieve economic independence without the need for assistance and thus to establish social harmony with the local people.

One of the most valid methods of reducing or completely eliminating the economic-oriented negative perceptions and prejudices against immigrants and asylum seekers in the local society is that these people can participate in the production life and provide their own livelihoods and make an economic contribution to their relatives and even to the society they live in.

Starting with these sensitivities, Community Centers operating within the Turkish Red Crescent Community-Based Migration Programs aim to increase the employability of local people, Syrians under temporary protection and other foreigners under international protection within the scope of

Socioeconomic Empowerment Program and to support the labor force policies of our country. For this purpose, activities are carried out in the focus of developing professional capacity and language skills, directing to employment and observing rights in working life for beneficiaries.

At this point, we are pleased to share with you the results reports including the implementation processes, concrete outputs, multiplier effects and general evaluations of the projects carried out with public institutions, non-governmental organizations, private sector representatives and international stakeholders and aimed at enabling beneficiaries to access sustainable livelihoods. We hope that this report, which includes the field results of long and detailed planning studies, will pave the way for similar studies and shed light on that path.

**Community-Based Migration Programs
Coordinatorship
Socioeconomic Empowerment Program
Team**

1. GENERAL INFORMATION



1.1. About Turkish Red Crescent

The Red Crescent is a voluntary social service organization with legal personality, subject to the provisions of private law, non-profit, free of charge and working for the public interest.

The Red Crescent, founded on June 11, 1868 under the name of “Ottoman Aid Society for Wounded and Sick Soldiers”, was named as “Ottoman Red Crescent Association” in 1877, “Turkey Red Crescent Association” in 1923, “Turkey Red Crescent Association” in 1935 and “Turkey Red Crescent Society” in 1947. The organization was named “RED CRESCENT” by the great leader Atatürk.

The purpose of the Red Crescent is to try to prevent or alleviate the pain of a person without any discrimination, to protect the life and health of a person, to ensure that his personality is respected and to try to bring mutual understanding, friendship, respect, cooperation and constant peace between people. The Red Crescent is a symbol of solidarity in times of need, equality in times of suffering, humanity, neutrality and peace in

the heat of war.

Turkish Red Crescent, one of the most respected and powerful institutions of the humanitarian sector in the international arena, shares the basic principles of the International Red Crescent-Red Cross Community. These are the principles of humanity, non-discriminatory, impartiality, independence, charity, unity and universality.

The organization of the Turkish Red Crescent consists of Headquarters and branches. The duties at all levels of the Red Crescent other than the General Directorate are carried out voluntarily.

Turkish Red Crescent, which carries out works at national and international level in the fields of disasters, safe blood supply, social services, migration services, education, youth and volunteering services, is developing its service range day by day.

1.2. About Community-Based Migration Programs and Community Centers

As a result of the political crisis and conflicts that started in Syria on March 15, 2011, millions of people were displaced and became in need of humanitarian aid. With this migration crisis, Turkey is home to around 4 million immigrants and refugees. Within the scope of the response to the Turkish Red Crescent migration crisis, the first Community Center was established in Şanlıurfa province on January 20, 2015 in line with the needs of migrants, refugees and local people living outside the camp. As of 2020, the services of Turkish Red Crescent Community-Based Migration Programs reach the beneficiaries with 17 community centers in 16 provinces across the country.

The key objective of Community-Based Migration Programs is to contribute to the community resilience and culture of peaceful co-existence by empowering the physical, psychological, social and economical of all vulnerable groups and individuals.

The priority audience of the services of our Community Centers, supported by many national and international non-governmental organizations, is vulnerable individuals from all age groups such as the disabled, the elderly and people exposed to violence. Our Community Centers aim to provide their services to all those in need who live in the region they serve, regardless of religion, language or race.



17 Active
Community Center



1.3. About Socio-economic Empowerment Program

In order to ensure the economic self-sufficiency of all vulnerable individuals, it aims to increase their professional capacity, to direct them to work and to support entrepreneurship. Three main sub-programmes are implemented under the Socioeconomic Empowerment Program.

Guidance to Employment Subprogram

Within the scope of labor supply analysis, profiling, individual competence determination, Turkish level determination and personality inventory studies are carried out. Within the scope of labor demand analysis, workshops are organized with stakeholders and employers together with determination of positions and vacancies in

employment, collection of employer demands and determination of competence needs. As a result of these analyses, beneficiaries participate in vocational trainings, Turkish language courses, Business and Vocational Turkish Trainings and Social Skills Development Trainings opened to meet market needs and appropriate beneficiaries are directed to employers and vacant positions. Beneficiaries who are referred to

employment are informed about legal and cultural working conditions and consultancy services are provided for employers during

the work permit application process. In addition, work permit fees are also paid under the program.



Vocational Training
20.615



Turkish Language Courses
14.020



Guidance to Employment
17.270



Counseling for Employers
7.273



Soft Skills Training
7.111



Professional and Vocational
Turkish Language Course
7.090



Work Permit
9.360

Entrepreneurship Subprogram

Basic and advanced entrepreneurship trainings are provided through collaboration with universities, civil society organizations and techno-parks in line with the needs analysis performed about local entrepreneurship by Community Centers. Following the trainings, entrepreneurship camps are organized to create business and feasibility plans of the beneficiaries. The ones with sustainable business plans are designated and in-kind support is provided for them. In the meantime, mentorship and incubation assistance is provided on the areas of legal, marketing, finance and business management during the incorporation process.

Additionally, support for Homebased Production, Small-Scale Agricultural and Livestock Production including material, equipment and consumables are given for the beneficiaries who participated to the vocational trainings and agricultural and husbandry trainings carried out at Community Center and received certification to produce at home and create livelihoods.



Number of People
Receiving Training
843



Number of People
Receiving In-kind Donati-
on Support
76



Number of People
Preparing Business Plan
383



Number of People Participating
in the Mentorship and
Incubation Program
77

Agriculture and Livestock Subprogram

Theoretical and practical agriculture and livestock trainings are provided to the beneficiaries to meet local needs in line with the cooperation with local institutions, agricultural chambers, associations and

universities affiliated to the Ministry of Agriculture and Forestry. Beneficiaries who successfully complete the trainings are directed to employment or beneficiaries who want to carry out production are given Home-Based Production, Small Scale Agriculture and Livestock Production supports.



Number of Agriculture and Livestock Courses Trainees

3.682



A photograph of a dairy farm. In the foreground, two people are standing on a dirt floor. The person on the left is wearing a white cap, a white shirt, and bright yellow rubber boots. The person on the right is wearing a red high-visibility vest over a white shirt and dark pants. In the background, several black and white cows are visible, some standing and some partially obscured. The scene is under a large structure with a corrugated metal roof. The overall lighting is somewhat dim, and the image has a slightly desaturated, teal-tinted appearance.

**2. ENHANCING
SUSTAINABLE
ECONOMIC
OPPORTUNITIES AND
SELF-RESILIENCE
FOR REFUGEES AND
TURKISH CITIZENS IN
A MORE INCLUSIVE
HATAY LABOR
MARKET PROJECT**

2.1. Project Summary

Enhancing Sustainable Economic Opportunities and Self-Resilience For Refugees and Turkish Citizens in a More Inclusive Hatay Labor Market Project has been implemented by the TRC Hatay Community Center with the fund support provided by the Danish Refugee Council (DRC) with a view to socioeconomically empower locals and migrants living in Hatay.

The beneficiaries, the individual employability status, social skills, and vocational training needs of whom will be determined by the TRC Community Centers profiling system, were directed for vacant positions in the labor market in close coordination with the Turkish Employment Agency (İŞKUR) and other local stakeholders.

The obstacles of project participants in accessing the labor market as well as their potentials have been identified, their skills, areas of interest, expectations, former education and experiences were assessed, the state of the labor market in the province of Hatay was examined, and it was ensured that individuals were directed to fields of work that were compatible with their profiles. Furthermore, individuals were given guidance on job search techniques, and information was provided on matters that are important in the job searching processes, such as resumes and behavior during interviews as well as personnel selection methods. Therefore, support was provided to increase the self-sufficiency of individuals in their employment processes.

2.2. The Objectives and the Goals of the Project

The objective within the scope of the project conducted is to hold vocational training courses in agriculture and husbandry, and to provide guidance for workers and employers in order to meet the need for qualified personnel in the region and to increase the employability of individuals who do not have professional know-how, skills, and experience.

Meeting and information-providing events were held whereby the project beneficiaries and the officials of the institutions providing support for entrepreneurs came together in order to increase formal employment, raise awareness about entrepreneurship, and help enable entrepreneurs carry out networking activities.

Furthermore, a protective mask making

course was organized with the participation of local and migrant women throughout the COVID-19 pandemic, affecting the entire world during the course of the project implementation. The masks manufactured were conveyed to the individuals in need, meeting the mask needs of such people.

In line with the targets set, 1067 people were profiled, work permit fees for 86 people were paid, 2 Entrepreneurship Networking Events were held, 682 people were given vocational training courses in agriculture and husbandry, and 130 beneficiaries who received training courses were directed to employment. Furthermore, 536,717 protective masks were manufactured, and 269,125 of such masks were delivered to individuals in need. All masks produced will be distributed to beneficiaries until the end of 2021.

2.3. Project Preparation Processes

Following the Syrian crisis that occurred in 2011, with the displacement of people and the subsequent severe destruction of people's socioeconomic well-being, such individuals

started living in Turkey, and accordingly, the economic situation analysis and needs assessments of Hatay province, where they started to live, and whereby people in need

already lived, were made. Under the light of the results improved, it is of great importance to improve the economic wellbeing of the local population in need as well as that of the migrants and to be able to develop a culture of living together, in order to increase social resilience. Accordingly, within the scope of the project prepared taking into account the state and the needs of the current labor market; the objective is to facilitate individuals to have sustainable employment opportunities in agriculture and husbandry by increasing their self-sufficiency, meeting the need for qualified personnel in agriculture and husbandry in the region, facilitating the employability of individuals in the relevant field, supporting formal employment, and increasing the awareness level of both workers and employers in this regard. Furthermore, the objective was also to conduct a pioneer effort in the region in agriculture and husbandry where formal employment is quite little, and to set an example for other people as well as Institutions/Organizations/Non-Governmental Organizations. This way, both contributions were made to the

self-sufficiency of individuals in need, and the efforts to meet the current needs in the labor market in Hatay and to increase formal employment in agriculture and husbandry in the region started being exemplary efforts. In line with these objectives and goals, 17 agricultural, 5 husbandry, and 4 protective mask making training courses were held. In addition to these activities, the Community Center held training courses and seminars in social skills development, conflict and mediation, and health with a view to empower and increase awareness from a socioeconomic, protection and psychosocial standpoint for the project beneficiaries.

Meetings were held with farmers, large land owners and agricultural intermediaries (çavuş) operating in the Hatay region in order to direct the beneficiaries to employment following the training process, and preparations continued for such activities to direct individuals to employment.

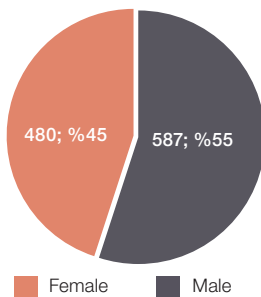
Efforts to direct individuals to employment were carried out in coordination with İŞKUR in order to conduct the activities on a legal basis.

2.4. The Target Audience of the Project

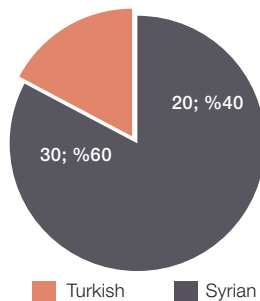
The target audience of the project consisted of individuals between the ages of 18 and 60, willing to be trained and employed in agriculture and husbandry, skilled, and wishing to work in compliance with the needs of the industry. A look at the gender

and nationality distribution of 1067 people in total reveals that there were 587 male and 480 female participants, and 883 of such participants were foreign nationals under Temporary Protection, while the remaining 184 were locals.

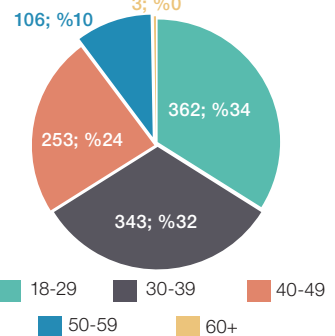
Gender distribution



Nationality distribution



Educational distribution



2.5. The Process of Determining Project Beneficiaries

In accordance with the principle of impartiality, the TRC is careful not to rely on a single source during the process of determining beneficiaries. Accordingly, in addition to informing the beneficiaries who are in the Community Center database by phone calls, it was ensured that the beneficiaries in the province of Hatay were made aware of the project via instruments such as banners, posters, brochures, etc. provided within the scope of visibility activities carried as part of the project. Furthermore, a project introduction meeting was held with the Hatay Provincial Directorate of Migration Management, one of the institutions from which the individuals under temporary protection received services the most, to ensure that more beneficiaries were informed of the project, and beneficiaries living in different regions across the province of Hatay were reached. Mukhtars, local non-governmental organizations, social assistance and solidarity foundations, and Public Education Centers operating under the General Directorate of Lifelong Learning were also among the institutions and organizations with which cooperation activities were held with the purpose of reaching more beneficiaries within the scope of the project.

Following the receipt of the applications, beneficiaries with eligible profiles were invited to the Community Center for interviews in order to be included in vocational training courses in line with their fields of interest and needs. Interviews were held with 1067 beneficiaries who met the criteria and wished to be involved in the project, and a profiling

activity was carried out for them. Following the profiling activity, beneficiaries who had the motivation to work were interviewed in person for the vocational training courses identified for the areas for which beneficiaries can be directed to employment within the labor market in agriculture and husbandry across the province of Hatay. Accordingly, beneficiaries who were eligible for vocational training were evaluated using the following questions.

- Do they have ID cards that are valid in Turkey?
- Are they between the ages of 18 and 59?
- Are they willing and motivated to have regular employment?
- Are they individuals who are alone, with at least one child under the age of 18?
- Are they individuals with at least three children under the age of 18?
- Is she a woman living on her own, with no relatives?
- Do they have work experience in the relevant field?
- Are there many dependents in the household?
- Is there a disabled dependent in the family?
- Are they unemployed for one year or more?
- Do they have a regular income?
- Are they benefiting from the ESSN program?
- Are they working informally?
- Are they willing and motivated to acquire professional skills?

2.6. Project Calendar and Duration

The project that had started with the cooperation agreement signed between the TRC and DRC on 30.12.2020, with the end date set as 31.08.2021, was extended for 1 month due to the suspension of activities as

necessitated by the restrictions introduced due to the COVID-19 pandemic, and continued to be implemented in line with the main activities listed below, and was finalized on 30.09.2021.

Activity	Beginning - Ending Date
Making the Announcements and Choosing Beneficiaries	04.01.2021 – 30.07.2021
Delivering the Vocational Training Courses	01.02.2021 - 30.09.2021
Employment Processes of Beneficiaries Who Received Vocational Training Courses	01.04.2021 - 30.09.2021
Work Permit Applications and Grant Supports	01.01.2021 - 30.09.2021
Employment and Vocation Guidance Seminars	01.02.2021 - 30.09.2021
Entrepreneurship Networking Events	18.06.2021 - 17.09.2021
Sterilization, Packaging, and Distribution of Hygienic Masks	20.01.2021 - 27.08.2021
Monitoring and Evaluation Activities	01.04.2021 - 31.09.2021
Closing Meeting	07.09.2021

2.7. Venue for Project Implementation

The theoretical and practical training courses given were held at TRC Çiftlik [Farm] 1868, operating under the Hatay Community Center, built on an area of 20 decares. Profiling activities, capacity building training courses and mask manufacturing activities were held at the Hatay Community Center.

 Hatay Community Center
Bağlar Mah. Turgay
Güdük Sk. No:21-22-23
Reyhanlı / Hatay

 Kızılaz Çiftlik (TRC Farm) 1868
Çatalhöyük Mah. No:77
Reyhanlı / Hatay

2.8. The Main Activities of the Project

Project Introduction Activities

Project introduction meetings were held with public institutions and organizations, billboard advertisements, and stand activities were made, posters were printed and posted both at the Community Center, and at other non-governmental organizations and public institutions and organizations, and brochures were handed out within the scope of project promotion activities with a view to ensure that the activities to be carried out as part of the project would reach more people from different segments.



Profiling Work

Profile creation and counselling activities were carried out for 1067 beneficiaries in line with the criteria set for project objectives. The profiling activity was carried out by the TRC personnel obtaining information on the vocational know-how, skills, and experiences, and directing the beneficiaries to project activities which they were interested in, and in which they could succeed.

Vocational Training Courses

26 vocational training courses were held as part of the project implemented, namely, 4 for protective mask manufacturing, 5 for husbandry, and 17 in agriculture. 737 beneficiaries attended the training courses held, 677 of whom completed the training courses successfully.

142 of the beneficiaries who successfully completed the vocational courses were directed to employment in various agricultural and husbandry areas. In line with the relevant regulation of the Directorate of Agriculture and Forestry, exemption from the obligation to obtain a work permit in seasonal agriculture and husbandry had been contemplated, but it was mandatory for individuals to individually apply to the relevant institutions. Accordingly, beneficiaries who completed their vocational training courses were informed about this registration process, and were directed to İŞKUR for registration, and thus, they were registered as agricultural workers.

Vocational Courses	Number of Participants
Protective Mask Making Course	55
Ornamental Plants Cultivation	22
Greenhouse Pepper Cultivation and Compliance Training Course	28
Hatchery Development and Compliance Training Course	29
Banana Growing and Compliance Training Course	155
Cultural Control Course in Agriculture	50
Large Ruminant Care and Breeding	25
Landscaping Course	48
Greenhouse Vegetable Cultivation	35
Tomato Cultivation and Compliance Training Course	35
Poultry Breeding Course	40
Plant Diseases and Pests Control Course	35
Horticultural Cultivation Course	35
Dairy Cattle Breeding	35
Low Tunnel Installation Course in Agriculture	35
Strawberry Cultivation Course	35
Net Knitting Course	40

Work Permit Screen and Fee Payment Supports

Pursuant to the Regulation on the Issuance of Work Permits for Foreigners under Temporary Protection, individuals who are living in our country under temporary protection have access to work permits as of January 2021. Within the scope of the project, information provision activities were continued to be carried out in order to enable employers, and beneficiaries under temporary protection to access formal employment. As part of the information provision activities that were held, consultancy was provided for the employers during the course of the work permit application procedures for 86 beneficiaries who wanted to get work permits, and the fees for the approved applications were covered.

Entrepreneurship Networking Activities

The first of the two Entrepreneurship Networking Activities held within the scope of the project was carried out with 180 participants (105 Syrians and 75 locals), with the cooperation of the Reyhanli Chamber

of Commerce and Industry. The program has been organized in order to enable entrepreneurs and entrepreneur candidates to meet and to cooperate, and thus expand their entrepreneurship networks. Within the scope of the activity, information was given about the grant and support packages for entrepreneurs, by the representatives of KOSGEB, DOĞAKA and TKDK. Furthermore, a plaque ceremony was held for the top 10 entrepreneurs who paid the highest taxes in the district, with a view to appreciate, honor, and celebrate the successes of the successful entrepreneurs in Reyhanli.

The second Entrepreneurship Networking activity was held with the support of Kırkhan Chamber of Commerce and Industry with the participation of 200 entrepreneurs (120 Syrians and 80 locals). Within the scope of the activity, information was given about the grant and support packages for entrepreneurs, by the representatives of KOSGEB, DOĞAKA and Hatay Provincial Directorate of Commerce, and entrepreneurs were given information on matters related to commercial law.

2.9. Project Budget

PROJECT COST	
PROJECT BUDGET	321,754 EURO
COST PER PERSON	286.76 EURO

3. OVERALL ASSESSMENT AND CONCLUSION



Due to the ongoing conflict in Syria, Turkey hosts approximately 4 million Syrian refugees under Temporary Protection Status, living in urban areas. Ensuring social cohesion between the individuals under Temporary Protection and International Protection and the host community, and supporting access to livelihood opportunities by increasing their employability is of utmost importance for the migrants who were affected by the Syrian humanitarian crisis, and who had to leave their homes and are in the process of recovery. Within this scope, developing cooperation efforts with the local stakeholders in order to ensure humanitarian aid, increasing vocational skills in line with the opportunities and needs of the Turkish labor market will help facilitate the access of such individuals to sources of livelihood, and allow the improvement of the social cohesion process with the local people and dynamics with such individuals being in the labor market. Furthermore, including the locals in these programs will help both the migrant population and the host community in need access the sources of livelihood, and ensure that such programs are sustainable by developing social integration with equal opportunities.

This report reflects a summary of the experiences obtained in the Enhancing Sustainable Economic Opportunities and Self-Resilience for Refugees and Turkish Citizens in a More Inclusive Hatay Labor Market Project activities carried out via the Hatay Community Center as part of the Socioeconomic Empowerment Program conducted by the IOM Programs.

Under the light of the requirements listed above and the outputs expected, as part of the project carried out via the Community Center by the TRC Community-Based Migration Programs Coordinatorship, 1067 people were profiled, 682 people were given vocational training courses in agriculture and husbandry, 130 beneficiaries who received training courses were directed to employment, and work permit fees were paid for 86 people. Furthermore, two Entrepreneurship Networking Activities were held, 536,717 protective masks were manufactured, and 269,125 of the masks manufactured were delivered to people in need. All masks manufactured will be distributed to beneficiaries by the end of 2021.



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