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# SUPPORT FOR TRANSITION TO LABOR MARKET PROJECT

# PROVINCE-BASED SOCIO-ECONOMIC SECTOR CURRENT SITUATION REPORT

## GAZİANTEP

REPUBLIC OF TÜRKİYE MINISTRY OF LABOUR AND SOCIAL SECURITY

İŞKUR

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**TÜRK KIZILAY**
**COMMUNITY-BASED MIGRATION PROGRAMS**
**SOCIO-ECONOMIC EMPOWERMENT PROGRAM**

SUPPORT FOR TRANSITION TO LABOR MARKET PROJECT
PROVINCE-BASED SOCIO-ECONOMIC SECTOR CURRENT SITUATION REPORT

Türk Kızılay Publications
Ankara, Türkiye
May 2025

"This publication was produced with the financial support of the European Union. The content of this publication is the sole responsibility of the Ministry of Labor and Social Security of the Republic of Türkiye, the Turkish Employment Agency, and the Türk Kızılay, and does not necessarily reflect the views of the European Union."

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# PROVINCE-BASED SOCIO-ECONOMIC SECTOR CURRENT SITUATION REPORT

(GAZİANTEP)

REPUBLIC OF TÜRKİYE MINISTRY OF LABOUR AND SOCIAL SECURITY

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# ABBREVIATIONS

| | |
|---|---|
| **BAG-KUR** | : Independent Employees Social Security Institution |
| **GDP** | : Gross Domestic Product |
| **IPSHA** | : International Protection Status Holders and Applicants |
| **IRIS** | : Industrial Registry Information System |
| **ISKUR** | : Turkish Employment Agency |
| **ISO** | : International Organization for Standardization |
| **KOSGEB** | : Small and Medium Enterprises Development Organization |
| **NACE** | : Statistical Classification of Economic Activities of the European Community |
| **R&D** | : Research and Development |
| **SEGE** | : Socio-Economic Development Ranking |
| **SME** | : Small and Medium-sized Enterprises |
| **SSI** | : Social Security Institution |
| **SuTPs** | : Syrians Under Temporary Protection |
| **TURKSTAT** | : Turkish Statistical Institute |

# INTRODUCTION

Gaziantep is a city located in southeastern Türkiye and stands out with its deep-rooted history, dynamic economy and strong industrial infrastructure. Gaziantep contributes significantly to the national economy in many sectors such as food, textiles, machinery, chemicals and plastics, and is also one of Türkiye's largest exporting provinces. As the economic engine of the region with its strong production capacity and extensive trade network, the city also has a remarkable structure in terms of migration dynamics and labor force structure. The Gaziantep Socio-Economic Sector Current Situation Report analyzes the socio-economic and sectoral current situation in Gaziantep. The report consists of five sections: Literature Review, Secondary Data Analysis, Analysis and Findings of the Survey, Analysis and Findings of the In-Depth Interviews, and General Evaluation and Policy Recommendations.

In the literature review, existing studies on Gaziantep were examined and prominent sectors were evaluated. From the perspective of employers, unemployment, migrant workers and vocational training in Gaziantep are discussed. Sectoral employment dynamics, qualified, unqualified, young, female and seasonal labor demands are also summarized. In the secondary data, population, labor force and employment, social security and working life, and migration data for Gaziantep are evaluated based mainly on data from TURKSTAT, ISKUR, SSI, Ministry of Labor and Social Security, and the Presidency of Migration Management.

As part of the fieldwork, in addition to in-depth interviews conducted in Gaziantep, a survey was conducted with (56) stakeholders to reach a wider audience. The survey results are discussed in detail in the third section. Then, in the fourth section, the findings of the in-depth interviews are presented. In the last section, in the light of all this information and findings, recommendations and strategies for the development of the labor market in Gaziantep are evaluated and policy recommendations for sustainable employment and social cohesion are presented.

The Gaziantep Socio-Economic Sector Current Situation Report provides a comprehensive framework for decision-makers and stakeholders who play an active role in employment processes to understand the structure of the labor market and make strategic directions. In particular, public and private sector representatives who want to increase integration into the labor market will have the opportunity to evaluate the prominent employment areas in Gaziantep, employer expectations and effective methods that can be followed in job placement processes. Accordingly, the report aims to provide policymakers, business representatives and academia with a comprehensive resource on the province's labor market by presenting the current socio-economic dynamics of Gaziantep. It also aims to contribute to sustainable growth and development processes by providing strategic roadmaps for more effective utilization of regional economic potential.

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This report aims to provide a comprehensive resource for policy makers, business representatives and academia on the labor market in Gaziantep by presenting the current socio-economic dynamics of the province.

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# CHAPTER I

# CHAPTER I

## 1. LITERATURE REVIEW - ANALYSES ON DEMOGRAPHIC, SOCIO-ECONOMIC STRUCTURE AND LABOR AND EMPLOYMENT SITUATION IN GAZİANTEP

Gaziantep is an important economic center located in southeastern Türkiye. Gaziantep, which has a rich trade tradition due to its location on the Silk Road throughout history, makes significant contributions to the national economy, especially in the textile and food sectors. The city developed its industrial activities, which started in the Ottoman period, went on during the Republican period and the city hosted the first modern industrial facilities such as the National Mensucat Factory. Gaziantep's industrial history has developed since the early years of the Republic, gained momentum with the Organized Industrial Zone established in 1969, and today is one of the leading industrial cities in Türkiye (Gaziantep Provincial Directorate of Industry and Technology, 2021).

Gaziantep has an important place in terms of the added value it contributes to the Turkish economy. As of 2021, the province's total Gross Domestic Product (GDP) is approximately 148.6 billion TRY. This corresponds to a share of approximately 2.05% of the Turkish economy. The industrial sector accounts for 45.52% of Gaziantep's total GDP, compared to 3.58% of Türkiye’s industrial GDP. This is a clear indication of the province's industry-oriented economic structure (TURKSTAT, 2022).

Gaziantep has a strong industrial infrastructure in various sectors, particularly in the textile and food sectors. Especially in the textile sector, Gaziantep has become one of the most important centers of the country with 15.83% of the total employment in Türkiye. It also has significant production capacities in sectors such as food industry, rubber and plastic production, and paper products. Gaziantep is represented by a large number of companies in Türkiye’s top 500 industrial enterprises (ISO 500) and the Turkish Exporters Assembly's top 1000 exporter lists, and stands out with its contribution to the national economy (Gaziantep Provincial Directorate of Industry and Technology, 2021).

Gaziantep is also an important actor in foreign trade. In terms of export performance, it has become one of the most important export centers across the country, surpassing the $10 billion mark in 2021. Gaziantep ranked third with the highest number of companies in the "Top 1000 Exporter Companies" list announced by the Turkish Exporters Assembly in the 2019-2021 period, proving the importance of its contribution to the country's economy (Gaziantep Provincial Directorate of Industry and Technology, 2021).

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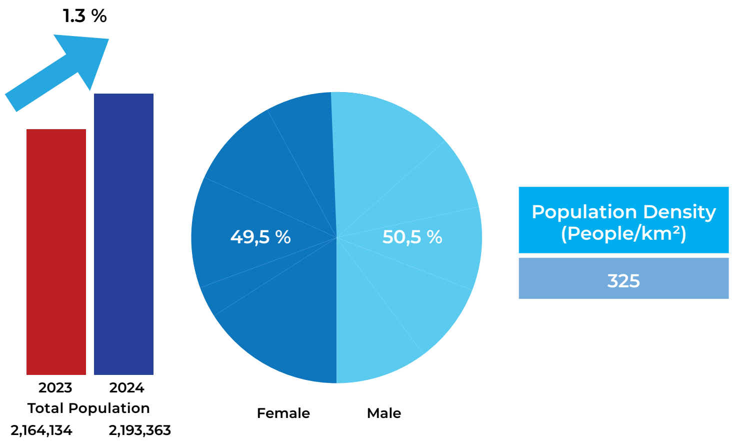
Gaziantep is one of Türkiye's fastest rising economic cities. Thanks to its deep-rooted industrial tradition, strong entrepreneurial culture and export capacity, it plays a key role in the Turkish economy. While the province continues to strengthen its industrial infrastructure to sustain its economic development, it also carries out important work in areas such as raising the level of technology and ensuring economic balance between districts (Gaziantep Provincial Directorate of Industry and Technology, 2021).

**Table 1.** Demographic Overview of Gaziantep

| Total Population (2023) | 2,164,134 |
|---|---|
| Population Growth Rate (Per thousand) | 4,7 |
| City Population (%) | 90 |
| Rural Population (%) | 10 |
| Young Population (0-14 Years) (%) | 29,4 |
| Employable Population (Age 15-64) (%) | 64,5 |
| Elderly Population (Age 65+) (%) | 6,1 |
| Female Population (%) | 49,5 |
| Male Population (%) | 50,5 |
| Labor Force Participation Rate (%) | 52,8 |
| Unemployment Rate (%) | 14,6 |
| Non-Farm Unemployment Rate (%) | 17,8 |
| Literacy Rate (%) | 94 |
| Average Household Size | 4,5 Person |

Source: Gaziantep Employment and Labor Market Report, 2023




**Graphic 1.** Gaziantep Province Demographic Data

## 1.1. Effects of Regional Cultural and Economic Factors

Gaziantep's sectoral structure has been shaped by its historical heritage, geographical location and entrepreneurial culture. Trade and manufacturing industries have developed rapidly thanks to the region's strategic location on trade routes, with textile, carpet and food industries being the strongest sectors. The widespread cotton production provides raw materials for the weaving and carpet industries, while investment incentives support these sectors. In addition, thanks to its rich gastronomic heritage, baklava, pistachio, bulgur and pasta production has grown and gained an important place in both national and international markets.

The wave of migration from Syria has increased production in the textile and footwear sectors by lowering labor costs, but has led to problems such as widespread informal employment and a lack of qualified labor. While the advantage of cheap labor contributes to economic growth in the short term, it creates imbalances in the labor market in the long term. This restricts employment opportunities for the local workforce, especially in sectors with a high concentration of low-skilled workers, and increases social imbalances.

One of the biggest problems in the industrial sector is high energy costs and infrastructure deficiencies. In particular, energy-intensive sectors such as the metal and chemical industries are losing their competitiveness and weakening. In addition, traffic, environmental pollution and infrastructure deficiencies in the rapidly growing organized industrial zones have a negative impact on industrial production and investment decisions. These factors lead to a more limited development of Gaziantep's high-technology based industries.

Gaziantep's industrial structure, shaped by regional cultural and economic factors, supports the strengthening of sectors such as textiles, food, plastics and rubber, while energy-intensive and high-tech industries are less developed. In order for economic growth to become sustainable in the province, infrastructure problems should be eliminated, vocational training programs should be expanded and R&D activities should be supported. This will contribute to the development of high value-added sectors as well as regional advantages (Gaziantep Provincial Directorate of Industry and Technology, 2021).

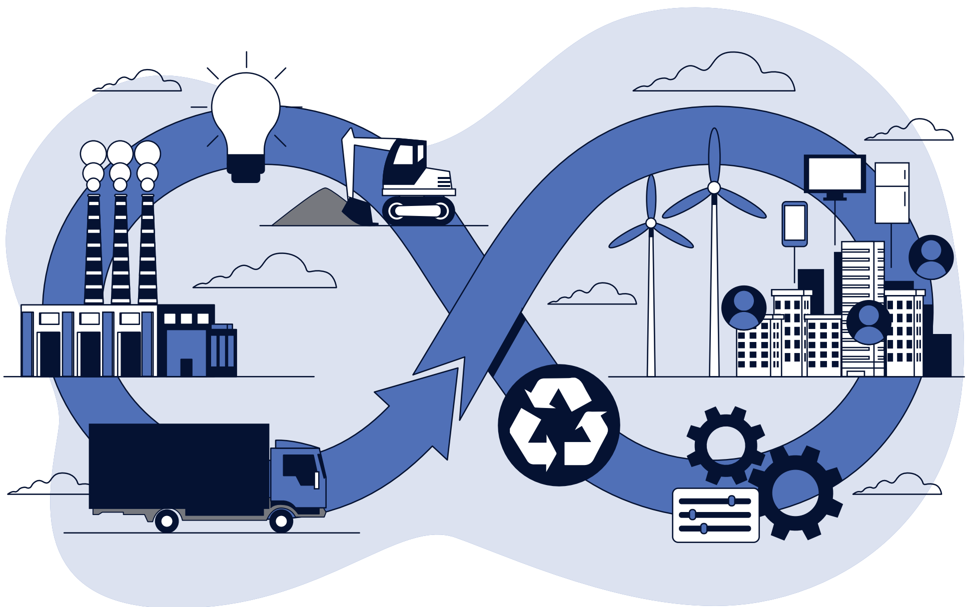


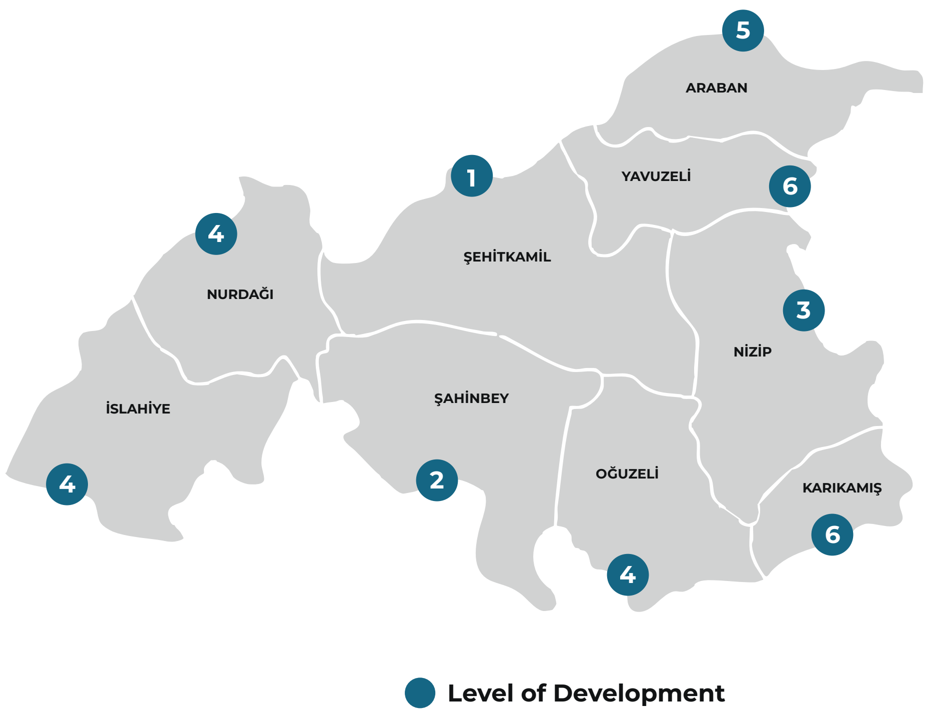
**Table 2.** Gaziantep City Profile: Key Statistics

| Indicators | Value | Share in Türkiye (%) | Provincial Ranking |
|---|---|---|---|
| Province Area (km²) | 6,803 | 0,87 | 51 |
| Population Growth Rate (per thousand) | 18,4 | | 22 |
| City Population (%) | 60% urban, 40% rural | | |
| Rural Population (%) | %60 | | |
| Young Population (0-14 Years) | %35 | | |
| Working Age Population (15-64 years) | 1,340,335 | 2,33 | 9 |
| Young Population (15-24 years) | 368,260 | 2,84 | 7 |
| Total Number of Active Insured | 546,411 | 2,21 | 9 |
| Number of Compulsory Insured (4/a) | 363,227 | 2,25 | 7 |
| Number of Compulsory Insured in Industry (4/a) | 148,492 | 3,28 | 7 |
| Gross Domestic Product (GDP) at Current Prices (Thousand TRY) | 148,588,413 | 2,05 | 8 |
| Industrial GDP at Current Prices (BCDE) (Thousand TRY) | 67,634,889 | 3,58 | 7 |
| Manufacturing GDP at Current Prices (C) (Thousand TRY) | 64,370,044 | 4,00 | 7 |
| GDP Per Capita (USD) | 7,819 | | 29 |
| Exports (Thousand USD) | 10,284,899 | 4,57 | 5 |
| Imports (Thousand USD) | 7,383,898 | 2,72 | 6 |
| Foreign Trade Balance (Thousand USD) | 2,901,001 | | 3 |
| Ratio of Exports to Imports (%) | %139,29 | | 47 |
| Total Deposits (Million TRY) | 61,283 | 1,25 | 9 |
| Total Loans (Million TRY) | 112,423 | 2,56 | 6 |
| Number of Incentive Certificates | 477 | 3,74 | 7 |
| Incentive Certificate Fixed Investment Amount (Million TRY) | 12,922 | 4,70 | 6 |

In economic terms, Gaziantep's gross domestic product (GDP) at current prices will reach 148.58 billion TRY in 2021, ranking 8th in the country with a share of 2.05%. The industrial sector plays an important role in the province's economy, with an industrial GDP of TRY 67.63 billion, representing 3.58% of the country's GDP and ranking Gaziantep 7th in Türkiye. In the manufacturing industry, this figure reaches 64.37 billion TRY and Gaziantep ranks 7th in this field, accounting for 4.00% of Türkiye's total manufacturing industry production (Gaziantep Provincial Directorate of Industry and Technology, 2021).

Gaziantep realized 4.57% of Türkiye's exports in 2021 with exports of 10.28 billion dollars, ranking 5th in the country. In the same period, it ranked 6th with USD 7.38 billion worth of imports and ranked 3rd in Türkiye with a foreign trade surplus of USD 2.9 billion. The exports-to-imports ratio of 139.29% is above Türkiye's average, making Gaziantep one of the rare provinces with a foreign trade surplus. On the other hand, with a GDP per capita of USD 7,819, Gaziantep ranks 29th in Türkiye and is below the national average. In the industrial sector, the proportion of small-scale enterprises is 52.64% and the proportion of large-scale enterprises is 3.21%, indicating that the economic structure of the province is largely based on SMEs. In terms of socio-demographics, Gaziantep ranks 7th in Türkiye with a youth population rate of 2.84%. However, an unemployment rate of 18.6% and a low employment rate of 47.8% indicate that the young population is not sufficiently integrated into the labor force. Therefore, there is a critical need to increase youth employment and improve the quality of education (Gaziantep Provincial Directorate of Industry and Technology, 2021).

**Figure 1.** Gaziantep District Development Rankings




When the socio-economic development levels of Gaziantep's districts are analyzed, significant differences are observed between districts. According to the results of the 2022 Socio-Economic Development Ranking of Districts Survey (SEGE-2022), which reviewed

973 districts across Türkiye, Şehitkamil stands out as the most developed district among the districts of Gaziantep. Şehitkamil ranks 31st among 973 districts in Türkiye, ranking first in the province, and is positioned among the 1st tier districts with the highest level of development.

Among the districts of Gaziantep, Şehitkamil is the most developed district and the only one with a positive score of 2.375. Şahinbey ranks 151st and is in the 2nd development level, while Nizip ranks 403rd and is in the 3rd development level. İslahiye (532nd rank), Oğuzeli (547th rank) and Nurdağı (592nd rank) are in the 4th development level. Araban (805th rank), Karkamış (859th rank) and Yavuzeli (922nd rank) stand out as the least developed districts of the province, ranking in the 5th and 6th development levels. The development differences between the districts are significant and economic development needs to be distributed more evenly. Şahinbey is in the middle level with a positive score (0.854) and Nizip is in the lower middle level with a negative score (-0.157), while other districts have lower development levels with increasing negative scores.

**Table 3.** Breakdown of Industrial Employment by Employee Type

| Employee Type | Türkiye - Number of Employees | Türkiye's Share (%) | Gaziantep - Number of Employees | Gaziantep's Share (%) | Share in Türkiye (%) |
|---|---|---|---|---|---|
| **Engineer** | 174,209 | 4,17 | 2,487 | 1,79 | 1,43 |
| **Technician** | 137,529 | 3,29 | 2,102 | 1,51 | 1,53 |
| **Other Technical Fields** | 69,138 | 1,65 | 1,388 | 1 | 2,01 |
| **Master** | 270,432 | 6,47 | 8,414 | 6,05 | 3,11 |
| **Worker** | 2,846,464 | 68,13 | 109,045 | 78,46 | 3,83 |
| **Craftsmen** | 14,187 | 0,34 | 873 | 0,63 | 6,15 |
| **Apprentice** | 19,517 | 0,47 | 284 | 0,2 | 1,46 |
| **Subcontracted Worker** | 143,418 | 3,43 | 377 | 0,27 | 0,26 |
| **BAG-KUR** | 55,968 | 1,34 | 1.436 | 1,03 | 2,57 |
| **Administrative Staff** | 447,203 | 10,7 | 12,584 | 9,05 | 2,81 |
| **Total** | 4,178,065 | 100 | 138,990 | 100 | 3,33 |

When analyzing the distribution of employees employed in the industrial sector in Gaziantep, some important characteristics stand out. As of 2021, total industrial employment in Gaziantep reached 138,990 people. This figure represents 3.33% of the total industrial employment in Türkiye.

Workers are the most intensively employed group in the industrial sector in Gaziantep. With 109,045 people, workers account for 78.46% of total employment, a very high rate. This rate is higher than the Turkish average of 68.13% and indicates that Gaziantep has a labor-intensive industrial structure.

On the other hand, groups such as engineers, technicians and other technical personnel, which indicate a qualified labor force, account for approximately 4.3% of Gaziantep's total industrial employment. The proportion of engineers was 1.79% (2,487 people), technicians 1.51% (2,102 people) and other technical workers 1.00% (1,388 people). The fact that these ratios are below Türkiye's average reveals that Gaziantep industry needs more qualified personnel in terms of high technology and R&D.

Craftsmen in the Gaziantep industrial sector account for 6.05% of total employment, which is very close to the rate of craftsmen in Türkiye (6.47%). The shares of journeymen and apprentices were 0.63% and 0.20% respectively. In addition, the share of administrative staff in the province is 9.05%, close to the 10.70% in Türkiye. This indicates that the institutional management capacity within the industrial sector is approximately aligned with the overall average.Finally, the very low rate of subcontracted workers (0.27%) is noteworthy. This rate is quite limited compared to the 3.43% rate in Türkiye as a whole. Moreover, the rate of BAG-KUR employees in Gaziantep is 1.03%, which is close to the Türkiye average (1.34%). In sum, the industrial sector in Gaziantep is generally labor-intensive, with low levels of qualified personnel and limited employment of subcontracted workers (Industrial Registry Information System - IRIS, 2022).

### 1.1.1. Agriculture and Livestock Sector

Although Gaziantep is economically characterized by industrial activities, the agricultural sector also plays an important role in the province's economy. According to 2020 data from the Turkish Statistical Institute (TURKSTAT), the total cultivated agricultural area in Gaziantep is 132,392 hectares. Thanks to the efficient use of these areas, various agricultural activities are carried out, especially pistachio, olive, grape, grain and vegetable production.

The development of the agricultural sector in the province directly contributes to the socio-economic structure of the region. Pistachio production in particular is critical for Gaziantep's economy and increases the brand value of the province in the Turkish economy. Gaziantep is the leader in pistachio production in Türkiye and contributes significantly to the national economy. Grape and olive production are also important contributors to the regional economy.

The importance of the agricultural sector in Gaziantep's economy is not limited to crop production, but also contributes significantly to the food industry. Gaziantep's bulgur, pasta, pistachio processing and food industry products increase the province's export potential and appeal to both domestic and international markets. The high level of agricultural production supports the development of the food industry in Gaziantep and plays an important role in the province's foreign trade surplus.

On the other hand, there are some structural problems that need to be overcome for the development of the agricultural sector in Gaziantep. The main ones are inadequate irrigation infrastructure and the lack of use of modern agricultural technologies. In order to increase productivity, it is critical to expand modern methods such as drip irrigation and strengthen irrigation infrastructure. In addition, training and support for producers operating in the agricultural sector is important in terms of improving product quality and increasing production efficiency.

Gaziantep has an important economic position on a regional and national scale thanks to its capacity in agricultural activities and diversity of production. Sustainable contributions to Gaziantep's economic development can be achieved through the efficient use of agricultural land and strengthening the integration of agriculture and industry

### 1.1.2. Industry and Manufacturing Sector

Gaziantep stands out in Türkiye's economic development with its industrial and manufacturing sectors and is considered an important center at the national level. According to TURKSTAT's data for 2021, Gaziantep's gross domestic product (GDP) at current prices is approximately 148.6 billion TRY, which is approximately 2.05% of the country's economy. The share of the industrial sector in GDP in the province is 45.52%.

Industrial activities in Gaziantep are centered on textiles, food, plastics and rubber. The manufacturing industry covers a significant portion of the province's total industrial production, accounting for 4% of Türkiye’s manufacturing industry production with an output of 64.37 billion TRY. This has made Gaziantep one of the most important industrial cities in Türkiye.

In terms of employment in the industrial sector, total industrial employment in Gaziantep in 2021 is 138,990 people. This figure accounts for 3.33% of Türkiye’s industrial employment and shows that the province has a strong role in labor-intensive industrial production. Workers account for 78.46% of total employment in the industrial sector, while skilled labor such as engineers and technicians account for about 4.3% of total employment. These data reveal that labor-intensive production activities are more dominant in the province's industrial sector.

Gaziantep also has a strong position in foreign trade; in 2021, it exported 10.28 billion dollars worth of goods, accounting for 4.57% of Türkiye’s total exports. The ratio of exports to imports is as high as 139.29%, clearly showing the province's export-oriented industrial structure. The province's export products, particularly textiles and food products, can compete in international markets in terms of both quality and price.

In conclusion, Gaziantep has a key position in the Turkish economy with its industrial infrastructure, strong production capacity and high foreign trade volume. However, improvements in areas such as transition to high technology, increasing the employment of qualified labor force and eliminating infrastructure problems will further increase the economic power of the province.

**Table 4.** GDP Trends in Türkiye and Gaziantep by Sector

| Year | Türkiye Total GDP (Million TRY) | Türkiye Industrial GDP (Million TRY) | Türkiye Manufacturing GDP (Million TRY) | Gaziantep Total GDP (Million TRY) | Gaziantep Industry GDP (Million TRY) | Gaziantep Manufacturing GDP (Million TRY) | Gaziantep Industry GDP Share (%) |
|---|---|---|---|---|---|---|---|
| **2016** | 2,626,560 | 514,902 | 435,890 | 45,502 | 15,355 | 14,529 | 33,75 |
| **2017** | 3,133,704 | 646,827 | 551,76 | 54,805 | 19,208 | 18,062 | 35,05 |
| **2018** | 3,758,774 | 837,564 | 715,797 | 67,402 | 24,995 | 23,512 | 37,08 |
| **2019** | 4,311,733 | 942,048 | 788,787 | 76,732 | 29,661 | 27,883 | 38,65 |
| **2020** | 5,048,220 | 1,149,840 | 965,942 | 99,286 | 40,970 | 38,926 | 41,26 |
| **2021** | 7,248,789 | 1,888,149 | 1,609,779 | 148,588 | 67,635 | 64,370 | 45,52 |
| **Year** | **Gaziantep Manufacturing GDP Share (%)** | **Gaziantep's Share of Türkiye's GDP (%)** | **Gaziantep's Share of Türkiye's Industrial GDP (%)** | **Gaziantep's Share of Türkiye's Manufacturing GDP (%)** | **GDP Rank of the Province in Türkiye** | **Industrial GDP Rank of the Province in Türkiye** | **Manufacturing GDP Ranking of the Province in Türkiye** |
| **2016** | 31,93 | 1,73 | 2,98 | 3,33 | 10 | 7 | 7 |
| **2017** | 32,96 | 1,75 | 2,97 | 3,28 | 10 | 7 | 7 |
| **2018** | 34,88 | 1,79 | 2,98 | 3,28 | 9 | 8 | 7 |
| **2019** | 36,34 | 1,78 | 3,15 | 3,53 | 10 | 7 | 7 |
| **2020** | 39,21 | 1,97 | 3,56 | 4,03 | 9 | 7 | 7 |
| **2021** | 43,32 | 2,05 | 3,58 | 4 | 9 | 7 | 7 |

Gaziantep's total GDP grew significantly during this period, from 45.5 billion TRY to 148.5 billion TRY, an increase of 226.55%. In the same period, Türkiye’s total GDP increased by 175.98%. This indicates that Gaziantep's economy grew faster than the national average.

The industrial sector is very important in Gaziantep's economy, and its share in the province's total GDP increased from 33.75% in 2016 to 45.52% in 2021. This rise shows that the industrial sector is becoming increasingly dominant in Gaziantep's economy. The share of manufacturing industry in total GDP in the province has similarly increased, from 31.93% in 2016 to 43.32% in 2021. This indicatesthat the manufacturing industry is one of the main drivers of the province's economic growth.

Gaziantep's share in the Turkish economy is also increasing. The province's GDP accounted for 1.73% of Türkiye’s total GDP in 2016, rising to 2.05% in 2021. The share of industrial GDP increased from 2.98% to 3.58%, while the share of manufacturing industry increased from 3.33% to 4.00%. These ratios indicate that Gaziantep's importance in terms of the industrial and manufacturing sectors in Türkiye is increasing and its economic power is rising across the country.

Moreover, when Gaziantep's ranking in Türkiye is analyzed, it is seen that Gaziantep ranked 9th in 2021 in terms of total GDP. In the industrial and manufacturing sectors, it has consistently ranked in the top 10 from 2016 to 2021, and is consistently ranked 7th in both sectors.

As a result, Gaziantep's economy has achieved a higher growth momentum in the last five years compared to the national economy. The increasing share of the industrial and manufacturing sectors in the provincial economy clearly shows that the economic profile of the province is becoming more and more industry-centered. This increases the strategic importance of Gaziantep in the national economy and indicates that the future development policies of the province should be shaped through these sectors.

**Table 5.** Sectoral Breakdown of Industrial Enterprises in Gaziantep (2021)

| | Number of Enterprises | Türkiye (%) | Share (%) | Gaziantep | Share in Türkiye (%) |
|---|---|---|---|---|---|
| **B. Mining And Quarrying** | 5,055 | 3,39 | 35 | 0,89 | 0,69 |
| B.1. Coal and Lignite Extraction | 228 | 0,15 | 35 | 0,00 | 0,00 |
| B.2. Crude Oil and Natural Gas Extraction | 123 | 0,08 | 1 | 0,03 | 0,81 |
| B.3. Metal Ores Mining | 593 | 0,40 | 7 | 0,18 | 1,18 |
| B.4. Other Mining and Quarrying | 4,111 | 2,76 | 27 | 0,68 | 0,66 |
| **C. Manufacturing** | 139,507 | 93,66 | 3,845 | 97,27 | 2,76 |
| C.1. Manufacture of Food Products | 21,481 | 14,42 | 708 | 17,91 | 3,30 |
| C.2. Manufacture of Beverages | 550 | 0,37 | 9 | 0,23 | 1,64 |
| C.3. Manufacture of Tobacco Products | 95 | 0,06 | 1 | 0,03 | 1,05 |
| C.4. Manufacture of Textile Products | 11,752 | 7,89 | 830 | 21,00 | 7,06 |
| C.5. Manufacture of Clothing | 9,477 | 6,36 | 276 | 6,98 | 2,91 |
| C.6. Manufacture of Leather and Related Products | 2,974 | 2,00 | 317 | 8,02 | 10,66 |
| C.7. Manufacture of wood, and Cork Products (Except Furniture) | 6,284 | 4,22 | 83 | 2,10 | 1,32 |

**Table 5.** Sectoral Breakdown of Industrial Enterprises in Gaziantep (2021)

| | Number of Enterprises | Türkiye (%) | Share (%) | Gaziantep | Share in Türkiye (%) |
|---|---|---|---|---|---|
| C.8. Manufacture of paper and paper products | 2,495 | 1,68 | 101 | 2,56 | 4,05 |
| C.9. Pressure and duplication of registered minerals | 2,182 | 1,46 | 23 | 0,58 | 1,05 |
| C.10. Manufacture of chemicals and chemical products | 4,698 | 3,15 | 218 | 5,51 | 4,64 |
| C.11. Manufacture of essential pharmaceutical products and pharmaceutical related goods. | 264 | 0,18 | 4 | 0,10 | 1,52 |
| C.12. Manufacture of rubber and plastic products | 10,485 | 7,84 | 310 | 7,84 | 2,96 |
| C.13. Manufacture of other non-metallic mineral products | 8,024 | 5,39 | 103 | 2,61 | 1,28 |
| C.14. Basic metal industry | 4,141 | 2,78 | 81 | 2,05 | 1,96 |
| C.15. Manufacture of fabricated metal products (machinery, equipment, hrc.) | 15,883 | 10,66 | 224 | 5,67 | 1,41 |
| C.16. Manufacture of computers, electronic and optical products | 1,449 | 0,97 | 8 | 0,20 | 0,55 |
| C.17. Electrical equipment manufacturing | 4,238 | 2,85 | 35 | 0,89 | 0,83 |
| C.18. Electrical equipment manufacturing | 14,366 | 9,65 | 312 | 7,89 | 2,17 |
| C.19. Services provided elsewhere | 2,465 | 1,65 | 25 | 0,63 | 1,01 |
| C.20. Motor vehicle, derivative and ground services | 767 | 0,51 | 9 | 0,23 | 1,17 |
| C.21. Mobile ancillary material | 12,171 | 8,17 | 126 | 3,19 | 1,04 |
| C.22. Other manufacturing | 3,027 | 2,03 | 37 | 0,94 | 1,22 |
| **D. Electricity, gas, steam and power generation and distribution** | 4,381 | 2,94 | 73 | 1,85 | 1,67 |
| D.1. Production and distribution of electricity, gas, steam and ventilation systems | 4,381 | 2,94 | 73 | 1,85 | 1,67 |
| **Total – Industry Sectors** | **148,943** | **100,00** | **3,953** | **100,00** | **2,65** |

Source:TURKSTAT 2021 Report

When the distribution of employment in Gaziantep by sub-sectors of the industrial sector in 2021 is analyzed, it is seen that a total of 138,990 people are employed in the industrial sector, accounting for 3.33% of the industrial employment in Türkiye (Table 5).

Most of the industrial employment in Gaziantep is focused on the manufacturing sector. The number of people employed in the manufacturing sector is 138,007, which corresponds to a very high 99.29% of the total industrial employment in the province. This rate is also above Türkiye's average (95.35%) and clearly demonstrates Gaziantep's manufacturing-oriented economic structure. The most important sub-sector in the manufacturing sector for Gaziantep is the manufacture of textile products. The textile sector employs 78,870 people and accounts for 56.75% of the province's total industrial employment. With its share of employment in the textile sector, Gaziantep alone accounts for 15.83% of Türkiye's textile sector. This indicates that Gaziantep has a strong position in the textile sector at the national level.

Another important sector with high employment in the province is the manufacture of food products. This sector employs 15,254 people and accounts for approximately 10.97% of the total industrial employment in the province. It accounts for 3.06% of the food sector employment in Türkiye. In addition, the number of people employed in the manufacture of rubber and plastic products was 7,279 (5.24%) and in the manufacture of fabricated metal products was 3,554 (2.56%).

Only 730 people are employed in the mining and quarrying sector in Gaziantep, representing only 0.53% of the province's total industrial employment. This is well below the Turkish average of 3.52%, indicating that the mining sector in the province is relatively limited. Electricity, gas, steam and air conditioning production and distribution sector employs 253 people and accounts for only 0.18% of the province's industrial employment. This rate is quite low when compared to Türkiye as a whole (1.13%).

As a result, a significant share of employment in Gaziantep's industrial sector is concentrated in textile and food manufacturing. The large share of the manufacturing industry in the economic structure of the province supports its labor-intensive and export-oriented production capacity. The low employment shares of other sectors point to the need for improvement in terms of economic diversification and increasing high value-added production activities (IRIS, 2022).

> **Gaziantep has a key position in the Turkish economy with its industrial infrastructure, strong production capacity and high foreign trade volume. However, improvements in areas such as transition to high technology, increasing the employment of qualified labor force and eliminating infrastructure problems will further increase the economic power of the province.**

### 1.1.3. Service and Tourism Sector

Gaziantep has significant potential in the service and tourism sectors, in addition to its dominance in the industrial sector in Türkiye 's economic structure. The province's rich historical and cultural heritage, its reputation for gastronomy and its strong trade infrastructure contribute positively to the development of the service and tourism sectors.

The tourism sector is one of the areas that contributes significantly to Gaziantep's economy and supports the branding of the city. Gaziantep, which is included in the UNESCO Creative Cities Network especially in terms of gastronomy tourism, attracts tourists with traditional flavors such as baklava, pistachios and lahmacun. Cultural heritage elements such as Zeugma Mosaic Museum, Zeugma Ancient City, Gaziantep Castle, Bakırcılar Bazaar and historical inns also support tourism activities in the province.

In recent years, tourism investments and developments in the hospitality sector have led to an increase in the number of tourists visiting Gaziantep. While the number of accommodation facilities in the city has increased, the quality of touristic infrastructure and services has also improved. The tourism sector also has an important place in Gaziantep in terms of employment generation capacity.

In terms of the service sector, Gaziantep has become an important center for trade and logistics activities. The city's proximity to Middle Eastern markets and advanced logistics infrastructure facilitate the development of trade and service activities. In addition to the retail sector, Gaziantep is also an important regional center in the health, education and finance sectors.

Thanks to public and private investments in health services, Gaziantep is an important center accepting patients from neighboring provinces and border countries. City hospitals and private health facilities contribute to the development of health tourism. Gaziantep has become a regional center of attraction in the field of higher education with the increase in the number of universities and the improvement in the quality of education.

On the other hand, there are some problems that Gaziantep faces in the service and tourism sectors. In the tourism sector, promotional activities are not effective enough and the capacity to attract international tourists needs to be increased. In addition, in order to meet the need for qualified labor force in the service sector, it is important to accelerate vocational training and qualified labor force training activities. In conclusion, Gaziantep has a significant development potential in the service and tourism sectors. In order to utilize this potential more effectively, infrastructure investments should be increased, sectoral diversification should be expanded, and international promotion activities should be strengthened. In this way, Gaziantep's economic development can be based on a more sustainable basis.

### 1.1.4. Trade, Energy and Logistics

In addition to its success in industrial and manufacturing activities, Gaziantep also has an important place in the Turkish economy in the trade, energy and logistics sectors. The city's geographical location, advanced industrial infrastructure and foreign trade potential support the growth of these sectors. Gaziantep is one of the largest exporting provinces in Türkiye, with exports totaling 10.28 billion dollars in 2021, accounting for 4.57% of the country's exports (Gaziantep Provincial Directorate of Industry and Technology, 2021).

The trade sector is one of the cornerstones of Gaziantep's economy. The city has a wide trade network thanks to its manufacturing strength, especially in the textile, food, plastics and machinery sectors. Manufacturing industry products make up a large part of Gaziantep's trade volume and provide the city with a foreign trade surplus.

In terms of the energy sector, Gaziantep's energy consumption is quite high due to its industry-intensive production structure. The expansion in the industrial sector increases the need for energy and makes energy costs an important factor. The enterprises in Gaziantep Organized Industrial Zone (OIZ) are among the leading industrial zones in Türkiye in terms of energy consumption. Renewable energy investments have gained momentum in recent years, and efforts are underway to reduce energy dependency with solar energy projects (Gaziantep Provincial Directorate of Industry and Technology, 2021).

The logistics sector is a critical area supporting Gaziantep's trade capacity. The city's location facilitates access to Middle Eastern and European markets and offers great advantages for the logistics sector. Gaziantep is one of Türkiye’s largest road transportation hubs and has a strong foreign trade infrastructure thanks to its proximity to ports. In 2021, Gaziantep ranked among the top 10 cities in Türkiye in terms of the number of people employed in the logistics sector (IRIS, 2022).

New logistics centers and rail transport investments are important for the development of logistics infrastructure in Gaziantep. Existing logistics centers stand out as critical elements that support industrial production and increase the competitiveness of enterprises. In particular, Gaziantep International Airport and the development of rail transportation further strengthen the province's position in the logistics sector (TURKSTAT, 2022).

There are significant differences between public and private sector employment in Gaziantep. As of 2023, the total number of insured employees in the province was 378,387. While 87.8% of these employees are employed in the private sector, 12.2% are employed in the public sector. The main reasons for the low employment rate in the public sector are the province's industry and trade-oriented economic structure and the strong private sector (ISKUR, 2023).

The salaries of private sector employees in Gaziantep are generally lower than in the public sector. Average monthly earnings are 22,187 TRY in the public sector and 19,320 TRY in the private sector. Male employees have higher average earnings than female employees, with the average salary of women working in the public sector calculated as 18,138 TRY (ISKUR, 2023). This difference shows that the salary structure in the public sector is generally more fixed and higher, while wages in the private sector vary depending on the profitability of firms and economic conditions.

The private sector plays a dominant role in Gaziantep's economy, while the public sector has a limited scope for employment. The potential for growth in the private sector is particularly evident in export-oriented industrial and trade activities. Gaziantep is one of the largest exporting cities in Türkiye and has an extensive foreign trade network. This leads to a continuous increase in employment in the industry and trade sectors (Gaziantep Provincial Socio-Economic Development Report, 2021).

While those employed in the public sector generally enjoy longer-term job security and social benefits, this is more variable for those working in the private sector. The private sector, especially in Gaziantep, provides flexibility to the workforce, increasing the potential for growth. However, the public sector stands out as a more advantageous option in terms of job security, salary stability and social benefits (Gaziantep Provincial Directorate of Industry and Technology, 2021).

In conclusion, the main differences between public and private sector employment in Gaziantep are found in the distribution of employment across sectors, wage levels and job security. The private sector provides strong employment, particularly in industry and trade, while the public sector has an important role in education, health and social services. In order for the province to sustain its economic growth, it is important to support the private sector and direct the labor force more evenly between the public and private sectors.

### 1.2. The Impact of Technological and Sectoral Developments on the Labor Market

Technological and industrial developments are leading to significant transformations in Gaziantep's labor market. While Gaziantep's industry has a traditional production infrastructure, it is adapting to digital transformation to stand out in global competition (Gaziantep Development Strategy, 2021). In particular, the use of automation, artificial intelligence and digital technologies in industrial production is increasing, reshaping the competencies of the workforce.

In Gaziantep, the rate of workplaces with R&D activities was realized as 21.8 percent. The rate of workplaces with R&D activities in the manufacturing sector is 36.9 percent. In the information and communication sectors, the rate of workplaces with R&D activities is 30.0

percent. These sectors are followed by water supply; sewerage, waste management and improvement activities sector with 20.0 percent. The impact of technological developments on the labor force increases the demand for employment in certain sectors and threatens some occupations. Among the occupational groups with the highest expected employment growth in Gaziantep are machine operators, assemblers and automation technicians. In contrast, employment of low-skilled workers is expected to decline (ISKUR, 2023).

Industry 4.0 and digitalization have accelerated automation processes, especially in the industrial sector, and the use of robotic systems in production processes has become widespread. This has increased the demand for professional groups such as engineers, robotics experts and data analysts in the manufacturing industry. In Şehitkamil district of Gaziantep, where the industry is dense, the need for technology-based labor force is increasing (Gaziantep Provincial Directorate of Industry and Technology, 2021).

In particular, IT-based professions such as software engineering, cyber security expertise and data analysts are among the fastest growing fields in Gaziantep. As firms in the city accelerate the digitalization process, the demand for software and information technology workers is increasing. However, in order to close the workforce gap in this field, qualified training programs need to be expanded (Gaziantep Development Strategy, 2021).

Employment in the renewable energy sector is also increasing in Gaziantep. Solar power plants have become widespread across the province and the need for engineers and technicians working in this field is increasing. Employment opportunities in the energy sector are expected to increase, especially in Nurdağı and İslahiye districts, as wind energy potential is exploited.

In conclusion, the technological transformation in the industrial and service sectors in Gaziantep has a direct impact on the labor market. With the widespread use of advanced technology, the demand for employment in fields such as engineering, software, data analytics and the energy sector is increasing. However, for this transformation to be successful, vocational training and technical specializations need to be developed. Increasing investment in digital skills is critical to boost Gaziantep's competitiveness and prepare its workforce for the future.

### 1.3. Employers' Perceptions and Preferences Towards Migrant Workers

Employers in Gaziantep have different perspectives on migrant workers. A significant share of employers in the manufacturing, construction and service sectors consider it advantageous to employ migrant workers. Especially in sectors that require low-skilled labor, migrant workers' adaptability to flexible working conditions and low labor costs support these preferences (Gaziantep Labor Market Report, 2023).

However, there are also some reservations about the employment of migrant workers. Language barriers, lack of education and difficulties in adapting to legal regulations make integration into the labor market difficult. Informal employment, in particular, is controversial in terms of competition with the local workforce (Analysis of the Impact of Syrian Investors on the Gaziantep Economy, 2021).

The sectors where migrant workers are most preferred include manufacturing, services and construction, and they are concentrated in occupational groups such as physical labor, textile labor and plastic products manufacturing (Gaziantep Labor Market Survey, 2023). Employers' attitudes towards migrant workers vary according to the size and field of activity of the enterprises. While small-scale enterprises generally prefer migrant workers due to their low-cost advantage, large-scale firms are more inclined towards skilled labor. Some employers believe that migrant workers adapt to work discipline, while others believe that cultural adaptation difficulties can affect productivity (Gaziantep Development Strategy Report, 2022).

The informal employment of migrant workers creates some disadvantages for the local labor force. The employment rates of local workers have decreased compared to the pre-migration period, and migrant workers employed informally are not included in the social security system, leading to imbalances in the labor market. This can also pose long-term legal risks for employers (Analysis of the Impact of Syrian Investors on the Gaziantep Economy, 2021).

For the sustainability of the labor market, migrant workers need to be employed legally and integrated with the local workforce in a balanced manner. Employers state that practices such as language training, vocational skills training programs and accelerating work permit processes will enable migrant workers to participate more effectively in the labor market (Gaziantep Labor Market Report, 2023).

In recent years, the legal framework for the employment of migrant workers in Türkiye has been established and work permits have been facilitated. However, employers avoid formal employment due to bureaucratic obstacles. Although vocational training programs offered by ISKUR and other public institutions support the integration of migrant workers into the labor market, more information and incentive mechanisms are needed for these policies to be sufficiently adopted by employers (Gaziantep Labor Market Report, 2023).

The main obstacles faced by employers in the recruitment of migrant workers include the complexity of legal procedures, uncertainties in the renewal of work permits and language barriers. Moreover, the fact that most migrant workers are employed informally creates additional challenges for employers. The majority of employers state that they do not have sufficient information about work permit processes and the incentives offered by the government (Analysis of the Impact of Syrian Investors on the Gaziantep Economy, 2021). Migrant workers' lack of professional skills and problems of adaptation to the work culture also complicate their employment process. This causes employers to take risks in terms of productivity. Moreover, employers state that increased competition with the local labor force may lead to social tensions. It is emphasized that legal regulations should be simplified and guidance services for employers should be increased to encourage employers to employ migrant workers (Gaziantep Labor Market Report, 2023).

Companies operating in the industrial sector organize training programs to improve the professional skills of migrant workers, especially in the textile, machinery and plastics industries. In Gaziantep Organized Industrial Zone, some enterprises offer skills development workshops for migrant workers and trainings tailored to sectoral needs. Such programs help migrant workers become more competitive in the labor market and help employers meet the need for qualified labor (Gaziantep Labor Market Report, 2023).

**1.4. Sectoral Employment Trends: Demand for Skilled, Unskilled, Youth, Female, and Seasonal Labor**

Manufacturing, wholesale and retail trade, and administrative and support service activities are the sectors that provide the highest employment in Gaziantep. These three sectors employ 74.5% of total employees (Gaziantep Labor Market Report, 2023). The manufacturing sector is particularly concentrated in textiles, food and chemicals, and provides direct employment for 140,000 people in Gaziantep Organized Industrial Zones (Analysis of the Impact of Syrian Investors on Gaziantep Economy, 2021). The proportion of women employed in the manufacturing sector is the highest at 32.9%, and it is one of the sectors where women are the most employed. The wholesale and retail trade sector is one of the most important economic dynamics in Gaziantep, growing especially due to logistical advantages and foreign trade links. While the administrative and support services sector also creates employment through large-scale employers, it stands out as one of the areas with high seasonal labor demand (Gaziantep Labor Market Report, 2023).

The demand for skilled labor in Gaziantep is particularly concentrated in the industrial, technology and service sectors. Engineers, technicians and other technical specialists are in high demand in the manufacturing industry. However, the qualified labor force employed in industrial enterprises is below the average for Türkiye. For example, the share of engineers in total employment in Gaziantep is 1.79%, compared to 4.17% in Türkiye. Similarly, while the ratio of technicians is 1.51%, it is 3.29% across the country. This indicates that there is a high need for qualified labor in Gaziantep industry.

The demand for unskilled labor in Gaziantep is particularly concentrated in the manufacturing, textile and service sectors. In the manufacturing sector, there is an intense demand for physical workers, textile workers and plastic products production. According to the 2023 Labor Market Report, among the occupations with the highest number of job vacancies in Gaziantep, physical workers are in the first place. This occupational group is followed by plastic products manufacturing worker and gas metal arc welder. It is stated that employers have difficulty in meeting the demand for unqualified labor force, and the main reasons for this are low wages, difficult working conditions and insufficient applications (Gaziantep Labor Market Report, 2023).

Demand for young labor is high in Gaziantep due to its dynamic labor market. While the high proportion of young population in the province provides an economic advantage, employers generally prefer experienced labor force. This makes it difficult for young people who are neither in education nor in employment to enter the labor market. Although ISKUR's vocational training programs aim to bring young people into the workforce, employers' expectations on the effectiveness of these programs are not fully met. In Gaziantep, 25-34 year olds are identified as the most demanded age group by employers, with 66.9% of job vacancies being created for people in this age group. However, it is recommended to expand internship and vocational training programs to increase employment opportunities for young people (Gaziantep Development Strategy Report, 2022).

The demand for seasonal labor in Gaziantep is particularly concentrated in the agriculture and tourism sectors. In the agriculture sector, seasonal workers are generally employed in seasonal activities such as cotton, pistachio and vegetable and fruit harvesting. Especially in Nurdağı and İslahiye districts, labor demand increases significantly during agricultural production periods. However, the rate of social security coverage of seasonal agricultural workers is quite low. Employers demand better working conditions and increased social security support to ensure labor force continuity (Gaziantep Labor Market Report, 2023).

In the tourism sector, seasonal employment increases especially in the summer season and during periods of intense cultural activities. Gastronomy and cultural tourism play an important role in Gaziantep, and there is a need for temporary labor in areas such as hotel management, restaurant management and guiding. However, most of the workers in this sector are employed on short-term contracts with low wages. Employers state that the need for qualified workforce in the tourism sector is increasing and that training programs in these fields should be expanded (Gaziantep Development Strategy, 2021).

### 1.5. Women Participation to Labor Force and Career Development: A Cross-Gender Comparison

Women's educational attainment and occupational qualifications are important determinants of the labor market in Gaziantep. According to TURKSTAT data, women's education levels are generally lower than men's. Looking at the occupational qualifications of women, it is seen that they are overrepresented especially in the service sector, health and education. The sectors with the highest female employment in Gaziantep are manufacturing, wholesale and retail trade, education and health, respectively. In order to direct women to qualified jobs, it is of great importance to expand vocational training courses (Gaziantep Labor Market Report, 2023).

In Gaziantep, women's work experience and the barriers they face in employment is an important issue in the labor market. Female employment is mostly concentrated in the manufacturing, education and health sectors. The main reasons for this situation are the lack of policies to ensure work and family balance and employers' prejudices against female employees. According to ISKUR data, a significant portion of women in Gaziantep work in jobs that do not require qualifications and need more training support in terms of vocational skills acquisition (Gaziantep Labor Market Report, 2023).

One of the biggest challenges women face in the workplace is the gender-based hiring policies of employers. Employers in Gaziantep prefer male employees in industrial and technology sectors, considering that female employees are better suited in certain sectors. Moreover, women's difficulties in accessing flexible working hours and daycare services limit their participation in the labor force. Within the scope of active workforce programs organized by ISKUR, a total of 1,426 women in Gaziantep benefited from vocational training programs in 2023, and it is stated that such initiatives play a critical role in increasing women's employment (Gaziantep Labor Market Report, 2023).

Women's career development in Gaziantep is shaped by many factors. Women's participation in the labor force is low and opportunities for career advancement are limited. There is increasing participation in vocational training courses organized by ISKUR to support women's professional development. These courses aim to enable women to acquire a profession and become more involved in business life. However, limitations in access to education and skills development create significant barriers to women's career paths (Gaziantep Labor Market Report, 2023).

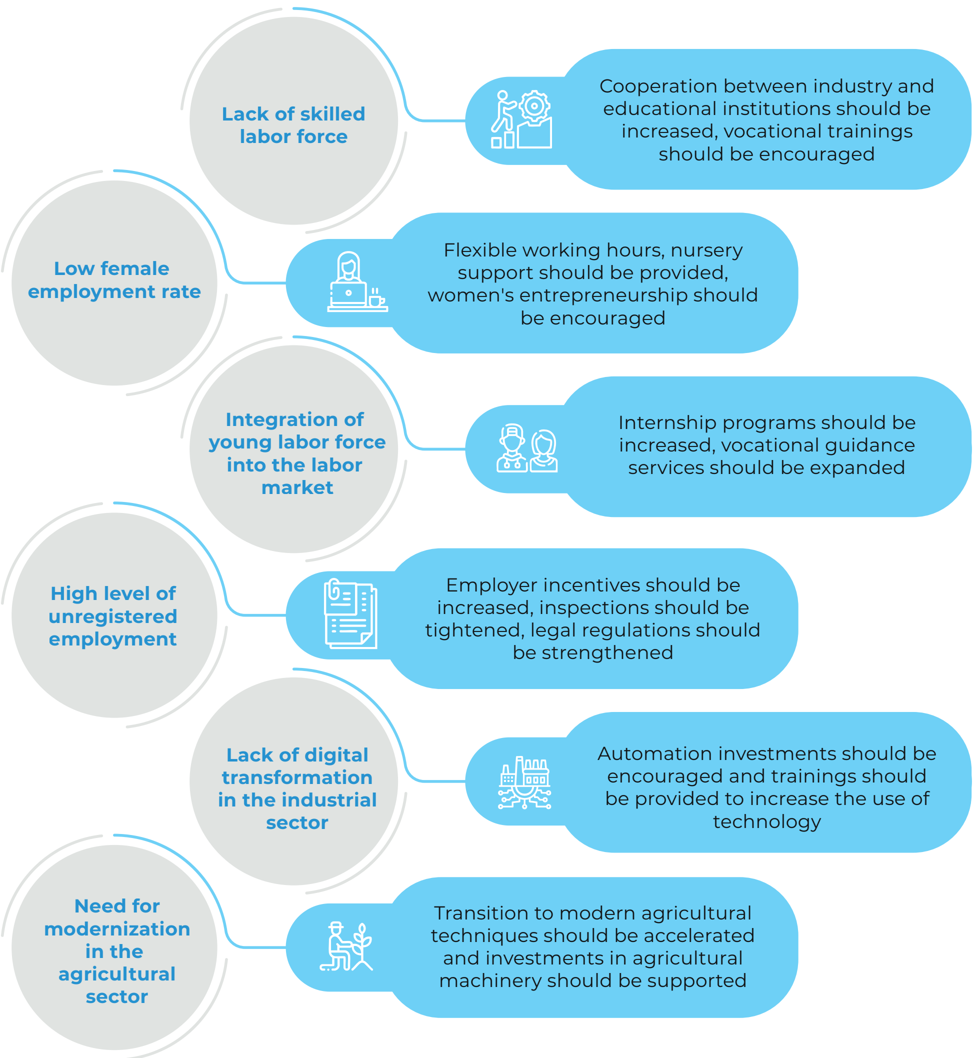
The main factors preventing women from advancing up the career ladder include work-family balance and employers' prejudices against female employees. Women are mostly employed in the service and education sectors and are underrepresented in sectors with high income potential, such as industry or technology.

Mentoring programs, flexible working hours and increased incentives for women entrepreneurs are recommended to support women's advancement in business (Gaziantep Development Strategy, 2021).

### 1.6. Prominent Findings in Literature Review

The main findings of the literature review on the Gaziantep labor market are summarized in Figure-2.

**Figure 2.** Findings from the Literature Review on Gaziantep



# CHAPTER II

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# CHAPTER II

## 2. ANALYSIS OF SECONDARY DATA AND FINDINGS

In this section, the demographic structure, labor market, employment dynamics, employment dynamics, social security situation and migration movements of Gaziantep are analyzed in detail based on data from TURKSTAT, ISKUR, SSI, Ministry of Labor and Social Security and Presidency of Migration Management.

### 2.1. Population and Demographic Data

#### 2.1.1. TURKSTAT Population Registration System Data

Populations of settlements are calculated by taking into account the population from the Address Based Population Registration System updated by the Ministry of Interior General Directorate of Population and Citizenship Affairs and the population residing in institutional places. Individuals staying in institutional places such as barracks, prisons, nursing homes and university student dormitories are included in the population of the settlement where the institutional places are located, not in the population of the settlement where their residence address is located, as per the international definition. In addition, populations by provinces, districts, municipalities, villages and neighborhoods are based on the National Address Database records dated 31 December 2023. Within the scope of the foreign national population; individuals with a valid residence or work permit on the reference date, individuals with an international protection identity document and an address declaration, and blue card holders were reviewed. Foreigners with a visa or residence permit for less than 90 days for reasons such as courses, tourism, scientific research, etc. and Syrians under temporary protection status are not included in the population.

**Table 6.** TURKSTAT, Address Based Population Registration System Results, 2023

| Population | Year | Türkiye | Gaziantep |
|---|---|---|---|
| Total Population | 2022 | **85,279,553** | 2,154,051 |
| | 2023 | **85,372,377** | 2,164,134 |
| Provincial and District Centers | 2022 | **79,613,279** | 2,154,051 |
| | 2023 | **79,399,292** | 2,164,134 |
| Annual Population Growth Rate | 2021-2022 | **7,1** | 11 |
| | 2022-2023 | **1,1** | 4,7 |

A comparative analysis of Gaziantep's population data for 2022 and 2023 (Table 6) reveals that the total population increased in both years, but the annual population growth rate slowed down compared to the previous period. While Türkiye's population reached 85.3 million, Gaziantep's population was recorded as 2,164,134.

Considering the population living in the provincial and district centers, there is an increase in Gaziantep in the period 2022-2023. However, the annual population growth rate decreased from 11% in 2021-2022 to 4.7% in 2022-2023. The slowdown in the population growth rate can be attributed to migration movements, changes in fertility rates and economic conditions. The fact that Gaziantep still has a positive population growth rate indicates that the province continues to be a migrant destination and that the demographic structure in the region remains mobile.

**Table 7.** Provincial/District Center, Town/Village Population and Population Density by Gender, 2023

| Population | Gender | Türkiye | Gaziantep |
|---|---|---|---|
| Total Population | **Total** | **85,372,377** | 2,164,134 |
| | **Male** | **42,734,071** | 1,091,830 |
| | **Female** | **42,638,306** | 1,072,304 |
| Provincial and District Centers | **Total** | **79,399,292** | 2,164,134 |
| | **Male** | **39,664,342** | 1,091,830 |
| | **Female** | **39,734,950** | 1,072,304 |
| Population Density | | **111** | 317 |

As of 2023, when the total population distribution by gender, the proportion of population living in provincial and district centers, and population density in Gaziantep and Türkiye are examined (Table 7), it is seen that Gaziantep's population density is well above the average of Türkiye and that urbanization continues in the demographic structure of the province. While the gender distribution is balanced across Türkiye, a similar situation is observed in Gaziantep, with a male population of 1,091,830 and a female population of 1,072,304.

In Gaziantep, all of the population living in the provincial and district centers are concentrated in the urban centers. This indicates that the population in rural areas is quite limited and the city continues to be an urban center of attraction. Especially with the impact of industry, trade and migration dynamics, it is understood that the rural population has almost completely shifted to urban centers. In terms of population density, Gaziantep has 317 people per square kilometer. This value is well above the Turkish average of 111 people/km² and indicates that Gaziantep is among the most densely populated provinces in the country.

**Table 8.** Median Age by Gender, 2023

| Year | Gender | Total | Gaziantep |
|---|---|---|---|
| 2022 | **Total** | **33,5** | **26,2** |
| | **Male** | **32,8** | 25,8 |
| | **Female** | **34,2** | 26,5 |
| 2023 | **Total** | **34** | **26,6** |
| | **Male** | **33,2** | 26,3 |
| | **Female** | **34,7** | 26,9 |

In 2022 and 2023, the median age distribution by gender for Gaziantep and Türkiye as a whole (Table 8) shows that the median age in Gaziantep is well below the average for Türkiye and the province has a high rate of young population. As of 2023, the median age in Turk Türkiye ey is calculated to be 34, while in Gaziantep it is 26.6. This indicates that Gaziantep's demographic structure is younger than Türkiye's overall and that fertility rates are relatively high.

Analyzed by gender, the median age of women in Gaziantep was 26.9 years and the median age of men was 26.3 years in 2023. Compared to Türkiye as a whole, the median age of women in Gaziantep is higher than that of men. Compared to 2022, the median age has increased in both Türkiye and Gaziantep. Although the aging trend is more pronounced in Türkiye, it can be said that the population is gradually aging in Gaziantep as well. However, Gaziantep is still among the youngest provinces in the country with a low median age. This is directly related to the high fertility rate and relatively high proportion of young population.

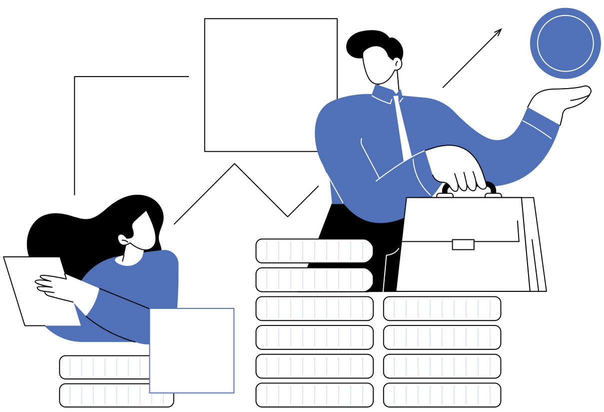

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**Table 9.** Population by Province, Marital Status and Gender, 2023

| | Gender | Türkiye | Gaziantep |
|---|---|---|---|
| Total | Total | 67,060,744 | 1,513,996 |
| | Male | 33,339,609 | 759,491 |
| | Female | 33,721,135 | 754,505 |
| Never Married | Total | 19,231,798 | 449,834 |
| | Male | 10,911,913 | 254,736 |
| | Female | 83,19,885 | 195,098 |
| Married | Total | 40,876,455 | 951,392 |
| | Male | 20,460,478 | 474,809 |
| | Female | 20,415,977 | 476,583 |
| Divorced | Total | 3,205,212 | 50,520 |
| | Male | 1,415,476 | 21,020 |
| | Female | 1,789,736 | 29,500 |
| Deceased Spouse | Total | 3,747,279 | 62,250 |
| | Male | 551,742 | 8,926 |
| | Female | 3,195,537 | 53,324 |

As of 2023, the distribution of marital status by gender in Gaziantep and Türkiye reflects the demographic structure of the province in terms of marital status (Table 9). In terms of marital status, Gaziantep exhibits a structure that is broadly similar to the general trends in Türkiye. As of 2023, there are 1,513,996 people in Gaziantep, of which 449,834 have never been married, 951,392 are married, 50,520 are divorced and 62,250 have lost their spouses.

In terms of gender, the number of never-married men (254,736) is higher than the number of never-married women (195,098). Among married individuals, the number of men and women is close to each other, with 474,809 men and 476,583 women registered as married. It is noteworthy that among the divorced population, the number of women (29,500) is higher than men (21,020). This indicates that divorced women have lower remarriage rates than men.

In terms of widowed individuals, there are significantly more widowed women (53,324) than men (8,926) in Gaziantep. This can be explained by the fact that women live longer than men and men are more likely to remarry after being widowed. In general, the marital status structure of Gaziantep is in line with the general trends in Türkiye, and it can be said that the share of unmarried individuals in the total population is relatively high due to the high proportion of young population.

**Table 10.** Foreign Population

| Years | Gender | Türkiye | Gaziantep |
|---|---|---|---|
| 2022 | **Total** | **1,823,836** | **15,567** |
| | Male | 902,124 | 8,471 |
| | Female | 921,712 | 7,096 |
| 2023 | **Total** | **1,570,543** | **14,082** |
| | Male | 762,672 | 7,541 |
| | Female | 807,871 | 6,541 |

In 2022 and 2023, the distribution of foreign population by gender in Gaziantep and Türkiye (Table 10) reveals that the foreign population is decreasing in both Türkiye and Gaziantep. While 15,567 foreigners reside in Gaziantep in 2022, this number decreases to 14,082 in 2023. A similar decline is observed across Türkiye, with the foreign population decreasing from 1,823,836 to 1,570,543.

Analyzed by gender, the male foreign population in Gaziantep in 2023 is estimated to be 7,541, while the female population is estimated to be 6,541. This indicates that the proportion of males is slightly higher than females in the foreign population in Gaziantep. In Türkiye as a whole, it is noteworthy that the foreign female population is higher than the foreign male population. The fact that Gaziantep is a regional center for migrants is particularly important in terms of labor mobility, and the decreasing trend of the foreign population can be considered as an important development in terms of socio-economic balances in the city.

**Table 11.** Average Household Size, 2008-2023

| Year | Türkiye | Gaziantep |
|---|---|---|
| 2008 | **4** | 4,9 |
| 2009 | **4** | 5 |
| 2010 | **3,8** | 4,9 |
| 2011 | **3,8** | 4,7 |
| 2012 | **3,7** | 4,6 |
| 2013 | **3,6** | 4,5 |
| 2014 | **3,6** | 4,4 |
| 2015 | **3,5** | 4,3 |
| 2016 | **3,5** | 4,3 |
| 2017 | **3,4** | 4,2 |
| 2018 | **3,4** | 4,2 |
| 2019 | **3,4** | 4,1 |
| 2020 | **3,3** | 4 |
| 2021 | **3,2** | 4 |
| 2022 | **3,2** | 3,9 |
| 2023 | **3,1** | 3,8 |

The change in average household size for Türkiye and Gaziantep between 2008 and 2023 (Table 11) reveals that household size has decreased over the years, which may be related to fertility rates, urbanization and individualized lifestyles. Gaziantep is significantly different from Türkiye in terms of household size, with a household size above the average household size in Türkiye.

In 2008, the average household size in Türkiye was 4.9 people, while in Gaziantep it was 4.9 people. There has been a steady decline in household size in both regions over the years, falling to 3.1 in Türkiye and 3.8 in Gaziantep by 2023. The higher household size in Gaziantep compared to the Türkiye average indicates that the province has a traditional family structure and a more prevalent multi-child family model.

**Table 12.** Age Dependency Ratio, 2007-2023

| Age | Total | Gaziantep |
|---|---|---|
| Total | 85,372,377 | 2,164,134 |
| 0-14 | 18,311,633 | 650,138 |
| 15-64 | 58,337,938 | 1,386,990 |
| 65 + | 8,722,806 | 127,006 |
| Total Age Dependency Ratio (%) | 46,3 | 56 |
| Child Dependency Ratio (%) | 31,4 | 46,9 |
| Elderly Dependency Ratio (%) | 15 | 9,2 |

As of 2023, population distribution by age groups and age dependency ratios for Türkiye and Gaziantep (Table 12) reveal that Gaziantep's total age dependency ratio is higher than the Türkiye average. The total age dependency ratio in Gaziantep is 56%, which is higher than the 46.3% in Türkiye.

The child dependency ratio in Gaziantep is 46.9%, significantly higher than the national average of 31.4%, indicating that the province has a significantly higher proportion of young population. The elderly dependency ratio, at 9.2%, is below the national average of 15%. This indicates that Gaziantep is one of Türkiye’s provinces with a predominantly young population and that the proportion of people in need of care is higher among the working-age population.

**Table 13.** Annual Population Growth Rate and Population Density by Years, 2007-2023

| Population | Year | Türkiye | Gaziantep |
|---|---|---|---|
| Annual Population Growth Rate (%) | 2007-2008 | **13,1** | 32,9 |
| | 2008-2009 | **14,5** | 25,4 |
| | 2009-2010 | **15,9** | 28,1 |
| | 2010-2011 | **13,5** | 30,6 |
| | 2011-2012 | **12** | 25,9 |
| | 2012-2013 | **13,7** | 24,6 |
| | 2013-2014 | **13,3** | 24,1 |
| | 2014-2015 | **13,4** | 22,2 |
| | 2015-2016 | **13,5** | 21,7 |
| | 2016-2017 | **12,4** | 15,7 |
| | 2017-2018 | **14,7** | 11,4 |
| | 2018-2019 | **13,9** | 19,9 |
| | 2019-2020 | **5,5** | 15,2 |
| | 2020-2021 | **12,7** | 13,8 |
| | 2021-2022 | **7,1** | 11 |
| | 2022-2023 | **1,1** | 4,7 |
| Population Density(R) | 2007 | **92** | 231 |
| | 2008 | **93** | 239 |
| | 2009 | **94** | 245 |
| | 2010 | **96** | 252 |
| | 2011 | **97** | 260 |
| | 2012 | **98** | 267 |
| | 2013 | **100** | 273 |
| | 2014 | **101** | 280 |
| | 2015 | **102** | 286 |
| | 2016 | **104** | 292 |
| | 2017 | **105** | 297 |
| | 2018 | **107** | 300 |
| | 2019 | **108** | 307 |
| | 2020 | **109** | 311 |
| | 2021 | **110** | 316 |
| | 2022 | **111** | 319 |
| | 2023 | **111** | 321 |

Annual population growth rates and population density for Türkiye and Gaziantep between 2007 and 2023 (Table 13) reveal that Gaziantep's population growth rate has fluctuated over the years, but has slowed down recently. In the period 2022-2023, Gaziantep's population growth rate is estimated to be 4.7%, which is well above Türkiye's 1.1%.

In terms of population density, Gaziantep has a much higher population density compared to Türkiye's average. As of 2023, Türkiye's population density is 111 people/km², while in Gaziantep this value is calculated as 321 people/km². This indicates that the province has a high population density despite its limited surface area and that the urbanization process continues at a rapid pace.

## 2.2. Labor Force and Employment Statistic

### 2.2.1. TURKSTAT Labor Market Indicators: Unemployment, Employment, and Participation Rates

**Table 14.** Unemployment Rate at the Provincial Level

| Year | Confidence Interval | Threshold Values | Türkiye | Gaziantep |
|---|---|---|---|---|
| 2022 | **Ratio** | | **10,4** | 8,5 |
| | **95% Confidence Interval** | **Lower Limit** | **10,2** | 7 |
| | | **Upper Limit** | **10,6** | 10,1 |
| 2023 | **Ratio** | | **9,4** | 9,6 |
| | **95% Confidence Interval** | **Lower Limit** | **9,2** | 8,3 |
| | | **Upper Limit** | **9,6** | 10,8 |

In 2022 and 2023, the unemployment rate in Gaziantep is 8.5%, which is below the Türkiye average of 10.4% in 2022 (Table 14). However, in 2023, the unemployment rate in Gaziantep increased to 9.6%, while it decreased to 9.4% in Türkiye. When the 95% confidence interval is analyzed, it is seen that the unemployment rate in Gaziantep ranged between 7% and 10.1% in 2022 and between 8.3% and 10.8% in 2023. These data show that the unemployment rate of the province is close to the average of Türkiye, but there are fluctuations in the labor market in 2023.

**Table 15.** Employment Rate at Provincial Level

| Year | Confidence Interval | Threshold Values | Türkiye | Gaziantep |
|---|---|---|---|---|
| 2022 | **Ratio** | | **47,5** | 44,9 |
| | **95% Confidence Interval** | **Lower Limit** | **47,3** | 42,9 |
| | | **Upper Limit** | **47,8** | 46,8 |
| 2023 | **Ratio** | | **48,3** | 44,4 |
| | **95% Confidence Interval** | **Lower Limit** | **48** | 42,6 |
| | | **Upper Limit** | **48,6** | 46,3 |

2022 and 2023 employment rates and 95% confidence intervals for Türkiye and Gaziantep (Table 15). The data reveals that the employment rate in Gaziantep is below the average for Türkiye, with a slight decline in 2023. In 2022, the employment rate in Türkiye is 47.5%, while in Gaziantep it is 44.9%.

As of 2023, while the employment rate in Türkiye increased to 48.3%, it decreased to 44.4% in Gaziantep. This indicates that the labor market's capacity to create employment in Gaziantep remains limited and that economic conditions lead to fluctuations in employment rates.

**Table 16.** Labor Force Participation Rate at Provincial Level

| Year | Confidence Interval | Threshold Values | Türkiye | Gaziantep |
|---|---|---|---|---|
| 2022 | **Ratio** | | 53,1 | 49,1 |
| | **95% Confidence Interval** | **Lower Limit** | 52,8 | 47,4 |
| | | **Upper Limit** | 53,3 | 50,8 |
| 2023 | **Ratio** | | 53,3 | 49,1 |
| | **95% Confidence Interval** | **Lower Limit** | 53,1 | 47,4 |
| | | **Upper Limit** | 53,5 | 50,9 |

Gaziantep is below Türkiye's average in terms of labor force participation rate. In 2022, the labor force participation rate in Türkiye was 53.1%, while in Gaziantep it was 49.1% (Table 16). By 2023, the labor force participation rate in Türkiye will increase to 53.3%, while in Gaziantep it will remain at the same level. This suggests that labor force participation in Gaziantep has been stagnant and that economic or social factors are determinants of labor market entry.

## 2.2.2. ISKUR Labor Market Statistics (Open Vacancy Announcement, Unemployment Statistics, Labor Force Surveys).

**Table 17.** Open Vacancy Announcement and Job Placements

| Job Status | Sectors with Open Jobs | Gender | Gaziantep | Türkiye |
|---|---|---|---|---|
| Open Job | Public | | 89 | 30,190 |
| | Private | | 62,843 | 2,646,816 |
| | Total | | 62,932 | 2,677,006 |
| Job Placement | Public | **Male** | 14 | 11,581 |
| | | **Female** | 0 | 4,935 |
| | | **Total** | 14 | 16,516 |
| | Private | **Male** | 15,657 | 761,307 |
| | | **Female** | 3,429 | 459,203 |
| | | **Total** | 19,086 | 1,220,510 |
| | Total | **Male** | 15,671 | 772,888 |
| | | **Female** | 3,429 | 464,138 |
| | | **Total** | 19,100 | 1,237,026 |

As of 2023, according to the number of vacancies and job placements in the public and private sectors in Gaziantep and Türkiye (Table 17), the total number of vacancies in Gaziantep is 62,932, the majority of which are in the private sector. Only 89 vacancies were recorded in the public sector. This indicates that employment in Gaziantep is largely provided by the private sector.

An analysis of job placement data shows that a total of 19,100 people were employed in Gaziantep. The majority of these people were employed in the private sector, while the number of people employed in the public sector is quite limited. In terms of gender, it is noteworthy that the rate of job placements is higher for men than for women.

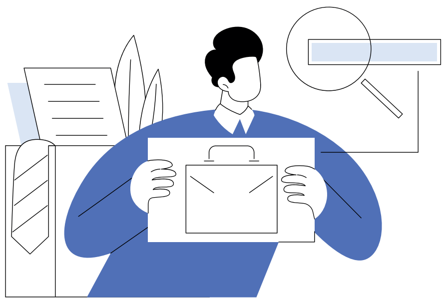

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**Table 18.** Placements by Age Groups

| Age | Gender | Gaziantep | Total |
|---|---|---|---|
| 15 - 24 | **Male** | 4,939 | **268,499** |
| | **Female** | 1,223 | **189,225** |
| | **Total** | 6,162 | **457,724** |
| 25 - 29 | **Male** | 3,183 | **149,511** |
| | **Female** | 681 | **81,088** |
| | **Total** | 3,864 | **230,599** |
| 30 - 34 | **Male** | 2,306 | **93,457** |
| | **Female** | 530 | **49,210** |
| | **Total** | 2,836 | **142,667** |
| 35 - 39 | **Male** | 1,858 | **74,114** |
| | **Female** | 499 | **47,472** |
| | **Total** | 2,357 | **121,586** |
| 40 - 44 | **Male** | 1,513 | **69,395** |
| | **Female** | 342 | **45,752** |
| | **Total** | 1,855 | **115,147** |
| 45 - 49 | **Male** | 1,132 | **59,465** |
| | **Female** | 126 | **30,307** |
| | **Total** | 1,258 | **89,772** |
| 50 - 54 | **Male** | 587 | **36,786** |
| | **Female** | 20 | **14,149** |
| | **Total** | 607 | **50,935** |
| 55 - 59 | **Male** | 120 | **14,998** |
| | **Female** | 6 | **5,047** |
| | **Total** | 126 | **20,045** |
| 60 - 64 | **Male** | 29 | **5,174** |
| | **Female** | 1 | **1,435** |
| | **Total** | 30 | **6,609** |
| 65+ | **Male** | 4 | **1,489** |
| | **Female** | 1 | **453** |
| | **Total** | 5 | **1,942** |
| Total | **Male** | **15,671** | **772,888** |
| | **Female** | **3,429** | **464,138** |
| | **Total** | **19,100** | **1,237,026** |

As of 2023, according to the number of people placed in jobs through ISKUR by age groups and gender in Gaziantep and Türkiye (Table 18), a total of 19,100 people were placed in jobs in Gaziantep, of which 15,671 were male and 3,429 were female. When analyzed by age groups, the highest number of job placements was in the 15-24 age group. A total of 6,162 people were employed in this age group, which shows that ISKUR plays an important role in the participation of young people in the labor force. There is a gradual decline in the number of job placements in the older age groups. In the 25-29 age group, 3,864 people and in the 30-34 age group, 2,836 people were employed. Individuals aged 50 and over have very low job placement rates. Women's employment is lower than men's in all age groups, and especially women aged 45 and over have more difficulties in the labor market.

**Table 19.** Distribution of Job Placements by Educational Background and Province

| Education Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Illiterate | **Male** | 9 | **667** |
| | **Female** | 0 | **174** |
| | **Total** | 9 | **841** |
| Literate (No Formal Education Completed) | **Male** | 131 | **12,387** |
| | **Female** | 37 | **6,002** |
| | **Total** | 168 | **18,389** |
| Primary Education | **Male** | 7,599 | **307,813** |
| | **Female** | 895 | **147,342** |
| | **Total** | 8,494 | **455,155** |
| Secondary Education | **Male** | 6,169 | **326,857** |
| | **Female** | 1,727 | **183,932** |
| | **Total** | 7.896 | **510,789** |
| Associate Degree | **Male** | 1,077 | **62,086** |
| | **Female** | 475 | **65,746** |
| | **Total** | 1,552 | **127,832** |
| Bachelor's Degree | **Male** | 667 | **60,938** |
| | **Female** | 284 | **58,836** |
| | **Total** | 951 | **119,774** |
| Master's Degree | **Male** | 17 | **2,046** |
| | **Female** | 10 | **2,016** |
| | **Total** | 27 | **4,062** |
| PhD | **Male** | 2 | **94** |
| | **Female** | 1 | **90** |
| | **Total** | 3 | **184** |

**Table 19.** Distribution of Job Placements by Educational Background and Province (Continued)

| Education Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| **Total** | **Male** | **15,671** | **772,888** |
| | **Female** | **3,429** | **464,138** |
| | **Total** | **19,100** | **1,237,026** |

As of 2023, according to the distribution of people placed in jobs through ISKUR in Gaziantep and Türkiye by education level (Table 19 the highest number of job placements in Gaziantep is concentrated in primary and secondary education graduates. Primary education graduates constitute the largest group of employed people with 8,494 people, while secondary education graduates rank second with 7,896 people. This indicates that individuals with low and middle education levels are more likely to find a place in the labor market.

The total employment of associate's and bachelor's degree graduates remained relatively low, while master's and doctorate graduates were employed in very limited numbers. Only 27 master's degree graduates and only 3 PhD graduates were employed. These data show that as the level of education increases, job placement through ISKUR decreases and higher education graduates turn to different employment channels.

**Table 20.** Distribution of Unemployed Registered with ISKUR by Occupational Groups

| Occupational Groups | Gaziantep | Türkiye |
|---|---|---|
| Office Services Employees | 7,149 | 249,265 |
| Service and Sales Workers | 10,680 | 431,768 |
| Occupations that do not Require Qualifications | 23,804 | 957,763 |
| Skilled Agricultural, Forestry and Aquaculture Workers | 256 | 22,411 |
| Professional Professionals | 3,435 | 167,044 |
| Craftsmen and Related Occupations | 6,921 | 205,836 |
| Armed Forces Related Occupations | 19 | 709 |
| Technicians, Technicians and Assistant Professionals | 4,488 | 165,596 |
| Plant and Machine Operators and Assemblers | 5,702 | 196,233 |
| Managers | 562 | 23,826 |
| **Total** | **63,016** | **2,420,451** |

As of 2023, the data showing the distribution of the unemployed registered with ISKUR in Gaziantep and Türkiye by occupational groups reveals that unemployment is mostly concentrated in occupational groups that do not require qualifications (Table 20). The data reveals that the highest number of registered unemployed in Gaziantep is in the "Unskilled

Occupations" category with 23,804 people. This indicates that low-skilled labor force has difficulty in being employed and the demand for unskilled labor force remains limited. While service and sales personnel (10,680 people) and clerical workers (7,149 people) constitute the largest groups among the unemployed, "Plant and Machine Operators and Assemblers" (5,702 people) and "Craftsmen and Related Workers" (6,921 people) in the industrial sector are also among the areas with high unemployment. Unemployment is also observed in the groups of "Professional Professionals" (3,435 people) and "Technicians and Technicians" (4,488 people). These data reveal the mismatch between labor force and sector needs in Gaziantep and the need to better align vocational training with the labor market.

**Table 21.** Unemployed Registered with ISKUR by Age Groups

| Age | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| 15 - 24 | **Male** | 9,217 | **257,307** |
| | **Female** | 6,700 | **228,122** |
| | **Total** | 15,917 | **485,429** |
| 25 -29 | **Male** | 8,009 | **245,394** |
| | **Female** | 5,759 | **251,120** |
| | **Total** | 13,768 | **496,514** |
| 30 - 34 | **Male** | 5,652 | **192,957** |
| | **Female** | 3,712 | **207,888** |
| | **Total** | 9,364 | **400,845** |
| 35-39 | **Male** | 4,709 | **163,319** |
| | **Female** | 3,296 | **186,245** |
| | **Total** | 8,005 | **349,564** |
| 40 - 44 | **Male** | 3,872 | **136,011** |
| | **Female** | 2,512 | **151,300** |
| | **Total** | 6,384 | **287,311** |
| 45-49 | **Male** | 2,773 | **92,109** |
| | **Female** | 1,738 | **101,076** |
| | **Total** | 4,511 | **193,185** |
| 50-54 | **Male** | 1,929 | **63,796** |
| | **Female** | 910 | **60,281** |
| | **Total** | 2,839 | **124,077** |

**Table 21.** Unemployed Registered with ISKUR by Age Groups (Continued)

| Age | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| 55-59 | **Male** | 1,048 | **29,772** |
| | **Female** | 349 | **25,258** |
| | **Total** | 1,397 | **55,030** |
| 60-64 | **Male** | 480 | **13,047** |
| | **Female** | 110 | **8,059** |
| | **Total** | 590 | **21,106** |
| 65+ | **Male** | 200 | **4,460** |
| | **Female** | 41 | **2,930** |
| | **Total** | 241 | **7,390** |
| Total | **Male** | **37,889** | **1,198,172** |
| | **Female** | **25,127** | **1,222,279** |
| | **Total** | **63,016** | **2,420,451** |

As of 2023, data showing the distribution of unemployed registered with ISKUR in Gaziantep and Türkiye by age groups and gender reveals that unemployment is most concentrated in the 25-29 age group (Table 21). The unemployment rate of women is higher than that of men, and there is a gradual decrease in the number of unemployed as age increases. This situation emphasizes the need for special policies to bring young people into employment and the importance of measures to increase women's participation in the labor force.

There are a total of 63,016 registered unemployed in Gaziantep, of which 37,889 are male and 25,127 are female. The highest unemployment rate is in the 25-29 age group, with a total of 13,768 people unemployed in this age group. In the 15-24 age group, a total of 15,917 people are unemployed, indicating that youth unemployment is a serious problem. While the unemployment rate decreases with increasing age, 9,364 people in the 30-34 age group and 8,005 people in the 35-39 age group are unemployed. Although the number of unemployed people aged 50 and over seems to be lower, this may be directly related to the withdrawal from the labor force and retirement processes. Especially in the age group of 60 and above, unemployment decreases to very limited levels. An analysis by gender reveals that female unemployment is significantly higher than male unemployment, especially in the 25-39 age group, which may be related to the difficulties women face in entering and maintaining employment.

**Table 22.** Distribution of Unemployed Registered with ISKUR by Educational Background

| Education Status | Gender | Gaziantep | Total |
|---|---|---|---|
| Illiterate | **Male** | 287 | **7,971** |
| | **Female** | 309 | **15,619** |
| | **Total** | 596 | **23,590** |
| Literate (No Formal Education Completed) People | **Male** | 629 | **23,732** |
| | **Female** | 512 | **33,297** |
| | **Total** | 1,141 | **57,029** |
| Primary Education | **Male** | 19,758 | **465,555** |
| | **Female** | 7,881 | **388,427** |
| | **Total** | 27,639 | **853,982** |
| Secondary Education | **Male** | 11,757 | **470,158** |
| | **Female** | 8,487 | **406,134** |
| | **Total** | 20,244 | **876,292** |
| Associate Degree | **Male** | 2,597 | **104,149** |
| | **Female** | 4,682 | **191,638** |
| | **Total** | 7,279 | **295,787** |
| Bachleor's Degree | **Male** | 2,744 | **120,459** |
| | **Female** | 3,137 | **178,882** |
| | **Total** | 5,881 | **299,341** |
| Master's Degree | **Male** | 110 | **5,825** |
| | **Female** | 111 | **7,957** |
| | **Total** | 221 | **13,782** |
| PhD | **Male** | 7 | **323** |
| | **Female** | 8 | **325** |
| | **Total** | 15 | **648** |
| **Total** | **Male** | **37,889** | **1,198,172** |
| | **Female** | **25,127** | **1,222,279** |
| | **Total** | **63,016** | **2,420,451** |

The number of unemployed registered with ISKUR in Gaziantep and Türkiye (Table 22) reveals that the majority of the unemployed are primary and secondary education graduates and that these groups have more difficulty in finding a job. While a similar trend is observed across Türkiye, in Gaziantep 44% of the unemployed are primary education graduates and 32% are secondary education graduates. This indicates that individuals with low and middle education levels face greater obstacles in the labor market.

Associate's and bachelor's degree graduates have a significant share among the unemployed with a total of 13,160 people. Higher education graduates have higher unemployment rates than men, especially among women. The unemployment rate of master's and doctorate graduates is quite low, indicating that the higher the level of education, the higher the probability of finding a job.

**Table 23.** Job Placements for People with Disabilities, Former Convicts and People Injured in the War on Terror

| Disadvantaged Groups | Job Placement | Gender | Gaziantep | Türkiye |
|---|---|---|---|---|
| People with disabilities | Public | Male | 0 | 451 |
| | | Female | 0 | 104 |
| | | Total | 0 | 555 |
| | Private Sector | Male | 499 | 27,501 |
| | | Female | 23 | 7,121 |
| | | Total | 522 | 34,622 |
| | Total | Male | 499 | 27,952 |
| | | Female | 23 | 7,225 |
| | | Total | 522 | 35,177 |
| Ex-convict / Injured in the Fight Against Terrorism | Public | Male | 0 | 165 |
| | | Female | 0 | 3 |
| | | | 0 | 168 |

The employment of people with disabilities, ex-convicts and people injured in the fight against terrorism in the public and private sectors in Gaziantep and Türkiye (Table 23) reveals that the private sector has a higher share in the employment of people with disabilities compared to the public sector and the employment rate of women people with disabilities remains quite low. In Gaziantep, a total of 522 people with disabilities were placed in jobs, the majority of whom were employed in the private sector. However, it is noteworthy that disabled people are not employed in the public sector.

Employment of ex-convicts and individuals injured in the fight against terrorism is quite limited. While a total of 168 people were employed in this context in Türkiye, no placement was made in Gaziantep. The fact that the private sector is at the forefront in the employment of people with disabilities shows that the public sector should focus more on incentives and quotas.

**Table 24.** Statistic on People with Disabilities

| People with Disabled | Services | Gaziantep | Türkiye |
|---|---|---|---|
| Number of Workplaces Obliged to Employ Disabled People | **Public** | 16 | 1,433 |
| | **Private Sector** | 401 | 21,501 |
| | **Total** | 417 | 22,934 |
| Number of Disabled People Currently Working | **Public** | 209 | 22,449 |
| | **Private Sector** | 2,950 | 121,729 |
| | **Total** | 3,159 | 144,178 |
| Number of Open Disability Quotas | **Public** | 82 | 3,532 |
| | **Private Sector** | 598 | 21,370 |
| | **Total** | 680 | 24,902 |
| Number of People with Disabilities Employed Above the Quota | **Public** | 20 | 3,453 |
| | **Private Sector** | 193 | 10,407 |
| | **Total** | 213 | 13,860 |

The distribution of the number of workplaces, employed disabled people, open quotas and disabled people working in excess of quotas in Gaziantep and Türkiye (Table 24) reveals that employment of disabled people is largely provided by the private sector, but there are many unfilled open quotas. In Gaziantep, there are 417 workplaces that are obliged to employ disabled people, the vast majority of which belong to the private sector. The total number of disabled people employed is 3,159, of which only 209 are employed in the public sector.

The number of vacancies in Gaziantep is 680, which shows that disabled people need to be included more in the labor market. A similar trend is observed across Türkiye, with a total of 24,902 vacancies still unfilled. On the other hand, it is observed that some workplaces support the employment of people with disabilities beyond the legal obligations and in Gaziantep, 213 people were employed as over quota. This situation reveals that incentives should be increased and employers should be supported more in order to increase the participation of disabled people in employment.

**Table 25**. Services Provided by ISKUR for Women

| Employment Movements | Services | Gaziantep | Türkiye |
|---|---|---|---|
| Job Placement | Public | 0 | 4,935 |
| | Private Sector | 3,429 | 459,203 |
| | Total | 3,429 | 464,138 |
| Active Labor Market Policies | Vocational Training | 0 | 607 |
| | On-the-Job Training | 415 | 26,761 |
| | Total | 415 | 27,368 |
| Individual Counseling Services | Number of Interviews | 20,765 | 1,132,034 |

The services provided by ISKUR for women in Gaziantep and Türkiye (Table 25) include job placement, vocational training and individual counseling to support women's labor force participation. As of 2023, 3,429 women were placed through ISKUR in Gaziantep, all of whom were employed in the private sector. In Türkiye, a total of 464,138 women were placed in jobs and the majority of them were employed by the private sector.

Within the scope of active labor market policies for women, 415 women benefited from on-the-job training programs, while there was no participation in vocational training programs in Gaziantep. In Türkiye, 27,368 women benefited from these programs. Furthermore, within the scope of individual job counseling services, 20,765 women in Gaziantep participated in individual interviews . In order to increase the integration of women into the labor market, it is important to make vocational training programs more widespread in addition to guidance services.

**Table 26.** ISKUR's Services for Social Assistance Recipients

| Employment Movements | Gender/Training | Gaziantep | Türkiye |
|---|---|---|---|
| Job Placement | **Male** | 321 | 10,923 |
| | **Female** | 144 | 5,902 |
| | **Total** | 465 | 16,825 |
| Active Labor Market Programs | **Vocational Training** | 0 | 181 |
| | **On-the-Job Training** | 64 | 2,156 |
| | **Total** | 64 | 2,337 |

The employment and training services provided by ISKUR for social assistance recipients in Gaziantep and Türkiye (Table 26) reveal that men are more involved in the integration of social assistance recipients into the labor market than women. As of 2023, 465 people were placed in employment in Gaziantep, 321 of whom were men and 144 were women. In Türkiye, a total of 16,825 people were placed in employment. This indicates that the labor force participation of women receiving social assistance is more limited.

Participation in active labor market programs that support individuals receiving social assistance to enter the labor force is quite low. In Gaziantep, only 64 people participated in on-the-job training programs and no one benefited from vocational training programs. In Türkiye, 2,337 people benefited from these programs.

**Table 27.** Unemployment Insurance Activities

| Activities | Appropriation Status | Gaziantep | Türkiye |
|---|---|---|---|
| Application for Unemployment Allowance | | 50,701 | **1,614,184** |
| Number of Unemployment Allowance Claimants | **Unemployment Allowance Withheld** | 8,765 | **247,973** |
| | **Unemployment Allowance Ended** | 3,579 | **184,034** |
| | **Ongoing Payment** | 8,049 | **302,839** |

According to data on unemployment insurance applications and individuals receiving unemployment benefits in Gaziantep and Türkiye as a whole, a total of 50,701 people applied for unemployment benefits in Gaziantep and 1,614,184 in Türkiye as of 2023. However, the number of people eligible for unemployment benefits was lower, with 8,765 people in Gaziantep and 247,973 people in Türkiye (Table 27).

Analyzing the unemployment benefit process, 8,049 people in Gaziantep continued to receive unemployment benefits, while 3,579 people had their benefits terminated. In Türkiye, these figures are 302,839 and 184,034 respectively. These data show that despite the high number of applications for unemployment benefits, many people who do not meet certain criteria are unable to benefit from this support. In order to strengthen the labor market and shorten the unemployment process, it is important to increase supportive policies for employment.

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**Table 28.** Unemployment Allowance Claimants by Age Groups

| Age Ranges | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| 15-24 | **Male** | 1,281 | 32,249 |
| | **Female** | 486 | 22,647 |
| | **Total** | 1,767 | 54,896 |
| 25-29 | **Male** | 3,133 | 79,901 |
| | **Female** | 1,166 | 62,404 |
| | **Total** | 4,299 | 142,305 |
| 30-34 | **Male** | 3,054 | 91,156 |
| | **Female** | 994 | 56,978 |
| | **Total** | 4,048 | 148,134 |
| 35-39 | **Male** | 3,001 | 89,522 |
| | **Female** | 911 | 50,113 |
| | **Total** | 3,912 | 139,635 |
| 40-44 | **Male** | 2,428 | 78,183 |
| | **Female** | 847 | 47,259 |
| | **Total** | 3,275 | 125,442 |
| 45-49 | **Male** | 1,132 | 37,126 |
| | **Female** | 605 | 32,460 |
| | **Total** | 1,737 | 69,586 |
| 50-54 | **Male** | 578 | 17,185 |
| | **Female** | 269 | 18,480 |
| | **Total** | 847 | 35,665 |
| 55-59 | **Male** | 281 | 7,371 |
| | **Female** | 127 | 7,937 |
| | **Total** | 408 | 15,308 |
| 60-64 | **Male** | 60 | 1,489 |
| | **Female** | 21 | 1,617 |
| | **Total** | 81 | 3,106 |
| 65+ | **Male** | 16 | 370 |
| | **Female** | 3 | 399 |
| | **Total** | 19 | 769 |
| Total | **Male** | 14,964 | 434,552 |
| | **Female** | 5,429 | 300,294 |
| | **Total** | 20,393 | 734,846 |

According to the distribution of individuals entitled to unemployment benefits in Gaziantep and Türkiye by age groups and gender (Table 28), a total of 20,393 people were entitled to unemployment benefits in Gaziantep in 2023. In Türkiye, this number is 734,846. When those entitled to unemployment benefits are analyzed by age groups, it is seen that the 25-34 age group has the highest share. In Gaziantep, individuals in this age group experienced the highest number of job losses with a total of 8,347 people.

The number of individuals entitled to unemployment benefit decreases significantly with advancing age. The number of individuals aged 50 and over receiving unemployment benefit decreased significantly, and only 19 individuals in the group aged 65 and over received unemployment benefit. In terms of gender, more men receive unemployment benefits than women. The share of women in the total number of beneficiaries is around 27%, which reveals the difficulties women face in labor market participation and employment continuity.

**Table 29.** Unemployment Allowance Beneficiaries According to Educational Background

| Education Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Illiterate | **Male** | 110 | 3,390 |
| | **Female** | 78 | 3,476 |
| | **Total** | 188 | 6,866 |
| Literate (no formal education completed) | **Male** | 259 | 9,005 |
| | **Female** | 150 | 7,417 |
| | **Total** | 409 | 16,422 |
| Primary Education | **Male** | 8,565 | 183,297 |
| | **Female** | 1,870 | 99,356 |
| | **Total** | 10,435 | 282,653 |
| Secondary Education | **Male** | 3,922 | 147,556 |
| | **Female** | 1,482 | 83,452 |
| | **Total** | 5,404 | 231,008 |
| Associate Degree | **Male** | 862 | 33,978 |
| | **Female** | 862 | 43,329 |
| | **Total** | 1,724 | 77,307 |
| Bachelor's Degree | **Male** | 1,162 | 53,554 |
| | **Female** | 934 | 59,102 |
| | **Total** | 2,096 | 112,656 |

**Table 29.** Unemployment Allowance Beneficiaries According to Educational Background (Continued)

| Education Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Master's Degree | **Male** | 81 | 3,629 |
| | **Female** | 51 | 4,043 |
| | **Total** | 132 | 7,672 |
| PhD | **Male** | 3 | 143 |
| | **Female** | 2 | 119 |
| | **Total** | 5 | 262 |
| Total | **Male** | 14,964 | 434,552 |
| | **Female** | 5,429 | 300,294 |
| | **Total** | 20,393 | 734,846 |

According to the data on the distribution of individuals entitled to unemployment benefits in Gaziantep and Türkiye, the majority of those entitled to unemployment benefits are primary and secondary education graduates. In Gaziantep, 10,435 of the total 20,393 people entitled to unemployment benefits are primary education graduates and 5,404 are secondary education graduates. A similar trend is observed across Türkiye, with individuals with low and secondary education benefiting the most from unemployment insurance (Table 29).

As the level of education increases, the number of individuals entitled to unemployment benefits decreases. There are 1,724 associate degree graduates and 2,096 bachelor's degree graduates. The number of individuals receiving unemployment benefits at master's and doctoral level is quite low; only 132 master's and 5 doctoral graduates were able to benefit from this support in Gaziantep.

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**Table 30.** Active Labor Market Programs by Education and Program Types

| Status of Education | Course for the Disabled | | | Vocational Training Course | | | On-the-Job Training Program (IEP) | | | General Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | M | F | T | M | F | T | M | F | T | M | F | T |
| **Türkiye** | **84** | **50** | **134** | **963** | **557** | **1,520** | **22,056** | **26,761** | **48,817** | **23,103** | **27,368** | **50,471** |
| Illiterate | 3 | 0 | 3 | 0 | 0 | 0 | 33 | 17 | 50 | 36 | 17 | 53 |
| Literate without Diploma | 1 | 6 | 7 | 1 | 6 | 7 | 636 | 796 | 1,432 | 638 | 808 | 1,446 |
| Primary Education | 26 | 13 | 39 | 120 | 114 | 234 | 6,237 | 8,943 | 15,180 | 6,383 | 9,070 | 15,453 |
| Secondary Education | 49 | 27 | 76 | 171 | 149 | 320 | 10,526 | 10,356 | 20,882 | 10,746 | 10,532 | 21,278 |
| Associate Degree | 3 | 2 | 5 | 322 | 106 | 428 | 2,419 | 3,908 | 6,327 | 2,744 | 4,016 | 6,760 |
| Bachelor’s Degree | 2 | 2 | 4 | 337 | 176 | 513 | 2,161 | 2,683 | 4,844 | 2,500 | 2,861 | 5,361 |
| Master's Degree | 0 | 0 | 0 | 12 | 6 | 18 | 43 | 58 | 101 | 55 | 64 | 119 |
| PhD | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 1 | 0 | 1 |
| **Gaziantep** | **0** | **0** | **0** | **0** | **0** | **0** | **1,011** | **415** | **1,426** | **1,011** | **415** | **1,426** |
| Illiterate | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Literate | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 1 | 1 | 2 |
| Primary Education | 0 | 0 | 0 | 0 | 0 | 0 | 369 | 109 | 478 | 369 | 109 | 478 |
| Secondary Education (High School and Equivalent) | 0 | 0 | 0 | 0 | 0 | 0 | 520 | 191 | 711 | 520 | 191 | 711 |
| Associate Degree | 0 | 0 | 0 | 0 | 0 | 0 | 85 | 84 | 169 | 85 | 84 | 169 |
| Bachelor’s Degree | 0 | 0 | 0 | 0 | 0 | 0 | 36 | 30 | 66 | 36 | 30 | 66 |
| Master's Degree | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| PhD | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Participation in active labor market programs in Gaziantep and Türkiye by education level (Table 30) shows that the number of beneficiaries in Gaziantep is very limited, with only 1,426 people participating in total. In Türkiye, this number is calculated as 50,471. In terms of participation in disability courses, no courses were organized in Gaziantep, while 134 people benefited from these programs in Türkiye. This indicatesthat access to trainings to increase the employability of people with disabilities is insufficient.


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Participation in on-the-job training programs (OJT) was limited to 1,426 people in Gaziantep, with the majority of participants being graduates of secondary education (711 people) and primary education (478 people). The participation of bachelor's and associate's degree graduates is very low. This suggests that higher education graduates prefer to enter the labor market directly or face limitations in accessing on-the-job training programs. Overall,

**Table 31.** ISKUR Counseling and Employment Support Activities - Comparison of Gaziantep and Türkiye Statistics

| Number of Interviews and Participants | Activities | Gaziantep | Türkiye |
|---|---|---|---|
| Number of Individual Interviews | Business Consultancy | 70,029 | 2,721,841 |
| | Vocational Counseling | 2,297 | 44,143 |
| | Workplace Visit | 14,033 | 695,536 |
| | School Visit | 76 | 9,185 |
| Number of Work Club Participants | Group Interview Availability | 13,863 | 897,525 |
| | Male | 121 | 18,708 |
| | Female | 381 | 32,917 |
| | **Total** | **502** | **51,625** |

According to data on job counseling, vocational counseling, workplace and school visits, group interviews and job club activities in Gaziantep and Türkiye (Table 31), 70,029 people benefited from individual job counseling services in Gaziantep, compared to 2,721,841 in Türkiye. Participation in vocational counseling services was very limited, with only 2,297 individual interviews in Gaziantep. The number of workplace visits to establish direct contact with employers was 14,033, while school visits remained low at only 76.

In terms of participation in job club activities, a total of 502 people took part in Gaziantep, of which 381 were women and 121 were men. The fact that women participate in these activities more than men emphasizes the importance of guidance services for women's employment.

> **According to the data on the distribution of individuals entitled to unemployment benefits in Gaziantep and Türkiye according to their education levels, the majority of those entitled to unemployment benefits are primary and secondary education graduates.**

**Table 32.** Individual Interview by Disability, Youth, Women and Higher Education Status

| Individual Interview | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Total Number of Interviews | **Male** | 51,561 | **1,633,950** |
| | **Female** | 20,765 | **1,132,034** |
| | **Total** | 72,326 | **2,765,984** |
| Young (15-24) | **Male** | 14,881 | **394,701** |
| | **Female** | 7,174 | **272,298** |
| | **Total** | 22,055 | **666,999** |
| Disabled | **Male** | 6,059 | **213,143** |
| | **Female** | 772 | **55,286** |
| | **Total** | 6,831 | **268,429** |
| Higher Education | **Male** | 4,653 | **216,101** |
| | **Female** | 5,054 | **241,861** |
| | **Total** | 9,707 | **457,962** |

A total of 72,326 individual interviews were conducted in Gaziantep, of which 51,561 were with men and 20,765 with women. The total number of individual interviews for young job seekers (15-24 years old) was 22,055, indicating that this group received intensive counseling support during the employment process (Table 32).

The total number of individual interviews conducted with people with disabilities was 6,831 and it is noteworthy that male people with disabilities benefit from these services more than female people. Individual interviews for higher education graduates were limited to 9,707 individuals.

**Table 33.** Individual Interviews by Education Level

| Education Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Illiterate | **Male** | 139 | **3,933** |
| | **Female** | 145 | **7,125** |
| | **Total** | 284 | **11,058** |
| Literate (No Formal Education Completed) | **Male** | 484 | **19,061** |
| | **Female** | 250 | **23,745** |
| | **Total** | 734 | **42,806** |
| Primary Education | **Male** | 31,215 | **756,975** |
| | **Female** | 8,034 | **465,798** |
| | **Total** | 39,249 | **1,222,773** |
| Secondary Education | **Male** | 15,070 | **637,880** |
| | **Female** | 7,282 | **393,505** |
| | **Total** | 22,352 | **1,031,385** |
| Associate Degree | **Male** | 2,486 | **107,403** |
| | **Female** | 3,363 | **130,588** |
| | **Total** | 5,849 | **237,991** |
| Bachelor's Degree | **Male** | 2,096 | **103,958** |
| | **Female** | 1,643 | **106,611** |
| | **Total** | 3,739 | **210,569** |
| Master's Degree | **Male** | 67 | **4,507** |
| | **Female** | 48 | **4,495** |
| | **Total** | 115 | **9,002** |
| PhD | **Male** | 4 | **233** |
| | **Female** | 0 | **167** |
| | **Total** | 4 | **400** |
| **Total** | **Male** | **51,561** | **1,633,950** |
| | **Female** | **20,765** | **1,132,034** |
| | **Total** | **72,326** | **2,765,984** |

The distribution of individual job counseling interviews by education level in Gaziantep and Türkiye (Table 33) reveals that primary and secondary education graduates benefit the most from individual counseling services, while the number of individual interviews decreases as the education level increases. In Gaziantep, a total of 72,326 individual interviews were conducted, of which 39,249 were with primary education graduates and 22,352 with secondary education graduates.

**Table 34.** ISKUR - Job Vacancies, Job Placements and Registered Unemployed

| Employment Status | Gender | Gaziantep | Türkiye |
|---|---|---|---|
| Open Job Postings | **Total** | 62,932 | **2,677,006** |
| Job Placement | **Male** | 15,671 | **772,888** |
| | **Female** | 3,429 | **464,138** |
| | **Total** | 19,100 | **1,237,026** |
| Registered Unemployed | **Male** | 37,889 | **1,198,172** |
| | **Female** | 25,127 | **1,222,279** |
| | **Total** | 63,016 | **2,420,451** |

Data on the distribution of job vacancies, job placements and registered unemployed in Gaziantep and Türkiye (Table 34) reveal that the majority of job vacancies in Gaziantep are in the private sector, job placement rates are low compared to the number of registered unemployed, and the rate of female unemployed is higher than the rate of male unemployed. As of 2023, there were 62,932 job vacancies in Gaziantep, compared to 2,677,006 in Türkiye. This indicates that job opportunities are available in the city, but job seekers face various difficulties in finding these positions.

According to the job placement data, a total of 19,100 people were employed in Gaziantep, of which 15,671 were male and 3,429 were female. In terms of registered unemployed, a total of 63,016 people were registered as unemployed in the city.

### 2.2.3. TURKSTAT Domestic and International Migration Statistics

**Table 35.** Internal Migration Statistics: Türkiye vs. Gaziantep, 2023

| Migration | Türkiye | Gaziantep |
|---|---|---|
| Total Population | **85,372,377** | 2,164,134 |
| Immigration | **3,450,953** | 65,524 |
| Emigration | **3,450,953** | 73,835 |
| Net Migration | **0** | - 8,311 |
| Net Migration Rate | **0** | -3,8 |

Migration movements in Gaziantep and Türkiye (Table 35) reveal that Gaziantep is a net migrant city and its population is decreasing as a result of migration movements.

As of 2023, Gaziantep received a total of 65,524 migrants and gave 73,835 migrants. Accordingly, net migration is calculated as -8,311. The net migration rate is -3.8%, which indicates that the city has a high outward migration tendency.

**Table 36.** Reasons for Migration to Gaziantep, 2023

| Reason for Migration | Türkiye | Gaziantep |
|---|---|---|
| **Total** | **3,450,953** | **65,524** |
| Transfer / Job Change | 320,142 | 6,035 |
| Starting a Job / Finding a Job | 285,825 | 6,027 |
| Education | 512,011 | 7,317 |
| Change of Marital Status / Family Reasons | 152,046 | 2,773 |
| Better Housing and Living Conditions | 518,016 | 7,072 |
| Migration Dependent on a Household / Family Member | 601,481 | 8,287 |
| Returning to Homestay/Hometown | 99,975 | 288 |
| Health / Care | 19,450 | 78 |
| Buying a House | 95,570 | 1,086 |
| Pension | 49,890 | 275 |
| Natural Disaster / Emergency | 499,363 | 22,172 |
| Other | 103,547 | 611 |
| Unknown | 193,637 | 3,503 |

Migration movements by reasons for migration in Gaziantep and Türkiye (Table 36) reveals that the largest proportion of those who migrated to Gaziantep moved due to natural disasters/emergencies (33.8%), dependent migration on a household/family member (12.6%) and education (11.1%).

The number of people who migrated to Gaziantep due to natural disasters and emergencies was recorded as 22,172, especially after the major earthquakes in 2023. This indicatesthat the city has become an important center for internal migration movements after the earthquake. The 7,317 migrants who came for education purposes reveal that Gaziantep is an attractive city for the student population. The number of people migrating for employment and transfer reasons are 6,027 and 6,035, respectively. These figures show that Gaziantep has a certain attractiveness in terms of economic opportunities, but most of the migrants move for compulsory reasons. In general, Gaziantep's reasons for migration are largely composed of disaster-induced forced migration and relocation based on family ties.

**Table 37.** Reasons for Out-Migration from Gaziantep to Other Provinces, 2023

| Reason for Migration | Total | Gaziantep |
|---|---|---|
| **Total** | **3,450,953** | **73,835** |
| **Job Transfer / Change of Workplace** | **320,142** | 7,688 |
| **Starting a Job / Employment Opportunity** | **285,825** | 5,628 |
| **Education** | **512,011** | 12,748 |
| **Marital Status Change / Family Reasons** | **152,046** | 3,151 |
| **Better Housing and Living Conditions** | **518,016** | 1,457 |
| **Migration Dependent on a Household / Family Member** | **601,481** | 5.259 |
| **Returning to Homestay/Hometown** | **99,975** | 652 |
| **Health / Care** | **19,450** | 194 |
| **Purchase of Housing** | **95,570** | 1,158 |
| **Retirement /Pension** | **49,890** | 665 |
| **Natural Disaster / Emergency** | **499,363** | 30,987 |
| **Other** | **103,547** | 3,117 |
| **Unknown / Not Specified** | **193,637** | 1,131 |

Migration movements by reasons for migration in Gaziantep and Türkiye (Table 37) reveal that most migration from Gaziantep is due to natural disasters/emergencies (41.9%), education (17.3%) and transfer/job change (10.4%). In 2023, 73,835 people migrated from Gaziantep, with natural disasters being the main reason for migration with 30,987 people. This indicates that most of the population leaving the city in 2023 migrated due to disasters such as earthquakes. As for the 12,748 people who left due to education, this indicates that especially the young population is taking advantage of educational opportunities outside Gaziantep. The number of people who migrated due to transfer or job change is 7,688, indicating that Gaziantep has a high mobility in terms of working population. Gaziantep has a net migration loss of (-8,311).

**Table 38.** Incoming and Outgoing Migration by Gender, 2023

| Population / Migration | Gender | Türkiye | Gaziantep |
|---|---|---|---|
| Total Population | | **85,372,377** | **2,164,134** |
| Incoming Migration | **Total** | **316,456** | **3,116** |
| | **Male** | **171,395** | 1,748 |
| | **Female** | **145,061** | 1,368 |
| Outbound Migration | **Total** | **714,579** | **7,870** |
| | **Male** | **394,186** | 4,770 |
| | **Female** | **320,393** | 3,100 |
| Net Migration | | **- 398,123** | - 4,754 |

In 2023, a total of 3,116 people migrated to Gaziantep, while 7,870 people left the city. The net migration loss is calculated as -4,754, indicating that Gaziantep is losing population through migration. In terms of gender, 1,748 of those who came to the city were male and 1,368 were female, while 4,770 of those who left Gaziantep were male and 3,100 were female. This indicatesthat the migrating population is largely composed of men and that labor mobility is an important factor in the migration process (Table 38).

### 2.3. Social Security and Labor Data

#### 2.3.1. SSI Data (Type and Distribution of Insurance, Social Security Coverage)

**Table 39.** Social Security Coverage (4/1-A, 4/1-B, 4/1-C), 2023

| SSI Status | SSI Coverage | Gaziantep | Türkiye |
|---|---|---|---|
| Social Security Coverage | | 2,129,686 | 34,250,646 |
| Active Insured | 4/1-A | 444,394 | 9,058,412 |
| | 4/1-B | 76,829 | 1,341,932 |
| | 4/1-C | 72,414 | 1,109,918 |
| | **Total** | **593,637** | **11,510,262** |
| Income and Monthly Recipients | 4/1-A | 145,914 | 4,861,607 |
| | 4/1-B | 50,746 | 871,024 |
| | 4/1-C | 25,764 | 839,401 |
| | **Total** | **222,424** | **6,572,032** |
| Dependent | 4/1-A | 496,804 | 6,615,826 |
| | 4/1-B | 313,443 | 3,860,196 |
| | 4/1-C | 174,872 | 2,480,636 |
| | **Total** | **985,119** | **12,956,658** |
| Social Security Coverage, 4/1-A | | 1,087,112 | 20,535,845 |
| Social Security Coverage, 4/1-B | | 441,018 | 6,073,152 |
| Social Security Coverage, 4/1-C | | 273,050 | 4,429,955 |
| Those Registered under General Health Insurance | | 328,506 | 3,211,694 |

As of 2023, data on the distribution of the population covered by social security in Gaziantep and Türkiye (Table 39) reveals that a total of 2,129,686 people are covered by social security in Gaziantep, and that a significant portion of this population consists of actively insured individuals. The number of active insured individuals in Gaziantep is 593,637, of which 444,394 are private sector employees (4/1-A), 76,829 are covered by BAG-KUR (4/1-B) and 72,414 are public sector employees (4/1-C). A similar distribution is observed across Türkiye. In terms of individuals receiving income and pensions, a total of 222,424 people in Gaziantep receive pensions or social assistance.

In terms of dependents, 985,119 people in Gaziantep benefit from health services through insured people affiliated to the social security system. In addition, 328,506 people are registered under the General Health Insurance (GHI).

**Table 40.** Distribution of Compulsory Insured by Gender (4/1-A, 4/1-B, 4/1-C), 2023

| Compulsory Insurance Status | | Gender | Gaziantep | Türkiye |
|---|---|---|---|---|
| 4/1-A Compulsory Insured | | **Male** | 297,476 | 5,260,477 |
| | | **Female** | 85,480 | 2,864,073 |
| | | **Total** | 382,956 | 8,124,550 |
| 4/1-B Compulsory Insured | Compulsory (Except Agriculture) | **Male** | 52,000 | 900,069 |
| | | **Female** | 10,777 | 265,494 |
| | | **Total** | 62,777 | 1,165,563 |
| | Mukhtar | **Male** | 406 | 3,335 |
| | | **Female** | 10 | 222 |
| | | **Total** | 416 | 3,557 |
| | Agriculture Compulsory | **Male** | 9,973 | 82,086 |
| | | **Female** | 1,772 | 20,707 |
| | | **Total** | 11,745 | 102,793 |
| | 4/1-B Compulsory Insured Total | **Male** | 62,379 | 985,490 |
| | | **Female** | 12,559 | 286,423 |
| | | **Total** | 74,938 | 1,271,913 |
| 4/1-C Compulsory Insured | | **Male** | 43,491 | 632,128 |
| | | **Female** | 28,923 | 477,592 |
| | | **Total** | 72,414 | 1,109,720 |
| Total Number of Compulsory Insured | | | **530,308** | **10,506,183** |

As of 2023, data on the gender distribution of compulsory insured people(4/1-A, 4/1-B, 4/1-C) in Gaziantep and Türkiye reveal important details of the employment structure in the city (Table 40). In Gaziantep, a total of 530,308 people are compulsorily insured, with the largest group being the 4/1-A insured, which includes private sector employees. Within this scope, 382,956 people are registered, of which 297,476 are male and 85,480 are female. Private sector employment is dominated by men and female employment remains relatively low.

Within the scope of BAG-KUR (4/1-B), a total of 74,938 people are insured in Gaziantep. The number of self-employed men and women in this group is 62,379 and 12,559, respectively. These data show that a higher proportion of men are registered among small business owners and self-employed. The fact that the number of women with compulsory insurance in the agricultural sector is quite low suggests that women are more likely to work informally in agricultural activities.

A total of 72,414 people are insured in the public sector (4/1-C), of which 43,491 are men and 28,923 are women. Although female employment in the public sector is more evenly distributed than in the private sector, it is noteworthy that men outnumber women.

**Table 41.** Breakdown of 4/1-A Workplaces, Compulsory Insured People and Average Daily Earnings, Sector and Gender, 2023: Comparison of Gaziantep and Türkiye

| 4/1-A Scope | Employment Status | Gaziantep | Türkiye |
|---|---|---|---|
| Workplace | Permanent | 37,501 | 1,992,551 |
| | Temporary | 2,982 | 186,572 |
| | Public | 620 | 46,660 |
| | Private Sector | 39,863 | 2,132,463 |
| | Total | 40,483 | 2,179,123 |
| Compulsory Insured | Permanent | 316,597 | 14,064,318 |
| | Temporary | 66,359 | 2,342,102 |
| | Public | 47,881 | 1,936,402 |
| | Private Sector | 335,075 | 14,470,018 |
| | Male | 297,476 | 10,871,438 |
| | Female | 85,480 | 5,534,982 |
| | Total | 382,956 | 16,406,420 |
| Average Daily Earnings (TRY) | Permanent | 709,23 | 820,17 |
| | Temporary | 537,49 | 644,8 |
| | Public | 795,57 | 1,028,11 |
| | Private Sector | 666,31 | 764,15 |
| | Male | 697,05 | 835,75 |
| | Female | 636,66 | 723,47 |
| | **Total** | **683,73** | **797,99** |

As of 2023, data on the sectoral and gender breakdown of workplaces, compulsory insured people and average daily earnings based on premiums in Gaziantep provide important clues on the employment structure of the province (Table 41). Gaziantep has a total of 40,483 workplaces, most of which belong to the private sector. The number of workplaces in the public sector is quite limited with 620. In terms of compulsory insured people, there are a total of 382,956 insured people in Gaziantep.

Of these, 316,597 are employed on a permanent basis and 66,359 on a temporary basis. When gender distribution is analyzed, 78% of insured employees are male (297,476 people) and 22% are female (85,480 people). These data show that men have a significant weight in employment, particularly in the private sector.

In terms of average daily earnings, the average daily earnings of individuals working in the public sector in Gaziantep is 795.57 TRY, which is higher than those working in the private sector (666.31 TRY). In terms of gender, the average daily earnings of male employees is 697.05 TRY, while the average daily earnings of female employees is 636.66 TRY. This difference shows that women work for lower wages in the labor market and that gender-based wage inequality persists.

**Table 42.** General SSI Data Specific to Gaziantep, 2023

| Indicator | City | 2024.01 | 2024.02 | 2024.03 | 2024.04 | 2024.05 | 2024.06 | 2024.07 | 2024.08 | 2024.09 | 2024.10 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Insured, Active, Total (4a, 4b, 4c)** | Gaziantep | 586,051 | 584,890 | 585,914 | 580,319 | 589,346 | 574,034 | 562,715 | 557,676 | 580,39 | 583,599 |
| **Insured, Active, Total (4a)** | Gaziantep | 436,749 | 437,073 | 431,931 | 440,828 | 425,902 | 414,160 | 409,030 | 431,443 | 433,427 | 0 |
| **Insured, Active, Total (4b)** | Gaziantep | 76,405 | 76,113 | 75,676 | 75,825 | 75,494 | 75,847 | 75,896 | 76,713 | 7,661 | 0 |
| **Insured, Active, Total (4b) (Excluding Agriculture)** | Gaziantep | 65,245 | 65,373 | 65,132 | 65,330 | 65,154 | 65,516 | 65,672 | 66,201 | 66,913 | 0 |
| **Insured, Active, Total (4b) (Agriculture)** | Gaziantep | 11,160 | 10,740 | 10,544 | 10,495 | 10,340 | 10,358 | 10,224 | 10,512 | 10,748 | 0 |
| **Insured, Active, Total (4c)** | Gaziantep | 72,897 | 72,767 | 72,728 | 72,712 | 72,693 | 72,638 | 72,681 | 72,750 | 72,243 | 72,511 |
| **Insured, Active, Compulsory Insured (4a)** | Gaziantep | 377,979 | 379,921 | 377,750 | 372,791 | 382,202 | 370,591 | 371,256 | 368,194 | 370,978 | 370,869 |
| **Insured, Active, Compulsory Insured (4b)** | Gaziantep | 74,512 | 73,711 | 74,231 | 73,810 | 73,952 | 73,640 | 74,010 | 74,034 | 74,813 | 75,759 |
| **Insured, Active, Compulsory Insured (4b) (Except Agriculture and Mukhtar)** | Gaziantep | 62,429 | 6,429 | 63,119 | 62,875 | 63,063 | 62,907 | 63,260 | 63,419 | 63,901 | 64,621 |
| **Insured, Active, Compulsory Insured (4b) (Agriculture)** | Gaziantep | 11,160 | 10,877 | 10,740 | 10,844 | 10,495 | 10,340 | 10,358 | 10,224 | 10,512 | 10,748 |
| **Insured, Active, Compulsory Insured (4c)** | Gaziantep | 72,897 | 72,767 | 72,728 | 72,712 | 72,693 | 72,638 | 72,681 | 72,750 | 72,243 | 72,811 |
| **Insured, Active, Agricultural Insured (2925 S.K.) (4a)** | Gaziantep | 87 | 85 | 84 | 83 | 85 | 86 | 90 | 80 | 85 | 83 |

**Table 42.** General SSI Data Specific to Gaziantep (Continued)

| Indicator | City | 2024.01 | 2024.02 | 2024.03 | 2024.04 | 2024.05 | 2024.06 | 2024.07 | 2024.08 | 2024.09 | 2024.10 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| **Insured, Active, Apprentice (4a)** | Gaziantep | 17,258 | 18,042 | 17,389 | 16,849 | 16,496 | 16,036 | 12,313 | 11,877 | 19,013 | 19,796 |
| **Insured, Active, Interns and Trainees (4a)** | Gaziantep | 39,458 | 40,111 | 39,893 | 40,267 | 40,126 | 36,777 | 28,529 | 27,191 | 39,395 | 40,698 |
| **Insured, Active, Mukhtar (4b)** | Gaziantep | 414 | 405 | 372 | 391 | 394 | 393 | 392 | 391 | 390 | 390 |
| **Insured, Active, Other Insured (4a)** | Gaziantep | 1,599 | 1,563 | 1,562 | 1,533 | 1,542 | 2,020 | 1,590 | 1,616 | 1,614 | 1,610 |
| **Insured, Active, Other Insured (4c)** | Gaziantep | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| **Insured, Active, Optional Insured (4b)** | Gaziantep | 1,893 | 1,893 | 1,882 | 1,866 | 1,873 | 1,854 | 1,864 | 1,862 | 1,900 | 1,902 |
| **Insured, Active, Optional Insured (4b) (Excluding Agriculture)** | Gaziantep | 1,893 | 1,893 | 1,882 | 1,865 | 1,873 | 1,854 | 1,864 | 1,862 | 1,900 | 1,902 |
| **Insured, Active, Optional Insured (4b) (Agriculture)** | Gaziantep | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Throughout 2024, data on the distribution of insured employees covered by the Social Security Institution (SSI) in Gaziantep reveals that the province's employment structure fluctuated periodically (Table 42). The total number of insured employees, which was 586,051 at the beginning of the year, fluctuated throughout the year, reaching its lowest level of 562,715 in July and rising again to 580,399 in September. These changes may have been affected by economic fluctuations, seasonal employment fluctuations and sectoral employment policies.

The majority of insured employees in Gaziantep are covered by 4/1-A, with the number of employees in this group fluctuating between 414,160 and 440,828 throughout the year. The number of insured employees under BAG-KUR (4/1-B) was more stable, fluctuating between 75,604 and 77,661, while 4/1-C, which covers public employees, remained relatively stable throughout the year.

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### 2.3.2. Work Permit Statistics from the Ministry of Labor and Social Security

**Table 43.** Gender Breakdown of Work Permits Issued to Foreigners, 2023

| Province | Gaziantep | Türkiye |
|---|---|---|
| Female | 1,169 | 33,449 |
| Male | 11,093 | 107,031 |
| Total | **12,262** | **140,480** |

As of 2023, data on the number of work permits issued to foreigners in Gaziantep and Türkiye reveal the distribution of foreign labor in the labor market (Table 43). A total of 12,262 foreigners have been granted work permits in Gaziantep, which is a significant share compared to 140,480 work permits in Türkiye. On a gender basis , the number of work permits issued to male foreign workers in Gaziantep is 11,093, while the number of permits issued to female workers is limited to 1,169. This suggests that foreign women workers have more limited opportunities to access employment compared to men and may have a higher propensity to work informally.

A similar trend is observed across Türkiye, where the number of male foreign workers constituted the majority of total permits with 107,031, while the number of female workers remained at 33,449.

### 2.4. Data from the Presidency of Migration Management

Migration movements in Türkiye exhibit different dynamics in terms of foreigners living with residence permits and migrants under temporary protection. As of February 27, 2025, 1,072,713 foreigners are living in Türkiye with a residence permit. When the distribution by provinces is analyzed, Gaziantep ranks close to the top with a foreign population of 9,816, and stands out as an important immigration receiving city.


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**Table 44.** Distribution of Foreigners with Residence Permit in Türkiye by Provinces as of 27.02.2025

| Province Order | Province | Total Number of Foreigners | Province Order | Province | Total Number of Foreigners |
|---|---|---|---|---|---|
| **1** | İstanbul | 532,352 | **42** | Kahramanmaraş | 1,675 |
| **2** | Antalya | 105,377 | **43** | Şanlıurfa | 1,671 |
| **3** | Ankara | 69,667 | **44** | Kırşehir | 1,621 |
| **4** | Bursa | 48,169 | **45** | Yozgat | 1,589 |
| **5** | Mersin | 44,401 | **46** | Bartın | 1,582 |
| **6** | İzmir | 27,913 | **47** | Kastamonu | 1,536 |
| **7** | Muğla | 19,886 | **48** | Burdur | 1,521 |
| **8** | Yalova | 17,016 | **49** | Çankırı | 1,397 |
| **9** | Sakarya | 15,577 | **50** | Ordu | 1,369 |
| **10** | Kocaeli | 13,878 | **51** | Gümüşhane | 1,320 |
| **11** | **Gaziantep** | **9,816** | **52** | Nevşehir | 1,310 |
| **12** | Aydın | 9,635 | **53** | Elazığ | 1,279 |
| **13** | Konya | 9,481 | **54** | Diyarbakır | 1,229 |
| **14** | Samsun | 8,705 | **55** | Van | 1,187 |
| **15** | Karabük | 7,886 | **56** | Malatya | 1,152 |
| **16** | Eskişehir | 7,451 | **57** | Rize | 967 |
| **17** | Tekirdağ | 6,834 | **58** | Niğde | 959 |
| **18** | Edirne | 6,670 | **59** | Mardin | 957 |
| **19** | Kayseri | 6,257 | **60** | Erzincan | 788 |
| **20** | Trabzon | 6,046 | **61** | Kars | 721 |
| **21** | Balıkesir | 5,884 | **62** | Karaman | 708 |
| **22** | Kütahya | 5,312 | **63** | Osmaniye | 692 |
| **23** | Adana | 4,914 | **64** | Kilis | 673 |
| **24** | Bolu | 4,729 | **65** | Kırıkkale | 666 |
| **25** | Denizli | 3,999 | **66** | Iğdır | 597 |
| **26** | Kırklareli | 3,661 | **67** | Şırnak | 591 |
| **27** | Çanakkale | 3,623 | **68** | Amasya | 557 |
| **28** | Tokat | 2,984 | **69** | Hakkari | 555 |
| **29** | Manisa | 2,864 | **70** | Adıyaman | 485 |
| **30** | Afyonkarahisar | 2,803 | **71** | Batman | 458 |

**Table 44.** Distribution of Foreigners with Residence Permit in Türkiye by Provinces as of 27.02.2025 (Continued)

| Province Order | Province | Total Number of Foreigners | Province Order | Province | Total Number of Foreigners |
|---|---|---|---|---|---|
| **31** | Hatay | 2,802 | **72** | Bitlis | 458 |
| **32** | Isparta | 2,764 | **73** | Ağrı | 450 |
| **33** | Sivas | 2,616 | **74** | Bayburt | 441 |
| **34** | Düzce | 2,163 | **75** | Artvin | 358 |
| **35** | Aksaray | 2,109 | **76** | Sinop | 342 |
| **36** | Uşak | 2,093 | **77** | Siirt | 335 |
| **37** | Çorum | 2,020 | **78** | Bingöl | 316 |
| **38** | Erzurum | 1,984 | **79** | Ardahan | 254 |
| **39** | Giresun | 1,919 | **80** | Muş | 117 |
| **40** | Bilecik | 1,843 | **81** | Tunceli | 54 |
| **41** | Zonguldak | 1,816 | | | |

As of January 1, 2025, the provincial distribution of foreigners with residence permits in Türkiye (Table 44) shows that 9,819 foreigners reside in Gaziantep. As can be seen below, the number of SuTPs in Gaziantep is quite high.

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**Table 45.** Distribution of Syrians under Temporary Protection by Province

| Province Order | Provinces | SuTPs | Province Population | Total Number of People Living in the Province | SuTP Rate |
|---|---|---|---|---|---|
| 1 | İstanbul | 491,026 | 15,701,602 | 16,192,628 | 3,90% |
| 2 | **Gaziantep** | **394,900** | **2,193,683** | **2,588,263** | **15,26%** |
| 3 | Şanlıurfa | 242,021 | 2,237,785 | 2,479,766 | 9,76% |
| 4 | Adana | 207,333 | 2,200,484 | 2,487,817 | 8,33% |
| 5 | Hatay | 204,067 | 1,562,185 | 1,766.252 | 11,55% |
| 6 | Mersin | 178,783 | 1,954,279 | 2,133,062 | 8,81% |
| 7 | Bursa | 162,928 | 3,238,618 | 3,401,546 | 4,79% |
| 8 | Konya | 115,360 | 2,330,028 | 2,445,384 | 4,97% |
| 9 | İzmir | 112,503 | 4,493,242 | 4,605,745 | 2,44% |
| 10 | Kahramanmaraş | 80,123 | 1,134,105 | 1,214,228 | 6,60% |
| 11 | Kayseri | 75,212 | 1,452,458 | 1,527,670 | 4,92% |
| 12 | Kilis | 61,306 | 156,738 | 218,045 | 28,12% |
| 13 | Kocaeli | 49,058 | 2,130,006 | 2,179,064 | 2,25% |
| 14 | Mardin | 45,530 | 1,145,911 | 1,191,441 | 4,00% |
| 15 | Osmaniye | 35,603 | 361,062 | 596,668 | 5,97% |
| 16 | Malatya | 26,508 | 750,491 | 776,995 | 3,41% |
| 17 | Ankara | 22,147 | 5,864,049 | 5,946,196 | 1,38% |
| 18 | Diyarbakır | 21,477 | 1,833,684 | 1,885,161 | 1,16% |
| 19 | Adıyaman | 20,083 | 611,037 | 631,120 | 3,18% |
| 20 | Sakarya | 14,370 | 1,110,735 | 1,125,105 | 1,28% |
| 21 | Manisa | 12,660 | 1,475,353 | 1,488,013 | 0,85% |
| 22 | Denizli | 12,617 | 1,061,371 | 1,073,988 | 1,19% |
| 23 | Batman | 11,991 | 654,528 | 665,719 | 1,83% |
| 24 | Tekirdağ | 11,086 | 1,167,162 | 1,198,208 | 0,90% |
| 25 | Elazığ | 10,331 | 601,981 | 612,272 | 1,68% |
| 26 | Muğla | 9,948 | 1,083,867 | 1,092,815 | 0,91% |
| 27 | Afyonkarahisar | 8,798 | 750,393 | 758,991 | 1,16% |
| 28 | Aydin | 7,971 | 1,165,943 | 1,173,914 | 0,68% |
| 29 | Samsun | 7,787 | 1,382,376 | 1,390,563 | 0,56% |
| 30 | Burdur | 7,780 | 775,826 | 783,606 | 2,70% |

**Table 45.** Distribution of SuTPs by Province - As of 27.02.2025 (Continued)

| Province Order | Provinces | SuTPs | Province Population | Total Number of People Living in the Province | SuTP Rate |
|---|---|---|---|---|---|
| 31 | Eskişehir | 6,723 | 921,630 | 928,353 | 0,72% |
| 32 | Antalya | 6,710 | 2,722,108 | 2,728,853 | 0,25% |
| 33 | Isparta | 6,098 | 446,409 | 453,402 | 1,54% |
| 34 | Niğde | 4,788 | 372,708 | 377,496 | 1,27% |
| 35 | Yozgat | 4,613 | 413,161 | 417,774 | 1,10% |
| 36 | Balıkesir | 3,975 | 1,276,096 | 1,280,071 | 0,31% |
| 37 | Kütahya | 3,940 | 571,078 | 572,072 | 0,70% |
| 38 | Trabzon | 3,444 | 822,270 | 825,714 | 0,42% |
| 39 | Çorum | 3,330 | 521,335 | 524,665 | 0,63% |
| 40 | Yalova | 3,268 | 307,882 | 311,150 | 1,05% |
| 41 | Çanakkale | 3,263 | 568,966 | 572,229 | 0,57% |
| 42 | Siirt | 3,139 | 336,453 | 339,592 | 0,92% |
| 43 | Bolu | 3,134 | 326,408 | 329,743 | 1,01% |
| 44 | Uşak | 2,868 | 375,310 | 378,178 | 0,76% |
| 45 | Aksaray | 2,847 | 439,474 | 442,321 | 0,64% |
| 46 | Sivas | 2,768 | 637,007 | 639,775 | 0,43% |
| 47 | Nevşehir | 1,971 | 317,952 | 319,923 | 0,36% |
| 48 | Şirnak | 1,922 | 570,826 | 572,748 | 0,38% |
| 49 | Bingöl | 1,711 | 283,278 | 284,447 | 0,41% |
| 50 | Kırıkkale | 1,618 | 283,053 | 284,671 | 0,57% |
| 51 | Muş | 1.351 | 392,301 | 393,652 | 0,34% |
| 52 | Tokat | 1,341 | 612,674 | 613,998 | 0,22% |
| 53 | Kırşehir | 1,308 | 244,546 | 245,850 | 0,53% |
| 54 | Van | 1,287 | 1,118,087 | 1,119,374 | 0,11% |
| 55 | Düzce | 1,231 | 412,344 | 413,585 | 0,30% |
| 56 | Amasya | 1,117 | 342,378 | 343,495 | 0,33% |
| 57 | Karabük | 1,087 | 250,478 | 251,565 | 0,43% |
| 58 | Kastamonu | 1,080 | 381,991 | 383,071 | 0,28% |
| 59 | Bitlis | 1,042 | 359,808 | 360,850 | 0,29% |
| 60 | Bilecik | 908 | 228,495 | 229,403 | 0,40% |
| 61 | Karaman | 798 | 262,791 | 263,509 | 0,30% |
| 62 | Erzurum | 775 | 745,005 | 745,780 | 0,10% |

**Table 45.** Distribution of SuTPs by Province - As of 27.02.2025 (Continued)

| Province Order | Provinces | SuTPs | Province Population | Total Number of People Living in the Province | SuTP Rate |
|---|---|---|---|---|---|
| 63 | Kırklareli | 638 | 379,081 | 379,669 | 0,17% |
| 64 | Çankırı | 535 | 199,981 | 200,516 | 0,27% |
| 65 | Edirne | 476 | 421,247 | 421,723 | 0,11% |
| 66 | Zonguldak | 385 | 586,802 | 587,387 | 0,10% |
| 67 | Ordu | 377 | 770,711 | 771,088 | 0,05% |
| 68 | Giresun | 317 | 455,622 | 456,238 | 0,07% |
| 69 | Bartın | 244 | 206,715 | 206,959 | 0,12% |
| 70 | Sinop | 201 | 226,957 | 227,158 | 0,05% |
| 71 | Kars | 159 | 272,300 | 272,459 | 0,06% |
| 72 | Rize | 131 | 346,797 | 348,108 | 0,30% |
| 73 | Ardahan | 99 | 91,354 | 91,453 | 0,11% |
| 74 | Gümüşhane | 96 | 142,617 | 142,713 | 0,07% |
| 75 | Bayburt | 81 | 83,676 | 83,707 | 0,10% |
| 76 | Iğdır | 78 | 206,857 | 206,935 | 0,04% |
| 77 | Artvin | 65 | 169,200 | 169,345 | 0,08% |
| 78 | Tunceli | 42 | 86,612 | 86,654 | 0,05% |
| 79 | Ağrı | 23 | 499,801 | 500,624 | 0,16% |
| 80 | Erzincan | 12 | 241,238 | 241,351 | 0,01% |
| 81 | Hakkari | 7 | 282,191 | 282,198 | 0,00% |

As of February 27, 2025, the distribution of SuTPs in Türkiye by province (Table 45). Gaziantep has 394,900 SuTP, which corresponds to approximately 12.5% of the total population of 2,820,362 SuTP in Türkiye. This data reveals that Gaziantep is one of the cities hosting the highest number of Syrians in Türkiye. Gaziantep is the second city after Istanbul in terms of Syrian population, and the ratio of Syrian population to the provincial population is also quite remarkable.

In Gaziantep, the ratio of the Syrian population to the total provincial population is approximately 15.64%. This indicates that the migrant population has a significant impact on the demographic structure of the city. Developing sustainable solutions, especially in the areas of housing, employment and education, is of great importance for both the cohesion of the local population and the integration of Syrian migrants into social and economic life.

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## 2.5. Highlighted Findings in the Analysis of Secondary Data

### Population and Demographic Structure

- As of 2023, Gaziantep's population is 2,164,134 people.
- The population growth rate is 4.7%, a significant decrease compared to the 11% increase in 2021-2022.
- The median age is 26.6 years. This value, which is well below the average for Türkiye (34), indicates that Gaziantep has a high proportion of young population.
- Gender distribution is balanced: 1,091,830 males and 1,072,304 females.
- Population density is 317 people per km², well above the Turkish average of 111.

### Labor Force and Employment Data

- Gaziantep's unemployment rate is 9.6%, which is close to Türkiye's average of 9.4%.
- The employment rate is 44.4%, which is below the Turkish average of 48.3%.
- The labor force participation rate is 49.1% (Türkiye average: 53.3%).
- The total number of unemployed registered with ISKUR is 63,016, with a higher female unemployment rate than male unemployment rate.
- The highest number of job placements was realized among young people between the ages of 15-24.
- The number of job vacancies is 62,932 and the majority of these positions belong to the private sector.

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**Migration Movements and Social Security**

- Gaziantep was among the cities with net migration in 2023. Total net migration is calculated as -8,311 people and net migration rate as -3.8%.
- Natural disasters (22,172 people), education (7,317 people) and finding a job (6,027 people) are the main reasons for migration.
- Natural disasters (30,987 people), education (12,748 people) and transfer/job change (7,688 people) are the main reasons for out-migration.
- The number of people covered by social security is 2,129,686.
- The number of active insured employees is 593,637, the majority of whom are employed in the private sector.

**Dynamics of the Labor Market**

- Women's employment rate lags behind men's.
- The average daily earnings based on premium is 697 TRY for men and 636 TRY for women. These data reveal the gender-based income gap.

**Foreign Population and Temporary Protection**

- The number of foreigners living in Gaziantep with a residence permit is 9,816.
- The Syrian population under Temporary Protection is 394,900. With this number, Gaziantep is the second province hosting the highest number of Syrians in Türkiye.
- The ratio of Syrian population to the provincial population is 15.64%. This ratio is approximately five times higher than the Turkish average of 3.3%.

# CHAPTER III

# CHAPTER III

## 3. SURVEY ANALYSIS AND FINDINGS

### 3.1. Demographic Data

This research was conducted in Gaziantep with a total of 56 participants. According to the available data, 58.9% of the participants were female and 41.1% were male. When the age groups are analyzed, the largest group is the 35-44 age group with 46.4%, followed by the 25-34 age group with 26.8% (Table 46).

The educational level of the participants mostly consists of bachelor's (30.4%) and master's (28.6%) graduates. When reviewed in terms of the time spent in the organization, the largest group is composed of participants with 2-5 years of experience with 39.3%. Of the individuals who participated in the research, 30.4% work in public institutions and organizations and 17.9% work in private sector representation. When the position distribution of the participants is analyzed, it is seen that 33.9% of them are managers.

When these findings are reviewed in general, it is understood that the majority of the individuals participating in the research are in the middle age group, have bachelor's and master's degrees and have 2-5 years of experience. Most of the participants work in the public sector and in managerial positions.

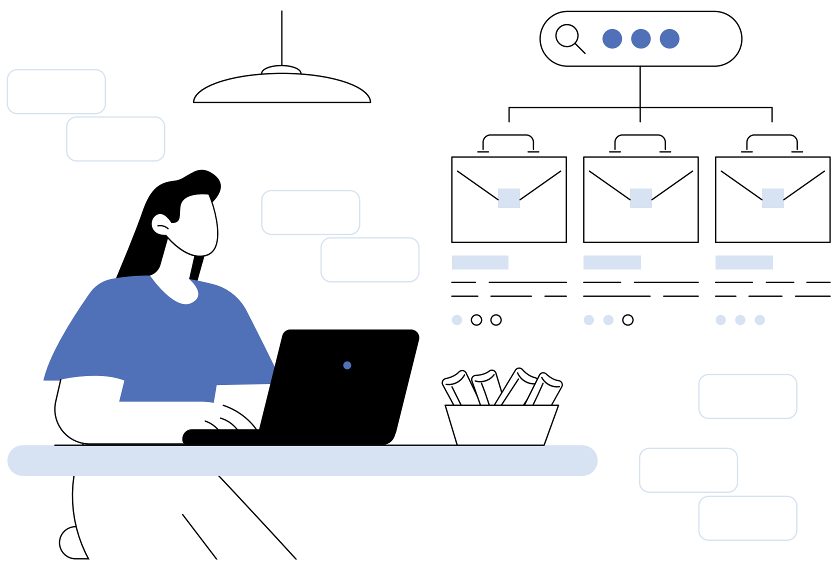

**Table 46.** Demographic Analysis of Gaziantep Participants

| Demographic Information | Indicators | n | % |
|---|---|---|---|
| **Gender** | Female | 33 | 58,9 |
| | Male | 23 | 41,1 |
| **Age** | 18-24 | 2 | 3,6 |
| | 25-34 | 15 | 26,8 |
| | 35-44 | 26 | 46,4 |
| | 45-54 | 13 | 23,2 |
| **Education Status** | Primary School | 1 | 1,8 |
| | High School | 3 | 5,4 |
| | Associate Degree | 12 | 21,4 |
| | Bachelor’s Degree | 17 | 30,4 |
| | Master's Degree | 16 | 28,6 |
| | PhD | 7 | 12,5 |
| **Years of Employment in the Institution** | 0-1 year | 8 | 14,3 |
| | 2-5 years | 22 | 39,3 |
| | 6-10 years | 9 | 16,1 |
| | 11-15 years | 12 | 21,4 |
| | 16 years and above | 5 | 8,9 |
| **Type of Institution Employed** | Public Institutions and Organizations | 17 | 30,4 |
| | Civil Society Organizations | 8 | 14,3 |
| | Private Sector Representation | 10 | 17,9 |
| | Professional Chamber | 1 | 1,8 |
| | University | 8 | 14,3 |
| | Türk Kızılay | 5 | 8,9 |
| | Other | 6 | 10,7 |
| **Position*** | Administrator | 19 | 33,9 |
| | Expert | 10 | 17,9 |
| | Counselor | 8 | 14,3 |
| | Academician | 6 | 10,7 |
| | Other | 12 | 21,4 |
| **Notes=** n=56, * 1 participant left his/her position in his/her organization blank. | | | |

### 3.2. Labor Market Analysis

In order to understand the observations and views of the participants on the labor market in Gaziantep, they were asked to respond to the questions **"How do you evaluate the current situation of the labor market in your province?" and "What is your level of agreement with the reasons for the decrease or stagnation of employment in your province?"**

In terms of respondents' views on the labor market in Gaziantep, the majority of respondents (33.9%) indicated that the demand for skilled labor in certain sectors has increased and that job opportunities have decreased (33.9%) due to economic difficulties (Table 47).

**Table 47.** Observation on the Current Situation of Gaziantep Labor Market

| **Question:** How do you observe the current situation of the labor market in your province? | | |
|---|---|---|
| **Evaluations** | **n** | **%** |
| There is a balance between job opportunities and job seekers | 7 | 12,5 |
| Skilled labor in specific sectors demand has increased | 19 | 33,9 |
| Work due to economic difficulties opportunities are diminished | 19 | 33,9 |
| There is a transition period in which new job demands are emerging and some sectors are in the process of development | 5 | 8,9 |
| I don't have sufficient information to evaluate | 4 | 7,1 |
| **Note=** 2 participants did not answer this question | | |

According to respondents, the most important factors contributing to the decline in employment in Gaziantep are lack of vocational training, an aging workforce, and job displacement to other regions (Table 48). The findings show that the inability of the local workforce to acquire the necessary skills is seen as one of the biggest reasons for employment decline. It reveals an urgent need for improvement for local governments or educational institutions. The aging of the workforce and the lack of a young workforce point to long-term employment problems. This can be a major problem, especially in sectors requiring technical skills. However, the outsourcing of jobs to foreign markets stands out as one of the biggest structural problems negatively affecting employment. If this trend continues, it could have serious long-term impacts on the regional economy.

**Table 48.** Reasons for Decline or Stagnation in Employment in Gaziantep

**Question:** To what extent do you agree that the following are reasons for the decline or stagnation of employment in your province?

| Factors | Strongly Disagree | | Disagree | | Moderately Agree | | Agree | | Absolutely Agree | |
|---|---|---|---|---|---|---|---|---|---|---|
| Statements* | n | % | n | % | n | % | n | % | n | % |
| Technological developments leading to automation | 2 | 3,6 | 11 | 19,6 | 30 | 53,6 | 8 | 14,3 | 3 | 5,4 |
| Shifting or outsourcing of work to other regions or countries | 2 | 3,6 | 12 | 21,4 | 14 | 25,0 | 18 | 32,1 | 7 | 12,5 |
| Decline in market demand for goods or services | 4 | 7,1 | 11 | 19,6 | 17 | 30,4 | 14 | 25,0 | 7 | 12,5 |
| Transition to greener and more sustainable industries | 3 | 5,4 | 22 | 39,3 | 8 | 14,3 | 14 | 25,0 | 5 | 8,9 |
| Aging infrastructure or lack of innovation in the sector | 2 | 3,6 | 12 | 21,4 | 17 | 30,4 | 17 | 30,4 | 4 | 7,1 |
| Aging and unreplaced labor force | 5 | 8,9 | 9 | 16,1 | 13 | 23,2 | 15 | 26,8 | 11 | 19,6 |
| High demand exceeding local talent supply | 4 | 7,1 | 10 | 17,9 | 19 | 33,9 | 12 | 21,4 | 6 | 10,7 |
| Reduced opportunities for vocational training/ capacity building | 3 | 5,4 | 2 | 3,6 | 16 | 28,6 | 21 | 37,5 | 12 | 21,4 |

**Note=** * There are participants who did not respond to the statements given above.

### 3.3. Labor Demand and Qualified Personnel Shortage

In order to understand the observations and views of the respondents on labor demand and skilled labor shortages in Gaziantep, the following questions were asked: **"How would you rate the importance of the following factors affecting labor demand in sectors with high demand in your province?", "Which sectors in your province are currently experiencing a shortage of skilled labor supply?", "To what extent do you agree that**

**the following factors are the causes of the skilled labor shortage in your province?", "To what extent do you think there is a skills and talent gap in the following sectors in your province?", and "How effective do you think the following initiatives will be in closing the skills and talent gap in your province?".**

Respondents considered regional economic growth, increased technological integration in enterprises, changes in consumer behavior, and the emergence of new sectors that increase labor demand as the factors that most affect labor demand in Gaziantep (Table 49). According to the findings, economic growth is seen as one of the strongest determinants of labor demand. This indicates that the economic development of the province is vital for its capacity to create employment. Technological developments are also considered to have a transformative impact on labor demand. It can be said that sectors that adapt to automation and digitalization create more labor demand. However, it shows that the labor needs of sectors sensitive to consumer demands are largely influenced by market dynamics. Finally, the emergence of new sectors is seen as one of the most important factors stimulating labor demand. Encouraging entrepreneurship and supporting new sectors can boost the province's labor potential.

**Table 49.** Importance of Factors Affecting Labor Demand in High Demand Sectors in Gaziantep

**Question:** How would you rate the importance of the following factors affecting labor demand in sectors with high demand in your province?

| | Very Insignificant | | Unimportant | | Moderately Important | | Important | | Very Important | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Evaluations*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Regional economic growth | - | - | 2 | 3,6 | 6 | 10,7 | 30 | 53,6 | 14 | 25,0 |
| Increased technological integration in enterprises | - | - | 2 | 3,6 | 7 | 12,5 | 29 | 51,8 | 14 | 25,0 |
| Creation of new sectors that increase labor demand | - | - | 4 | 7,1 | 13 | 23,2 | 17 | 30,4 | 18 | 32,1 |
| Incentives | 2 | 3,6 | 1 | 1,8 | 12 | 21,4 | 24 | 42,9 | 12 | 21,4 |
| Growing demand for skilled professionals | 1 | 1,8 | 6 | 10,7 | 12 | 21,4 | 17 | 30,4 | 16 | 28,6 |
| Urbanization and infrastructure projects | - | - | 4 | 7,1 | 10 | 17,9 | 18 | 32,1 | 15 | 26,8 |
| Changes in consumer behavior or market needs | 4 | 7,1 | 2 | 3,6 | 8 | 14,3 | 29 | 51,8 | 12 | 21,4 |

**Note=** * There are participants who did not respond to the statements given above.

According to respondents, the sectors with the highest shortage of qualified labor in the labor market in Gaziantep are manufacturing, scientific and technical activities, education and agriculture (Table 50). The manufacturing sector has the highest number of check marks. Accordingly, despite the increase in industrialization and production capacity, there may not be enough qualified labor force. In other words, it can be said that the demand for qualified workers such as machine operators, technical specialists and engineers is high. Depending on scientific and technical activities, high technology shows that there is a great need for employees specialized in engineering, consultancy and professional services. There may be a shortage of competent personnel for R&D and innovation centers in Gaziantep. However, it can be said that there is a shortage of teachers in both private and public sectors to improve the quality of education.

**Table 50.** Gaziantep Sectors with Shortage of Skilled Labor Supply

| **Question:** In which sectors is there currently a shortage of qualified labor supply in your province? | |
|---|---|
| **Sectors** | **Marked by (Respondents)** |
| [1] Agriculture, Forestry and Fisheries | 17 |
| [2] Mining and Quarrying | 13 |
| [3] Manufacturing | 31 |
| [4] Electricity, Gas, Steam and Air Conditioning Production and Distribution | 10 |
| [5] Water Supply; Sewerage, Waste Management and Improvement Activities | 11 |
| [6] Construction | 14 |
| [7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 9 |
| [8] Transportation and Warehousing | 8 |
| [9] Accommodation and Food Service Activities | 10 |
| [10] Information and Communication | 16 |
| [11] Finance and Insurance Activities | 7 |
| [12] Professional, Scientific and Technical Activities | 22 |
| [13] Administrative and Support Service Activities | 4 |
| [14] Education | 22 |
| [15] Culture, Arts, Entertainment, Leisure and Sports | 12 |
| [16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops) | 11 |
| **Notes =** Respondents marked more than 1 in the sectors where there is a shortage of qualified labor supply in Gaziantep | |

According to respondent views, the most important reasons for the shortage of skilled labor are low wages, migration of skilled labor, lack of training and lack of awareness about job opportunities (Table 51). According to the findings, the salaries and working conditions offered for skilled labor in Gaziantep are considered unattractive. Young talents and specialists in particular are likely to move to big cities or abroad, which offer better wages and conditions. This migration is particularly pronounced in the critical occupational groups of skilled labor, such as engineers, doctors and technical personnel. Especially in sectors that require technical skills (manufacturing, IT, mining, etc.), the inadequate education of workers stands out.

**Table 51.** Reasons for Gaziantep Skilled Labor Shortage

**Question:** To what extent do you agree that the following factors are the causes of the skilled labor shortage in your province?

| Causes | Strongly Disagree | | Disagree | | Moderately Agree | | Agree | | Absolutely Agree | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Factors*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Lack of relevant education or training programs | 2 | 3,6 | 6 | 10,7 | 9 | 16,1 | 22 | 39,3 | 15 | 26,8 |
| Migration of skilled labor to other regions or countries | 1 | 1,8 | 4 | 7,1 | 15 | 26,8 | 16 | 28,6 | 17 | 30,4 |
| Limited awareness of job opportunities | 1 | 1,8 | 4 | 7,1 | 14 | 25,0 | 22 | 39,3 | 12 | 21,4 |
| Rapid technological advances | 1 | 1,8 | 6 | 10,7 | 14 | 25,0 | 20 | 35,7 | 12 | 21,4 |
| Low wages or poor working conditions | 1 | 1,8 | 1 | 1,8 | 7 | 12,5 | 20 | 35,7 | 25 | 44,6 |
| Aging and unreplaced labor force | 2 | 3,6 | 9 | 16,1 | 14 | 25,0 | 13 | 23,2 | 16 | 28,6 |
| High demand exceeding local talent supply | 3 | 5,4 | 14 | 25,0 | 17 | 30,4 | 9 | 16,1 | 8 | 14,3 |

**Note=** * There are participants who did not respond to the statements given above.

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According to participant views, the results show that there are serious skills and talent gaps in the information and communication, professional-scientific-technical activities, education, manufacturing, construction and finance and insurance sectors (Table 52). According to the findings, unless training and employment policies are developed in these areas, there is a possibility that the skills gap could widen further. The agriculture and mining sectors, on the other hand, show relatively smaller skill and talent gaps.

**Table 52.** Sectoral Skills and Talent Gaps in Gaziantep

| **Question:** To what extent do you think there is a skills and talent gap in the following sectors in your province? | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | **None** | | **Quite a Few** | | **Moderate** | | **Too Much** | |
| **Sectors*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| [1] Agriculture, Forestry and Fisheries | 5 | 8,9 | 21 | 37,5 | 12 | 21,4 | 12 | 21,4 |
| [2] Mining and Quarrying | 7 | 12,5 | 16 | 28,6 | 11 | 19,6 | 12 | 21,4 |
| [3] Manufacturing | 6 | 10,7 | 10 | 17,9 | 16 | 28,6 | 18 | 32,1 |
| [4] Electricity, Gas, Steam and Air Conditioning Production and Distribution | 2 | 3,6 | 14 | 25,0 | 20 | 35,7 | 8 | 14,3 |
| [5] Water Supply; Sewerage, Waste Management and Improvement Activities | 4 | 7,1 | 15 | 26,8 | 18 | 32,1 | 11 | 19,6 |
| [6] Construction | 9 | 16,1 | 6 | 10,7 | 11 | 19,6 | 20 | 35,7 |
| [7] Wholesale and Retail Trade; of Motor Vehicles and Motorcycles | 6 | 10,7 | 11 | 19,6 | 11 | 19,6 | 19 | 33,9 |
| [8] Transportation and Warehousing | 6 | 10,7 | 11 | 19,6 | 15 | 26,8 | 11 | 19,6 |
| [9] Accommodation and Food Service | 9 | 16,1 | 10 | 17,9 | 20 | 35,7 | 6 | 10,7 |
| [10] Information and Communication | 3 | 5,4 | 6 | 10,7 | 24 | 42,9 | 14 | 25,0 |
| [11] Finance and Insurance Activites | 3 | 5,4 | 11 | 19,6 | 24 | 42,9 | 7 | 12,5 |
| [12] Professional, Scientific and Technical Activites | 1 | 1,8 | 9 | 16,1 | 23 | 41,1 | 14 | 25,0 |
| [13] Administrative and Support Service Activities | 2 | 3,6 | 17 | 30,4 | 19 | 33,9 | 6 | 10,7 |
| [14] Education | 3 | 5,4 | 11 | 19,6 | 20 | 35,7 | 14 | 25,0 |
| [15] Culture, Arts, Entertainment, Leisure and Sports | 2 | 3,6 | 11 | 19,6 | 18 | 32,1 | 13 | 23,2 |
| [16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops | 3 | 5,4 | 13 | 23,2 | 20 | 35,7 | 7 | 12,5 |
| **Notes=** * For all sectors given above, there are non-respondents | | | | | | | | |



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According to respondents, sector-specific training programs and enhanced career counseling in schools are seen as the most effective interventions to close the skills gap in the region (Table 53). Vocational trainings organized in line with the needs of the business world can be said to play a critical role in addressing skills gaps, especially in technical and engineering fields. Cooperation between businesses and educational institutions is also seen by respondents as having an important role in closing the skills gap. Building bridges between universities, vocational high schools and businesses can help students adapt to the business world as soon as they graduate. Internship programs, joint projects and hands-on training can train employees with the skills that employers want. However, the rate of respondents who rate all the initiatives given in the table below as **"Ineffective"** or **"Very ineffective"** is quite low. This indicates that the activities given in Table 53 are generally believed to be beneficial.

**Table 53.** Impact of Enterprises on Closing the Talent and Skill Gap in Gaziantep

| **Question:** How effective do you think the following initiatives will be in closing the skills and talent gap in your province? | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Highlyin Effective | | Ineffective | | Moderately Effective | | Effective | | Very Effective | |
| **Initiatives** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Sector-specific training programs | 1 | 1,8 | - | - | 10 | 17,9 | 16 | 28,6 | 29 | 51,8 |
| Cooperation between businesses and educational institutions | 1 | 1,8 | - | - | 6 | 10,7 | 22 | 39,3 | 27 | 48,2 |
| Enhanced career counseling and guidance in schools | 1 | 1,8 | 2 | 3,6 | 8 | 14,3 | 16 | 28,6 | 29 | 51,8 |

> In Gaziantep, there are skills and talent gaps in the information and communication, professional-scientific-technical activities, education, manufacturing, construction and finance and insurance sectors.

### 3.4. Migrant Workers and Employment of People with Disabilities

In order to understand the observations and opinions of the participants on the employment of migrant workers and people with disabilities in Gaziantepe, asked them to answer questions such as **"What is your general perception of the employment of migrant workers in your organization or in your province?", "To what extent do the following factors influence the decisions regarding the employment of migrant workers in your province?", "How do you assess the impact of employing migrant workers on the following factors in your province?", "To what extent do you assess the following challenges faced in the employment of migrant workers in your province?", "What is your general perception of the employment of people with disabilities in organizations in your province?", "How do you assess the impact of employees with disabilities on the following aspects of organizations in your province?", "In your opinion, which stage of the recruitment process poses the greatest challenge for organizations when hiring migrant workers?" and "What is your view on the existence of specific policies or strategies to address the challenges faced by organizations in your province in hiring migrant workers?".**

While 42.9% of the respondents (Very positive + Positive) have a positive view on the employment of migrant workers, 25% (Negative + Very negative) have a negative view (Table 54). 19.6% have a neutral view. Migrant workers can be considered to make an important contribution, especially in sectors where there is a shortage of qualified labor

**Table 54.** General Perception of Migrant Labor Employment in Gaziantep

| **Question:** What is your general perception of migrant labor employment in your organization or province? | | |
|---|---|---|
| **Answers** | **n** | **%** |
| Strongly Positive | 1 | 1,8 |
| Positive | 23 | 41,1 |
| Neither Positive nor Negative | 11 | 19,6 |
| Negative | 8 | 14,3 |
| Strongly Negative | 6 | 10,7 |
| **Note=** 7 participants did not answer this question | | |

According to the survey data, the most influential factors in hiring migrant workers are lower labor costs (89.2% effective or very effective) and ease of filling vacancies quickly (67.8% effective or very effective) (Table 55). According to the findings, firms seeking to minimize labor costs prefer migrant workers. Respondents think that migrant workers provide a significant advantage in filling labor shortages quickly.

**Table 55.** Factors Affecting Decisions on the Employment of Migrant Workers in Gaziantep

| **Question:** To what extent do the following factors influence decisions regarding the employment of migrant workers in your province? | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **Not Effective at All** | | **Not Effective** | | **Moderately Effective** | | **Effective** | | **Very Effective** | |
| **Factors*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Availability of skills not available locally | 6 | 10,7 | 6 | 10,7 | 15 | 26,8 | 17 | 30,4 | 8 | 14,3 |
| Lower labor costs | 1 | 1,8 | 1 | 1,8 | 3 | 5,4 | 25 | 44,6 | 25 | 44,6 |
| High work ethics and reliability | 6 | 10,7 | 19 | 33,9 | 15 | 26,8 | 5 | 8,9 | 7 | 12,5 |
| Flexibility in work schedules | 5 | 8,9 | 16 | 28,6 | 14 | 25,0 | 10 | 17,9 | 8 | 14,3 |
| Diversity and inclusion initiatives | 4 | 7,1 | 14 | 25,0 | 20 | 35,7 | 9 | 16,1 | 6 | 10,7 |
| Ease of filling vacancies quickly | 3 | 5,4 | - | - | 14 | 25,0 | 25 | 44,6 | 13 | 23,2 |
| Concerns about cultural or language differences | 7 | 12,5 | 6 | 10,7 | 18 | 32,1 | 13 | 23,2 | 10 | 17,9 |
| **Notes=** * There are respondents who did not answer for all factors given above. | | | | | | | | | | |

According to the survey results, the employment of migrant workers is generally considered to have a positive impact on factors such as productivity levels (48.2% positive), innovation and creativity (42.9% positive). However, there are some reservations in areas such as team dynamics and collaboration (25% negative) and workplace culture (26.8% negative) (Table 56). While migrant workers can increase productivity and creativity, there are mixed views on their impact on team dynamics and workplace culture.

**Table 56.** The Impact of Employing Migrant Workers on Institutions in Gaziantep

**Question:** How do you assess the impact of migrant labor on the following factors in institutions in your province?

| | Very Negative | | Negative | | Neither Positive nor Negative | | Positive | | Very Positive | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Factors*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Team dynamics and collaboration | 3 | 5,4 | 14 | 25 | 22 | 39,3 | 15 | 26,8 | - | - |
| Productivity levels | 1 | 1,8 | 9 | 16,1 | 17 | 30,4 | 27 | 48,2 | - | - |
| Innovation and creativity | 7 | 12,5 | 6 | 10,7 | 17 | 30,4 | 24 | 42,9 | - | - |
| Workplace culture | 6 | 10,7 | 15 | 26,8 | 17 | 30,4 | 15 | 26,8 | 1 | 1,8 |

**Note=*** 2 participants did not respond to these factors.

According to participant views, the biggest challenges in the employment of migrant workers are language or communication barriers, cultural adaptation issues and legal/regulatory compliance (Table 57). Migrant workers seem to have fewer problems in the process of filling vacant positions.

**Table 57.** Challenges Faced by Organizations Employing Migrant Workers in Gaziantep

**Question:** Assess the extent to which the following challenges in the employment of migrant workers are experienced by the organizations in your province.

| | No Difficulties at All | | Very Few Difficulties | | Experiencing Moderate Difficulty | | Experiencing too Much Difficulty | | He's Having Complete Difficulty | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Factors*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Language or communication barriers | 1 | 1,8 | 4 | 7,1 | 26 | 46,4 | 17 | 30,4 | 6 | 10,7 |
| Cultural adaptation issues | 1 | 1,8 | 9 | 16,1 | 22 | 39,3 | 17 | 30,4 | 5 | 8,9 |
| Legal or regulatory compliance | 1 | 1,8 | 5 | 8,9 | 19 | 33,9 | 19 | 33,9 | 8 | 14,3 |
| Costs related to recruitment or training | 10 | 17,9 | 9 | 16,1 | 24 | 42,9 | 9 | 16,1 | 2 | 3,6 |
| Workplace integration with local staff | 4 | 7,1 | 7 | 12,5 | 19 | 33,9 | 18 | 32,1 | 6 | 10,7 |
| Ease of filling vacancies quickly* | 13 | 23,2 | 15 | 26,8 | 18 | 32,1 | 6 | 10,7 | 2 | 3,6 |
| Concerns about cultural or language differences* | 1 | 1,8 | 11 | 19,6 | 19 | 33,9 | 17 | 30,4 | 5 | 8,9 |

**Notes=** * There are respondents who did not answer for all factors given above.

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Respondents perceive the biggest challenges in the recruitment process of migrant workers to be **"integrating migrant workers into the workplace culture"** and **"legal regulations"** (Table 58). Finding qualified candidates and training processes are among the more manageable challenges.

**Table 58.** Challenges in the Recruitment Process of Migrant Workers

| **Question:** Which stage of the recruitment process do you think poses the biggest challenge for organizations when hiring migrant workers? | | |
|---|---|---|
| **Answers** | **n** | **%** |
| Identify and Attract Qualified Candidates | 11 | 19,6 |
| Legislation | 18 | 32,1 |
| Recruitment and Training | 8 | 14,3 |
| Integrating Them İnto Workplace Culture | 19 | 33,9 |

According to participant views, institutions in Gaziantep generally have inadequate or limited policies towards migrant worker employment (Table 59). These findings suggest that most organizations do not have a systematic approach to migrant worker employment.

**Table 59.** Policies and Strategies for the Recruitment Process of Migrant Workers

| **Question:** What is your view on whether organizations in your province have specific policies or strategies to address challenges in recruiting migrant workers? | | |
|---|---|---|
| **Answers** | **n** | **%** |
| Yes, they have comprehensive policies. | 9 | 16,1 |
| Yes, but the policies are quite limited. | 23 | 41,1 |
| No, they don't have a specific policy. | 24 | 42,9 |

According to the survey results, the perception towards the employment of people with disabilities in organizations is generally positive (Table 60). However, a significant number of respondents expressed negative or neutral views on the employment of people with disabilities.

**Table 60.** General Perception on Employment of People with Disabilities in Institutions in Gaziantep

| **Question:** What is your general perception regarding the employment of people with disabilities in institutions in your province? | | |
|---|---|---|
| Answers | n | % |
| Strongly Positive | 15 | 26,8 |
| Positive | 20 | 35,7 |
| Neither Positive nor Negative | 10 | 17,9 |
| Negative | 5 | 8,9 |
| Strong Negative | 2 | 3,6 |
| **Note=** 4 participants did not answer this question. | | |

The impact of employees with disabilities on different aspects of organizations in Gaziantep is generally positively evaluated by respondents (Table 61). Employees with disabilities are considered to have a positive impact, especially in terms of team dynamics, innovation and productivity. However, there are also neutral and negative views on productivity and workplace culture. This suggests that organizational awareness needs to be raised and supportive policies need to be developed.

**Table 61.** The Impact of Disabled Employees on the Performance of Organizations in Gaziantep

| **Question:** How do you assess the impact of employees with disabilities on the following aspects of organizations in your province? | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Very Negative | | Negative | | Neither Positive Nor Negative | | Positive | | Very Positive | |
| **Factors** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Team Dynamics and Collaboration | 2 | 3,6 | - | - | 15 | 26,8 | 30 | 53,6 | 6 | 10,7 |
| Productivity Levels | 2 | 3,6 | 5 | 8,9 | 16 | 28,6 | 25 | 44,6 | 5 | 8,9 |
| Innovation and Creativity | 2 | 3,6 | 1 | 1,8 | 16 | 28,6 | 29 | 51,8 | 6 | 10,7 |
| Workplace Culture | 2 | 3,6 | 4 | 7,1 | 21 | 37,5 | 20 | 35,7 | 6 | 10,7 |
| **Note=** There are non-respondents for all factors given above. | | | | | | | | | | |

### 3.5. Women Labor

In order to understand participants' observations and views on the female workforce in Gaziantep, they were asked to respond to the following questions: **"How prevalent do you believe the following skills are in the female workforce in your province", "To what extent do you think the following factors limit the representation of women in certain occupations in your province?", and "How critical do you think the following actions are to better support the female workforce and utilize their skills in various occupations?".**

According to respondents, communication, organization, adaptability and problem solving skills stand out as strengths in the female workforce, while there is a need for improvement in leadership, technical skills and innovation (Table 62). Training and supportive programs in these areas can enable women to assume more effective roles in business life.

**Table 62.** Female Labor Force Skills in Gaziantep

**Question:** To what extent do you think the following skills are present among women in the labor market in your province?

| | Strongly Disagree | | Disagree | | Moderately Agree | | Agree | | Absolutely Agree | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Skills*** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Leadership and Decision Making | | 5,4 | 13 | 23,2 | 21 | 37,5 | 12 | 21,4 | 5 | 8,9 |
| Communication and Interpersonal Skills | 1 | 1,8 | 10 | 17,9 | 21 | 37,5 | 15 | 26,8 | 7 | 12,5 |
| Organization and Time Management | 1 | 1,8 | 10 | 17,9 | 20 | 35,7 | 15 | 26,8 | 8 | 14,3 |
| Creativity and İnnovation | 1 | 1,8 | 10 | 17,9 | 11 | 19,6 | 21 | 37,5 | 11 | 19,6 |
| Technical Skills (E.g. Coding, Data Analysis) | 1 | 1,8 | 17 | 30,4 | 24 | 42,9 | 8 | 14,3 | 4 | 7,1 |
| Problem Solving and Critical Thinking | 2 | 3,6 | 10 | 17,9 | 15 | 26,8 | 13 | 23,2 | 14 | 25,0 |
| Adaptability and Multitasking | 1 | 1,8 | 6 | 10,7 | 15 | 26,8 | 17 | 30,4 | 15 | 26,8 |

**Note=** *2 participants did not answer.

According to respondents, the most important factors limiting women's representation in certain occupations are cultural or societal expectations and male-dominated sectors (Table 63). According to the findings, limited access to education and gender discrimination in hiring and promotion are also important barriers that limit women's access to professional opportunities. The lack of work-life balance policies is another important factor that makes it difficult for women to participate in the labor force. These findings highlight that cultural and structural barriers limit women's participation in the labor force in Gaziantep, particularly the low representation in male-dominated sectors.

**Table 63.** Factors Limiting the Female Labor Force in Gaziantep

| **Question:** To what extent do you think the following factors limit the representation of women in certain occupations in your province? | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Strongly Disagree | | Disagree | | Moderately Agree | | Agree | | Absolutely Agree | |
| **Factors** | n | % | n | % | n | % | n | % | n | % |
| Cultural or Societal Expectations | | 1,8 | 2 | 3,6 | 16 | 28,6 | 19 | 33,9 | 18 | 32,1 |
| Limited Access to Education and Training in Certain Areas | 3 | 5,4 | 7 | 12,5 | 12 | 21,4 | 23 | 41,1 | 11 | 19,6 |
| Gender Discrimination in Recruitment and Promotion | 2 | 3,6 | 6 | 10,7 | 10 | 17,9 | 20 | 35,7 | 18 | 32,1 |
| Lack of Work-Life Balance Policies | 2 | 3,6 | 1 | 1,8 | 18 | 32,1 | 13 | 23,2 | 22 | 39,3 |
| Male-Dominated Sectors | 1 | 1,8 | 2 | 3,6 | 6 | 10,7 | 20 | 35,7 | 27 | 48,2 |

> **Among the factors limiting women's representation in certain occupations, the most important factors are cultural or societal expectations and male-dominated sectors.**

According to respondents, the most critical action to better support the female workforce and capitalize on their talents in various occupations is to provide flexible working hours and childcare support (Table 64). The majority of respondents believe that this support will increase women's labor force participation. Gender-neutral hiring practices and promoting women to leadership roles are also important factors. Increasing access to technical and vocational training programs is seen as a critical step to strengthen women's place in the workforce. These results indicate that flexible working conditions and strategies to create equal opportunities are priorities to support the female workforce.

**Table 64.** Factors Limiting the Female Labor Force in Gaziantep

**Question:** How critical do you think the following actions are to better support the female workforce and utilize their skills in various occupations?

| | Not Applicable | | Not Critical | | Moderately Critical | | Critical | | Very Critical | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Factors** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Implement Gender-Neutral Recruitment Practices* | 2 | 3,6 | 1 | 1,8 | 12 | 21,4 | 16 | 28,6 | 24 | 42,9 |
| Offer Flexible Working Hours and Childcare Support | 1 | 1,8 | - | - | 4 | 7,1 | 14 | 25,0 | 37 | 66,1 |
| Increase Access to Technical and Vocational Training Programs | 3 | 5,4 | - | - | 8 | 14,3 | 23 | 41,1 | 22 | 39,3 |
| Promoting Women İnto Leadership Roles | 1 | 1,8 | - | - | 8 | 14,3 | 27 | 48,2 | 20 | 35,7 |

**Note=** *1 respondent did not answer this factor.

### 3.6. Technological Change and Its Effects on Labor Force

In order to understand the observations and views of the participants in Gaziantep on technological change and its impact on the labor force, asked them "**How do you think new technologies (e.g. artificial intelligence, automation, green technologies) will affect the labor market in your province ?", "What types of occupations or areas of expertise do you believe will be most in demand in the next 10 years?", "Please rate the likelihood that each of the following occupations will be in high demand in the future due to technological developments.", "What are the biggest challenges for the labor market to adapt to new technological and industrial developments?", "Which skills do you think are the most critical for workers in the future labor market?", "Do you believe that the private sector in your province is investing enough to prepare the workforce for technological changes?", "Which of the following group(s) do you think would benefit the most from technological developments in the labor market?", "Which group do you think has the highest risk of job loss due to technological developments?", "Which measures should be prioritized to address the impact of technology on the labor market?", and "How ready is your province to respond to changes in the labor market caused by new technologies?."**

Respondents think that new technologies will have a more positive impact on the labor market in Gaziantep (Table 64). Respondents indicated that the impact of these technologies will be somewhat positive (44.6%) or very positive (23.2%). However, some respondents also viewed these developments as either neutral or negative. This suggests that despite the potential benefits of new technologies, their impact on the workforce is not always viewed positively by all.

**Table 65.** Impact of New Technologies on the Labor Market in Gaziantep

| **Question:** How do you think new technologies (e.g. artificial intelligence, automation, green technologies) will affect the labor market in your province? | | |
|---|---|---|
| **Answers** | **n** | **%** |
| Strongly Positive | 13 | 23,2 |
| Slightly Positive | 25 | 44,6 |
| Neither Positive Nor Negative | 7 | 12,5 |
| Slightly Negative | 4 | 7,1 |
| Strongly Negative | 4 | 7,1 |

According to respondents, the professions and specializations that will be most in demand in the next 10 years are closely related to technology and digital skills (Table 67). Artificial Intelligence and Machine Learning Specialists, Robotics engineering, E-commerce and supply chain specialists, Cyber Security Specialists, Software developers and engineers, and R&D are among the areas that will see the highest demands. Data Scientists and Data

Analysts also stand out as important fields. On the other hand, fields such as Healthcare workers (12%), Digital Marketing Specialists (18%) and Renewable Energy Technicians (18%) also expect a significant increase in demand. These findings show that digitalization, artificial intelligence and green energy are rapidly developing fields that will create a significant workforce need in the future.

**Table 66.** Occupations or Specialties that will be in the Highest Demand in 10 Years

| **Question:** What professions or specialties do you believe will be most in demand in the next 10 years? | |
|---|---|
| **Profession or Specialization** | **Marked by (Respondents)** |
| [1] E-commerce and Supply Chain Expert | 37 |
| [2] Animation | 8 |
| [3] R&D | 22 |
| [4] Artificial Intelligence and Machine Learning Experts | 39 |
| [5] Data Scientists and Data Analysts | 20 |
| [6] Cyber Security | 24 |
| [7] Renewable Energy Technicians (e.g. solar panel installers, wind turbine technicians) | 18 |
| [8] Software Developers and Engineers | 23 |
| [9] Healthcare Workers (e.g. nurses, doctors, medical technicians) | 12 |
| [10] Digital Marketing Experts | 18 |
| [11] Crafts (e.g. electricians, plumbers, welders) | 11 |
| [12] Educators and Trainers in Technology and Digital Skills | 15 |
| [13] Information Security Specialist | 18 |
| [14] Computer Games Programmer | 9 |
| [15] Cloud Computing Specialist | 11 |
| [16] Environmental Scientists and Sustainability Consultants | 11 |
| [17] Financial Analysts and FinTech Experts | 6 |
| [18] Robotics Engineers and Automation Specialists | 26 |
| [19] Social Workers and Counselors | 11 |
| [20] Digital Forensics Expert | 5 |
| [21] Social Media Specialist | 7 |
| [22] Micro Process Designer | 7 |
| [23] Enterprise Resource Planning Specialist | 4 |
| **Notes =** Respondents marked more than 1 occupation and specialization | |

Artificial Intelligence and Machine Learning Specialists (91.1%), Cyber Security Specialists (78.6%), Software Developers and Engineers (78.6%), e-commerce specialization (76.8%), Robotics Engineers and Automation Specialists (75%) and Data Scientists and Data Analysts (73.2%) are among the occupations that will be in high demand in the future due to technological developments (Table 67).

**Table 67.** Demand Probability of Occupations According to Technological Developments

**Question:** Please assess the likelihood that each of the following occupations will be in high demand in the future due to technological developments.

| Sectors | Low | | Middle | | High | |
|---|---|---|---|---|---|---|
| **Profession or Specialization** | **n** | **%** | **n** | **%** | **n** | **%** |
| [1] E-commerce and Supply Chain Expert | 1 | 1,8 | 9 | 16,1 | 43 | 76,8 |
| [2] Animation Programmer | 8 | 14,3 | 18 | 32,1 | 25 | 44,6 |
| [3] R&D Staff | 3 | 5,4 | 11 | 19,6 | 36 | 64,3 |
| [4] Artificial Intelligence and Machine Learning Experts | 1 | 1,8 | 4 | 7,1 | 51 | 91,1 |
| [5] Data Scientists and Data Analysts | 1 | 1,8 | 10 | 17,9 | 41 | 73,2 |
| [6] Cyber Security Experts | 1 | 1,8 | 9 | 16,1 | 44 | 78,6 |
| [7] Renewable Energy Technicians (e.g. solar panel installers, wind turbine technicians | 1 | 1,8 | 16 | 28,6 | 36 | 64,3 |
| [8] Software Developers and Engineers | 2 | 3,6 | 10 | 17,9 | 44 | 78,6 |
| [9] Healthcare Workers (e.g. nurses, doctors, medical technicians | 9 | 16,1 | 15 | 26,8 | 27 | 48,2 |
| [10] Digital Marketing | 2 | 3,6 | 15 | 26,8 | 38 | 67,9 |
| [11] Crafts (e.g. electricians, plumbers, welders | 12 | 21,4 | 10 | 17,9 | 28 | 50,0 |
| [12] Educators and Trainers in Technology and Digital Skills | 4 | 7,1 | 17 | 30,4 | 32 | 57,1 |
| [13] Information Security Specialist | 2 | 3,6 | 16 | 28,6 | 38 | 67,9 |
| [14] Computer Games Programmer | 4 | 7,1 | 22 | 39,3 | 25 | 44,6 |
| [15] Cloud Computing Specialist | 3 | 5,4 | 15 | 26,8 | 32 | 57,1 |
| [16] Environmental Scientists and Sustainability Consultants | 3 | 5,4 | 20 | 35,7 | 29 | 51,8 |
| [17] Financial Analysts and FinTech Experts | 2 | 3,6 | 17 | 30,4 | 33 | 58,9 |
| [18] Robotics Engineers and Automation Specialists | 1 | 1,8 | 9 | 16,1 | 42 | 75,0 |
| [19] Social Workers and Counselors | 10 | 17,9 | 17 | 30,4 | 24 | 42,9 |
| [20] Digital Forensics Expert | 7 | 12,5 | 14 | 25,0 | 30 | 53,6 |
| [21] Social Media Specialist | 5 | 8,9 | 13 | 23,2 | 34 | 60,7 |
| [22] Micro Process | 2 | 3,6 | 19 | 33,9 | 30 | 53,6 |
| [23] Enterprise Resource Planning Specialist | 5 | 8,9 | 18 | 32,1 | 26 | 46,4 |

**Note=** There are different numbers of non-respondents for the occupation and specialization areas given above..

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According to respondents, the biggest challenges to the labor market's adaptation to new technological and industrial developments are the lack of skilled labor and resistance to change in institutions (Table 68). In addition, challenges such as the high costs of adopting new technologies and lack of infrastructure are also among the major obstacles. Limited access to education and training is least cited as a challenge.

**Table 68.** Challenges in Adapting to New Technological and Industrial Developments

| **Question:** What are the biggest challenges for the labor market to adapt to new technological and industrial developments? | |
|---|---|
| **Challenges** | **Number of Marks** |
| Lack of Skilled Labor Force | 40 |
| Limited Access to Education and Training | 19 |
| Resistance to Change in Organizations | 40 |
| High Costs of Adopting New Technologies | 30 |
| Lack of İnfrastructure | 28 |
| **Notes =** Participants selected more than 1 option. | |

Respondents believe that technological competence will be at the forefront of the most critical skills for success in the future labor market (Table 69). Technical expertise in emerging technologies, communication skills and problem solving are the most emphasized areas. In addition, digital literacy and critical thinking were also rated as less critical skills for employees to cope with future challenges. These findings highlight the importance of developing technological and communicative skills in a balanced way in the labor market.

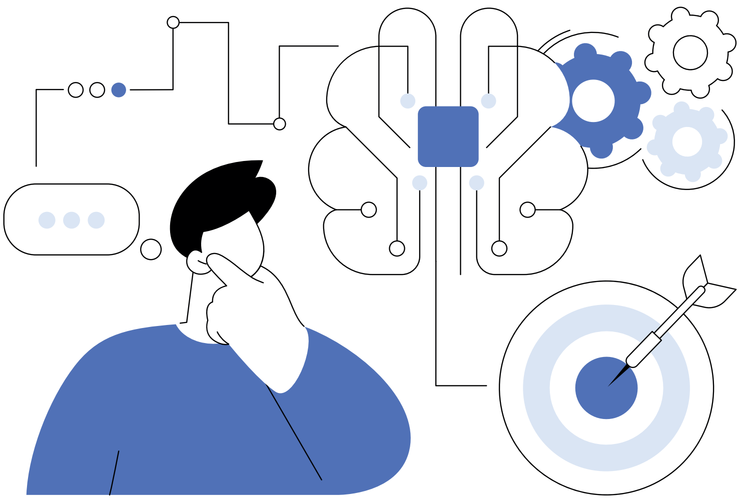

**Table 69.** Most Critical Skills for Workers in the Future Labor Market

| **Question:** Which skills do you think are the most critical for workers in the future labor market? | |
|---|---|
| **Skills** | **Marked by (Respondents)** |
| Digital Literacy | 25 |
| Problem Solving | 34 |
| Critical Thinking | 18 |
| Communication Skills | 36 |
| Technical Expertise in Emerging Technologies | 43 |
| **Notes =** Participants selected more than 1 option | |

According to the findings, the majority of respondents (75%) think that the private sector in Gaziantep does not invest enough in preparing the workforce for technological changes (Table 70). Only 25% stated that these investments are sufficient. This result shows that there is a strong perception that the private sector needs to invest more in adapting to technology.

**Table 70.** Investments by the Private Sector in Gaziantep in Preparing the Workforce for Technological Changes

| **Question:** Do you believe that the private sector in your province is investing enough to prepare its workforce for technological changes? | | |
|---|---|---|
| **Options** | **n** | **%** |
| Yes | 14 | 25 |
| No | 42 | 75 |

Respondents highlighted highly skilled workers as the group that would benefit the most from technological developments (Table 71). Entrepreneurs are also seen as a group that could gain a significant advantage. On the other hand, for middle managers, these impacts were assessed to be more limited, and low-skilled employees were thought not to benefit. This may suggest that technological developments offer opportunities mostly for high-skilled employees and entrepreneurs, but may not provide an advantage for low-skilled employees.

**Table 71.** Groups that can Benefit from Technological Developments

| **Question:** Which of the following group(s) do you think would benefit the most from technological developments in the labor market? | | |
|---|---|---|
| **Options** | **n** | **%** |
| Highly Skilled Workers | 28 | 50,0 |
| Low-Skilled Workers | 3 | 5,4 |
| Middle Managers | 4 | 7,1 |
| Entrepreneurs | 21 | 37,5 |

Respondents indicated that the groups most at risk of job loss due to technological developments are older workers and low-skilled workers (Table 72). This finding suggests that groups that have difficulty adapting to digital transformation may be disadvantaged in the labor market.

**Table 72.** Highest Likelihood of Job Loss due to Technological Developments

| **Question:** Which group do you think is most at risk of job loss due to technological advances? | | |
|---|---|---|
| **Options** | **n** | **%** |
| Low-Skilled Workers | 22 | 39,3 |
| Mid-Career Professionals | 4 | 7,1 |
| Older Workers | 28 | 50,0 |
| **Note=** 2 participants did not answer this question | | |

Among the top priority measures to address the impact of technology on the labor market, respondents believe that priority should be given to providing incentives for sectors to adopt technology responsibly, strengthening collaboration between businesses and educational institutions, and establishing state-led employment support programs (Table 73). These options have the highest number of ticks, respectively, and are considered to make the most effective contribution to future workforce transformation. Furthermore, expanding education and skills acquisition programs and promoting lifelong learning initiatives are also important measures.

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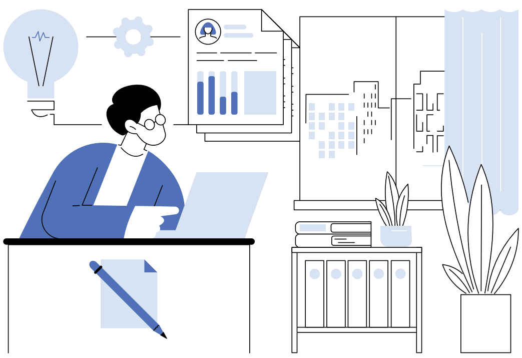
**Table 73.** Measures to Address the Impact of Technology on the Labor Market

| **Question:** Which measures should be prioritized to address the impact of technology on the labor market? | |
|---|---|
| **Options** | **Marked by (respondents)** |
| Expansion of training and upskilling programs | 48 |
| Providing incentives for sectors to adopt technology responsibly | 49 |
| Strengthening cooperation between businesses and educational institutions | 49 |
| State-led employment support programs | 49 |
| Promoting lifelong learning initiatives | 45 |
| **Notes =** Participants selected more than 1 option. | |

The majority of respondents think that Gaziantep is somewhat prepared for technological changes (Table 74). However, 19.6% said that the province was not prepared at all, while only a small group of 16.1% said that the province was well prepared. This indicates that the province must take significant steps to enhance its adaptability to technological change.

**Table 74.** Readiness for Changes in the Labor Market Caused by New Technologies

| **Question:** How prepared is your province to respond to changes in the labor market caused by new technologies? | | |
|---|---|---|
| **Options** | **n** | **%** |
| Well Prepared | 9 | 16,1 |
| Somewhat Prepared | 35 | 62,5 |
| Not Prepared at All | 11 | 19,6 |
| **Note=** 1 respondent did not answer. | | |





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### 3.7. Sectoral and Regional Labor Dynamics

In order to understand the observations and views of respondents in Gaziantep on sectoral and regional labor force dynamics, asked them **"How do you assess the impact of the following factors on the development of sectors in your province?", "Do you believe that cultural factors (such as traditions, local preferences or heritage) are more influential than economic factors (such as investments, policy or market demand) in the prominence or decline of sectors in your region?", "Which sectors do you think are currently facing the most significant talent and skills shortages?", "Which sectors in your province do you think will have high demand for labor ?", and "Which sectors in your province are most likely to be affected by technological developments?".**

According to respondents, migration trends have the highest impact on the development of sectors in Gaziantep (Table 75). Labor skills and education levels also have a significant impact. In addition, investment in regional infrastructure and development and government incentives are among the critical factors for sectoral development. Changes in local or international consumer demand are also noted by respondents as an important factor affecting sectoral development.

**Table 75.** Factors that may affect the Development of Sectors in Gaziantep

**Question:** How do you assess the impact of the following factors on the development of sectors in your province?

| | Strongly Disagree | | Disagree | | Moderately Agree | | I Agree | | Absolutely Agree | |
|---|---|---|---|---|---|---|---|---|---|---|
| **Statements** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Cultural Heritage or Traditions Specific to the Region* | 5 | 8,9 | 10 | 17,9 | 8 | 14,3 | 26 | 46,4 | 5 | 8,9 |
| Availability or Scarcity of Natural Resources** | 3 | 5,4 | 6 | 10,7 | 22 | 39,3 | 18 | 32,1 | 6 | 10,7 |
| Government Incentives** | 3 | 5,4 | 3 | 5,4 | 14 | 25,0 | 24 | 42,9 | 11 | 19,6 |
| Changes in Domestic or International Consumer Demand** | 2 | 3,6 | 3 | 5,4 | 20 | 35,7 | 17 | 30,4 | 13 | 23,2 |
| Investment in Regional Infrastructure and Development** | 2 | 3,6 | 1 | 1,8 | 15 | 26,8 | 21 | 37,5 | 16 | 28,6 |
| Labor Skills and Education Levels | 1 | 1,8 | 2 | 3,6 | 14 | 25,0 | 21 | 37,5 | 18 | 32,1 |
| Migration Trends (e.g. Rural Urban or International Migration) | 1 | 1,8 | 4 | 7,1 | 8 | 14,3 | 19 | 33,9 | 24 | 42,9 |

**Note=** *2 participants did not answer for this statement, **1 participant did not answer for this statement.

According to the results, the majority of the respondents (44.6%) think that economic factors are more influential on the development of sectors (Table 76). 39.3% stated that cultural and economic factors are equally influential, while only 8.9% stated that cultural factors are more decisive. 1.8% were not sure about this. These results show that economic factors (investments, government policies, market demand, etc.) are more decisive on the development of sectors than cultural factors (traditions, local preferences, heritage, etc.).

**Table 76.** Cultural and Economic Factors in the Promotion or Decline of Sectors in the Region

**Question:** Do you believe that cultural factors (such as traditions, local preferences or heritage) are more influential than economic factors (such as investments, policy or market demand) in the promotion or decline of sectors in your region?

| Answers | n | % |
|---|---|---|
| Yes, cultural factors are more influential. | 5 | 8,9 |
| No, economic factors are more influential. | 25 | 44,6 |
| Both are equally effective. | 22 | 39,3 |
| I'm not sure. | 1 | 1,8 |

According to respondents, manufacturing and information and communication sectors have the largest talent and skills gaps in Gaziantep (Table 77). These sectors are followed by professional, scientific and technical activities and education. According to the respondents, the least skills shortage is thought to be in administrative and support service activities.

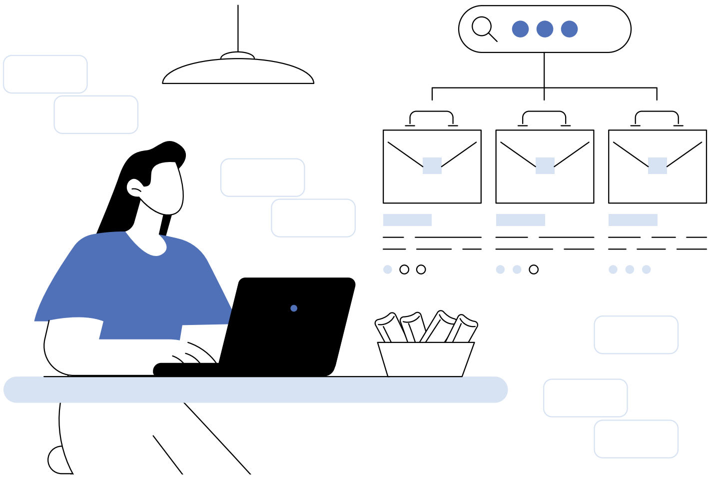

**Table 77.** Gaziantep Sectoral Talent and Skills Gap

| **Question:** Which sectors do you think are currently facing the most significant talent and skills shortages? (You can choose more than one option.) | |
|---|---|
| **Sectors** | **Marked by (respondents)** |
| [1] Agriculture, Forestry and Fisheries | 18 |
| [2] Mining and Quarrying | 12 |
| [3] Manufacturing | 26 |
| [4] Electricity, Gas, Steam and Air Conditioning Production and Distribution | 10 |
| [5] Water Supply; Sewerage, Waste Management and Improvement Activities | 10 |
| [6] Construction | 15 |
| [7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 7 |
| [8] Transportation and Warehousing | 7 |
| [9] Accommodation and Food Service Activities | 10 |
| [10] Information and Communication | 27 |
| [11] Finance and Insurance Activities | 10 |
| [12] Professional, Scientific and Technical Activities | 21 |
| [13] Administrative and Support Service Activities | 5 |
| [14] Education | 20 |
| [15] Culture, Arts, Entertainment, Leisure and Sports | 17 |
| [16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops) | 11 |
| **Notes =** Respondents marked the sectors with the most important skills and skill gaps in Gaziantep province more than 1 | |

Respondents indicated that the highest labor demand in Gaziantep will be in the manufacturing sector (Table 78). The manufacturing sector stands out as an area where labor demand is intense due to the city's strong industrial infrastructure and the continuity of production activities. Education and construction sectors are expected to follow.

**Table 78.** Sectors with High Labor Demand in Gaziantep

| **Question:** Which sectors in your province do you think will have high labor demand? | |
|---|---|
| **Sectors** | **Marked by (respondents)** |
| [1] Agriculture, Forestry and Fisheries | 13 |
| [2] Mining and Quarrying | 6 |
| [3] Manufacturing | 50 |
| [4] Electricity, Gas, Steam and Air Conditioning Production and Distribution | 7 |
| [5] Water Supply; Sewerage, Waste Management and Improvement Activities | 9 |
| [6] Construction | 31 |
| [7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 20 |
| [8] Transportation and Warehousing | 9 |
| [9] Accommodation and Food Service Activities | 27 |
| [10] Information and Communication | 23 |
| [11] Finance and Insurance Activities | 11 |
| [12] Professional, Scientific and Technical Activities | 23 |
| [13] Administrative and Support Service Activities | 17 |
| [14] Education | 32 |
| [15] Culture, Arts, Entertainment, Leisure and Sports | 14 |
| [16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops) | 15 |
| **Notes =** Participants marked more than 1 sector | |

According to respondents, the sectors most likely to be affected by technological developments in Gaziantep are manufacturing, Information and Communication, and Education (Table 79).

**Table 79.** Gaziantep Sectors' Likelihood of Being Affected by Technological Developments

| **Question:** Which sectors in your province are most likely to be affected by technological developments? | |
|---|---|
| **Sectors** | **Marked by (respondents)** |
| [1] Agriculture, Forestry and Fisheries | 15 |
| [2] Mining and Quarrying | 10 |
| [3] Manufacturing | 37 |
| [4] Electricity, Gas, Steam and Air Conditioning Production and Distribution | 13 |
| [5] Water Supply; Sewerage, Waste Management and Improvement Activities | 19 |
| [6] Construction | 20 |
| [7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles | 17 |
| [8] Transportation and Warehousing | 16 |
| [9] Accommodation and Food Service Activities | 16 |
| [10] Information and Communication | 35 |
| [11] Finance and Insurance Activities | 14 |
| [12] Professional, Scientific and Technical Activities | 28 |
| [13] Administrative and Support Service Activities | 16 |
| [14] Education | 31 |
| [15] Culture, Arts, Entertainment, Leisure and Sports | 17 |
| [16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops) | 13 |
| **Notes =** Respondents marked more than 1 sector | |

### 3.8. Links between Education and Employment

In order to understand the observations and views of respondents in Gaziantep on the **"links between education and employment"**, they were asked to respond to the questions **"To what extent are the current education and training programs in your province effective in preparing workers for technological and industrial developments?"** and **"To what extent are the following roles of universities and career centers in your province important in helping people adapt to new technologies in the job market?"**.

According to the majority of the participants, the impact of the current education and training programs in Gaziantep in terms of preparation for technological and industrial developments is at a moderate level (Table 80). 30.4% of the participants stated that the current programs are moderately effective, while 23.2% stated that the programs are not effective.

**Table 80.** The Effect of Existing Education and Training Programs in Gaziantep on Preparing Workers for Technological and Industrial Developments

| **Question:** To what extent are the current education and training programs in your province effective in preparing workers for technological and industrial developments? | | |
|---|---|---|
| **Answers** | **n** | **%** |
| Very Effective | 1 | 1,8 |
| Effective | 12 | 21,4 |
| Moderately Effective | 17 | 30,4 |
| Not Effective | 13 | 23,2 |
| Not Effective at All | 5 | 8,9 |
| **Note=**8 participants did not answer this question. | | |

The research findings reveal that universities and career centers play an important role in adapting to emerging technologies and integrating with labor market demands (Table 81). The majority of respondents indicated that it is very important to offer training programs in emerging technologies and integrate industry-oriented curricula into the education system. It is also understood that career counseling, as well as hands-on experience opportunities such as internships and apprenticeships provided through sectoral collaboration, is recognized as a critical service for success in the labor market. The inclusion of continuous professional development, digital skills and soft skills in education programs, as well as the creation of centers focused on innovation and entrepreneurship were also highlighted as highly important. These findings show the importance of universities and career centers shaping their training and guidance services to adapt to the rapidly changing dynamics of the labor market and the need to develop innovation and entrepreneurship skills.

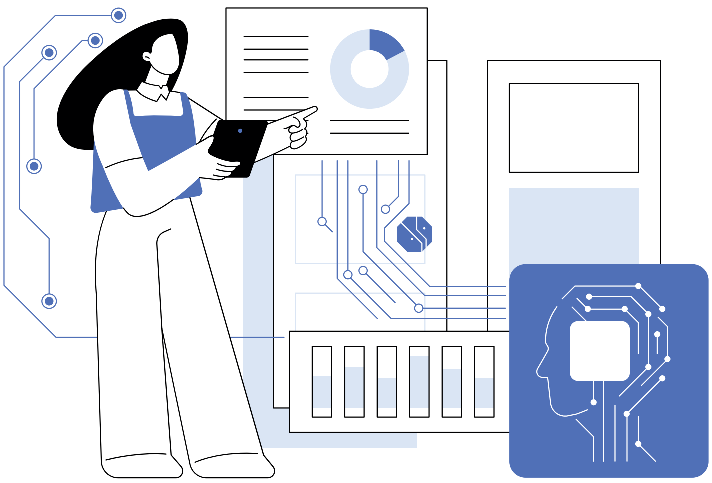

**Table 81.** The Role of Universities and Career Centers in People's Adaptation to New Technologies

| **Question:** How important are the following roles of universities and career centers in your province in helping people adapt to new technologies in the job market? | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | **Not Applicable** | | **Not Important** | | **Moderately Important** | | **Important** | | **Very Important** | |
| **Options** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** | **n** | **%** |
| Offer training programs in emerging technologies (e.g. artificial intelligence, blockchain, cyber security) | | 3,6 | - | - | 4 | 7,1 | 31 | 55,4 | 19 | 33,9 |
| Integrate hands-on, industry-oriented curricula to align with labor market demands | 2 | 3,6 | - | - | 5 | 8,9 | 28 | 50 | 21 | 37,5 |
| Facilitate partnerships with industries for internships, apprenticeships and research opportunities* | 2 | 3,6 | - | - | 4 | 7,1 | 22 | 39,3 | 27 | 48,2 |
| Provide career counseling to help students and job seekers understand evolving labor market trends | 2 | 3,6 | - | - | 6 | 10,7 | 24 | 42,9 | 24 | 42,9 |
| Promote lifelong learning and professional development through certificates and online courses** | 2 | 3,6 | 1 | 1.8 | 9 | 16,1 | 18 | 32,1 | 24 | 42,9 |
| Creating specialized centers focused on innovation and entrepreneurship** | 2 | 3,6 | - | - | 2 | 3,6 | 24 | 42,9 | 26 | 46,4 |
| Improving digital literacy and soft skills training (e.g. teamwork, problem solving) ** | 2 | 3,6 | - | - | 7 | 12,5 | 26 | 46,4 | 19 | 33,9 |
| Conduct regular labor market analyses to identify skills and sectors in high demand** | 2 | 3,6 | - | - | 5 | 8,9 | 22 | 39,3 | 25 | 44,6 |
| **Note=** *1 people did not respond; **2 people did not respond. | | | | | | | | | | |

### 3.9. Recruitment Processes and Challenges

In order to understand the observations and opinions of the participants in Gaziantep on "recruitment processes and challenges", asked them **"How often do you have difficulty finding candidates with the required technical skills?", "What do you think is the biggest challenge faced by organizations in your province during recruitment?", "In which areas do you think there is a skills gap among job applicants in your province?", "How do you perceive the impact of economic conditions in your province on the recruitment process?", and "How important do you see diversity and inclusion in improving organizational performance?".**

The majority of respondents perceived difficulties in finding candidates with the required technical skills (Table 82). This may be an indication of a lack of a technically skilled workforce and inadequacies in the candidate pool. Only a small number of respondents indicated that they rarely face such difficulties. This finding suggests that the technical skills required by the sectors need to be further developed and strengthened.

**Table 82.** Degree of Difficulty in Accessing Individuals with Technical Skills

| **Question:** How often do you have difficulty finding candidates with the required technical skills? | | |
|---|---|---|
| **Options** | **n** | **%** |
| We have no difficulty | 2 | 3,6 |
| We are rarely challenged | 3 | 5,4 |
| Sometimes we struggle | 14 | 25,0 |
| We often struggle | 27 | 48,2 |
| We always struggle | 8 | 14,3 |
| **Note =** 2 respondents did not answer. | | |

The majority of the respondents (66.1%) think that organizations in Gaziantep face the highest shortage of qualified candidates during recruitment (Table 83). This suggests that finding candidates with sufficient skills and experience in the labor market is a challenge. Other challenges, recruitment processes and high competition for qualified employees are less common.

**Table 83.** Difficulties Encountered During Recruitment

| **Question:** What do you think is the biggest challenge faced by organizations in your province during recruitment? | | |
|---|---|---|
| **Options** | **n** | **%** |
| [1] Recruitment Processes | 10 | 17,9 |
| [2] High Competition for Skilled Workers | 9 | 16,1 |
| [3] Lack of Qualified Candidates | 37 | 66,1 |

According to respondents' views, skills such as problem solving and critical thinking, technical skills and critical thinking, and digital or IT skills are the most common skills gaps among job applicants (Table 84). In addition, skills related to communication skills also stand out as a fairly common gap.

**Table 84.** Skill Gaps Among Job Applicants

| **Question:** In which areas do you think there are the most common skills gaps among job applicants in your province? | |
|---|---|
| **Options** | **Marked by (respondents)** |
| Technical Skills and Critical Thinking | 36 |
| Communication Skills | 27 |
| Leadership or Management | 19 |
| Problem Solving and Critical Thinking | 38 |
| Customer Service Skills | 11 |
| Digital or IT-Related Skills | 32 |
| **Notes =** Participants selected more than 1 option. | |

The majority of respondents think that Gaziantep's economic conditions have a significant impact on the recruitment process (Table 85). This data suggests that the economic situation in the region significantly shapes the recruitment process and that organizations formulate their recruitment strategies taking this factor into account.

**Table 85.** The Effect of Economic Conditions on Recruitment Process

| **Question:** How do you perceive the impact of economic conditions in your province on the recruitment process? | | |
|---|---|---|
| **Options** | **n** | **%** |
| It Affects Completely | 29 | 51,8 |
| It has a Major Impact | 22 | 39,3 |
| Moderate Impact | 4 | 7,1 |
| Little Effect | - | - |
| No Effect at All | 1 | 1.8 |

Most respondents emphasized that diversity and inclusion are very important in improving organizational performance (Table 86). Only 3.6% of the respondents stated that this diversity and inclusion is **"moderately important".** This finding suggests that there is a strong consensus that diversity and inclusion play an important role in enhancing organizational success.

**Tablo 86.** Diversity and Inclusion in Improving Organizational Performance

| **Question:** How important do you see diversity and inclusion in improving organizational performance? | | |
|---|---|---|
| **Options** | **n** | **%** |
| It doesn't Matter at All | - | - |
| Less Important | - | - |
| Moderately Important | 2 | 3,6 |
| Important | 27 | 48,2 |
| Very Important | 27 | 48,2 |

## 3.10. Highlights of the Survey Analysis

### 1. Labor Market Analysis

While the demand for skilled labor is increasing in certain sectors in Gaziantep, economic challenges are negatively affecting job opportunities. The biggest problems are seen as a lack of vocational training, an aging workforce and job displacement to other regions.

### 2. Labor Demand and Qualified Personnel Shortage

There is a shortage of skilled labor in the manufacturing, scientific/technical activities, education and agriculture sectors. Low wages, migration, lack of training and lack of awareness about job opportunities are among the biggest reasons.

### 3. Employment of Migrant Workers and People with Disabilities

Perceptions of migrant employment are mixed, and while it is seen positively in terms of cost advantages and bridging labor shortages, language barriers and cultural adaptation issues are cited as significant challenges. Employees with disabilities contribute positively to organizational performance, but there are some reservations about productivity and adaptation to workplace culture.

### 4. Female Labor Force

Communication, organizational and problem-solving skills stand out among the strengths of the female workforce. The biggest obstacles are social norms and male-dominated sectors. Flexible working hours and childcare support policies are suggested as solutions.

**5. Technological Change and Effects on Labor Force**

Labor demand will increase in areas such as artificial intelligence, cyber security, e-commerce, data analytics and robotics engineering. However, the biggest challenges are the lack of skilled labor, resistance to change and the costs of technological transformation.

**6. Sectoral and Regional Labor Dynamics**

Migration, education levels, government incentives and infrastructure investments affect the development of sectors the most. The manufacturing and information/communication sectors face the greatest skills shortages, while the manufacturing, education and construction sectors are projected to have the highest labor demand.

**7. Linkages between Education and Employment**

The education system is thought to be insufficient in adapting to technological and industrial developments. Universities and career centers should play a more active role in sectoral collaborations, applied trainings and career counseling.

**8. Recruitment Processes and Challenges**

Problem solving, technical skills and communication competencies are among the most common gaps. It is emphasized that diversity and inclusion improve organizational performance.

# CHAPTER IV

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# CHAPTER IV

## 4. QUALITATIVE ANALYSIS OF LABOR MARKET, ECONOMIC STRUCTURE AND MIGRATION DYNAMICS IN GAZİANTEP

This section first provides an overview of the procedures followed during the qualitative data collection phase of the fieldwork conducted on January 6 and 8, 2025, the stakeholders interviewed and the research team for the Gaziantep Socio-economic Baseline Report.

### 4.1. Methodology of Qualitative Interviews

During the three-day fieldwork in Gaziantep between January 6 and 8, 2025, semi-structured interviews were conducted with focal people in the institutions as a qualitative data collection tool. These interviews were recorded with the consent of the participants through voice recorders and consent documents were signed by the participants. Between 1 and 6 focal people from the interviewed institutions participated in semi-structured interviews. Interviews were conducted with a total of 38 participants from stakeholder organizations. Interviews lasted between 65-90 minutes. At the end of the interviews, audio transcriptions were made and analyzed using MAXQDA qualitative data analysis software.

This section analyzes the data obtained from semi-structured interviews with 38 key informants from 15 stakeholder organizations. The thematic headings that emerged from the analysis are as follows:

- General Sectoral Situation: Potential capacity and opportunities in terms of employment,
- Sectors with Labor Shortages,
- Labor Force Qualifications and Supply-Demand Matching,
- Women's Participation in the Labor Market: Opportunities and Constraints,
- Employers' Attitudes towards Migrant Labor and Market Dynamics,
- Barriers to Migrants' Transition to the Formal Labor Market,
- The Effects of Their Possible Return on the Labor Market.


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In the following sections, which are organized according to these thematic headings, different sub-components related to each theme are also examined in detail. As an indication that the comments made reflect the experiences of the participants, these thematic analyzes also include quotations from the interviews with the participants.

**4.2. General Sectoral Situation: Potential Capacity and Opportunities in terms of Employment**

Gaziantep is a city with a strong economic base in industry, agriculture and services, offering ample employment opportunities and increasing competitiveness in sectors such as food, textiles, shoe manufacturing and chemicals. Five organized industrial zones, growing gastronomy tourism and an extensive agricultural production network keep the city's labor market vibrant. However, structural problems persist, such as a shortage of skilled labor in industry, dependence on seasonal labor in agriculture, and informal employment. Making the female and youth workforce more active, aligning vocational training with industry expectations, and updating employment policies are critical for Gaziantep's sustainable economic growth.

In this section, the sectoral structure in Gaziantep is discussed and its impact on the labor market and potential capacity and opportunities in terms of employment are reviewed. Gaziantep is one of Türkiye's most dynamic cities in terms of industry and trade, contributing significantly to the national economy with its production power, export capacity and employment opportunities. In addition to traditional industries, the city has a strong infrastructure in the agriculture and food sectors. The growth in these sectors has a positive impact on the labor market and brings with it the need for a qualified workforce.

In particular, food, textiles and apparel, plastics and chemicals, footwear and leather production are the main sectors that boost Gaziantep's competitiveness. There are five organized industrial zones (OIZs) in the city, and the sectoral distribution of enterprises operating in these zones shows that the textile and food industry stands out. In addition, sectors such as soap and cleaning products, tire, rubber and glue industry, plastics industry, forest and wood products, and machinery and equipment production also play an important role in the city's economy. Gaziantep is the country's leader in men's footwear production. The city is also a popular destination for gastronomy and tourism, with the service sector accounting for a large share of employment generation capacity.

The agricultural sector is also an important component of Gaziantep's economy. The city accounts for around 10% of the world's pistachio production, with around 43,000 producers. In addition, wheat, red pepper and olive cultivation are among the most important agricultural products in the region. The agricultural sector has an active production process at all times of the year due to the diversity of the product pattern. In particular, periodic operations such as pruning, fertilizing, hoeing, irrigation and harvesting create a year-round need for agricultural labor and contribute to the balance of production. However, limited mechanization in agricultural production leads to intense labor demand, especially during harvest periods. Seasonal labor demand is largely met by Syrian and Afghan migrants, leading to widespread informal employment.

Alongside industry and agriculture, the service sector has become an important component of employment in Gaziantep. Gastronomy tourism and trade offer new opportunities, especially for women and young labor. Gaziantep has been declared a city of gastronomy by UNESCO and has created an important brand value in this field. Most of the employees in the food and beverage sector are women and young people, and the need for qualified personnel in the sector is increasing day by day.

Various projects and policies are implemented to support employment in Gaziantep. Vocational training centers and employment programs aim to provide industry with a qualified workforce. Various local and international initiatives aim to support the workforce through vocational training, however, the expectations of the industrial sector and the content of the training programs offered can sometimes not coincide, leading to adaptation problems in the employment process.

Various steps are also being taken to further integrate the female workforce into the economic system. Support programs encouraging women's entrepreneurship aim to increase women's participation in business life. While women's employment is particularly prominent in the food and textile sectors, the lack of childcare facilities is considered one of the main factors limiting women's participation in business life.

In terms of the youth workforce, the proportion of young people in Gaziantep who are neither in education nor in employment is a serious problem. This situation calls for more effective policies to engage young people in the labor market. The IT, e-commerce and renewable energy sectors have the potential to create significant employment opportunities for young people.

Overall, Gaziantep's labor market faces both strong growth opportunities and significant structural challenges. While the city's industry, agriculture and services sectors offer significant opportunities for employment, issues such as the lack of skilled labor, informal employment and low female labor force participation are among the priority issues that need to be addressed. In order for Gaziantep to sustain its economic growth, the balance between labor supply and employer demand needs to be maintained, vocational training needs to be strengthened, and labor market policies need to be dynamically updated.

#### 4.3. Sectors with Labor Shortage

Although Gaziantep has a wide range of employment opportunities in industry, services, agriculture and construction, there are serious labor shortages in certain occupational groups. Particularly in industry, there is a shortage of qualified workers in professions requiring technical skills such as CNC operators, welding masters and machine maintenance personnel, while the demand for executive assistants, accounting specialists and logistics staff is increasing in the service sector. Seasonal labor shortages continue in agriculture, while both skilled and unskilled labor shortages in textile and footwear production limit the capacity utilization of enterprises. In the construction sector, the need for labor force expands with infrastructure projects, while in the gastronomy sector, increasing tourism mobility creates employment shortages in professions such as cooks, service staff and pastry chefs. These shortages in the labor market affect not only specific sectors but also the city's overall economic dynamics, leading to disruptions in production processes and slowdowns in growth.

This section assesses the sectors and occupations with shortages in the labor market in Gaziantep and discusses the impact of these shortages on regional labor force dynamics. Although Gaziantep is an important employment center with its large production capacity and diversified sectoral structure, it has serious labor shortages in certain occupational groups. The demand for both qualified and unqualified labor in many sectors, particularly in industry, construction, agriculture, textile, gastronomy and service sectors, remains persistent. Especially in the industrial sector, the need for labor force is high for CNC operators, welding masters, machine maintenance operators, machine assemblers, foundrymen, electrical maintenance operators and those working at all levels in charge production. In order to maintain production processes efficiently in industrial facilities, the need for labor force with technical knowledge continues, and deficiencies in this area directly affect production capacity.

The service sector has an important place in Gaziantep's economic structure, and labor shortages are evident in professions such as executive assistants, accounting specialists, computer specialists, clerical services, private security, cleaners, beauticians, hairdressers and barbers. Despite the increasing demand in these fields, the number of employees with the qualifications required by the sectors is insufficient. Especially due to the foreign trade-oriented structure of the city's economy, the need for sales and marketing personnel, logistics personnel, customs and delivery legislation experts and foreign language speakers is increasing. In order to increase competitiveness in international trade, it is of great importance to meet the demand for labor force trained in this field.

The agricultural sector is characterized by seasonal cycles that shape labor demand, and demand for harvest workers, pruners, grafting specialists, animal care workers, hoeing workers, and nursery staff, especially in pistachio, olive, and pepper production, continues at varying rates throughout the year. Among the most salient issues in the demand for agricultural labor is the lack of workers specialized in jobs that require more technical skills, such as pruning and grafting. During harvest periods, the demand for unskilled labor increases.

The textile sector is also one of the most important building blocks of Gaziantep's economy and there is a labor shortage in occupations such as yarn pickers, baggers, packers, machinists, square workers, carpet weaving workers, yarn weaving workers, twisting operators, folding operators and dyeing workers. In order to ensure continuity of production and manage capacity increases, the demand for both skilled and unskilled labor is high in the textile industry. Especially in large-scale production facilities, the shortage of skilled labor stands out as one of the most important factors affecting the business processes of enterprises.

The footwear industry is one of Gaziantep's traditional production areas, and the city is one of the leading centers in the country, especially in the production of men's shoes. On the other hand, there are serious labor shortages in professions such as counters, milling cutters, foremen, material workers, leatherworkers and solemakers, and the sector is struggling to meet its needs in these areas. In this sector, where both skilled and unskilled labor shortages persist, labor turnover is high due to harsh working conditions and low wage policies.

The construction sector is one of the business areas expanding in parallel with industrial investments and the urbanization process. There are high vacancies in occupations such as general laborers, plasterers, blacksmiths, masons, bricklayers, stonemasons and concrete transit mixer drivers. While there are difficulties in finding workers in this sector, especially in jobs requiring technical skills, the need for labor force is expected to expand further in the coming years with the increase in infrastructure projects.

Gaziantep's strong brand value in the field of gastronomy constantly increases the need for employment in this sector. Chefs, pastry chefs, service staff, pita and bread masters, and dessert masters are among the most sought-after occupational groups in the gastronomy sector. Expanding tourism opportunities in the restaurant and hotel sector further increases the need for qualified labor in this field.

As in the industrial and service sectors, there is a serious labor shortage in technical professions. The need for trained labor force is especially prominent in professions related to renewable energy systems and industrial production processes. Solar panel installation masters, electrical maintenance personnel and machine installers are among the most sought-after technical staff in Gaziantep, and vacancies in these fields are seen as factors that may affect the industrial capacity of the region in the long term.

The food sector is one of the areas with high labor demand. There is a constant demand for qualified and unqualified labor in business lines such as packaging, chocolate manufacturing and ready-to-eat food production. In particular, packaging workers, plastic packaging production personnel and the workforce to work in in-plant production processes are critical for maintaining sustainable production capacity in the food industry.

There is a labor shortage in wood and furniture production, which has an important place in the region's trade and industrial structure. Difficulties in finding employees in professions such as woodworking, carpentry and furniture assembly are among the important issues that need to be solved for the development of the sector.

When the sectors with labor shortages in Gaziantep are reviewed, it is seen that there is a significant need for employees in basic fields such as industry, services, construction, agriculture, textiles and food. Shortages in these occupational groups directly affect the production and service processes of the region, making it difficult for businesses to continue their operations. The lack of employees with specific technical skills, especially in the industrial and service sectors, stands out as one of the biggest obstacles to increasing production capacity and service quality. In terms of the sustainability of employment opportunities in the region, it is of great importance to train human resources in accordance with the needs of the sectors in order to eliminate the existing labor shortage.

**Table 87.** Sectors and Positions with Labor Shortages in Gaziantep

| Sector | Positions with Labor Shortage |
|---|---|
| Industry | CNC Operators |
| Industry | Welding Masters |
| Industry | Machine Maintenance Operator |
| Industry | Machine Assemblers |
| Industry | Foundry |
| Industry | Electrical Maintenance Operator |
| Industry | Employees at all levels of charge production |
| Service | Executive Assistant |
| Service | Accounting Specialist |
| Service | Computer Specialist |
| Service | Office Services |
| Service | Unarmed Private Security |
| Service | Cleaning Officer |
| Service | Female Beautician |
| Service | Hairdresser / Barber |
| Foreign Trade & Logistics | Sales and Marketing Personnel |
| Foreign Trade & Logistics | Logistics Elements |
| Foreign Trade & Logistics | Customs and delivery legislation expert |
| Foreign Trade & Logistics | Foreign language skills (Arabic, English, French) |
| Agriculture | Harvest Workers (peanuts, olives and peppers) |
| Agriculture | Pruning Workers (pistachio, olive) |
| Agriculture | Grafting (pistachio, olive) |
| Agriculture | Animal Care Workers |
| Agriculture | Hoeing |
| Agriculture | Sapling cultivation |
| Technical Occupations | Solar panel installer |
| Textile | Yarn Pickers |
| Textile | Bagger |
| Textile | Packer |
| Textile | Machinists |
| Textile | Dyehouse |

**Table 87.** Sectors and Positions with Labor Shortages in Gaziantep (Continued)

| Sector | Positions with Labor Shortage |
|---|---|
| Textile | Carpet Weaving Worker |
| Textile | Yarn Weaving Worker |
| Textile | Twisting Operator |
| Textile | Folding Operator |
| Textile | Paint Worker |
| Shoe Manufacturing | Counter |
| Shoe Manufacturing | Milling Cutter |
| Shoe Manufacturing | Forcer |
| Shoe Manufacturing | Equipment Manager |
| Shoe Manufacturing | Leathermen |
| Shoe Manufacturing | Pistol |
| Construction | General worker |
| Construction | Plasterer |
| Construction | Blacksmith |
| Construction | Bricklayer |
| Construction | Concrete transit mixer driver |
| Construction | Stonemasonry |
| Gastronomy | Cook |
| Gastronomy | Pastry master |
| Gastronomy | Service staff |
| Gastronomy | Pita / Bread Master |
| Gastronomy | Dessert Master |
| Automotive | Intermediate staff |
| Food | Packaging / Packing |
| Food | Chocolate Manufacturing |
| Food | Ready Meal Factory |
| Carpentry | Wood Worker |

### 4.4. Labor Force Qualifications and Supply-Demand Matching

Although Gaziantep's labor market has a wide range of employment in the industrial, service and agricultural sectors, the mismatch between labor supply and the qualifications demanded by employers is a significant problem. In industry, there continues to be a shortage of qualified workers in occupations such as CNC operators, welding masters and assembly technicians, while in the service sector, demand is increasing for accountants, logistics staff and catering workers. In the agricultural sector, there is a shortage of specialists, especially in jobs requiring technical knowledge such as pruning and grafting. Although migrant labor with SuTP covers certain gaps in sectors such as textiles and agriculture, the prevalence of informal employment creates imbalances in the labor market. While the need for new occupational groups is increasing with the green economy and digital transformation processes, the lack of training and skills development programs in these areas exacerbates the mismatch between labor supply and demand.

This section assesses the structural dynamics of the labor market in Gaziantep, the quality of the labor force, the supply-demand mismatch and the role of education in this balance. Gaziantep's labor market is constantly shaped by the need for workers with different skills, abilities and education levels due to the breadth and diversity of sectors operating in the city. However, the mismatch between labor supply and the qualifications demanded by employers creates a significant imbalance in both industry and services sectors. This situation leads to employers having difficulties in finding the labor force with the qualifications they are looking for, while on the other hand, job seekers are unable to find suitable employment opportunities.

As in the rest of the country, the labor force potential in Gaziantep is constantly expanding due to factors such as population growth and rural-urban migration. However, the rate of employment creation in sectors other than agriculture has not kept pace with the increase in labor force, leading to lower participation rates. The large share of industry, agriculture, services, trade and logistics in the city's economic structure diversifies expectations for the labor force. However, the shortage of qualified intermediate staff that emerges with the growth of the industry causes enterprises to be unable to fully utilize their production capacity. There are serious imbalances between labor supply and demand, especially in areas such as foreign trade, digital skills, green transformation and information technologies.

The industrial sector is one of the main areas of Gaziantep's economic strength. However, there is still a shortage of qualified labor in professions such as CNC operators, welding masters, machine maintenance operators, foundry workers, electrical maintenance technicians and assemblers. Export-oriented large-scale export-oriented enterprises operating in organized industrial zones are increasing the need for employees specialized in automation, industry

4.0 and advanced manufacturing techniques. At this point, since vocational training and skills acquisition processes cannot fully meet the demands of employers, it becomes difficult to create a stable labor force structure in production.

With the development of Gaziantep's foreign trade capacity, the demand for sales and marketing specialists, customs and delivery legislation specialists, logistics staff and foreign language workers (e.g. Arabic, English, French) is increasing day by day. In line with the new requirements of global trade, foreign trade specialists with digital skills, data analysts and cyber security experts are among the critical occupational groups that can increase the international competitiveness of the city economy. However, the current labor force profile does not fully meet the needs in these fields.

The agricultural sector stands out as an area where labor force dynamics vary with its seasonal employment structure. Pistachio, olive, wheat and red pepper production play an important role in Gaziantep's agricultural economy. The demand for qualified and unqualified labor for jobs such as pruning, grafting, hoeing, irrigation and harvesting is constantly changing, and the shortage of labor, especially those who can make pencil grafting, is clearly felt. In order for the city to create more added value in the agricultural sector, the workforce in this field needs to be trained and mechanization processes need to be increased.

Textile and footwear production are also important areas of employment in the city, and there is a constant need for workers in occupations such as yarn pickers, baggers, packers, machinists, square workers, carpet weavers, yarn weaving operators and dyers. Similarly, in the footwear sector, labor shortages persist in occupations such as counters, milling cutters, foremen, material workers, leather workers and sole makers. However, the harsh working conditions in these sectors make it difficult for young labor force to turn to these fields and increase labor turnover rates in the sector.

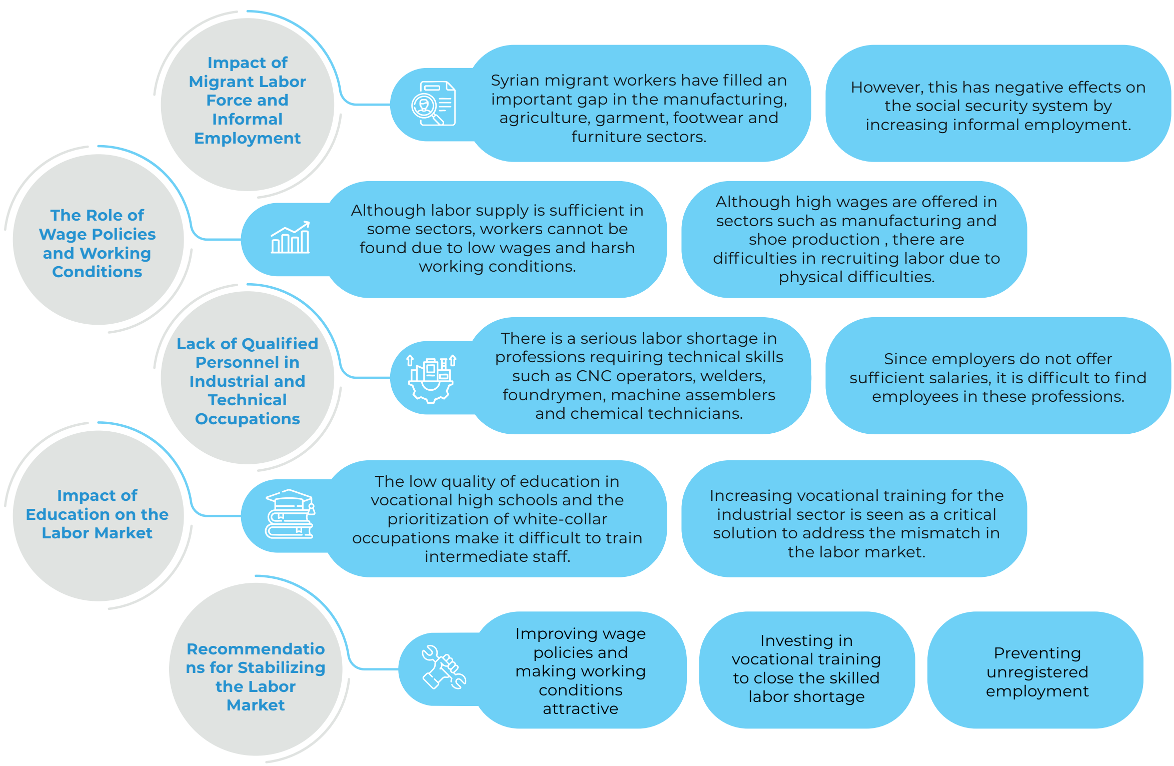
The service sector is a growing area, especially in the fields of gastronomy and tourism, and labor shortages persist in professions such as cooks, pastry chefs, pita-bread masters, dessert masters, service staff, accountants, administrative assistants and private security guards. In the service sector, where female employment is high, occupations such as female beauticians, hairdressers and barbers are among the areas with the highest labor shortages.

The presence of migrants in Gaziantep's labor market is also noteworthy. SuTPs are generally employed in jobs that do not require qualifications and are concentrated in the textile, shoe production and agriculture sectors. However, the high rate of unregistered employment makes it difficult to create a healthy balance in the labor market. While migrant labor fills an important gap in sectors such as agriculture and textiles, it makes a limited contribution in occupations requiring high qualifications. The inability to employ this group in the public sector and their limited access to prestigious jobs in the private sector constitute a significant problem for migrants who have a profession but cannot work in their fields of expertise due to recognition or legislative barriers.

The imbalance between labor supply and demand in Gaziantep is even more pronounced, especially with the green transformation and digitalization processes. There is a shortage of specialists in areas such as environmental engineers, industrial engineers, carbon footprint management specialists, data analysts and software engineers. Expanding training programs and professional certificates in these areas can help the labor market to achieve a more sustainable structure.

As a result, Gaziantep's labor market is characterized by a shortage of qualified intermediate staff, excessive labor demand in certain sectors, and imbalances caused by informal employment. Expanding vocational training programs, providing skills suitable for the industrial sector and directing the young workforce towards technical fields are crucial for sustainable labor supply. Moreover, the integration of migrant labor into formal employment and the promotion of new professions that can adapt to the green economy and digital transformation will contribute to ensuring the balance between labor supply and demand.

**Figurel 3.** Findings and Recommendations on Gaziantep Labor Force Qualifications and Supply-Demand Matching



### 4.5. Women's Labor Market Participation: Opportunities and Constraints

In Gaziantep, women's labor force participation remains low compared to men's due to social norms, division of labor and economic structure. Women's employment is predominantly concentrated in the agriculture, textile and service sectors, while in industry there is increasing interest in women's labor in traditionally male-dominated occupations. However, inadequate childcare services and informal employment make it difficult for women to enter the labor force on a sustainable basis. Migrant women's labor force participation has also increased over time, but is mostly concentrated in low-paid and insecure jobs. Expanding vocational training opportunities, ensuring safe working conditions and expanding childcare services are crucial for increasing women's employment.

This section examines the general situation of women's employment in Gaziantep, the increase in migrant women's participation in the labor market, the impact of cultural norms and gender-based division of labor on women's labor force participation, the sectors in which women participate in the labor force, and the measures that need to be taken to increase women's transition to the formal labor market.

Women's labor force participation in Gaziantep is heavily influenced by socio-economic and cultural factors. The labor force participation rate of women is considerably lower than that of men, which is attributed to the fact that economic activities in the region are largely shaped around male-dominated sectors. Among the main reasons for low female employment are the predominance of women's domestic responsibilities and various constraining factors in the work environment. In particular, the fact that women are largely burdened with responsibilities such as childcare makes it difficult for women to participate in business life and limits their working hours even when they are in the labor force.

When the sectors where women are employed are analyzed, it is seen that they are concentrated in agriculture, textile and service sectors. The agricultural sector stands out as an area where the need for female labor is high, especially in labor-intensive activities such as pistachio, olive and pepper production. In this sector, women are employed not only in the fields but also in processes such as product packaging and stacking. However, most of the women working in this sector work informally and are employed without social security. In the textile sector, women are more likely to be employed as machine operators, yarn pickers and packers. In recent years, it is observed that women have started to work in some occupations traditionally dominated by men in the industrial sector. The employment of women in fields such as concrete transit mixer driver, CNC operator and welder is considered as an indicator of the transformation in the labor market.

The service sector also accounts for a significant share of women's employment. Beauty and care services, hairdressing, call centers, retail sales and cleaning services are among the areas where women work the most. In addition to these sectors, women's employment is also increasing in the recycling and plastics industries. The fact that women tend to move towards blue-collar jobs in industry, outside the sectors where they have traditionally worked, is seen as a development that enables women to find more space in the labor market.

Migrant women's labor force participation has also increased over time. Migrant women's employment, which was quite low in the early years, has increased over time, especially in the agriculture, textile and service sectors. Migrant women's participation in the labor force was not limited to traditional occupations, but also expanded to some branches of industry. However, high rates of unregistered work make it difficult to determine the exact labor force participation of this group with official statistics.

In order to increase women's participation in the labor force, vocational training should be expanded, skill development programs for women should be increased and childcare services should be expanded. Although the availability of crèches in organized industrial zones is a factor supporting women's employment, the insufficient capacity of these crèches limits women's participation in business life. In order for women to participate more actively in business life, childcare services should be made accessible and employers should be encouraged in this regard.

It is also important to consider cultural factors in terms of increasing women's employment. In particular, employers' consideration of issues such as migrant women's style of dress and sensitivities towards mixed working environments is considered as a factor that can facilitate the participation of this group in the labor market. Making work environments more women-friendly and ensuring safe working conditions will contribute to the expansion of women's employment to a wider range of sectors.

Overall, women's labor force participation in Gaziantep is still low, but women have started to participate more in the labor market. Implementing supportive policies to increase women's employment, ensuring safe working conditions and eliminating structural barriers in the labor market will enable women to participate more effectively in economic life. In order to increase women's employment, work environments need to be made more accessible to women, job opportunities for women in industry and services need to be expanded, and working hours and working conditions need to be regulated in a way to encourage women's participation in the labor force.

#### 4.6. Employers' Attitudes towards Migrant Workforce and Market Dynamics

In Gaziantep, employers' approach to migrant labor is shaped by sectoral needs and imbalances in labor supply. In sectors such as industry, construction, textiles and agriculture, the employment of migrant workers is more welcomed to fill labor shortages, while informal employment and low wage policies have become common practice. Migrants who have been in Türkiye for a long time have access to higher-skilled jobs, while newly arrived migrants with low professional qualifications often work in precarious jobs. Although some employers consider migrants as a long-term source of labor, their lack of social rights and discriminatory practices cause imbalances in the labor market. In this context, unless mechanisms are put in place to encourage the inclusion of migrant workers in formal employment, structural problems in the labor market may continue to deepen.

This section assesses the role of migrant labor in different sectors of the labor market in Gaziantep and how employers' attitudes towards this labor force are shaped. Employer attitudes towards migrant labor in Gaziantep are shaped by the dynamics of the labor market and regional labor needs, which are directly related to the problems that enterprises face in recruiting qualified and unqualified labor. In the city, especially the machinery and metal industry, shoe manufacturing, textile, agriculture, service, construction, energy, recycling, logistics and foreign trade sectors have difficulties in meeting their labor needs. In this context, the inclusion of the SuTPs and other migrant groups in the labor market is considered as a solution that can close the employment gap for employers. Due to the difficulties in recruiting labor, industrialists and business owners tend to evaluate the labor force without discriminating between local or foreign, and are more positive towards migrant employment, especially in sectors where labor supply is insufficient.

Perceptions of migrant labor in Gaziantep have changed over time. It is observed that prejudices against migrant labor, which were initially prevalent among employers, have started to diminish with the increase in coexistence and working practices. In particular, it is stated that migrants who come to Türkiye as children or young people are better adapted to the labor market as they acquire education and language skills. While this situation facilitates their transition to formal employment, especially in the industrial and service sectors, it also leads to the formation of different layers in the labor market. For example, migrants who have been in Türkiye for a long time have the opportunity to be employed in white-collar jobs as well as blue-collar jobs thanks to their education, professional skills and language advantages, while newly arrived migrants with low professional qualifications are forced to work in informal and low-paid jobs. Migrant women constitute the most disadvantaged group within this stratification.

Employers' attitudes towards migrant labor include positive tendencies stemming from economic necessities as well as discriminatory practices against the workforce. Although a significant number of employers are willing to employ migrants, it is reported that some employers see migrant workers as a source of cheap labor and do not provide migrant workers with the same social benefits as local workers. Discriminatory practices against migrant workers, especially in terms of weekend leave, overtime pay and insurance, are reported to be common. In addition, it is also stated that some employers do not prefer migrants who want to join the labor market on the grounds that they cannot fully achieve social cohesion processes in terms of working hours, work discipline and leave use.

On the other hand, although the employment rate of migrant workers is high in sectors such as industry and construction, it is known that a large proportion of these workers are employed informally. Taking advantage of migrants' vulnerable situation and employing them without insurance and at low wages increases structural inequalities in the labor market. While informal employment makes migrants' working conditions more precarious, it also creates imbalances in terms of competition with the local labor force. This negatively affects the overall functioning of the labor market and makes it difficult to sustainably employ migrant labor.

Among the different approaches to the employment of migrant labor, the presence of employers who support the integration of migrants into the labor market is also noteworthy. Some enterprises have developed policies not only to fill labor shortages but also to consider migrant workers as a long-term source of labor. However, such practices remain limited within the general employer tendencies and such approaches are less adopted in enterprises other than large-scale industrial enterprises.

Differences in employers' attitudes towards migrant labor bring up various suggestions for overcoming the obstacles faced by migrants in the labor market. It is considered that the creation of platforms that will bring together migrants who want to join the labor market and employers can ensure more systematic employment of migrant labor. Such platforms can increase the visibility of migrants in the labor market and support them to become a reliable source of labor for employers. However, in order to ensure that migrants benefit equally from social rights in the labor market, supervision mechanisms should be strengthened and policies should be developed to prevent unregistered employment.

In conclusion, employers' attitudes towards migrant labor in Gaziantep are shaped by both the dynamics of the labor market and the economic requirements of businesses. Employers are increasingly inclined to employ migrant workers to fill labor shortages. However, the fact that migrants are seen as cheap labor and discriminated against in terms of social rights increases imbalances in the labor market. In this process, in order to ensure the integration of migrants into the labor market, it is of great importance to prevent informal employment, to develop mechanisms to increase access to the labor force and to address employers' attitudes towards migrant workers from a social cohesion perspective.

### 4.7. Barriers to Migrants' Transition to the Formal Labor Market

The structural and bureaucratic barriers that make it difficult for migrants to enter the formal labor market in Gaziantep are shaped by a variety of factors, including employer attitudes, the impact of social assistance, and language barriers. Bureaucratic processes for work permits and sector-based quotas reduce the tendency of employers to employ migrant workers in formal employment. In particular, working without insurance and at low wages, being deprived of social rights and harsh working conditions make informal employment more attractive for employers. The risk of losing social benefits and the fear of being sent back are among the most critical factors preventing migrants from turning to long-term employment. Under these circumstances, the sustainable integration of migrants into the labor market depends on relaxing the existing legal framework and promoting formal employment.

In Gaziantep, access to the formal labor market by SuTPs and International Protection Status Holders and Applicants (IPSHA) is shaped by various structural, bureaucratic and economic barriers. The prevalence of unregistered employment, bureaucratic processes related to work permits, the impact of social assistance on employment, the attitudes of employers, language barriers and fear of refoulement are the main factors that make it difficult to transition to formal employment. These barriers stem not only from individual reasons but also from the overall dynamics of the labor market and the framework of the policies implemented. The challenges faced by under temporary or international protection is in accessing the labor market are often intertwined, with jobseekers often having to contend with multiple barriers at the same time.

Bureaucratic and legal barriers are one of the main factors that complicate the participation of under temporary or international protection is in the labor market. Residence permits, closed neighborhood practices and the requirement for travel permits hinder migrants' job search processes and severely limit their scope of work. The Republic of Türkiye Ministry of Interior Presidency of Migration Management periodically closes some districts and neighborhoods to new foreigner registrations based on the density of the foreign population. These practices follow a dynamic process and create uncertainty for migrants planning to enter the labor market. In particular, the fact that intercity travel is subject to certain permits limits the employment of under temporary or international protection is in some professions. For example, for those working as drivers or in the trade sector, the need for short-term travel to neighboring cities makes it difficult for migrants to find a job.

Language barrier emerges as a critical obstacle in the integration of under temporary or international protection is into the labor market. Especially middle-aged and older individuals have difficulties in finding a job and carrying out official transactions due to lack of language proficiency. From job interviews to bank transactions, insurance registrations to vocational trainings, language deficiency limits migrants' access to the formal labor market. However, in the case of Gaziantep, the density of enterprises owned by SuTPs and the presence of Arabic-speaking employers mitigate the impact of the language barrier in certain sectors. While the high concentration of migrant employment in sectors such as textiles, agriculture and shoe manufacturing makes it relatively easy to find a job in this field, the lack of language is still a significant barrier for migrants who want to be employed in skilled jobs.

Work permits and employer quotas are another important factor limiting migrants' transition to the formal labor market. In order to obtain a work permit for the under temporary or international protectionis, they must have completed at least six months of temporary protection. In addition, the requirement that migrant workers in a workplace should not exceed 10% of the total number of employees restricts employers from employing migrants. The need for additional permits to work in some sectors lengthens the time it takes to find a job, making it difficult for migrants to access formal employment. In particular, the fact that it can take months to obtain work permits creates uncertainty for both employers and migrant workers. In this process, employers' lack of knowledge on incentives and legal regulations regarding the employment of foreign workers stands out as another factor limiting migrant employment.

Employers' attitudes and violations of working conditions are another factor making it difficult to transition to formal employment. Some employers do not pay salaries agreed upon at the outset, withhold overtime pay or offer harsh working conditions. Migrants' feedback on working conditions indicates that problems such as working without insurance, late payment of wages and lack of social benefits are common. This makes informal employment more attractive for migrants and deprives them of long-term job security.

The impact of social assistance on employment stands out as another factor limiting migrants' transition to formal employment. While social assistance programs such as the Kızılay Card provide economic security for low-income migrants, the transition to formal employment creates the risk of not being able to benefit from these benefits. Especially for migrants earning a minimum wage, the transition to formal employment is not economically attractive, leading to the spread of informal employment.

Fear of repatriation is another important factor affecting migrants' labor market participation. Recently, increasing uncertainties and frequent public discourse on repatriation create reservations among migrants about engaging in long-term employment. Individuals who see the future of their status as uncertain tend to turn to informal and short-term jobs, which increases vulnerability in the labor market. Additional barriers faced by migrant women are exacerbated by factors such as cultural norms and inflexible working hours. Women's traditional domestic roles, childcare and family responsibilities constitute a significant barrier to participation in the formal labor market. Inflexible working hours limit labor force participation, especially for women with childcare responsibilities, and a large proportion of migrant women can only work in short-term, irregular and low-paid jobs.

**Figure 4.** Barriers to Migrants' Transition to the Formal Labor Market


**Legal and Bureaucratic Barriers**

Residence permits, closed neighborhood practices, and road permit requirements restrict mobility.

The requirement to complete a minimum 6-month temporary protection period to obtain a work permit and the 10% quota limitation for employers make it difficult to employ immigrants.

**Language Barrier**

Language deficiency poses a major obstacle in processes such as job interviews, banking transactions and insurance records.

**Tenders in Employer Agreements**

Some employers do not comply with the agreements and resort to practices such as paying low wages, not paying overtime, and offering harsh working conditions.

**Suggest Solutions**

Increasing language education programs

Acceleration of work permit processes

Aligning social assistance with employment

Strengthening employer incentives

Figure 4 summarizes the barriers to migrants' transition to the formal labor market. In this context, factors such as residence permits, closed neighborhood practices, the requirement for a travel permit, language barriers, bureaucratic processes, conditions for obtaining work permits, violations of agreements by employers, the impact of social assistance and the fear of being sent back are among the main factors that make the transition to formal employment difficult. In order to overcome these obstacles, language training programs should be increased, work permit processes should be accelerated, social assistance should be aligned with formal employment and incentive mechanisms for employers should be strengthened.

#### 4.8. Economic and Labor Market Effects of Potential Repatriation

In Gaziantep, migrant labor plays a critical role in many sectors, particularly in the textile, footwear, agriculture, construction and metal industries. In recent years, there has been an increasing tendency for the SuTP population to leave Türkiye, and if this trend continues, sectors dependent on migrant labor may face serious labor shortages. Especially in labor-intensive sectors, production processes are likely to be disrupted and labor costs are likely to rise. On the other hand, migrants who have established a permanent living arrangement in the city and completed the economic adaptation process may be less inclined to return. The imbalance in the labor market will largely depend on the rate and speed of returns and the extent to which the local labor force can fill the gap.

This section assesses the repatriation tendency of the SuTPs living in Gaziantep and the possible effects of this process on the labor market. The tendency of the population with SuTP to leave Türkiye has increased in recent years. According to the Ministry of Interior Presidency of Migration Management, the number of SuTPs in Türkiye decreased from 3 million 214 thousand 780 as of December 31, 2023 to 2 million 901 thousand 478 as of December 31, 2024. In the last year, the Syrian population has decreased by 9.75%. If this trend continues, sectors dependent on migrant labor may face difficulties in recruiting labor.

Gaziantep is one of the cities with one of the highest densities of the population with SuTP in Türkiye, and migrant workers are known to play a major role in the labor market. There are views that repatriation may create a gap in the labor market, especially in sectors that rely on migrant labor. In sectors such as textiles, shoe manufacturing, agriculture, construction and metal industry, a significant portion of the labor force is made up of individuals under temporary protection. Particularly in the footwear sector, Gaziantep is one of the most important production centers in Türkiye, and it is reported that the majority of workers in the sector are migrants under temporary protection. Similarly, the textile sector is also an area where migrant workers are heavily employed, and returns may lead to decreases in production capacity.

In terms of the agricultural sector, it is known that the labor force with SuTP plays an important role in agricultural processes, especially in the harvesting of crops such as pistachios, olives and peppers. It is foreseen that returns may lead to disruptions in agricultural production and the labor shortage will be filled with higher costs. The construction sector is another area where migrant workers are intensively employed, and it is assessed that repatriations may cause serious contractions in labor supply in this field. In labor-intensive sectors such as the metal industry, the need for labor will also increase and this shortage may not be met by the local labor force in the short term.

On the other hand, there are also views that returns will not create a large-scale crisis in the labor market. In this context, it is argued that migrant groups that have established a permanent living arrangement and economic independence in Gaziantep, particularly women and children, are less likely to return. Over the past 10 years, significant progress has been made in the economic and social integration of Syrian migrants, and this integration process is considered as a factor that may directly affect return decisions. Moreover, inadequacies in basic areas such as infrastructure, health, education and public services due to the protracted civil war in Syria are reported to be an important factor limiting returns.

In this process, the impact of returns on the labor market will largely depend on the proportion of migrants returning and from which socio-economic groups. Individuals who are integrated into the labor force, have acquired professional skills and have progressed in the social integration process will be less inclined to return, whereas groups that are less economically and socially integrated are more open to return.

In sum, while the impact of the returns on Gaziantep's labor market remains uncertain, it is expected that sectors that rely on migrant labor may experience contractions. In particular, production processes in sectors such as footwear, textiles, agriculture, construction and metal industry are expected to be directly affected by the returns. However, how the labor shortage in the labor market will be filled and what kind of consequences the returns will have in the long run will vary depending on both the adaptation processes of employers and the dynamics of the labor market.

### 4.9. Inter-Institutional Communication Network in Transition to the Labor Market

The effective functioning of the labor market in Gaziantep depends on strengthening coordination between the public and private sectors and aligning vocational training with the world of work. The mismatch between employer expectations and labor supply complicates the transition to employment. Updating vocational high schools and technical education institutions according to sectoral demands is a critical step in workforce planning. Local governments' support for transportation and social rights will increase labor mobility and facilitate access to employment. Strengthening institutional cooperation in the labor market and increasing incentives to reduce informal employment will strengthen Gaziantep's sustainable employment capacity.

This section assesses the role of inter-institutional cooperation and networking in the transition to the labor market in Gaziantep. An efficient and sustainable labor market in Gaziantep depends on strengthening coordination between public and private sector representatives, vocational training institutions and employment providers.

In the process of transition to the labor market, there is a need to establish a direct relationship between vocational training programs that increase the employability of job seekers and the labor demand of employers. However, in the current structure, it is observed that the communication between these actors is not sufficiently institutionalized and the balance between labor supply and demand is not fully achieved.

Strengthening the link between vocational high schools and technical education institutions and employers is one of the most important elements to accelerate the transition to the labor market. More systematic mechanisms are needed to identify labor force needs in the industrial and service sectors, to create vocational training programs in line with these demands, and to bring graduates directly together with employers. Updating existing education curricula in line with the demands of the business world will enable job seekers to adapt to sectoral needs more quickly.

As one of the institutions that play an active role in the transition to the labor market, ISKUR needs to develop more proactive policies to address the labor shortage by establishing direct contact with employers. In Gaziantep, it was found that the vocational training courses provided to jobseekers do not fully overlap with sector demands and employers are not sufficiently involved in these training processes. This situation prolongs the transition time of individuals who receive vocational training to employment and leads to imbalances in the labor market.

Local governments playing a supportive role in the transition to the labor market will facilitate workers' access to employment. Improving transportation, social rights and working conditions will increase labor mobility and encourage job seekers to be directed to the industrial and service sectors. Increasing transportation facilities and strengthening social rights of workers in industrial zones will contribute to overcoming the difficulties in labor supply.

In addition, institutional cooperation should be strengthened to reduce unregistered employment and redirect the workforce to the formal sector. For this process to be carried out effectively, inspections should be increased, employers should be incentivized and stronger coordination with vocational training institutions should be ensured. Addressing the lack of communication between institutions is a critical requirement for the sustainability of the labor market.

In conclusion, coordination mechanisms between vocational high schools, technical universities, employers and employment providers should be strengthened to make the transition to the labor market more effective in Gaziantep. Sector-based workforce analyses should be regularly updated to ensure sound workforce planning, and information sharing between institutions should be increased to integrate jobseekers into the employment process. In order for this process to work more efficiently, matching mechanisms between employers and job seekers should be improved through digital platforms and employment processes should be accelerated.

# CHAPTER V

# CHAPTER V

## 5. CONCLUSION AND RECOMMENDATIONS

This study aims to comprehensively analyze Gaziantep's labor market and identify sectoral employment gaps, vocational training needs, factors that make it difficult to access the labor force and policy development areas. Field surveys, interviews and questionnaires conducted within the scope of the study revealed the differences between the expectations of employers and job seekers, and the employment dynamics of the province were evaluated with secondary data obtained from institutions such as TURKSTAT, ISKUR and SSI. The main objective of the study is to reveal the imbalances in the labor market in Gaziantep, to identify which sectors have labor shortages and to develop concrete recommendations on how to plan vocational training in the most efficient way. At the same time, it is aimed to ensure that the labor supply is directed in accordance with the needs of the sectors and thus minimize the loss of time and effort.

The findings are summarized systematically in Table 88. This table presents a summary framework that analyzes the reasons for the labor shortage in the sectors identified as a result of the analysis conducted in Gaziantep labor market, expected qualifications and qualifications, gender preferences of employees, attitude towards vulnerable groups and formal employment.

As one of Türkiye's largest industrial and commercial centers, Gaziantep has a strong employment capacity in the textile, food, chemical, plastics, metal industry and footwear sectors. The service and logistics sectors also play an important role in the economic structure of the province. However, despite the industrial development, structural problems such as qualified labor shortage, informal employment, female and youth unemployment, agricultural labor shortage and integration of migrant labor force persist. This study examines Gaziantep's labor market by sector, revealing employment dynamics and key challenges.

Statistical data on Gaziantep's labor market provides important information on the province's employment structure, labor force participation rates and unemployment level. Gaziantep's unemployment rate was 8.5% in 2022, which is below the 10.4% unemployment rate in Türkiye. However, in 2023, while the unemployment rate in Türkiye declined to 9.4%, the unemployment rate in Gaziantep increased to 9.6% (Table 14). This increase indicates fluctuations in the province's labor market and periodic imbalances between labor supply and demand. On the other hand, while the employment rate in Türkiye in 2022 was 47.5%, it was 44.9% in Gaziantep. In 2023, the employment rate in Türkiye rises to 48.3%, while in Gaziantep it falls to 44.4% (Table 15). This decline shows that the capacity of economic activities in the province to create employment remains limited. The low employment rates reveal the shortage of qualified labor in the industrial and service sectors. Although the demand for labor continues, especially in sectors such as manufacturing industry, textile and agriculture, the lack of increase in registered employment rates causes structural imbalances in the labor market.

When labor force participation rates are analyzed, while the labor force participation rate in Türkiye was 53.1% in 2022, this rate was 49.1% in Gaziantep. In 2023, while the labor force participation rate increased to 53.3% in Türkiye, it remained constant at 49.1% in Gaziantep (Table 16). This suggests that Gaziantep's labor market is stagnant and more incentives are needed to increase labor force participation. This stagnation in the labor force participation rate reveals the existence of factors that make it difficult for young people and women to participate in the labor market. These data show that the labor market in Gaziantep is generally below the average of Türkiye, the unemployment rate fluctuates and labor force participation has not increased sufficiently. Therefore, in order to strengthen the labor market in the province, it is necessary to increase qualified labor force training policies, develop measures to encourage women and youth employment, and expand vocational training programs to close the labor shortage in the industry and service sectors.

The total number of vacancies in the province is 62,932, the majority of which are in the private sector. The number of vacancies in the private sector is 62,843 and only 89 in the public sector, indicating that the employment structure of the province is largely shaped by the private sector. When job placement data is analyzed, it is seen that a total of 19,100 people were employed in 2023, but female employment remained at a very low level compared to male employment. While the number of men employed in the private sector was 15,657, the number of women was 3,429, and there were no women employed in the public sector (Table 17). These data reveal the need for supportive policies to increase women's employment and the persistence of a shortage of qualified labor in the industry and services sectors. The fact that vacancies are largely concentrated in the private sector indicates that the need for labor force in the industry and services sectors continues and that vocational training and skill development programs need to be expanded.

Gaziantep's industrial sector is one of the most prominent cities in Türkiye with the size of its organized industrial zones, production capacity and export-oriented industrial structure. Manufacturing industry accounts for a large portion of the total industrial employment in the province. There is a significant employment capacity especially in sectors such as textiles, food, plastics, rubber, metal industry and machinery manufacturing. On the other hand, one of the biggest problems in the industry is the lack of qualified intermediate staff. The need for labor force in professions such as engineers, technicians and technical personnel limits the growth of the industry. The inability of the current vocational education system to fully respond to the demands of the industrial sector is one of the biggest factors increasing the labor shortage. Therefore, in order for the industry to grow, vocational training programs need to be improved, cooperation between industry and educational institutions needs to be increased and young people need to be encouraged to acquire technical skills.

Gaziantep is one of the centers of textile production in Türkiye and accounts for a significant share of employment in the textile sector across the country. The textile and apparel sector is one of the areas that creates the most employment in organized industrial zones and accounts for a significant portion of the industrial workforce in the city. However, labor turnover in the textile sector is high and enterprises have great difficulty in finding qualified workers. Since production processes are largely labor intensive, there is a constant demand for qualified and unqualified labor in the sector. Migrants, especially those with SuTPs, have been an important source of labor in the textile sector, but the informal employment of this labor force has affected the labor dynamics in the sector. For the textile sector to grow, more technical training needs to be provided, social security mechanisms need to be strengthened and digital transformation processes in production need to be accelerated.

Gaziantep is one of the leading provinces in Türkiye with its agricultural production and food industry. Pistachio, wheat, red pepper and olive production play an important role in the province's agricultural structure. Gaziantep's share in the world pistachio production is around 10% and 43,000 producers are active in this field. Despite agriculture's significant contribution to the regional economy, the sector is vulnerable in terms of labor force due to seasonal labor shortages and low mechanization rates.

In the agricultural sector, there is a high need for labor, especially during harvest periods, and this need is usually met by Syrian migrant workers. However, the majority of agricultural workers work informally, which raises job security issues in the sector. In order to increase agricultural productivity, modern agricultural techniques need to be disseminated, irrigation infrastructure needs to be strengthened and the mechanization rate in agriculture needs to be increased.

The food industry is one of the sectors that develops based on Gaziantep's agricultural production and increases the province's export power. Flour, pasta, pulses, peanut processing and spice industries are the most important branches of this sector. However, there are some structural challenges in food production in terms of lack of qualified labor force and modernization of production processes.

Gaziantep is a strategic center for trade and logistics due to its geographical location. There is a large employment capacity in the logistics and transportation sector, which accounts for a large share of exports from Gaziantep. Although the service sector is growing in the province, problems such as lack of qualified personnel, high labor turnover and uncompetitive wages persist. Particularly in the areas of health and education, Gaziantep has become a center for receiving patients and students from neighboring provinces and border countries. The increasing number of universities and improving quality of education make the province a regional center of attraction.

The main challenges in Gaziantep's labor market stem from shortages of qualified labor, informal employment, sectoral distribution of the female labor force, youth unemployment and lack of vocational training. In this context, various measures need to be taken to ensure the supply-demand balance in Gaziantep's labor market, to close the shortage of qualified personnel needed by sectors and to increase employment.

These are:

Vocational education programs for industry should be tailored to the needs of the sector and organized to provide technical skills, and scholarship and incentive programs should be implemented in engineering and technical fields.

Direct cooperation between enterprises in organized industrial zones and vocational high schools and universities should be ensured, and internship and on-the-job training programs should be increased to provide qualified workforce to the industry.

Digital platforms should be created to bring job seekers and employers together, access to job postings should be facilitated and strategic projects for workforce planning should be developed.

Vocational training programs in the textile, footwear, logistics and foreign trade sectors should be increased, and the need for qualified workforce should be met by providing training in areas such as customs legislation, e-commerce and logistics management.

In order to close the labor shortage in the agricultural sector, mechanization should be encouraged, social security practices for seasonal workers should be increased, and a workforce specialized in greenhouse cultivation and the use of agricultural technology should be trained.

Vocational training programs for workers in the food and textile sectors should be increased, production processes should be organized on the basis of efficiency, and inspections should be increased by tightening occupational health and safety standards.

To adapt to Industry 4.0 and digital transformation, engineering and technical education should be strengthened and technical training programs in areas such as software, digital marketing and data analytics should be expanded.

To increase women's employment, nursery support should be expanded, flexible working hours should be encouraged and transportation support should be provided to industrial zones. Low-interest loan and grant programs should be established to support women's entrepreneurship, and women's cooperatives should be expanded.

Special programs should be organized to encourage women to take part in technical professions, and women's employment in the industrial sector should be increased.

Industry promotion trips should be organized to direct young people to the industry, sector-based vocational training courses should be increased in cooperation with ISKUR and the private sector, and employment-guaranteed programs should be created.

In order to prevent unregistered employment, incentive mechanisms for employers should be strengthened, inspections should be increased and employers should be directed towards formal employment.

Migrant workforce should be integrated into formal employment, work permit processes should be accelerated, support programs should be established for vocational qualification certificates and social cohesion programs should be implemented in workplaces.

To increase the participation of people with disabilities in the workforce, workplaces should be made accessible, SSI incentives should be increased, and rehabilitation and skill development programs should be organized in cooperation with the public-private sector.

Flexible models such as working from home, part-time employment and telecommuting should be encouraged to increase the labor force participation rate.

In conclusion, despite its high potential in the industry, trade and services sectors, Gaziantep's labor market faces structural challenges such as a shortage of skilled labor, informal employment, and female and youth unemployment. In the industrial sector, the lack of technically skilled workers limits the growth of enterprises, while in the agricultural sector, seasonal labor shortages increase informal employment. In the services sector, despite the growth in tourism and health , the need for qualified human resources persists. In this context, strengthening cooperation between vocational education and industry, reducing unregistered employment, developing policies that encourage women's employment and making workforce planning more systematic are needed to make the labor market more efficient. In addition, it is important to increase technological investments for the sustainable growth of agriculture and industry and to strengthen incentive mechanisms to attract qualified labor to the region.

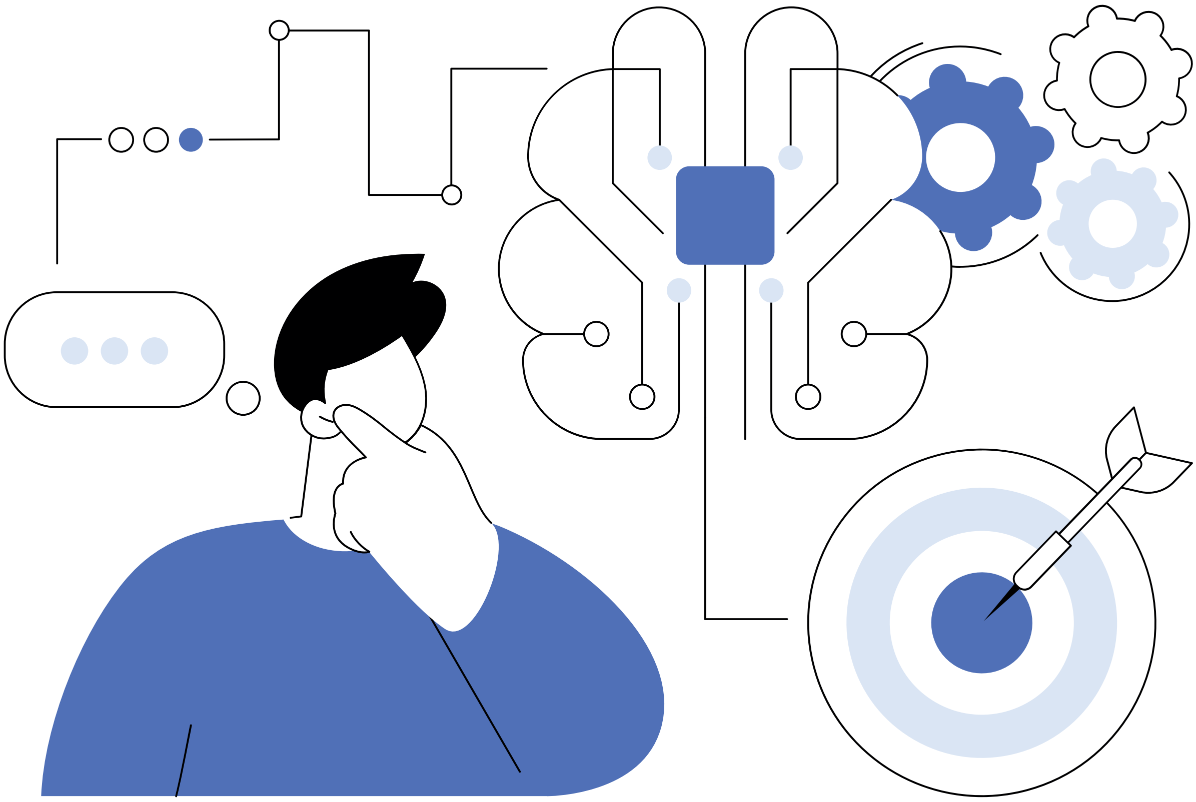


**Table 88.** Sectors in need of Labor Force and Required Labor Force Characteristic

| Sector | Labor Shortage | Causes of Labor Shortage | Expected Qualifications | Gender Preference | Attitudes Towards Vulnerable Groups | Attitudes Towards Formal Employment |
|---|---|---|---|---|---|---|
| Construction | 1. General worker<br>2. Plasterer<br>3. Blacksmith<br>4. Bricklayer<br>5. Concrete transit mixer driver<br>6. Stonemasonry | • Workers move away from the sector due to harsh working conditions and seasonal characteristics, leading to a constant shortage of labor in the sector. | • Occupational safety certificates<br>• Basic construction skills<br>• Field experience<br>• Master training<br>• Physical endurance. | Male / Female | Positive | Informal employment is widespread but large companies are positive about formal employment. |
| Industry | 1. CNC Operators<br>2. Welding Masters<br>3. Machine Maintenance Operator<br>4. Machine Assemblers<br>5. Foundry<br>6. Electrical Maintenance Operator<br>7. Employees at all levels of charge production<br>8. Automotive Worker | • The migration of qualified welders abroad or to big cities makes it difficult to find a competent workforce in the sector.<br>• Although high salaries are offered for CNC operators, argon welders and machine technicians, there is a lack of competent workers in these fields.<br>• Low wages drive workers with technical skills to other sectors.<br>• Lack of vocational training prevents the training of employees with the necessary skills for industry. | • Welding Certificate (MIG/MAG welding)<br>• VQA Certificate<br>• Hand dexterity<br>• To have technical training and experience in operator issues | Predominantly Male / Female | Positively, there is a bias against vulnerable groups in large companies in OIZs. | Positive |
| Agriculture | 1. Harvest Workers (peanuts, olives and peppers)<br>2. Pruning Workers (pistachio, olive)<br>3. Grafting (pistachio, olive)<br>4. Animal Care Workers<br>5. Hoeing<br>6. Sapling cultivation | • Especially pistachio, olive and pepper harvesting is still a labor intensive process and there is a shortage of unqualified labor<br>• Due to the increasing wage demands of SuTPs workers and the declining interest of local workers in the sector, labor needs cannot be met.<br>• There is a high demand for skilled and unskilled labor. | • Knowledge of agricultural mechanization<br>• Organic farming knowledge<br>• To be able to adapt to sustainable agricultural practices<br>• Harvesting, pruning knowledge<br>• Greenhouse agriculture knowledge<br>• Knowledge of animal care, slaughter techniques | Predominantly Female / Male | Migrant labor plays an important role in agricultural production, but working conditions are often precarious and substandard. | Informal employment is widespread; employers are wary of formal employment due to social security costs. |

**Table 88.** Sectors in need of Labor Force and Required Labor Force Characteristic

| Sector | Labor Shortage | Causes of Labor Shortage | Expected Qualifications | Gender Preference | Attitudes Towards Vulnerable Groups | Attitudes Towards Formal Employment |
|---|---|---|---|---|---|---|
| Textile | 1. Machine Operators<br>2. Yarn Pickers<br>3. Meydanci<br>4. Bagger<br>5. Packer<br>6. Carpet Weaving Worker<br>7. Yarn Weaving Worker<br>8. Twisting Operator<br>9. Folding Operator<br>10. Paint Worker | · Workers are moving away from the sector due to low wages and working conditions.<br>· Widespread informal employment has a negative impact on sustainable labor supply.<br>· Decline in manual labor has increased the need for qualified labor force | · Use of textile machines,<br>· Hand dexterity<br>· Ability to adapt to mass production<br>· Quality control knowledge | Female / Male | The textile sector sees migrant labor as an important complementary element. It is reported that migrant workers are widely employed in this sector due to low wages and working conditions | Large businesses positive / small businesses negative |
| Shoe | 1. Counter<br>2. Milling Cutter<br>3. Forcer<br>4. Equipment Manager<br>5. Leather Worker<br>6. Pistol | · Limited training opportunities to train qualified personnel in the sector,<br>· Young labor force is not oriented towards the sector<br>· Due to the decline in manual labor, there is a significant decrease in labor supply. | · To have knowledge about shoe production processes<br>· Manual dexterity and ability to adapt to fast production processes<br>· Knowledge of machine use (sewing machines, molding machines, etc.)<br>· Leatherwork and material knowledge | Male | Positive | Large businesses positive / small businesses negative |
| Food | 1. Packaging / Packing<br>2. Chocolate Manufacturing<br>3. Ready Meal Factory | · In regions dominated by an agricultural economy, there is a need for labor in food processing plants.<br>· Intensive labor demand continues in post-harvest sorting and packaging processes<br>· Due to limited automation and the fact that business processes rely heavily on human labor, labor demand remains high and supply is limited. Catering factories and chocolate factories offer significant opportunities for women's employment. | · Need for unskilled labor | Female | Positive | Positive |

**Table 88.** Sectors in need of Labor Force and Required Labor Force Characteristic

| Sector | Labor Shortage | Causes of Labor Shortage | Expected Qualifications | Gender Preference | Attitudes Towards Vulnerable Groups | Attitudes Towards Formal Employment |
|---|---|---|---|---|---|---|
| Service | 1. Executive Assistant<br>2. Accounting Specialist<br>3. Computer Specialist<br>4. Office Services<br>5. Unarmed Private Security<br>6. Cleaning Officer<br>7. Female Beautician<br>8. Hairdresser / Barber | · Accounting Specialist, Computer Specialist,<br>· Employers have difficulties in finding employees in the fields of Clerical Services, Unarmed Private Security, Cleaning Personnel, Female Beautician, Hairdresser / Barber as the qualifications of employees are generally lacking. | · Need for skilled and unskilled labor<br>· Knowledge of machine use (agricultural machinery, food processing equipment, etc.) | Female / Male | Positive | Large businesses positive / small businesses negative |
| Informatics and Software | 1. Software Developers<br>2. Network Administrators<br>3. Cyber Security Specialist | · Inadequate IT trainings in the region, together with the acceleration of digitalization processes, increases the qualified workforce deficit in the sector.<br>· Limited support for the future labor market, such as artificial intelligence and digital transformation, leads to a shortage of specialized personnel in the IT sector. | · Cloud computing expertise<br>· Digital or information technologies<br>· Software development skills<br>· Cyber security knowledge<br>· Experience in data analysis and artificial intelligence applications | Female / Male | Positive | Positive |
| Logistics and foreign trade | 1. Sales and Marketing Personnel<br>2. Logistics Elements<br>3. Customs and delivery legislation expert<br>4. Foreign language skills (Arabic, English, French) | · With the expansion of international trade, the insufficiency of foreign language-speaking personnel, the lack of vocational training in the field of logistics, and the fact that those working in the sector do not stay in employment for a long time lead to labor shortages. | · Knowledge of office software (such as Excel, Word)<br>· To be educated in the field of foreign trade,<br>· Arabic, English and French | Female / Male | Positive | Positive |
| Technical Occupations | 1. Solar Panel Installer<br>2. Carpentry | · Labor force is needed in the field of solar panel installation and carpentry. | · Qualified and experienced workforce, VQA certificate | Male | Positive | Positive |
| Gastronomy | 1. Cook<br>2. Pastry master<br>3. Service staff<br>4. Pita / Bread Master<br>5. Dessert Master | · There is a significant labor shortage in the gastronomy sector | · Qualified and unqualified labor, hygiene and similar training certificates | Female / Male | Positive | Positive |

Funded by the European Union
Avrupa Birliği tarafından finanse edilmektedir
ممول من الاتحاد الأوروبي

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