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SUPPORT FOR TRANSITION TO LABOR MARKET PROJECT

PROVINCE-BASED SOCIO-ECONOMIC SECTOR CURRENT SITUATION REPORT

ŞANLIURFA

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

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PROVINCE-BASED SOCIO-ECONOMIC SECTOR CURRENT SITUATION REPORT
(ŞANLIURFA)

REPUBLIC OF TÜRKİYE MINISTRY OF LABOUR AND SOCIAL SECURITY

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ABBREVIATIONS

BAG-KUR	: Social Security Institution for the Self-Employed
GDP	: Gross Domestic Product
IPSHA	: International Protection Status Holders and Applicants
ISKUR	: Turkish Employment Agency
KOSGEB	: Small and Medium Enterprises Development Organization
NACE	: Statistical Classification of Economic Activities of the European Community
NGO	: Non-Governmental Organization
OECD	: The Organisation for Economic Cooperation and Development
OIZ	: Organized Industrial Zone
R&D	: Research and Development
PMM	: Presidency of Migration Management
SAP	: Southeast Anatolia Project
SSI	: Social Security Institution
SuTPs	: Syrians under Temporary Protection Status
TURKSTAT	: Turkish Statistical Institute

INTRODUCTION

Şanlıurfa, with its young and dynamic population, fertile agricultural lands, and developing industrial infrastructure, has the potential to become one of Türkiye's emerging economic hubs. However, factors such as rapid population growth, irregular migration movements, and a shifting labor market structure are leading to significant transformations in the province's socio-economic landscape.

Within this context, the Şanlıurfa Socio-Economic Sector Current Situation Report aims to provide a comprehensive analysis of the province's economic and social structure, assess its current status, identify sectoral labor force gaps and labor supply, and offer strategic recommendations for sustainable development. The report is structured into five main sections: Literature Review, Secondary Statistic Reviews, Survey Findings, In-depth Interview Findings, and General Evaluation & Policy Recommendations.

As part of the Literature Review, academic studies and sectoral reports related to Şanlıurfa were examined. The province's key sectors, labor market dynamics from the employer's perspective, and employment trends were reviewed. Topics such as unemployment, the participation of migrant workers in the labor force, and vocational education were analysed in terms of their impact on the province's competitiveness.

During the Secondary Statistic Reviews phase, up-to-date data from institutions such as TURKSTAT, ISKUR, SSI, the Ministry of Labor and Social Security, and the Presidency of Migration Management were used to examine Şanlıurfa's population structure, the balance of labor supply and demand, social security status, and migration movements in detail.

As part of the Field Research, a survey was conducted with 63 stakeholders to better understand the province's socio-economic structure and sectoral needs, and in-depth interviews were held with strategically identified actors. These findings offer important insights into labor demand, employment processes, and sector-specific needs. Finally, in the Conclusion and Recommendations section, concrete proposals were developed to increase employment, strengthen the labor market, and support social cohesion in Şanlıurfa, based on the findings obtained.

The Şanlıurfa Socio-Economic Sector Current Situation Report provides a comprehensive framework for decision-makers aiming to understand the labor market and develop strategic guidance. Public and private sector representatives seeking to integrate job seekers into the labor force will, through this report, gain insights into which sectors offer employment opportunities, what employers expect from workers, and which effective approaches can be followed during the job placement process. The report also aims to serve as a valuable resource for policymakers, business leaders, and academics by presenting a detailed picture of Şanlıurfa's current socio-economic landscape. Additionally, it offers strategic roadmaps to help the province better utilize its economic potential and contribute to processes of sustainable growth and development.

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> This report aims to serve as a comprehensive resource for policymakers, business representatives, and academics by presenting the current socio-economic dynamics of the labor market in Şanlıurfa.

CHAPTER I

CHAPTER I

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

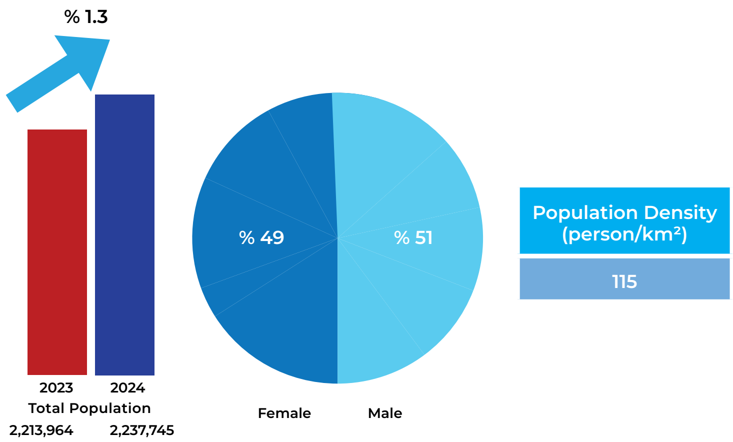
Şanlıurfa is located in the Southeastern Anatolia Region of Türkiye and is one of the cities that stands out with its historical and cultural depth. The city, which has been home to many civilizations throughout history, is especially known for being one of the oldest settlements in Mesopotamia. Şanlıurfa, which hosted discoveries that changed the history of the world such as Göbeklitepe, was known by names such as Edessa, Urhai and Ruha in history. The city, which was an important agricultural and trade center during the Ottoman and Republican periods, continues its development in agriculture, industry and service sectors today.

Table 1. Demographic Breakdown of Şanlıurfa by Variable

Category	Values
Total Population (2023)	2,213,964
Population Growth Rate (per thousand)	18,4
City Population (%)	%60
Rural Population (%)	%40
Young Population (0-14 Years)	%35
Employable Population (Age 15-64)	%60
Elderly Population (Age 65+)	%5
Female Population (%)	%49
Male Population (%)	%51
Labor Force Participation Rate (%)	%47,8
Unemployment Rate (%)	%18,6
Non-Farm Unemployment Rate (%)	%24,8
Literacy Rate (%)	%87
Average Household Size	5,2 People

Source: Şanlıurfa Employment and Labor Market Report, 2023

Graphic 1. Demographic Overview of Şanlıurfa Province (2022–2023).



Şanlıurfa has a population of approximately 2.1 million as of 2023. While most of the population lives in the city center, there is also a significant population density in rural areas. The population growth rate is above Türkiye's average and the city is particularly notable for its high youth population rate. The proportion of young population between the ages of 15-24 is above 30% in Şanlıurfa, indicating that there is a high supply of young labor in the labor market. However, the unemployment rate is above Türkiye's average, which increases the importance of employment policies in the region.

In terms of the labor market, Şanlıurfa has an economic structure dominated by the agricultural sector. A significant portion of the working population in the province is engaged in agriculture and animal husbandry. With the Southeastern Anatolia Project (SAP), productivity in agricultural production has increased and modern irrigation systems have become widespread. However, employment fluctuations may occur due to seasonal agricultural labor. Although the industrial and service sectors are not yet as strong as the developed regions of Türkiye, investments are increasing in organized industrial zones, textile, food processing and agriculture-based industries.

Şanlıurfa has an important share in the Turkish economy in terms of agriculture and animal husbandry. It is one of the leading provinces in Türkiye in cotton, wheat, lentil, barley and corn production. In addition, cattle and sheep breeding activities have an important place in the economic structure of the province. As the integration of agricultural production with industry increases, it is expected to create more stable employment opportunities in the labor market.

In terms of industry, Şanlıurfa has one of the largest organized industrial zones in Türkiye. Sectors such as textiles, food processing, plastics and construction materials production are prominent in the city. However, there are challenges such as the lack of qualified labor force and the completion of the necessary infrastructure for the development of industry. In recent years, growth in the industrial sector has been targeted with government incentives and private sector investments.

Education, infrastructure investments and acceleration of the industrialization process are important for Şanlıurfa's economic growth and sustainable development of the labor market. Increasing the participation of the young population in employment, developing vocational training programs and supporting entrepreneurship are among the key factors that will increase the economic potential of the region.

1.1 Effects of Regional Cultural and Economic Factors

Şanlıurfa is one of the most unique cities in Türkiye in terms of its regional cultural structure and economic dynamics. Its historical background, traditional economic activities and cultural identity directly affect the socio-economic structure of the province. The city is one of the oldest settlements in Mesopotamia and has had a strong infrastructure in sectors such as agriculture, trade and animal husbandry throughout history.

Şanlıurfa ranks 24th in Türkiye in terms of economic size. In 2021, its gross domestic product (GDP) at current prices is 57,589,407 thousand TRY and its share in Türkiye's economy is 0.79%. In terms of manufacturing industry GDP, Şanlıurfa ranked 38th in Türkiye with 5,112,579 thousand TRY in 2021. The share of industrial GDP in the province's total GDP is 12.94%, indicating that the economic impact of industry in the province is relatively limited. Şanlıurfa's export potential is developing in various sectors, particularly textiles, food and agricultural products. However, imports exceed exports, leading to a foreign trade deficit.

Şanlıurfa's cultural structure affects many economic factors, from the labor market to investment preferences:

Traditional Labor Distribution: Working life in Şanlıurfa is largely based on traditional occupations. Sectors such as agriculture, animal husbandry, textiles and trade are culturally adopted and most of the people in the region work in family businesses. This situation may lead to a low supply of qualified labor in the industrial and service sectors.

Family Businesses and Informal Economy: In Şanlıurfa, small-scale enterprises and family businesses have an important place in the economy. The rate of unregistered employment is above Türkiye's average, which leads to low social security coverage and problems in labor productivity.

Migration and Population Movements: The region is particularly affected by internal migration movements from rural to urban areas. Şanlıurfa's balance of migration in and out determines the structure of the labor market in the city. Young people from rural areas seek employment opportunities in the city, but unemployment rates remain high due to the lack of sufficient industrial investments.

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The Impact of Syrians under Temporary Protection (SuTP) on the Economy: Şanlıurfa is one of the provinces with the highest concentration of SuTPs in Türkiye. Approximately 400,000 SuTPs have a significant impact on the social and economic dynamics of the province. They increase the supply of low-cost labor, especially in the service and agriculture sectors, creating competition with the local labor force.

Table 2. Şanlıurfa City Profile: Key Statistics

Indicator	Value	Share in Türkiye (%)	Provincial Ranking
Province Area (km²)	19,242	2,47	7
Population (2021)	2,143,020	2,53	8
Population Growth Rate (per thousand) (2020/2021)	13,04		26
Population Density (person/km²) (2021)	114		23
Working Age Population (15-64 years) (2021)	1,225,111	2,13	11
Young Population (15-24 years) (2021)	401,523	3,1	5
Total Number of Active Insured (2021)	330,461	1,34	19
Number of Compulsory Insured (4/a) (2021)	170,498	1,05	24
Number of Compulsory Insured in Industry (4/a) (2021)	30,900	0,68	30
GDP at Current Prices (Thousand TRY) (2021)	57,589,407	0,79	24
Industrial GDP at Current Prices (Thousand TRY) (2021)	7,454,519	0,39	37
Manufacturing GDP at Current Prices (Thousand TRY) (2021)	5,112,579	0,32	38
GDP per capita (USD) (2021)	3,012		80
Exports (Thousand USD) (2021)	206,444	0,09	49
Imports (Thousand USD) (2021)	348,185	0,13	28
Foreign Trade Balance (Thousand USD) (2021)	-141.741		71
Ratio of Exports to Imports (%) (2021)	59,29		75
Total Deposits (Million TRY) (2021)	12,911	0,26	35
Total Credit (Million TRY) (2021)	20,766	0,47	26
Loan/Deposit (%) (2021)	160,84		6
Number of Incentive Certificates (Number) (2021)	292	2,29	13
Incentive Certificate Fixed Investment Amount (Million TRY) (2021)	4,395	1,6	19

Source: TURKSTAT 2021 Report

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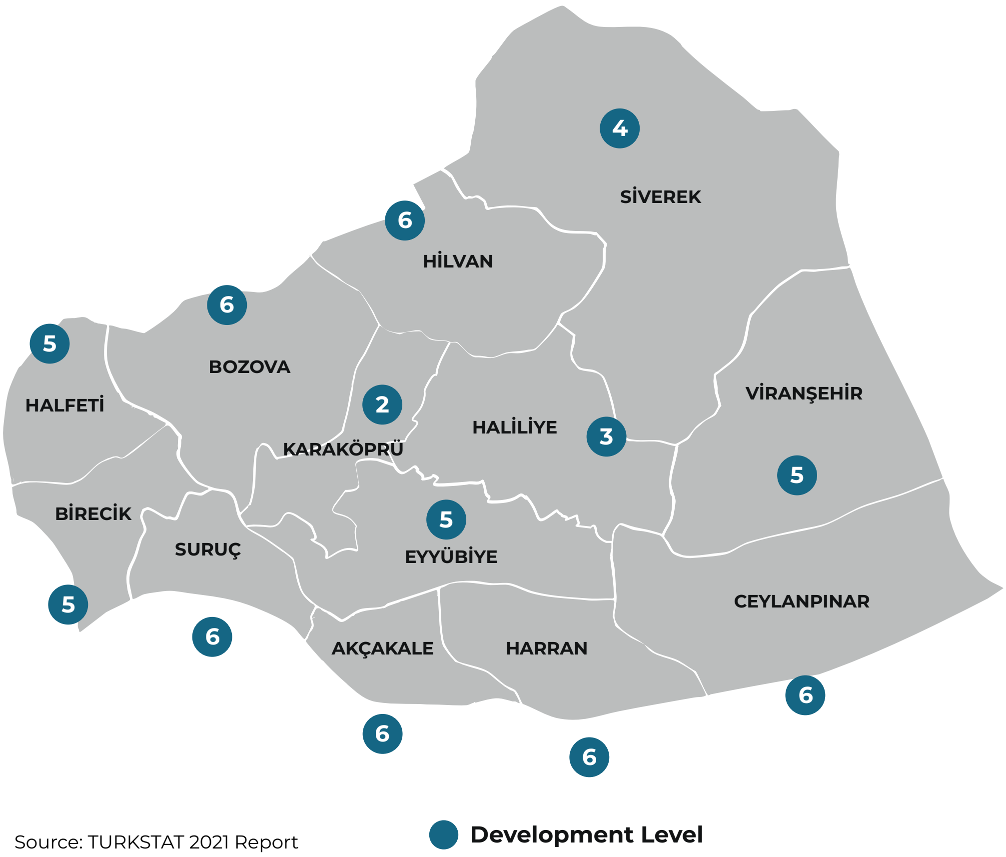
Şanlıurfa is the 7th largest province in Türkiye with a surface area of 19,242 km² and ranks 8th in terms of population. With a population growth rate of 13.04 per thousand, Şanlıurfa ranks 26th in Türkiye and its upward trend is close to Türkiye's average. Population density ranks 23rd with 114 people/km² and is among the more sparsely populated provinces of Türkiye. The working age population (15-64 years old) ranks 11th in Türkiye with 1,225,111 people and the youth population (15-24 years old) ranks 5th in Türkiye with 401,523 people. This indicates that the province has a young and dynamic labor force potential, but this potential needs to be directed correctly (Table 2).

In terms of economic indicators, Şanlıurfa's gross domestic product (GDP) at current prices is 57.5 billion TRY, ranking 24th in Türkiye. Industrial GDP ranks 37th with 7.45 billion TRY and manufacturing GDP ranks 38th with 5.1 billion TRY. GDP per capita ranks 80th in Türkiye with 3,012 USD, indicating that the province lags behind Türkiye in terms of economic development. Exports ranked 49th with 206.4 million USD, imports ranked 28th with 348.1 million USD, and the foreign trade balance ranked 71st in Türkiye with -141.7 million USD. The ratio of exports to imports is ranked 75th with 59.29%, and these data reveal that the province has a deficit in foreign trade and that the production infrastructure should be made export-oriented.

In terms of financial indicators, total deposits ranked 35th in Türkiye with TRY 12.9 billion and total loan volume ranked 26th with TRY 20.7 billion. The loan/deposit ratio is 160.84%, ranking 6th in Türkiye, indicating that the province's financial structure is characterized by high credit transactions. In terms of investment incentive certificates, Şanlıurfa ranks 13th in Türkiye with 292 certificates and ranks 19th with a fixed investment amount of 4.4 billion TRY. This data reveals that Şanlıurfa has the potential to attract investment, but industrial and technology investments need to be encouraged more.

Figure 1. Şanlıurfa District Development Rankings



Source: TURKSTAT 2021 Report

The Socio-Economic Development Ranking 2022 data for Şanlıurfa reveals the development differences between districts. Karaköprü is the most developed district in the province with a rank of 232 and is ranked in the 2nd development tier, indicating that the district is closer to the average of Türkiye in terms of economic and social indicators. Haliliye is the second most developed district in the province, ranking 304th in tier 3. These two districts are better than other districts in areas such as industry, education and infrastructure. However, other districts have significantly lower levels of development and most of them are in the 5th and 6th development level.

Districts such as Eyyübiye, Birecik, Siverek, Halfeti, Viranşehir and Ceylanpınar are located in the 5th development level and are ranked at the bottom in Türkiye with rankings ranging between 688 and 857. The fact that economic activities in these districts are largely based on agriculture and animal husbandry, the lack of industrial development and limited employment opportunities cause their development levels to remain low. In these districts, per capita income, education level and employment opportunities are below the average of

Türkiye. Economic fragility is high due to the agriculture-dependent economy and limited industrial investments increase unemployment rates.

Hilvan, Suruç, Bozova, Akçakale and Harran districts are in the 6th development level and are among the least developed districts in Türkiye. Harran ranks last among 973 districts and has the lowest level of development. This indicates that education, infrastructure, health services and economic opportunities are inadequate. Especially in districts such as Harran, Akçakale and Suruç, limited non-agricultural economic activities lead to high unemployment rates. Infrastructure investments, industrial incentives and projects to increase the level of education should be developed for the economic development of the region.

Table 3. Breakdown of Industrial Employment by Employee Type

Employee Type	Türkiye (Number of Employees)	Türkiye (Share %)	Şanlıurfa (Number of Employees)	Şanlıurfa (Share %)	Share in Türkiye (%)
Engineer	174,209	4,17	384	1,62	0,22
Technician	137,529	3,29	306	1,29	0,22
Other Technical Fields	69,138	1,65	345	1,45	0,5
Master	270,432	6,47	1670	7,04	0,62
Skilled Assistant	2,846,464	68,13	18715	78,93	0,66
Worker	14,187	0,34	39	0,16	0,27
Apprentice	19,517	0,47	54	0,23	0,28
Subcontracted Worker	143,418	3,43	512	2,16	0,36
BAGKUR	55,968	1,34	373	1,57	0,67
Administrative Staff	447,203	10,7	1314	5,54	0,29
Total	4,178,065	100	23712	100	0,57

Source: TURKSTAT 2021 Report

Industrial employment in Şanlıurfa shows some significant differences when compared to the distribution in Türkiye as a whole. Total industrial employment is 23,712 people, which constitutes 0.57% of the industrial employment in Türkiye. This ratio shows that Şanlıurfa's weight in terms of industry in Türkiye is low and the industrialization process has not developed sufficiently. While the majority of industrial workers are journeymen and craftsmen, the proportion of engineers, technicians and administrative staff is well below the average of Türkiye.

When the distribution of employment is analyzed, the journeyman category has the highest share (78.93%) with 18,715 people. This indicates that Şanlıurfa industry is largely based on low and medium level occupational groups and that the lack of skilled technical personnel is a major problem. The master category accounts for 7.04% of total employment with 1,670 people while the number of engineers is only 384 people, equivalent to 1.62% of total employment. This ratio is well below Türkiye's average and reveals that the need for qualified labor force in the industrial sector is not being met. Similarly, technicians and other technical personnel categories also have very low rates, indicating that there is a need for more employment in technological and engineering fields in the industry.

In addition, the rate of subcontracted workers is 2.16%, the rate of apprentices is 0.23% and the rate of employees with BAGKUR is 1.57%. Especially the low number of apprentices and workers shows that participation in vocational training is insufficient and there are deficiencies in bringing new labor force to the industry. The ratio of administrative staff is 5.54%, which is well below the average of Türkiye (10.70%). This table reveals that there is a lack of administrative structure and organizational development in the industrial sector, which makes it difficult for enterprises to transition to a professional management approach. In order to develop Şanlıurfa's industrial sector, policies to train qualified labor force, increase vocational training and encourage industrial investments need to be strengthened.

1.1.1 Agriculture and Livestock Sector

Şanlıurfa is one of the provinces with the largest agricultural potential in Türkiye, with large agricultural lands, irrigation projects and animal husbandry activities. With a population of 2.2 million, Şanlıurfa is one of the most populous provinces in the country and occupies a strategic position in terms of agricultural production in the Southeastern Anatolia Region. Thanks to SAP, the region has gained modern irrigation systems and achieved a significant increase in agricultural production.

Şanlıurfa's crop production ranks high in Türkiye, especially in high value-added products such as cotton, wheat, lentils, corn and pistachios. Şanlıurfa accounts for 41.9% of Türkiye's cotton production, 11.8% of corn, 7.8% of wheat and 34% of pistachios. This makes the region attractive for agriculture-based industrial investments

Şanlıurfa also stands out in vegetable and fruit production. It is particularly strong in red pepper, tomato, melon and watermelon production. The region produces 38.7% of the red pepper produced in Türkiye. There is also growth in sectors such as olive and pomegranate production, and production is being increased, especially for export.

Ovine breeding is widespread in Şanlıurfa and it is one of the leading provinces in Türkiye, especially in sheep breeding. According to 2023 data, there are over 2 million sheep in the province. In addition to this, cattle breeding and milk production also show an increasing trend. Şanlıurfa has also become an important center for livestock breeding and is developing further in this sector with the Besi Organized Agricultural Zone.

Şanlıurfa attracts attention with its investments in agriculture-based industry. New industrial facilities are being established in the region in areas such as cotton processing, pistachio packaging and feed production. Greenhouse agriculture is also developing, and the region has the advantage of being able to produce without heating even in winter. The geothermal greenhouse potential is also being utilized to ensure year-round production. Irrigation projects realized within the scope of SAP have increased Şanlıurfa's agricultural productivity and enabled large areas to be switched to irrigated agriculture. However, utilizing the irrigation infrastructure to its full capacity and ensuring effective water management are critical for the sustainability of the region's agricultural sector.

Şanlıurfa has a large agricultural labor force due to its large agricultural areas. However, seasonal agricultural labor is still widespread and the transition to mechanization and modern production techniques in agriculture needs to be accelerated. The majority of agricultural workers are low-skilled and increasing the number of trained agricultural technicians and engineers would be an important development for the productivity of the region. High feed costs in the livestock sector constitute an important problem for breeders. Increasing the production of fodder crops in irrigated agricultural lands in Şanlıurfa can support animal husbandry in the region by reducing costs. In addition, in order to increase the quality of animal husbandry, modern farms should be expanded and government support should be increased.

Government support is provided to encourage agricultural investments in Şanlıurfa. Financial support is provided to farmers through grants from the Rural Development Investment Support Program and incentives provided by the Ministry of Agriculture and Forestry. The introduction of new incentives in areas such as organic agriculture, agricultural facilities powered by renewable energy and water efficiency projects will increase the competitiveness of the region.

Şanlıurfa has the potential to become one of Türkiye's agricultural production centers with its vast agricultural lands and young workforce. However, efficient use of water resources, dissemination of modern agricultural techniques, strengthening the agriculture-based industry and increasing export-oriented production critical for the sustainable development of the region. In order for Şanlıurfa to create more added value in the agriculture and livestock sector, the transition to technology-based production systems should be accelerated and a trained agricultural workforce should be trained.

1.1.2 Industry and Manufacturing Sector

The industrial and manufacturing sector is one of the key dynamics of economic growth and plays an important role in the transformation process in provinces with an agriculture-dominated economy such as Şanlıurfa. Although Şanlıurfa has large agricultural lands and a young population potential, it lags behind in terms of industrialization compared to other major provinces in Türkiye. However, with SAP and incentive policies, the province is developing in the industrial and manufacturing sector, and growth in this area is accelerating with existing investments and the expansion of industrial zones.

When the basic indicators of the industrial sector are analyzed, it is seen that Şanlıurfa's contribution to industrial production in Türkiye is quite limited. According to 2021 data, the number of compulsory insured employees in the industrial sector is 30,900, ranking 30th in Türkiye (Şanlıurfa Employment and Labor Market Report, 2023). In current prices, industrial GDP ranks 37th in Türkiye with 7.45 billion TRY and manufacturing GDP ranks 38th with 5.1 billion TRY. These data show that the province is lagging behind in Türkiye in terms of industrial production, but has the potential for growth.

The first and second Organized Industrial Zones (OIZs) are active in Şanlıurfa and the third OIZ is under construction. In the existing OIZs, food, textile, plastics, agriculture-based industry and construction materials production are at the forefront, and it is aimed to increase the export capacity of the province by improving the industrial infrastructure. Şanlıurfa's geographical location and irrigation projects within the scope of SAP offer a great advantage especially for the development of agriculture-based industry.

Industrial employment in Şanlıurfa is well below Türkiye's average, and the majority of workers in the sector are low-skilled labor force. As of 2021, the total number of people working in the industrial sector is 23,712, accounting for only 0.57% of Türkiye's total industrial employment (Industry Employment Report, 2022). The ratio of technical personnel such as engineers and technicians is quite low, with 384 engineers, 306 technicians and 1,314 administrative personnel working in industry. On the other hand, the majority of industrial workers are in the category of craftsmen (1,670 people) and journeymen (18,715 people). This indicates that the province's industrial infrastructure relies heavily on low- and medium-level labor (Industrial Employment Report, 2022).

Şanlıurfa's industrial production is limited in terms of export capacity compared to major production centers across Türkiye. In 2021, the province's total exports amounted to 206.4 million USD, ranking 49th in Türkiye. In the same period, imports amounted to 348.1 million USD, resulting in a foreign trade deficit of -141.7 million USD. The ratio of exports to imports was 59.29%, ranking 75th in Türkiye. These data show that Şanlıurfa is heavily dependent on imports in foreign trade and that local production is insufficient.

Şanlıurfa's greatest industrial potential is in the field of agriculture-based industry. Cotton processing, food production, feed factories and dairy processing facilities have an important place in the region. The cotton processing industry is one of the most important branches of industry in Şanlıurfa and the province accounts for approximately 42% of Türkiye's total cotton production. However, most of the cotton processed in this sector is sold as yarn or raw material and the development of the textile and ready-to-wear industry remains limited.

Şanlıurfa is seen as one of the advantageous provinces in terms of supporting textile investments in Türkiye. The number of people employed in textile enterprises operating in OIZs is increasing, creating an important source of labor force, especially for the young population. The food industry is largely based on the processing of agricultural products, with red pepper, lentil and pistachio processing facilities widely available. However, new investments are required for these sectors to increase export-oriented production. Government supports and incentives are provided to increase industrial investments in Şanlıurfa. In 2021, the number of incentive certificates granted was 292, ranking 13th in Türkiye. The fixed investment amount supported by these incentives was recorded as 4.4 billion TRY. The loan-to-deposit ratio is 160.84%, ranking 6th in Türkiye, indicating that financial facilities are available for industrial investments, but industrialists are more inclined towards loans due to lack of capital.

For the development of the industrial and manufacturing sector in Şanlıurfa, it is necessary to increase infrastructure investments, expand vocational training and integrate the local industry with foreign markets. In order for industrial investments to create more added value, it is crucial to increase R&D activities and encourage technology-based production. In addition, the agriculture-based industry should be further supported and directed towards the export of processed products.

Şanlıurfa's industrial and manufacturing sector is not yet at a level comparable to the strong industrial zones in Türkiye. In order for the industry to grow, investment incentives should be increased, the capacity of OIZs should be expanded and the quality of the labor force should be increased. In particular, supporting the agriculture-based industry and increasing the export capacity of the textile and food industry will accelerate the economic transformation of the province.

Table 4. GDP Trends in Türkiye and Şanlıurfa by Sector (2016–2021)

Year	Türkiye's Total GDP (Million TRY)	Total (A)	Türkiye's Industrial GDP (Million TRY)	Türkiye's Manufacturing GDP (Million TRY)	Şanlıurfa's Total GDP
2016	2,626,560	514,902	435,890	385,890	23,387
2017	3,133,704	646,827	551,276	551,276	27,959
2018	3,758,774	837,564	715,797	715,797	31,694
2019	4,311,733	942,048	788,787	788,787	35,801
2020	5,048,220	1,149,840	965,942	965,942	42,867
2021	7,248,789	1,888,149	1,609,779	1,609,779	575,859

Source:TURKSTAT 2021 Report

When the sectoral distribution of Şanlıurfa's GDP is analyzed, the share of **the industrial sector** shows a significant increase over the years across Türkiye. While 19.60% of Türkiye's GDP was generated from the industrial sector in 2016, this ratio increased to 26.05% in 2021. Şanlıurfa's industrial sector accounted for 10.27% of its total GDP in 2021. This increase in Şanlıurfa's industrial sector is particularly evident in the manufacturing sector. While the share of Türkiye's manufacturing sector increases from 16.60% to 22.21% from 2016 to 2021, Şanlıurfa's share in the manufacturing sector is 10.34%.

As a result, Şanlıurfa's industrial sector has grown over the years and has become an important part of its economy. However, compared to the share of industry across the country, growth in Şanlıurfa's industrial and manufacturing sectors is still limited. While the total share of GDP will increase to 12.94% in 2021, Şanlıurfa's GDP ranking is 24th in Türkiye. This points to the need for further investment and development in Şanlıurfa's industrial sector.

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

Sector	Türkiye Number of Enterprises	Türkiye Share (%)	Şanlıurfa Number of Enterprises	Şanlıurfa Share (%)	Sectoral Share in Türkiye (%)
B. Mining and Quarrying	5055	3,39	33	2,49	0,65
05. Coal and Lignite Extraction	228	0,15	0	0	0
06. Crude Oil and Natural Gas Extraction	123	0,08	5	0,38	4,07
07. Metal Ores Mining	593	0,4	0	0	0
08. Other Mining and Quarrying	4111	2,76	28	2,11	0,68
C. Manufacturing	139507	93,66	1182	89,21	0,85
10. Manufacture of Food Products	21481	14,42	229	17,28	1,07
11. Manufacture of Beverages	550	0,37	4	0,3	0,73
12. Manufacture of Tobacco Products	95	0,07	1	1,08	1,05
13. Manufacture of Textile Products	11752	7,89	227	17,13	1,93
14. Manufacture of Clothing	9477	6,36	70	5,28	0,74
15. Manufacture of Leather and Related Products	2974	2	12	0,91	0,4
16. Manufacture of Wood, and Cork Products (Except Furniture)	6284	4,22	17	1,28	0,27
17. Manufacture of Paper and Paper Products	2495	1,68	21	1,58	0,84
18. Printing and Reproduction of Recorded Media	2182	1,46	21	1,58	0,96
19. Manufacture of Coke and Refined Petroleum Products	239	0,16	0	0,3	1,67
20. Manufacture of Chemicals and Chemical Products	4698	3,15	33	2,49	0,7
21. Manufacture of Basic Pharmaceutical Products	264	0,18	3	0,23	1,14
22. Manufacture of Rubber and Plastic Products	10485	7,04	78	5,89	0,74
23. Manufacture of Other Non-Metallic Mineral Products	8024	5,39	153	11,55	1,91
24. Basic Metal İndustry	4141	2,78	24	1,81	0,58
25. Manufacture of Fabricated Metal Products	15883	10,66	36	2,72	0,23
26. Manufacture of Computers, Electronic and Optical Products	1449	0,97	5	0,38	0,35

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

Sector	Türkiye Number of Enterprises	Türkiye Share (%)	Şanlıurfa Number of Enterprises	Şanlıurfa Share (%)	Sectoral Share in Türkiye (%)
27. Electrical Equipment Manufacturing	4,238	2,85	44	3,32	1,04
28. Manufacture of Machinery and Equipment not Elsewhere Classified	14,366	9,65	96	7,25	0,67
29. Manufacture of Motor Vehicles, Trailers and Semi-Trailers	2,465	1,65	7	0,53	0,28
30. Manufacture of Other Means of Transportation	767	0,51	4	0,3	0,52
31. Furniture Manufacturing	12,171	8,17	67	5,06	0,55
32. Other Manufacturing	3,027	2,03	26	1,96	0,86
D. Electricity, Gas, Steam and Air Conditioning Production and Distribution	4,381	2,94	110	8,3	2,51
35. Production and Distribution of Electricity, Gas, Steamand Ventilation Systems	4,381	2,94	110	8,3	2,51

Source: TurkStat 2021 Report

While the number of industrial enterprises in Türkiye is 139,507, the number of industrial enterprises in Şanlıurfa is 1,182. The number of industrial enterprises in Şanlıurfa constitutes 0.85% of the industrial enterprises in Türkiye. This ratio shows that Şanlıurfa's industrial development lags behind Türkiye's average.

The industrial sector in Şanlıurfa is mainly concentrated on food products and textile manufacturing. These two sectors constitute the majority of enterprises in the province, creating an important area of economic activity. These sectors, which are also important across Türkiye, have a larger share in Şanlıurfa and the province seems to be specialized in these areas. However, Şanlıurfa's share in sectors such as basic pharmaceutical products, rubber and plastics manufacturing is quite low. This indicates that high-tech manufacturing and the pharmaceutical industry have not yet developed in the region.

Another noteworthy point in the industrial sector is that Şanlıurfa has a higher share in energy and infrastructure sectors such as electricity, gas, steam and air conditioning production compared to Türkiye as a whole. This indicates that investments in the energy sector are increasing in the region or may increase in the future. However, Şanlıurfa's share in high-tech sectors such as chemicals, pharmaceuticals and electronics remains low. Investments in these areas can increase the province's competitiveness and industrial diversity.

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In conclusion, Şanlıurfa's industrial infrastructure is largely based on food and textile production and there is still potential for growth in these sectors. However, in order to accelerate the economic growth of the province, industrial diversity should be increased and investments should be made in sectors that require high added value and advanced technology. In particular, development in areas such as pharmaceuticals, chemistry and electronics will strengthen Şanlıurfa's position in the industrial sector.

1.1.3 Service and Tourism Sector

The service sector in Şanlıurfa is growing, especially in retail trade, logistics, finance and transportation. In recent years, public investments and private sector initiatives have supported employment growth, and especially the active border trade has contributed to the development of the logistics and transportation sector. The service sector accounts for 30% of the total labor force in the province as of 2023, with retail trade, transportation and finance sectors being the largest areas of employment. Strengthening the logistics infrastructure and digitalization of commercial activities will accelerate the growth of the sector.

The retail sector creates a large employment area with large shopping centers and local artisans. However, the transition to modern retail systems and digital trade needs to be accelerated. Although the logistics and transportation sector is developing due to Şanlıurfa's strategic location, the lack of logistics infrastructure limits the sector's growth. The financial sector is growing, especially in banking and insurance, but services need to be extended to rural areas and digital banking needs to be developed.

Şanlıurfa is an important tourism destination with its historical and cultural heritage and has cultural tourism potential with centers such as Göbeklitepe, Balıklıgöl, Harran and Halfeti. However, inadequate tourism infrastructure, limited accommodation capacity and lack of international promotion prevent the sector from reaching its full potential. As of 2023, the city has 45 hotels with Tourism Management Certificates (5,200 bed capacity) and 72 hotels with Municipal Management Certificates (4,850 bed capacity). Accommodation infrastructure needs to be developed to meet the increasing number of tourists.

Lack of qualified labor force is an important problem in the tourism sector. There are only 38 tourist guides in the city, which is insufficient to meet tourist demand. The number of vocational training programs needs to be increased.. Investments in alternative tourism areas such as health tourism, gastronomy tourism and nature tourism will increase the economic diversity of the province.

Although Şanlıurfa's service and tourism sector contributes significantly to economic growth, it cannot reach its full potential due to factors such as lack of logistics infrastructure, insufficient digital trade and underdeveloped accommodation infrastructure.

1.1.4 Trade, Energy and Logistics

In Şanlıurfa, trade, energy and logistics sectors play an important role in the economic development of the province. The trade sector, supported by agriculture and industrial production, stands out as one of the main dynamics of the regional economy. Şanlıurfa's border trade and logistics advantages increase the volume of trade, but the potential cannot be fully utilized due to infrastructure deficiencies.

The trade sector is particularly strong in the trade of agricultural and food products. Şanlıurfa has a significant share in cotton trade as one of the largest cotton producers in Türkiye. In addition, agricultural products such as red lentils, wheat and pistachios have an important place in domestic and foreign trade. However, the low export share of processed agricultural products necessitates investments in value-added production. Expanding organized industrial zones and increasing agriculture-based industrial investments in the city will make the trade sector more sustainable.

In terms of energy sector, Şanlıurfa has a great potential in terms of renewable energy resources. Hydroelectric power plants built within the scope of SAP have an important place in the energy production of the province. Hydroelectric power plants in the region, especially Atatürk Dam, support energy production and contribute to regional development. In addition, renewable energy investments need to be increased in Şanlıurfa, which has a high solar energy potential. Şanlıurfa, one of the provinces with the highest sunshine hours in Türkiye, is considered an attractive investment region for solar power plants. However, existing investments remain limited and energy infrastructure needs to be strengthened.

The logistics sector has a great potential due to Şanlıurfa's geographical location. The city is located at a strategic point on the trade routes of the Southeastern Anatolia Region and is in an advantageous position in terms of logistics activities with its proximity to important foreign trade markets such as Iraq and Syria. However, inadequate logistics infrastructure has a negative impact on transportation and export activities. Establishing modern logistics centers in Şanlıurfa, developing e- trade logistics and strengthening the transportation sector will help trade become more efficient.

The logistics and transportation sector in Şanlıurfa is largely dependent on road transportation. Rail and air transportation is limited and investments in these areas can make the logistics sector more competitive. More efficient use of SAP Airport for cargo transportation, development of railway transportation infrastructure and increasing logistics centers can increase the export capacity of the province.

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

Rapidly changing technological developments and sectoral transformations in Şanlıurfa in recent years directly affect the labor market. Increasing digitalization and automation in agriculture, industry, services and trade sectors are changing the demand for labor force and increasing the need for new skills. Particularly in agriculture and industry, Şanlıurfa's main economic activity areas, it has become remarkable how technological innovations have changed the labor force structure.

Technological developments in the agricultural sector have significantly changed the labor market with the spread of mechanization and the adoption of precision agricultural techniques. The transition from traditional farming methods to modern irrigation systems and smart farming practices has reduced the demand for low-skilled agricultural workers, while increasing the need for skilled labor with technical knowledge. Irrigation projects implemented under the SAP project have increased productivity in agricultural production, but reduced the number of low-skilled workers employed in the agricultural sector (Şanlıurfa Agricultural Investment Guide, 2023). While there has been a decrease in the agricultural labor force, there has been an increase in employment in areas such as processing, packaging and logistics in the agriculture-based industry.

The spread of automation and digitalization in the industrial sector has increased the need for qualified labor in the labor market. In the textile, food processing and plastics sectors operating in Şanlıurfa OIZ, production processes are becoming increasingly automated, leading to the replacement of unskilled labor by workers with technical knowledge. The use of digital technologies in industrial production has increased the need for competent workers in the labor market. However, as access to technical education in Şanlıurfa is limited, the supply of qualified labor is struggling to meet demand.

The service sector has also been affected by technological developments, leading to the emergence of new business areas such as e-commerce, digital marketing and call center services. The digitalization process, which accelerated after the pandemic, has led to widespread online shopping in the retail sector, which has created new business opportunities in areas such as logistics, warehouse management and customer services. With the development of e-commerce infrastructure in Şanlıurfa, it is of great importance for small and medium-sized enterprises to complete their digital transformation processes (Şanlıurfa Employment and Labor Market Report, 2023).

In the logistics and transportation sector, technological advances have enabled the modernization of logistics management systems and made transportation activities in the region more efficient. While Şanlıurfa's strategic location and the advantage of border trade create a great potential for the development of the logistics sector, technological developments in this field are also transforming labor requirements. Warehouse automation systems, smart logistics applications and tracking systems are reducing the need for traditional labor, while increasing the demand for employees specialized in data analytics and logistics management.

In conclusion, technological and sectoral developments in Şanlıurfa are transforming the labor market, increasing the need for workers with new skills, especially in the industry, agriculture and service sectors. Digitalization and the spread of automation are reducing employment in traditional lines of work, while creating new technology-based job opportunities. To adapt to this transformation, it is necessary to strengthen vocational training policies, equip the young workforce with digital skills and expand training programs to meet the technical staff needs of the industrial sector.

1.3 Employers' Perceptions and Preferences towards Migrant Workers

Şanlıurfa, with its high migrant population, is one of the provinces in Türkiye with the highest number of SuTPs. As of 2025, the number of SuTP in the province is approximately 240,000, which corresponds to approximately 9.76% of the total population. This has led to a significant share of migrant workers in the labor market and shaped employers' perceptions of migrant workers.

Employers in Şanlıurfa consider migrant workers as an important source of labor, especially in the agriculture, construction, textile and food processing sectors. Migrant workers have become attractive to employers due to their low wage expectations and easier adaptation to flexible working conditions. They are intensively employed in seasonal jobs in the agricultural sector and unskilled jobs in the construction sector. However, due to the high level of unregistered employment, there are serious problems in terms of lack of social security and job security (Şanlıurfa Employment and Labor Market Report, 2023).

The current employment policies of employers in Şanlıurfa towards migrant workers are generally shaped by cost advantages and labor flexibility. Migrant workers are mostly employed in agriculture, construction, textile and service sectors and employers consider them as an important source of low-cost labor. However, bureaucratic obstacles in obtaining legal work permits cause employers to turn to informal employment. Migrant worker quotas and incentive mechanisms set by the Ministry of Labor and Social Security influence employers' decisions on migrant employment, and various projects are being developed to employ more migrant workers in certain sectors. Nevertheless, concerns persist among employers about language barriers, lack of vocational training and social cohesion, which create various challenges in the recruitment process of migrant workers. In this context, in order to integrate migrant workers into the labor market more efficiently, legal processes need to be simplified, vocational training programs need to be increased and efforts to raise awareness of employers need to be intensified (Şanlıurfa Employment and Labor Market Report, 2023).

Employers in Şanlıurfa offer a variety of vocational training and development opportunities to ensure the integration of migrant workers into the labor market. In particular, businesses operating in the agriculture, textile, construction and service sectors implement programs to improve the basic skills of migrant workers through on-the-job training models. Large-scale enterprises organize short-term vocational orientation trainings to ensure rapid adaptation to production processes, often focusing on occupational health and safety, machine use and quality control processes. In addition, some industrial enterprises and professional associations organize vocational training courses and technical skills development programs for migrant workers. However, the scope and accessibility of such training opportunities is limited and a large proportion of migrant workers have difficulty accessing quality training programs. In order to make the migrant workforce more productive and increase their economic participation, employers need to collaborate more with government-sponsored training programs and provide a wider range of professional development opportunities, including language training (Şanlıurfa Employment and Labor Market Report, 2023).

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

The sectors that provide the most employment in Şanlıurfa are agriculture, industry, services and construction. The agricultural sector is the main source of livelihood in the province, and especially cotton, lentil, wheat and pistachio production has a large share in terms of employment. Agriculture-based industry and food processing facilities support the labor force in this field. The industrial sector is concentrated in areas such as textile, food processing and plastic production, and significant investments are being made in Şanlıurfa OIZ, which increase employment. The service sector contributes to the labor force, especially in retail, logistics, education, health and tourism, while the construction sector creates seasonal employment through infrastructure projects and housing investments. Increasing vocational training programs and effective use of incentives are important for the efficient use of the workforce in these sectors (Şanlıurfa Employment and Labor Market Report, 2023).

The demand for qualified labor force in the industrial, service and agricultural sectors is increasing in Şanlıurfa. Especially in textile, food processing, agriculture-based industry and logistics, there is a need for labor with technical skills. However, the lack of vocational training and technical knowledge causes employers to experience difficulties in finding qualified personnel. Firms operating in OIZs frequently express the need for trained labor in areas such as machine operation, quality control and automation. Similarly, the health and IT sectors also face difficulties in recruiting employees for positions requiring professional qualifications. In order to close the gap in qualified labor force, vocational and technical education should be expanded, cooperation between industry and educational institutions should be increased, and skill development programs for the young workforce should be encouraged (Şanlıurfa Employment and Labor Market Report, 2023).

The demand for unskilled labor in Şanlıurfa is mainly concentrated in the agriculture, construction, textile and service sectors. In the agricultural sector, there is a large demand for labor during planting and harvesting periods, while seasonal agricultural workers work for low wages and without social security. The construction sector is in high demand for unskilled labor, especially for housing projects and infrastructure investments. In the textile sector, garment workshops intensively employ unskilled labor in basic production processes, while in the service sector, jobs based on unskilled labor are widespread in cleaning, warehouse management and retail. However, a large proportion of workers in these fields are employed informally, and working conditions need to be improved and access to social security needs to be increased. In order to employ unskilled labor more sustainably and efficiently, it is of great importance to expand vocational training programs and implement incentives to ensure integration into the labor market (Şanlıurfa Employment and Labor Market Report, 2023).

Demand for young labor in Şanlıurfa is increasing, especially in the industrial, service and technology sectors. Industrial sectors such as textiles, food processing and automotive supply industry offer employment opportunities for the young workforce, while the spread of digitalization and e-commerce has brought new job opportunities such as IT and digital marketing. Call centers, tourism businesses and retail sales are also among the sectors where youth employment is concentrated. In particular, companies operating in OIZs are turning to various vocational training programs to meet the need for young technical staff and engineers. (Şanlıurfa Employment and Labor Market Report, 2023).

Seasonal labor demand in Şanlıurfa is mainly concentrated in the agriculture and tourism sectors. The agricultural sector is in great need of seasonal workers during the planting and harvesting periods of crops such as cotton, wheat, lentils and peanuts. The large scale of agricultural production in the region concentrates most of the seasonal employment in rural areas. The tourism sector provides temporary labor for hotel, restaurant and guide services, especially during the summer seasons. Most seasonal workers earn low wages and lack social security. This is one of the factors that negatively affect the sustainability of seasonal employment and social security and working conditions need to be improved. It is important to implement supportive policies to increase seasonal workers' access to housing, health and education services, especially in the agricultural sector (Şanlıurfa Agricultural Investment Guide, 2023).

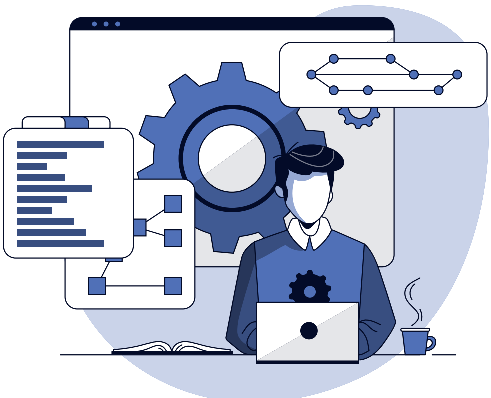
1.5 Women Participation to Labor Force and Career Development: A Cross-Gender Comparison

When the education level of women in Şanlıurfa is analyzed, it is observed that it is lower compared to the Türkiye average and that the level of education directly affects the labor force participation rate. While women with higher education degrees are more likely to be employed, women with unqualified or low education levels are more likely to work in unskilled jobs and lack job security. The low level of education of women, especially those living in rural areas, makes it difficult for them to integrate into the labor market. Vocational training courses organized within the scope of active labor market programs in Şanlıurfa aim to increase women's skills and access to qualified jobs, and projects are carried out to encourage women's employment, especially in the textile, food processing and service sectors (Şanlıurfa Employment and Labor Market Report, 2023).

In Şanlıurfa, women's work experience varies across sectors and is generally concentrated in the service, textile and agriculture sectors. Women are particularly employed in low-paid jobs with flexible working hours, but face significant barriers to job security and career advancement. Family responsibilities and employers' prejudices against women's employment are among the main factors limiting women's participation in the labor force. Moreover, inadequate nursery and childcare services during women's return to work negatively affect employment continuity. State-supported incentives, micro-credit programs and vocational training projects are carried out in order to encourage women's entrepreneurship and ensure that women are more involved in employment, and it is of great importance to increase the effectiveness of these programs (Şanlıurfa Employment and Labor Market Report, 2023).

Women's career development in Şanlıurfa is directly linked to education level, professional experience, social perceptions and opportunities in the business world. The majority of women are employed in the service, textile and agriculture-based sectors, with very low rates of promotion to management and senior positions. Gender-based discrimination at work stands out as one of the most important factors hindering career advancement. Various vocational training programs, entrepreneurship support and government incentives are implemented to support women's professional development. However, the limited availability of career planning and leadership programs for women employees in workplaces is one of the main problems preventing women's advancement in the business world. In order for women to play a more effective role in the workforce and reach management levels, policies that ensure equal opportunities in the business world should be developed, incentives for women's employment should be increased and flexible working models should be made widespread (Şanlıurfa Employment and Labor Market Report, 2023).

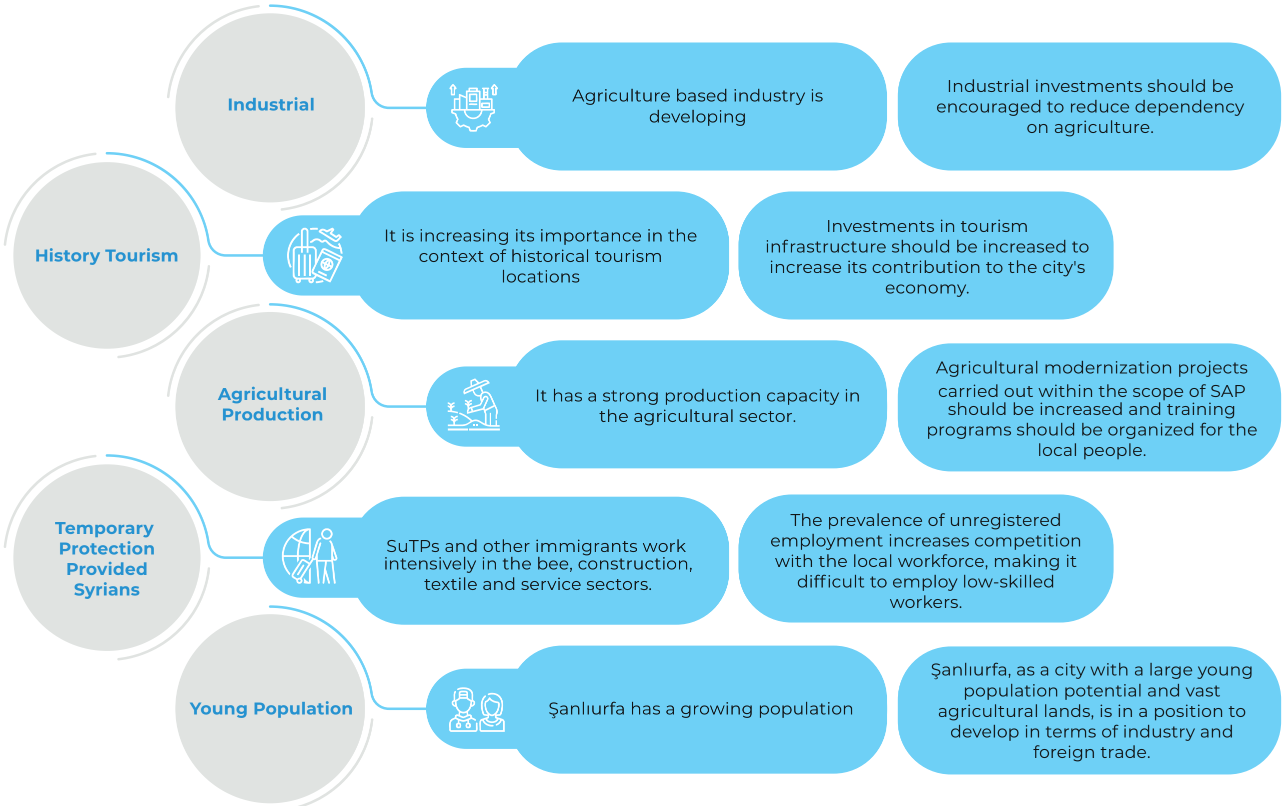
Gender differences in the labor market in Şanlıurfa are clearly observed. While men are mostly concentrated in the industrial, construction and agricultural sectors, women are generally employed in the service, textile and education sectors. Women's labor force participation rate is lower than men's, and traditional social roles, differences in educational attainment and family responsibilities limit women's employment opportunities. In addition, men have higher rates of career advancement, while women are underrepresented in managerial positions. Women are more likely to be employed informally than men, and working without social security is widespread. In order to eliminate this imbalance in the labor market, policies supporting women's employment should be expanded, flexible working models should be encouraged and vocational training programs should be increased (Şanlıurfa Employment and Labor Market Report, 2023).



1.6 Prominent Findings in Literature Review

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

Figure 2. Findings from the Literature Review on Şanlıurfa



In this section, existing studies in the literature are reviewed in order to draw a general framework of the labor market in Şanlıurfa. In order to support the findings in the literature with data from the field, the next section analyzes the secondary statistic collected in Şanlıurfa.

> **Gender differences in the labor market in Şanlıurfa are clearly observed. While men are mostly concentrated in industry, construction and agriculture sectors, women are generally employed in service, textile and education sectors.**

CHAPTER II

CHAPTER II

2. ANALYSIS OF SECONDARY DATA AND FINDINGS

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

2.1 Population and Demographic Statistics

2.1.1 TURKSTAT Population Registration System Statistics

Populations of settlements are calculated by taking into account the population living in institutional places together with the population from the Address Based Population Registration System updated by the Ministry of Interior General Directorate of Population and Citizenship Affairs. Individuals staying in institutional places such as barracks, prisons, nursing homes, 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 evaluated. Foreigners with a visa or residence permit for less than 90 days for reasons such as courses, tourism, scientific research, etc. and SuTPs are not included in the population.

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

Population	Years	Türkiye	Şanlıurfa
Total Population	2022	85,279,553	2,170,110
	2023	85,372,377	2,213,964
Provincial and District Centers	2022	79,613,279	2,170,110
	2023	79,399,292	2,213,964
Annual Population Growth Rate	2021-2022	7,1	12,6
	2022-2023	1,1	20

While the total population of Türkiye has reached 85.3 million, the population of Şanlıurfa has increased to 2,213,964 people. Şanlıurfa is one of the fastest growing provinces in Türkiye, with a population growth rate of 20% between 2022 and 2023. This rate is quite high compared to the 1.1% growth rate in Türkiye (Table 6).

The increase in the population living in provincial and district centers shows that urban growth continues. Şanlıurfa tends to receive migration and fertility rates remain high. The rapid change in demographic structure requires planning in the areas of infrastructure, education, health and employment. Especially the high rate of young population creates significant opportunities and challenges in terms of labor market and social policies.

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

Population	Gender	Türkiye	Şanlıurfa
Total Population	**Total**	85,372,377	2,213,964
	Male	42,734,071	1,116,834
	Female	42,638,306	1,097,130
Provincial and District Centers	**Total**	79,399,292	2,213,964
	Male	39,664,342	1,116,834
	Female	39,734,950	1,097,130
Population Density		111	118

The total population of Şanlıurfa is 2,213,964, with a male population of 1,116,834 and a female population of 1,097,130. The population living in the provincial and district centers is equal to the total population. Population density is calculated as 118 people/km² for Şanlıurfa and 111 peoples/km² for Türkiye (Table 7).

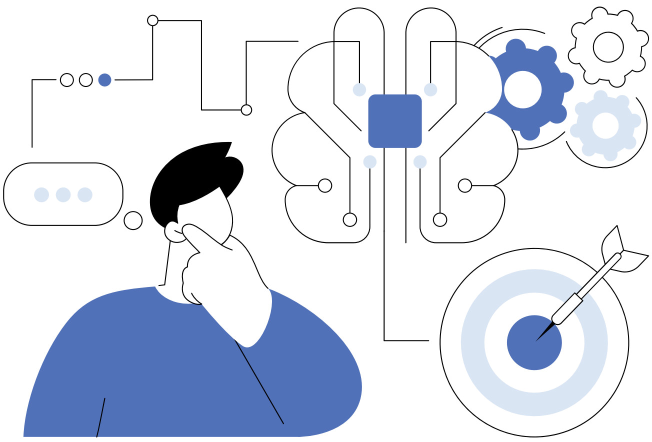


Table 8. Median Age by Gender, 2023

Year	Gender	Total	Şanlıurfa
2022	**Total**	33,5	20.8
	Male	32,8	20.4
	Female	34,2	21.3
2023	**Total**	34	21.2
	Male	33,2	20.7
	Female	34,7	21.6

The median age in Şanlıurfa is 21.2 in 2023, while it is 34 in Türkiye. When analyzed by gender, the median age of men in Şanlıurfa is 20.7 and 21.6 for women. As in Türkiye, the median age of women is higher than that of men. Compared to 2022, the median age has increased both in Şanlıurfa and Türkiye (Table 8).

Table 9. Population, Marital Status and Gender, 2023

	Gender	Total	Şanlıurfa
Total	**Total**	67,060,744	1,376,807
	Male	33,339,609	688,402
	Female	33,721,135	688,405
Never Married	**Total**	19,231,798	488,428
	Male	10,911,913	263,099
	Female	8,319,885	225,329
Married	**Total**	40,876,455	821,396
	Male	20,460,478	410,643
	Female	20,415,977	410,753
Divorced	**Total**	3,205,212	21,720
	Male	1,415,476	8,679
	Female	1,789,736	13,041
Widower	**Total**	3,747,279	45,263
	Male	551,742	5,981
	Female	3,195,537	39,282

When marital status data are analyzed (Table 9), it is seen that the number of never-married individuals is 488,428, most of whom are men. The married population is 821,396 and this group constitutes a significant portion of the total population. The number of divorced individuals is recorded as 21,720, while the number of widows is 45,263. The higher number of divorced and widowed women compared to men indicates that the remarriage rate of women after divorce is lower than that of men. Although the distribution of marital status in Şanlıurfa exhibits a similar trend with Türkiye in general, it can be said that the proportion of married individuals is high due to the traditional family structure.

Table 10. Foreign Population

Year	Gender	Total	Şanlıurfa
2022	**Total**	1,823,836	8,242
	Male	902,24	4,777
	Female	921,712	3,465
2023	**Total**	1,570,543	6,038
	Male	762,672	3,279
	Female	807,871	2,759

As of 2023, the foreign population in Şanlıurfa was recorded as 6,038 people, showing a decrease compared to the previous year (Table 10). A similar trend was observed across Türkiye and the total number of foreign population decreased from 1,823,836 to 1,570,543. In Şanlıurfa, the male foreign population was calculated as 3,279 and the female foreign population as 2,759, with the gender distribution in favor of men. This decline in the foreign population can be attributed to migration policies, economic factors and social integration processes. The fact that Şanlıurfa, which is located in the border regions, has a structure that is sensitive to migration mobility is among the factors that directly affect the changes in the number of foreign population.

Table 11. Average Household Size, 2008-2023

Year	Türkiye	Şanlıurfa
2008	4	6,4
2009	4	6,6
2010	3,8	6,5
2011	3,8	6,4
2012	3,7	6,3
2013	3,6	6,2
2014	3,6	6,1

Table 11. Average Household Size, 2008-2023

Year	Türkiye	Şanlıurfa
2015	3,5	5,9
2016	3,5	5,8
2017	3,4	5,7
2018	3,4	5,6
2019	3,4	5,4
2020	3,3	5,2
2021	3,2	5,1
2022	3,2	4,8
2023	3,1	4,7

The average household size in Türkiye, which was 4 people in 2008, decreased to 3.1 people by 2023. In Şanlıurfa, this value decreased from 6.4 in 2008 to 4.7 in 2023 (Table 11). This decrease can be attributed to declining fertility rates, urbanization process, individualization trends and changes in economic conditions. However, Şanlıurfa still has a household size above Türkiye's average and stands out as one of the provinces where the traditional extended family structure is preserved more than in many other regions.

Table 12. Age Dependency Ratio, 2007-2023

Age	Total	Şanlıurfa
Total	85,372 377	2,213,964
0-14	18,311,633	837,157
15-64	58,337,938	1,283,383
65 +	8,722,806	93,424
Total Age Dependency Ratio (%)	46,3	72,5
Child Dependency Ratio (%)	31,4	65,2
Elderly Dependency Ratio (%)	15	7,3

Between 2008 and 2023, the average household size in Şanlıurfa and Türkiye decreased (Table 12). The average household size in Türkiye, which was 4 in 2008, decreased to 3.1 in 2023. In Şanlıurfa, the average household size decreased from 6.4 in 2008 to 4.7 in 2023. Although Şanlıurfa has a household size above Türkiye's average, smaller households have become more common over time. This trend can be attributed to declining fertility rates, urbanization and lifestyle changes.

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

Population	Year	Türkiye	Şanlıurfa
Annual Population Growth Rate (%)	2007-2008	13,1	33
	2008-2009	14,5	24,8
	2009-2010	15,9	30,3
	2010-2011	13,5	31,3
	2011-2012	12	26,3
	2012-2013	13,7	22,4
	2013-2014	13,3	24
	2014-2015	13,4	25
	2015-2016	13,5	25,2
	2016-2017	12,4	23
	2017-2018	14,7	24,9
	2018-2019	13,9	18,4
	2019-2020	5,5	19,9
	2020-2021	12,7	13
	2021-2022	7,1	12,6
	2022-2023	1,1	20
Population Density(R)	2007	92	79
	2008	93	82
	2009	94	84
	2010	96	86
	2011	97	89
	2012	98	92
	2013	100	94
	2014	101	96
	2015	102	98
	2016	104	101
	2017	105	103
	2018	107	106
	2019	108	108
	2020	109	110
	2021	110	111
	2022	111	113
	2023	111	115

While the population growth rate in Türkiye was realized as 1.1% in the period 2022-2023, this rate increased to 20% in Şanlıurfa. Şanlıurfa has had a population growth rate above Türkiye's average in the past years, but has followed a fluctuating course over the years. In terms of population density, while Türkiye's population density was 92 people/km² in 2007, this value increased to 111 by 2023. In Şanlıurfa, population density increased from 79 people/km² in 2007 to 115 people/km² in 2023. This increase reflects the demographic growth of the province and changes in the spatial distribution of population (Table 13).

2.2 Labor Force and Employment Statistics

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

Table 14. Unemployment Rate Change

Year	Confidence Interval	Threshold Values	Türkiye	Şanlıurfa
2022	**Ratio**		10,4	9,7
	95% Confidence Interval	**Lower Limit**	10,2	7,9
		Upper Limit	10,6	11,4
2023	**Ratio**		9,4	9,9
	95% Confidence Interval	**Lower Limit**	9,2	8,1
		Upper Limit	9,6	11,7

The unemployment rate in Türkiye declined from 10.4% in 2022 to 9.4% in 2023. In Şanlıurfa, the unemployment rate increased from 9.7% in 2022 to 9.9% in 2023. Considering the 95% confidence interval, the unemployment rate in Şanlıurfa ranged between 7.9% and 11.4% in 2022, while this range was calculated between 8.1% and 11.7% in 2023. While the unemployment rate is decreasing across Türkiye, the increase in Şanlıurfa is noteworthy. This situation is important for evaluating the dynamics of the province's labor market and the effects of employment policies (Table 14).

Table 15. Employment Rate at Provincial Level

Year	Confidence Interval	Threshold Values	Türkiye	Şanlıurfa
2022	**Ratio**		47,5	40
	95% Confidence Interval	**Lower Limit**	47,3	37,5
		Upper Limit	47,8	42,6
2023	**Ratio**		48,3	41
	95% Confidence Interval	**Lower Limit**	48	38,7
		Upper Limit	48,6	43,3

While the employment rate in Türkiye was 47.5% in 2022, it increased to 48.3% in 2023. In Şanlıurfa, the employment rate increased from 40% in 2022 to 41% in 2023. When the 95% confidence interval is evaluated, the employment rate in Şanlıurfa ranges between 37.5% and 42.6% in 2022, while this range is calculated between 38.7% and 43.3% in 2023. While the employment rate has increased steadily across Türkiye, the increase in Şanlıurfa has been more limited. This suggests that the province may need more employment incentives to increase its labor force potential (Table 15).

Table 16. Change in Participation to Labor Force

Year	Confidence Interval	Threshold Values	Türkiye	Şanlıurfa
2022	**Ratio**		53,1	44,3
	95% Confidence Interval	**Lower Limit**	52,8	41,9
		Upper Limit	53,3	46,7
2023	**Ratio**		53,3	45,5
	95% Confidence Interval	**Lower Limit**	53,1	43,2
		Upper Limit	53,5	47,7

While the labor force participation rate in Türkiye was 53.1% in 2022, it increased to 53.3% in 2023. In Şanlıurfa, the rate increased from 44.3% in 2022 to 45.5% in 2023. When 95% confidence intervals are considered, the labor force participation rate in Şanlıurfa ranged between 41.9% and 46.7% in 2022 and between 43.2% and 47.7% in 2023 (Table 16). Compared to Türkiye's average, the labor force participation rate in Şanlıurfa is lower. This suggests that the province may need more employment policies and incentives to increase labor force participation.

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

Table 17. Open Vacancy Announcement and Job Placement

Job Status	Available Position	Gender	Şanlıurfa	Türkiye
Open Vacancy Announcement	**Public**		12	30,190
	Private		15,589	2,646,816
	Total		15,601	2,677,006
Job Placement	**Public**	**Male**	18	11,581
		Female	1	4,935
		Total	19	16,516
	Private	**Male**	5,718	761,307
		Female	2,403	459,203
		Total	8,121	1,220,510
	Total	**Male**	5,736	772,888
		Female	2,404	464,138
		Total	8,140	1,237,026

There are a total of 15,601 vacancies registered with ISKUR in Şanlıurfa, of which only 12 are in the public sector and 15,589 in the private sector. In terms of job placements , a total of 8,140 people were employed in Şanlıurfa. While only 19 people were placed in the public sector, this number was recorded as 8,121 in the private sector (Table 17).

Table 18. Placements by Age Groups and Provinces

Age	Gender	Şanlıurfa	Total
15- 24	**Male**	1,713	268,499
	Female	1,352	189,225
	Total	3,065	457,724
25 -29	**Male**	1,491	149,511
	Female	544	81,088
	Total	2,035	230,599
30- 34	**Male**	986	93,457
	Female	219	49,210
	Total	1,205	142,667
35-39	**Male**	580	74,114
	Female	125	47,472

Table 18. Placements by Age Groups

Age	Gender	Şanlıurfa	Total
	Total	705	121,586
40- 44	**Male**	442	69,395
	Female	97	45,752
	Total	539	115,147
45-49	**Male**	239	59,465
	Female	43	30,307
	Total	282	89,772
50-54	**Male**	162	36,786
	Female	17	14,149
	Total	179	50,935
55-59	**Male**	88	14,998
	Female	3	5,047
	Total	91	20,045
60-64	**Male**	32	5,174
	Female	4	1,435
	Total	36	6,609
65+	**Male**	3	1,489
	Female	0	453
	Total	3	1,942
Total	**Male**	5,736	772,888
	Female	2,404	464,138
	Total	8,140	1,237,026

In Şanlıurfa, a total of 8,140 people were employed through ISKUR, of which 5,736 were male and 2,404 were female. When analyzed by age groups, it is seen that the highest number of job placements was realized in the 15-24 age group. While 3,065 people in this age group were employed in Şanlıurfa, 457,724 people were employed in Türkiye. The high job placement rate of the young workforce can be attributed to on-the-job training programs and incentives for young people. However, there is a significant decline in the number of people employed through ISKUR as they get older. In particular, the placement rate of individuals aged 50 and over is quite low. Female employment rates are lower than male employment rates in all age groups, with a significant decline in the employment rate of women aged 45 and above (Table 18).

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

Education Status	Gender	Şanlıurfa	Türkiye
Illiterate	**Male**	10	667
	Female	1	174
	Total	11	841
Literate (no formal education completed)	**Male**	334	12,387
	Female	227	6,002
	Total	561	18,389
Primary Education	**Male**	2,564	307,813
	Female	511	147,342
	Total	3,075	455,155
Secondary Education	**Male**	2,097	326,857
	Female	993	183,932
	Total	3,090	510,789
Associate Degree	**Male**	364	62,086
	Female	334	65,746
	Total	698	127,832
Bachelor's Degree	**Male**	361	60,938
	Female	332	58,836
	Total	693	119,774
Master's Degree	**Male**	5	2,046
	Female	6	2,016
	Total	11	4,062
PhD	**Male**	1	94
	Female	0	90
	Total	1	184
Total	**Male**	5,736	772,888
	Female	2,404	464,138
	Total	8,140	1,237,026

The table above shows the distribution of job placements through ISKUR in Şanlıurfa and Türkiye by education level as of 2023 (Table 19). According to the data , individuals with low and middle education levels are more likely to find a place in the labor market, while the employment rate of higher education graduates through ISKUR remains relatively low. In Şanlıurfa, a total of 8,140 people were placed in jobs through ISKUR, of which 5,736 were male and 2,404 were female.

Primary and secondary education graduates have the largest share in job placements. In Şanlıurfa, 3,075 primary education graduates and 3,090 secondary education graduates were employed. A similar trend is observed across Türkiye, and the share of these groups in total employed is quite high. The employment rates of associate degree and bachelor's degree graduates are lower, with 698 associate degree graduates and 693 bachelor's degree graduates being employed in Şanlıurfa.

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

Occupational Groups	Şanlıurfa	Türkiye Overall
Office Services Employees	2,793	**249,265**
Service and Sales Workers	6,721	**431,768**
Unskilled Occupations	40,783	**957,763**
Skilled Agricultural, Forestry and Aquaculture Workers	958	**22,411**
Professional Professionals	2,066	**167,044**
Craftsmen and Related Occupations	3,751	**205,836**
Armed Forces Related Occupations	16	**709**
Technicians, Technicians and Assistant Professionals	2,267	**165,596**
Plant and Machine Operators and Assemblers	4,570	**196,233**
Managers	152	**23,826**
Total	**64,077**	**2,420,451**

As of 2023, when the distribution of unemployed registered with ISKUR in Şanlıurfa and Türkiye is analyzed by occupational groups (Table 20), the highest number of unemployed in Şanlıurfa is in the "**Unskilled Occupations**" group and 40,783 people are looking for a job in this category. In Türkiye, this occupational group also has the highest unemployment rate, reaching 957,763 people in total. This indicates that the low-skilled labor force has difficulty in being employed and vocational training opportunities need to be increased. Service and sales personnel is the second occupational group with the highest unemployment rate in Şanlıurfa with 6,721 people. Employees working in office services are in the third place with 2,793 unemployed. In occupational groups for industry, 4,570 people are looking for a job in the category of "**Plant and Machine Operators and Assemblers**" and 3,751 people are looking for a job in the group of "**Craftsmen and Related Workers**".

Professional occupations (2,066 people) and technicians, technicians and assistant professional occupations (2,267 people) are among the occupational groups with relatively low unemployment rates. In the managers group, only 152 people are looking for a job. These data reveal the imbalance between labor force and sector needs and the importance of vocational training for the integration of qualified labor force into the labor market. It is seen that policies and incentive mechanisms should be developed to facilitate the employment of low-skilled labor force.

Table 21. Unemployed Registered with ISKUR by Age Groups

Age	Gender	Şanlıurfa	Türkiye
15 - 24	**Male**	8,149	257,307
	Female	5,269	228,122
	Total	13,418	485,429
25 -29	**Male**	9,035	245,394
	Female	5,379	251,120
	Total	14,414	496,514
30 - 34	**Male**	7,194	192,957
	Female	4,390	207,888
	Total	11,584	400,845
35-39	**Male**	5,364	163,319
	Female	3,782	186,245
	Total	9,146	349,564
40 - 44	**Male**	3,457	136,011
	Female	2,706	151,300
	Total	6,163	287,311
45-49	**Male**	2,110	92,109
	Female	1,846	101,076
	Total	3,956	193,185
50-54	**Male**	1,598	63,796
	Female	1,080	60,281
	Total	2,678	124,077
55-59	**Male**	933	29,772
	Female	627	25,258
	Total	1,560	55,030
60-64	**Male**	518	13,047
	Female	315	8,059
	Total	833	21,106

Table 21. Unemployed Registered with ISKUR by Age Groups

Age	Gender	Şanlıurfa	Türkiye
65+	**Male**	211	4,460
	Female	114	2,930
	Total	325	7,390
Total	**Male**	38,569	1,198,172
	Female	25,508	1,222,279
	Total	64,077	2,420,451

As of 2023, according to the data on the distribution of unemployed registered with ISKUR in Şanlıurfa and Türkiye by age groups and gender, it is seen that unemployment is mostly concentrated in the 25-29 age group, youth unemployment is an important problem and the unemployment rate of women is higher than that of men (Table 21). While there are 64,077 registered unemployed in Şanlıurfa, 38,569 of them are male and 25,508 are female. The highest number of unemployed is in the 25-29 age group, with a total of 14,414 people looking for a job in this age group. In the 15-24 age group, 13,418 people are unemployed. These data reveal the difficulties of transition to employment after graduation and the high youth unemployment rates.

A gradual decrease in the number of unemployed is observed with increasing age. In the 30-34 age group, the number of unemployed people decreases to 11,584, while 9,146 people in the 35-39 age group are looking for a job. While the number of unemployed people aged 50 and above is lower, this may also be related to individuals retiring or withdrawing from the labor force. A total of 2,678 people in the 50-54 age group, 1,560 people in the 55-59 age group and 1,158 people in the 60 and over age group were registered as unemployed. On a gender basis, women's unemployment rates are higher than men's, especially in the 25-39 age group. This situation shows the difficulties women face in entering the labor market and the obstacles they face in employment continuity. Considering the dynamics of the labor market, the need to develop incentive policies especially for youth and women employment comes to the fore.

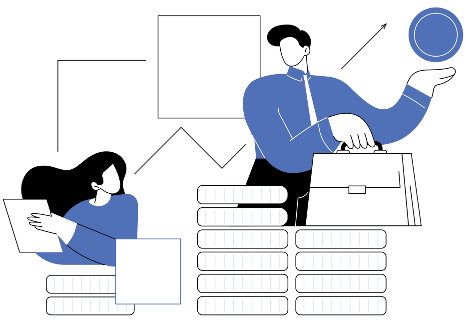

Table 22. Distribution of Unemployed Registered with ISKUR by Educational Background

Education Status	Gender	Şanlıurfa	Total
Illiterate	**Male**	1,008	7,971
	Female	2,737	15,619
	Total	3,745	23,590
Literate (no formal education completed)	**Male**	2,277	23,732
	Female	3,738	33,297
	Total	6,015	57,029
Primary Education	**Male**	17,562	465,555
	Female	9,744	388,427
	Total	27,306	853,982
Secondary Education	**Male**	13,712	470,158
	Female	5,809	406,134
	Total	19,521	876,292
Associate Degree	**Male**	2,209	104,149
	Female	2,015	191,638
	Total	4,224	295,787
Bachelor’s Degree	**Male**	1,745	120,459
	Female	1,436	178,882
	Total	3,181	299,341
Master's Degree	**Male**	54	5,825
	Female	24	7,957
	Total	78	13,782
PhD	**Male**	2	323
	Female	5	325
	Total	7	648
Total	**Male**	38,569	1,198,172
	Female	25,508	1,222,279
	Total	64,077	2,420,451

As of 2023, according to the data on the distribution of unemployed registered with ISKUR in Şanlıurfa and Türkiye by education level, primary and secondary education graduates constitute the largest group among the unemployed in Şanlıurfa with a total of 46,827 people (Table 22). This indicates that individuals with low and middle education levels have more difficulty in finding a job. A similar trend is observed across Türkiye, where unemployment rates at these education levels are higher than other groups. Associate's and bachelor's degree graduates have a significant share among the unemployed with a total of 7,405 people. The fact that the unemployment rates of female bachelor's degree graduates (1,436 people) are higher than those of men indicates that women cannot find a sufficient place in the labor market despite their level of education. The unemployment rates of master's and doctorate graduates are quite low. In Şanlıurfa, only 78 master's degree graduates and only 7 PhD graduates are unemployed.

These data reveal that the unemployment rate decreases as the level of education increases and that individuals with higher education find a place in the labor market more easily. The importance of vocational training and reskilling programs to improve the job finding process of individuals with low levels of education comes to the fore.

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

Disadvantaged Groups	Job Placement	Gender	Şanlıurfa	Türkiye
People with Disabilities	Public	**Male**	13	451
		Female	1	104
		Total	14	555
	Private	**Male**	184	27,501
		Female	38	7,121
		Total	222	34,622
	Total	**Male**	197	27,952
		Female	39	7,225
		Total	236	35,177
Ex-convict / Injured in the War on Terror	Public	**Male**	4	165
		Female	0	3
			4	168

As of 2023, the employment of disabled people, ex-convicts and individuals injured in the fight against terrorism in the public and private sectors in Şanlıurfa and Türkiye (Table 23) shows that the private sector has a higher share in the employment of disabled people compared to the public sector, while the employment rate of women disabled people remains quite low. In Şanlıurfa, a total of 236 people with disabilities were placed in jobs, 197 of whom were male and 39 of whom were female. In Türkiye, a total of 35,177 disabled people were employed. Looking at the employment of disabled people, it is noteworthy that the private sector employs more disabled people than the public sector. While the number of disabled people employed in the private sector in Şanlıurfa is 222, this number is only 14 in the public sector.

On a gender basis, the employment rate of women with disabilities is considerably lower than that of men. A similar trend is observed across Türkiye, and the labor market participation rate of disabled men is significantly higher than that of women. Employment of ex-convicts and individuals injured in the fight against terrorism is quite limited. In Şanlıurfa, only 4 male individuals were placed in public sector jobs and no placement was recorded for women. In Türkiye, a total of 168 people were employed in this category.

Table 24. Statistics on People with Disabilities

People with Disabilities	Job Placement	Şanlıurfa	Türkiye
Number of Workplaces Obliged to Employ Disabled People	Public	18	1,433
	Private Sector	122	21,501
	Total	140	22,934
Number of Disabled People Currently Working	Public	243	22,449
	Private Sector	691	121,729
	Total	934	144,178
Number of Open Disability Quotas	Public	31	3,532
	Private Sector	118	21,370
	Total	149	24,902
Number of People with Disabilities Employed Above the Quota	Public	49	3,453
	Private Sector	77	10,407
	Total	126	13,860

As of 2023, according to the distribution of the number of workplaces, currently employed disabled people, open quotas and disabled people working in excess of quotas in Şanlıurfa and Türkiye (Table 24), it is seen that the employment of disabled people is largely provided by the private sector, but there are still many unfilled open quotas. In Şanlıurfa, the total number of workplaces obliged to employ disabled people is 140, 18 of which belong to the public sector and 122 of which belong to the private sector. The number of disabled people currently employed is 934; 243 of them are employed in the public sector and 691 in the private sector. A similar trend is observed across Türkiye, with a total of 144,178 people with disabilities working.

The total number of "**open vacancies**" reserved for people with disabilities but not filled is 149 in Şanlıurfa, 31 of which belong to the public sector and 118 to the private sector. In Türkiye, the total number of open quotas is calculated as 24,902. These data show that employers have not fully filled the quotas set for the employment of disabled people and that a significant number of disabled people can still be integrated into the labor market. On the other hand, there are disabled people working in some workplaces as over quota. In Şanlıurfa, a total of 126 people are employed, 49 of them in the public sector and 77 in the private sector. In Türkiye, a total of 13,860 people work as over quota. This situation shows that some employers encourage the employment of disabled people beyond the legal obligation. In order to increase the employment of peeople with disabilities, it is of great importance to increase the incentives to fill vacancies and to increase the participation of employers in this process.

Table 25. Services Provided by ISKUR for Women

Employment Movements	Services	Şanlıurfa	Türkiye
Job Placement	Public	1	4,935
	Private Sector	2,403	459,203
	Total	2,404	464,138
Active Labor Market Policies	Vocational Training	0	607
	On-the-Job Training	480	26,761
	Total	480	27,368
Individual Counseling Services	Number of Interviews	13,823	1,132,034

As of 2023, when the services provided by ISKUR for women in Şanlıurfa and Türkiye are analyzed (Table 25), it is seen that women are mostly employed through the private sector, while a very limited number of women are employed in the public sector. In Şanlıurfa, a total of 2,404 women were placed in jobs, of which only 1 was employed in the public sector and 2,403 in the private sector. In Türkiye, a total of 464,138 women were placed in jobs and the majority of them started working in the private sector.

Within the scope of active labor market policies to support women's employment, no women benefited from vocational training programs in Şanlıurfa, while 480 women benefited from on-the-job training programs. In Türkiye, 607 women participated in vocational training programs and 26,761 women participated in on-the-job training programs. Individual counseling services for women also provide important support for participation in the labor market. In Şanlıurfa, 13,823 women participated in individual job counseling meetings, while this number was recorded as 1,132,034 in Türkiye. This data shows that women benefit from guidance services to a large extent in the process of entering the labor market, but more supportive programs need to be implemented to increase employment rates. Strengthening the link between education and employment, making job applications more accessible and promoting flexible working models are critical to encourage women's labor force participation.

Table 26. ISKUR's Services for Social Assistance Recipients

Employment Movements	Gender/Training	Şanlıurfa	Türkiye
Job Placement	**Male**	434	10,923
	Female	79	5,902
	Total	513	16,825
Active Labor Market Programs	**Vocational Training**	4	181
	On-the-Job Training	17	2,156
	Total	21	2,337

As of 2023, when the employment and training services provided by ISKUR for individuals receiving social assistance in Şanlıurfa and Türkiye are analyzed (Table 26), it is seen that men are employed more than women in the integration of individuals receiving social assistance into the labor market. In Şanlıurfa, a total of 513 people receiving social assistance were placed in jobs, 434 of whom were men and 79 of whom were women. In Türkiye, this number was recorded as 16,825. The fact that women's labor force participation rates remain low despite benefiting from social assistance reveals the need to increase incentives for women's employment.

It is noteworthy that vocational training and on-the-job training programs are very limited within the scope of active labor market programs implemented for individuals receiving social assistance. In Şanlıurfa, only 4 people benefited from vocational training programs, while 17 people participated in on-the-job training programs. In Türkiye, 181 people benefited from vocational training programs and 2,156 people benefited from on-the-job training programs. These data show that vocational training and on-the-job training programs should be made more widespread in order to increase the employability of individuals receiving social assistance.

Table 27. Unemployment Insurance Activities

Activities	Appropriation Status	Şanlıurfa	Türkiye
Application for Unemployment Benefits		20,545	**1,614,184**
Number of Beneficiaries	**Applications Rejected / Not Eligible**	1,944	**247,973**
	Unemployment Allowance Ended	1,569	**184,034**
	Ongoing Payment	3,177	**302,839**

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As of 2023, data on unemployment insurance applications, individuals entitled to unemployment benefits and benefit status in Şanlıurfa and Türkiye (Table 27) shows that a total of 20,545 people applied for unemployment benefits in Şanlıurfa, while this number was recorded as 1,614,184 in Türkiye. When the number of individuals entitled to unemployment benefit is analyzed, 1,944 people in Şanlıurfa were entitled to unemployment benefit. In Türkiye, this number was calculated as 247,973. In terms of individuals whose unemployment allowance process is ongoing, it is seen that 3,177 people in Şanlıurfa continue to receive unemployment allowance and 1,569 people's unemployment allowance has ended. In Türkiye as a whole, these figures are recorded as 302,839 people whose payments are ongoing and 184,034 people whose payments have ended, respectively. These data show that although the number of applications for unemployment benefit is high, the rate of entitlement is lower.

Table 28. Unemployment Allowance Claimants by Age Groups

Age Ranges	Gender	Şanlıurfa	Türkiye
15-24	**Male**	314	32,249
	Female	286	22,647
	Total	600	54,896
25-29	**Male**	1,045	79,901
	Female	563	62,404
	Total	1,608	142,305
30-34	**Male**	1,264	91,156
	Female	395	56,978
	Total	1,659	148,134
35-39	**Male**	925	89,522
	Female	244	50,113
	Total	1,169	139,635
40-44	**Male**	747	78,183
	Female	151	47,259
	Total	898	125,442
45-49	**Male**	345	37,126
	Female	73	32,460
	Total	418	69,586
50-54	**Male**	161	17,185
	Female	38	18,480
	Total	199	35,665

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Table 28. Unemployment Allowance Claimants by Age Groups

Age Ranges	Gender	Şanlıurfa	Türkiye
55-59	**Male**	88	7,371
	Female	13	7,937
	Total	101	15,308
60-64	**Male**	21	1,489
	Female	12	1,617
	Total	33	3,106
65+	**Male**	5	370
	Female	0	399
	Total	5	769
Total	**Male**	4,915	434,552
	Female	1,775	300,294
	Total	6,690	734,846

As of 2023, when the distribution of individuals entitled to unemployment benefits in Şanlıurfa and Türkiye is analyzed by age groups and gender (Table 28), a total of 6,690 people in Şanlıurfa were entitled to unemployment benefits, of which 4,915 were male and 1,775 were female. In Türkiye, this number is calculated as 734,846. When analyzed by age groups, it is seen that the highest number of people entitled to unemployment benefits is concentrated in the 25-34 age group. In Şanlıurfa, 1,608 people in the 25-29 age group and 1,659 people in the 30-34 age group were entitled to unemployment benefits. In the 35-39 age group, this number was calculated as 1,169. These data show that young and middle-aged individuals are more likely to experience job loss in the labor market and that this age group constitutes the most dynamic segment of the active labor force.

It is noteworthy that there is a significant decline in the number of individuals entitled to unemployment benefits with increasing age. An analysis by gender reveals that women are less likely to receive unemployment benefits than men. This difference becomes more pronounced especially for women aged 30 and above.

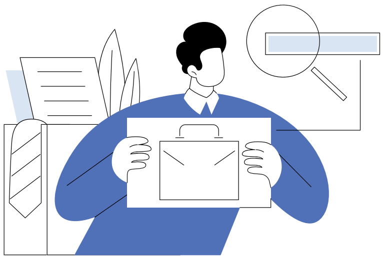

Table 29. Unemployment Allowance Claimants by Education Level by Provinces

Education Status	Gender	Şanlıurfa	Türkiye
Illiterate	**Male**	56	3,390
	Female	42	3,476
	Total	98	6,866
Literate (no formal education completed)	**Male**	250	9,005
	Female	144	7,417
	Total	394	16,422
Primary Education	**Male**	2,439	183,297
	Female	489	99,356
	Total	2,928	282,653
Secondary Education	**Male**	1,475	147,556
	Female	479	83,452
	Total	1,954	231,008
Associate Degree	**Male**	249	33,978
	Female	239	43,329
	Total	488	77,307
Bachelor's Degree	**Male**	425	53,554
	Female	363	59,102
	Total	788	112,656
Master's Degree	**Male**	21	3,629
	Female	18	4,043
	Total	39	7,672
PhD	**Male**	0	143
	Female	1	119
	Total	1	262
Total	**Male**	4,915	434,552
	Female	1,775	300,294
	Total	6,690	734,846

As of 2023, when the distribution of individuals entitled to unemployment benefits in Şanlıurfa and Türkiye is analyzed according to their education levels (Table 29), the majority of those entitled to unemployment benefits are primary and secondary education graduates. It is observed that the rate of benefiting from unemployment insurance decreases as the level of education increases.

The largest group of people entitled to unemployment benefits in Şanlıurfa are primary education graduates, totaling 2,928 people. Secondary education graduates are in second place with 1,954 people. A similar trend is observed across Türkiye, where the majority of those claiming unemployment benefits are individuals with low and middle education levels. The rate of associate's and bachelor's degree graduates claiming unemployment benefits is also noteworthy. In Şanlıurfa, 488 associate degree graduates and 788 bachelor's degree graduates were entitled to unemployment benefits. These rates are similar across Türkiye. The unemployment benefit entitlement rate of bachelor's degree graduates is higher than that of associate's degree graduates.

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

Occupational Groups\Status of Education	Disability Course			Voc. Training			On-the-Job Training Program (IEP)			Türkiye		
	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 (no formal 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
Literate without Diploma	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
Şanlıurfa	**0**	**0**	**0**	**0**	**0**	**0**	**473**	**480**	**953**	**473**	**480**	**953**
Illiterate	0	0	0	0	0	0	8	14	22	8	14	22
Literate (no formal diploma)	0	0	0	0	0	0	81	148	229	81	148	229
Primary education	0	0	0	0	0	0	191	158	349	191	158	349
Secondary Education	0	0	0	0	0	0	155	120	275	155	120	275
Associate Degree	0	0	0	0	0	0	27	25	52	27	25	52
Literate (no formal diploma)	0	0	0	0	0	0	10	15	25	10	15	25
Master's Degree	0	0	0	0	0	0	1	0	1	1	0	1
PhD	0	0	0	0	0	0	0	0	0	0	0	0

As of 2023, when the participation in active labor market programs in Şanlıurfa and Türkiye is analyzed by education level (Table 30), participation in active labor market programs in

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Şanlıurfa remained at a very limited level. While a total of 50,471 people benefited from these programs in Türkiye, this number was only 953 in Şanlıurfa. In terms of participation in disability courses, no disability courses were organized in Şanlıurfa. In Türkiye, 134 people participated in these courses. This indicates that access to courses aimed at increasing the employability of people with disabilities is quite limited. The low participation in disability courses, especially for illiterate and primary school graduates, reveals that vocational training should be increased for these groups. Within the scope of on-the-job training programs (IEP), a total of 953 people participated in the program in Şanlıurfa, of which 473 were male and 480 were female. When participation in the programs is analyzed according to educational attainment, the highest number of participants were secondary education graduates (275 people) and primary education graduates (349 people). The participation of associate degree graduates in on-the-job training programs was limited to 52 people, while the participation of bachelor's degree graduates was recorded as only 25 people.

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

Number of Interviews and Participants	Activities	Şanlıurfa	Türkiye
Number of Individual Interviews	**Business Consultancy**	47,750	2,721,841
	Vocational Counseling	1,507	44,143
	Workplace Visit	6,564	695,536
	School Visit	31	9,185
	Group Interview Availability	13,747	897,525
Number of Work Club Participants	**Male**	175	18,708
	Female	310	32,917
		485	51,625

As of 2023, job counseling, vocational counseling, workplace and school visits, group meetings and job club activities in Şanlıurfa and Türkiye (Table 31), a total of 47,750 individual job counseling meetings were held in Şanlıurfa, while this number reached 2.7 million in Türkiye. In Şanlıurfa, 1,507 people benefited from vocational counseling services. Within the scope of workplace visits, 6,564 visits were made in Şanlıurfa, and such activities are important in terms of determining the labor force demands of employers. School visits were very limited, with only 31 school visits in Şanlıurfa. The number of people participating in group interviews was recorded as 13,747, while a total of 485 people participated in job club activities.

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

Individual Interview	Gender	Şanlıurfa	Türkiye
Total Number of Interviews	**Male**	35,434	**1,633,950**
	Female	13,823	**1,132,034**
	Total	49,257	**2,765,984**
Young (15-24)	**Male**	7,834	**394,701**
	Female	3,788	**272,298**
	Total	11,622	**666,999**
Disabled	**Male**	3,711	**213,143**
	Female	457	**55,286**
	Total	4,168	**268,429**
Higher Education	**Male**	2,535	**216,101**
	Female	1,936	**241,861**
	Total	4,471	**457,962**

As of 2023, when the individual job counseling interviews for people with disabilities, young job seekers, higher education graduates and women in Şanlıurfa and Türkiye are analyzed (Table 32), a total of 49,257 individual interviews were conducted in Şanlıurfa, of which 35,434 were conducted with men and 13,823 with women. In interviews for young job seekers, a total of 11,622 counseling services were provided in Şanlıurfa, while the number of interviews with people with disabilities was recorded as 4,168. In individual interviews for higher education graduates, a total of 4,471 people benefited from this service. The data shows that women benefit from job counseling services less than men. Increasing individual counseling services will be an important strategy to support the integration of disabled and young women into the labor market.

> **"As of 2023, an analysis of the distribution of individuals entitled to unemployment benefits in Şanlıurfa and Türkiye by education level reveals that the majority are graduates of primary and secondary education."**

Table 33. Individual Interviews by Level of Education

Education Status	Gender	Şanlıurfa	Türkiye
Illiterate	**Male**	701	3,933
	Female	787	7,125
	Total	1,488	11,058
Literate (no formal education completed)	**Male**	2,007	19,061
	Female	2,242	23,745
	Total	4,249	42,806
Primary Education	**Male**	19,306	756,975
	Female	5,273	465,798
	Total	24,579	1,222,773
Secondary Education	**Male**	10,885	637,880
	Female	3,585	393,505
	Total	14,470	1,031,385
Associate Degree	**Male**	1,377	107,403
	Female	1,144	130,588
	Total	2,521	237,991
Bachelor’s Degree	**Male**	1,130	103,958
	Female	765	106,611
	Total	1,895	210,569
Master's Degree	**Male**	28	4,507
	Female	26	4,495
	Total	54	9,002
PhD	**Male**	0	233
	Female	1	167
	Total	1	400
Total	**Male**	35,434	1,633,950
	Female	13,823	1,132,034
	Total	49,257	2,765,984

As of 2023, when the distribution of individual job counseling interviews in Şanlıurfa and Türkiye is analyzed by education level (Table 33), the highest number of individual interviews were conducted among primary and secondary education graduates. A total of 49,257 individual interviews were conducted in Şanlıurfa, most of which were conducted with individuals with low and middle education levels. Primary education graduates constitute the largest group with 24,579 interviews, while secondary education graduates rank second with 14,470 interviews. Associate's and bachelor's degree graduates conducted 2,521 and 1,895 interviews, respectively. The number of individual interviews for master's and doctoral graduates remained at very low levels.

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

Employment Status	Gender	Şanlıurfa	Türkiye
Open Job Postings	**Total**	15,601	2,677,006
Job Placement	**Male**	5,736	772,888
	Female	2,404	464,138
	Total	8,140	1,237,026
Registered Unemployed	**Male**	38,569	1,198,172
	Female	25,508	1,222,279
	Total	64,077	2,420,451

As of 2023, the distribution of job vacancies, job placements and registered unemployed in Şanlıurfa and Türkiye (Table 34) shows that there were 15,601 job vacancies in Şanlıurfa and 2,677,006 in Türkiye. In terms of job placements, 8,140 people were employed in Şanlıurfa, of which 5,736 were male and 2,404 were female. In Türkiye, 1,237,026 people were placed in employment. When registered unemployed data is analyzed, there are 64,077 unemployed in Şanlıurfa. Of these, 38,569 are male and 25,508 are female. The total number of registered unemployed in Türkiye was recorded as 2,420,451. It is observed that women have more difficulties in the labor force participation process and it is important to increase employment opportunities and develop policies that encourage women's employment. In particular, increasing incentives and diversifying employment opportunities on a sectoral basis to ensure more effective participation of women in the labor force can contribute to lower unemployment rates.

2.2.3 TURKSTAT Domestic and International Migration Statistics

Table 35. Internal Migration Statistics: Türkiye vs. Şanlıurfa, 2023

Migration	Türkiye	Şanlıurfa
Total Population	85,372,377	2,213,964
Migration Status	3,450,953	63,205
Immigration	3,450,953	63,559
Net Migration	0	-354
Net Migration Rate	0	-0.2

As of 2023, data on migration movements in Şanlıurfa and Türkiye reveal that the province is among the cities with net migration (Table 35). According to the data, Şanlıurfa received 63,205 migrants and gave 63,559 migrants. This indicates that the province lost 354 people and the net migration rate is -0.2%. A total of 3,450,953 people migrated across Türkiye, and the negative net migration in Şanlıurfa may be related to the economic and social dynamics of the province. The negative net migration indicates that outward migration is higher due to job and education opportunities. Supporting regional development policies, increasing employment opportunities and implementing projects to keep the young population in the city will be important for Şanlıurfa to maintain its migration balance.

Table 36. Reasons for Migration to Şanlıurfa, 2023

Reason for Migration	Türkiye	Şanlıurfa
Total	3,450,953	63 ,205
Job Transfer / Change of Workplace	320,142	5,653
Starting a Job / Employment Opportunity	285,825	5,884
Education	512,011	4,508
Marital Status Change / Family Reasons	152,046	2,453
Better Housing and Living Conditions	518,016	7,341
Migration Dependent on a Household / Family Member	601,481	14,282
Returning to Homestay/ Hometown	99,975	117
Health / Care	19,450	65
Purchase of Housing	95,570	1,599
Retirement /Pension	49,890	241
Natural Disaster / Emergency Situations	499,363	15,606
Other	103,547	2,335
Unknown /Not Specified	193,637	3,121

As of 2023, data on the reasons for migration in Şanlıurfa and Türkiye reveals that the province's migration is mostly due to family ties and better living conditions (Table 36). According to the data, the highest number of migration to Şanlıurfa is due to dependency on household/family members (14,282 people). This is followed by those who migrated due to natural disasters/emergencies (15,606 people) and those who migrated for better housing and living conditions (7,341 people). Among the reasons related to working life, factors such as starting a job/finding a job (5,884 people) and transfer/job change (5,653 people) stand out. The number of people who migrated for educational purposes was recorded as 4,508. Similar trends are observed in Türkiye as a whole, and migration movements for work and education have a large share.

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

Reason for Migration	Total	Şanlıurfa
Total	**3,450,953**	**63,559**
Transfer / Job Change	320,142	7,428
Starting a Job / Finding a Job	285,825	5,741
Education	512,011	11,013
Change of Marital Status / Family Reasons	152,046	3,783
Better Housing and Living Conditions	518,016	1,749
Migration Dependent on a Household/Family Member	601,481	6,429
Returning to Homestay/Hometown	99,975	463
Health / Care	19,450	138
Buying a House	95,570	1,040
Pension	49,890	222
Natural Disaster / Emergency	499,363	23,697
Other	103,547	1,238
Unknown	193,637	618

As of 2023, data on the reasons for migration in Şanlıurfa and Türkiye reveal that the province experienced the highest number of migration due to education, job changes and natural disasters (Table 37). The majority of those who migrated from Şanlıurfa left the city due to natural disasters or emergencies, and approximately 23,700 people migrated in this context. While the number of education-related migrants was around 11 thousand, 7 thousand 400 people moved due to transfer or job change. Among the reasons related to working life, the number of those who moved in order to start or find a job exceeded 5 thousand 700 people, while the number of those who migrated due to family dependency is around 6 thousand 400. While economic reasons and education constitute the majority of migration movements in Şanlıurfa as in Türkiye in general, the fact that the number of those who moved for better living conditions remained at 1,700 shows that the motivations for migration related to the living standards of the province are limited.

Table 38. Incoming and Outgoing Migration by Gender, 2023

Migration Status	Gender	Türkiye	Şanlıurfa
Total Population		85 372 377	2 213 964
Immigration	**Total**	316 456	1 431
	Male	171 395	887
	Female	145 061	544
Emigration	**Total**	714 579	4 969
	Male	394 186	3 226
	Female	320 393	1 743
Net Migration		- 398 123	- 3 538

As of 2023, data analyzing migration movements by gender in Şanlıurfa and Türkiye reveals that the province experienced a net migration loss (Table 38). While the total number of migrants arriving in Şanlıurfa was 1,431, the number of people leaving the city was recorded as 4,969. Thus, the net migration loss amounted to 3,538 people. In terms of gender, 887 of those who arrived in Şanlıurfa were male and 544 were female, while 3,226 of those who left the city were male and 1,743 were female. The fact that the migration rate of men is higher than that of women shows the determining effect of reasons related to working life on migration. In order to reduce Şanlıurfa's migration loss, it is important to strengthen policies that encourage employment, increase economic opportunities to keep the young population in the city and implement projects to improve the quality of life. Expanding job opportunities especially in the industrial and service sectors, urban development and increasing social support mechanisms can contribute to stabilizing migration in the province.

2.3 Social Security and Labor Statistics

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		Şanlıurfa	Türkiye
Social Security Coverage		2,178,525	34,250,646
Active Insured	**4/1-A**	240,870	9,058,412
	4/1-B	61,316	1,341,932
	4/1-C	66,931	1,109,918
	Total	369,117	11,510,262
Income and Monthly Recipients	**4/1-A**	50,881	4,861,607
	4/1-B	27,801	871,024
	4/1-C	12,838	839,401
	Total	91,520	6,572,032
Dependent	**4/1-A**	404,520	6,615,826
	4/1-B	319,553	3,860,196
	4/1-C	157,205	2,480,636
	Total	881,278	12,956,658
Social Security Coverage, 4/1-A		696,271	20,535,845
Social Security Coverage, 4/1-B		408,670	6,073,152
Social Security Coverage, 4/1-C		236,974	4,429,955
Those Registered under General Health Insurance		836,610	3,211,694

As of 2023, data analyzing the distribution of the population covered by social security in Şanlıurfa and Türkiye show the position of insured individuals and dependents in the social security system (Table 39). In Şanlıurfa, a total of 2,178,525 individuals are covered by social security, of which 369,117 are actively insured, 91,520 receive income or pension and 881,278 are dependents.

Among the active insured, the largest group is private sector employees (4/1-A) with 240,870 people, while 61,316 people are covered by BAG-KUR (4/1-B) and 66,931 people are covered by public sector employees (4/1-C). The total number of individuals receiving income and pension in Şanlıurfa is 91,520, and the largest group among these individuals are pensioners under 4/1-A with 50,881 people. The total number of dependents is 881,278, 404,520 of whom benefit from health services through insured people with 4/1-A, 319,553 with 4/1-B and 157,205 with 4/1-C status.

The number of people registered under General Health Insurance is 836,610 in Şanlıurfa, indicating that the system implemented to ensure access to health services for individuals without social security covers a large population in the city. Overall, social security coverage in Şanlıurfa is largely composed of private sector employees and their dependents. Reducing informal employment, including more individuals in the social security system and especially supporting BAG-KUR insured individuals will be important for the sustainability of the social security system.

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

SSI Status	SSI Coverage	Gender	Şanlıurfa	Türkiye
4/1-A Compulsory Insured		**Male**	138,224	5,260,477
		Female	42,484	2,864,073
		Total	180,708	8,124,550
4/1-B Compulsory Insured	Compulsory (Except Agriculture)	**Male**	40,710	900,069
		Female	6,089	265,494
		Total	46,799	1,165,563
	Mukhtar	**Male**	928	3,335
		Female	0	222
		Total	928	3,557
	Agriculture Compulsory	**Male**	11,127	82,086
		Female	1,924	20,707
		Total	13,051	102,793
	4/1-B Compulsory Insured Total	**Male**	52,765	985,490
		Female	8,013	286,423
		Total	60,778	1,271,913
4/1-C Compulsory Insured		**Male**	43,165	632,128
		Female	23,764	477,592
		Total	66,929	1,109,720
Total Number of Compulsory Insured			**308,415**	**10,506,183**

As of 2023, data analyzing the gender-based distribution of compulsory insured people in Şanlıurfa and Türkiye show the employment structure of private sector (4/1-A), BAG-KUR (4/1-B) and public sector (4/1-C) employees (Table 40). There are a total of 308,415 compulsory insured people in Şanlıurfa, the majority of whom are private sector employees. The number of those insured under 4/1-A is 180,708, of which 138,224 are male and 42,484 are female. This indicates that male employment in the private sector is significantly higher than female employment. A total of 60,778 people are insured under BAG-KUR (4/1-B), of which

52,765 are male and 8,013 are female. The number of people insured in the agricultural sector in this group is 13,051 and the proportion of women is quite low. While the number of women working as compulsory insured in agriculture is 1,924, the number of men is 11,127. The majority of those insured under BAG-KUR outside agriculture are men. In the public sector (4/1-C), a total of 66,929 people are employed, of which 43,165 are men and 23,764 are women. Although female employment in the public sector is more balanced than in the private sector, it is noteworthy that men outnumber women.

In general, while men constitute the majority of compulsory insured people in Şanlıurfa, the participation rate of women in formal employment is quite low. The limited employment of women, especially in the agricultural sector and among the self-employed, indicates that mechanisms to encourage women's entrepreneurship should be developed. In order to increase women's participation in the labor force, sector-based supports should be provided and flexible working models should be expanded.

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

4/1-A Scope	Employment Status	Şanlıurfa	Türkiye Overall
Workplace	**Permanent**	17,552	1,992,551
	Temporary	3,108	186,572
	Public	545	46,660
	Private Sector	20,115	2,132,463
	Total	20,660	2,179,123
Compulsory Insured	**Permanent**	138,878	14,064,318
	Temporary	41,830	2,342,102
	Public	50,532	1,936,402
	Private Sector	130,176	14,470,018
	Male	138,224	10,871,438
	Female	42,484	5,534,982
	Total	180,708	16,406,420
Average Daily Earnings	**Permanent**	648.94	820.17
	Temporary	540.17	644.8
	Public	831.38	1,028.11
	Private Sector	533.13	764.15
	Male	637.98	835.75
	Female	587.93	723.47
	Total	626.03	797.99

According to the sectoral and gender breakdown of workplaces, compulsory insured people and average daily earnings based on premiums in Şanlıurfa and Türkiye (Table 41), as of 2023, there were 20,660 workplaces in Şanlıurfa, of which 20,115 belonged to the private sector and 545 to the public sector. In Türkiye, the total number of workplaces is recorded as 2,179,123. The number of employees with compulsory insurance in Şanlıurfa is 180,708, of which 138,224 are male and 42,484 are female. The fact that the number of male employees is significantly higher than the number of female employees indicates that female employment remains at a relatively low level. On a sectoral basis, while 50,532 people were employed in the public sector, this number was 130,176 in the private sector. A similar trend is observed across Türkiye.

In terms of average daily earnings, the average daily income of employees in Şanlıurfa is 626.03 TRY, while this figure is 797.99 TRY in Türkiye. While the average daily income of male employees is 637.98 TRY, the average daily income of female employees is 587.93 TRY. The average daily income of public sector employees is higher than that of private sector employees with 831.38 TRY. This figure is calculated as 533.13 TRY for private sector employees. In general, the private sector accounts for the majority of employment in Şanlıurfa, while the public sector offers fewer jobs but higher wages. The low labor force participation rate of women and the persistence of the wage gap reveal the importance of incentives to increase women's employment.

Table 42. General SSI Data Specific to Şanlıurfa, 2023

Indicator	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)	361564	362061	362072	362215	363834	358172	325650	323387	387167	366438
Insured, Active, Total (4a)	234027	235590	235492	235773	237463	232277	200013	198404	233536	241674
Insured, Active, Total (4b)	60738	59966	60189	60026	59967	59921	60105	59983	60220	61490
Insured, Active, Total (4b) (Excluding Agriculture)	48176	47718	48065	48110	48229	48044	48576	48496	48642	49855
Insured, Active, Total (4b) (Agriculture)	12562	12248	12124	11916	11738	11449	11829	11387	11578	12055
Insured, Active, Total (4c)	66799	66505	66391	66416	66404	66374	65532	65100	63411	63274
Insured, Active, Compulsory Insured (4a)	177339	178271	178110	179484	181927	178889	170496	170330	180935	184688
Insured, Active, Compulsory Insured (4b)	60244	59458	59705	59833	59475	59026	59627	59410	59742	61018
Insured, Active, Compulsory Insured (4b) (Except Agriculture and Mukhtar)	46759	46330	46707	46621	46696	46548	47162	47094	47228	48412

Table 42. General SSI Data Specific to Şanlıurfa, 2023

Indicator	2024.01	2024.02	2024.03	2024.04	2024.05	2024.06	2024.07	2024.08	2024.09	2024.10
Insured, Active, Compulsory Insured (4b) (Agriculture)	12562	12248	12124	11916	11738	11449	11829	11387	11578	12055
Insured, Active, Compulsory Insured (4c)	66797	66503	66389	66414	66402	66372	65530	65098	63409	63272
Insured, Active, Agricultural Insured (2925 S.K.) (4a)	228	225	238	229	236	226	236	213	219	206
Insured, Active, Apprentice (4a)	10822	10190	10595	10011	10077	9743	5555	5253	8852	9399
Insured, Active, Interns and Trainees (4a)	44692	45976	45652	45191	44891	41573	22803	21676	24975	26490
Insured, Active, Mukhtar (4b)	923	906	874	996	1001	1001	1001	982	990	1010
Insured, Active, Other Insured (4a)	946	928	897	888	910	1846	1923	1922	1915	1950
Insured, Active, Other Insured (4c)	2	2	2	2	2	2	2	2	2	2
Insured, Active, Optional Insured (4b)	482	482	484	493	495	478	473	473	473	475
Insured, Active, Optional Insured (4b) (Excluding Agriculture)	494	482	484	493	495	478	473	473	473	475
Insured, Active, Optional Insured (4b) (Agriculture)	0	0	0	0	0	0	0	0	0	0

Şanlıurfa experienced fluctuations in the number of insured active employees throughout 2024 (Table 42). The total number of insured employees, which was 361,564 in January, decreased in the middle of the year but increased to 357,167 in September and 366,438 in October. Insured workers (4A) constitute the largest group and show the highest variability throughout the year. The number of insured employees under 4A, which was 234,027 at the beginning of the year, dropped to 200,013 in July, but increased again in the last quarter of the year.

Those insured under BAG-KUR (4b) followed a more stable course, showing small fluctuations throughout the year. The number of insured under 4b increased from 60,738 in January to 61,490 in October. Non-agricultural BAG-KUR insured followed a similar trend, showing a slight increase throughout the year. Public employees (4c), on the other hand, had the least volatility throughout the year and followed a generally stable course. These fluctuations may be directly related to seasonal employment changes, economic conditions and movements in informal employment. In particular, developments in the industrial and services sectors are among the important factors determining the changes in the number of insured workers.

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

Gender	Şanlıurfa	Türkiye
Female	440	33,449
Male	1,451	107,031
Total	1,891	140,480

This data shows the distribution of work permits issued to foreigners by gender in Şanlıurfa and Türkiye as of 2023 (Table 43). A total of 1,891 foreigners have been granted work permits in Şanlıurfa, which is a very limited share compared to the 140,480 work permits in Türkiye. When analyzed by gender, the number of work permits issued to male foreigners in Şanlıurfa is significantly higher (1,451) compared to female foreigners (440). A similar trend is observed across Türkiye, with foreign male workers accounting for 76.2% of total permits, while the share of women remained at 23.8%.

This suggests that foreign women may be more likely to work informally or face more barriers in accessing employment opportunities. There is a higher demand for foreign male labor, especially in the service sector, industry and agriculture. It is important to develop supportive policies to prevent women workers from working informally and facilitate their access to work permits, to provide equal opportunities in employment processes and to take measures to encourage women's employment on a sectoral basis.

2.4 Data from the Presidency of Migration Management

Migration flows in Türkiye exhibit different dynamics in terms of foreigners living with residence permits and migrants under temporary protection. As of February 27, 2025, there are 1,072,713 foreigners living in Türkiye with residence permits. In the provincial breakdown of this foreign population, Şanlıurfa ranks at the back with 1,671 people, making up only 0.1% of the total foreign population.

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

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			

On the other hand, as of January 30, 2025, 242,021 of the 2,820,362 SuTP under temporary protection in Türkiye reside in Şanlıurfa. This number corresponds to approximately 7.6% of Türkiye's overall SuTP population, making Şanlıurfa the third province with the highest number of SuTP after İstanbul and Gaziantep. These data reveal that Şanlıurfa has become an important center for temporary migration and migration policies should be shaped accordingly.

Table 45. Distribution of Syrians under Temporary Protection by Province

Occupational Groups Order	Occupational Groups	SuTPs	Occupational Groups Population	Total Number of People Living in the Province	SuTPs 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%

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Table 45. Distribution of Syrians under Temporary Protection by Province

Occupational Groups Order	Occupational Groups	SuTPs	Occupational Groups Population	Total Number of People Living in the Province	SuTPs Rate
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	Elâzığ	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	Aydın	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%
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%

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Table 45. Distribution of Syrians under Temporary Protection by Province

Occupational Groups Order	Occupational Groups	SuTPs	Occupational Groups Population	Total Number of People Living in the Province	SuTPs Rate
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%
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%

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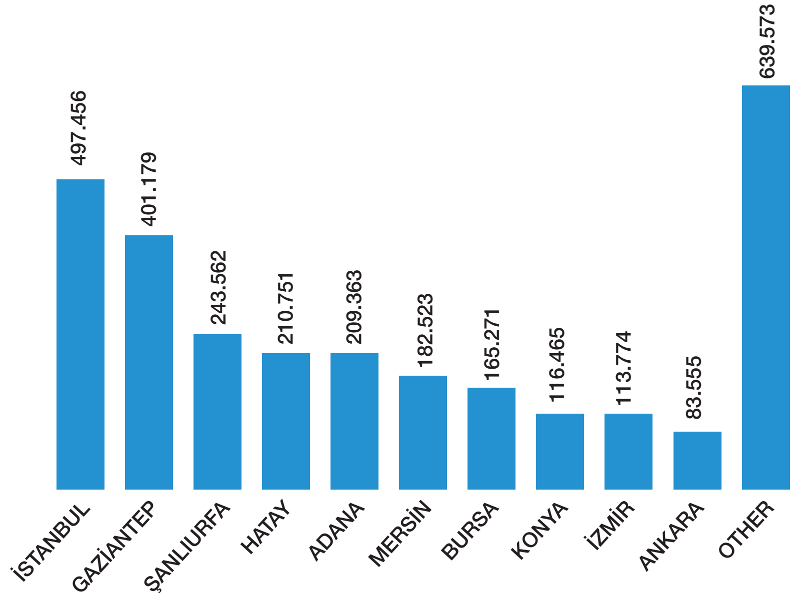
Graphic 2. Distribution of Syrians under Temporary Protection by Province



*30.01.2025 as of the date

As of February 27, 2025, the distribution of SuTPs in Türkiye by occupational groups (Table 45). Şanlıurfa hosts 242,021 SuTPs, which corresponds to approximately 8.5% of the total 2,820,362 SuTP population in Türkiye. This data shows that Şanlıurfa is one of the cities with the highest number of SuTPs in Türkiye. Şanlıurfa is the 3rd city in Türkiye after İstanbul and Gaziantep in terms of SuTPs population. These data show that Şanlıurfa has become an important center for temporary migration and migration policies should be shaped accordingly. In conclusion, although Şanlıurfa has a limited population of foreigners with residence permits, it has a very high population with SuTPs. This situation affects the demographic structure and socio-economic dynamics of the city, and it is important for local governments and relevant institutions to make planning by taking these facts into consideration.

In this section, official statistics and secondary data analysis on the demographic, socio-economic and sectoral structure of Şanlıurfa are reviewed. In order to support these findings, the results of the survey conducted in the next section will be analyzed.

As of 30 January 2025, 242,021 of the 2,820,362 SuTPs in Türkiye reside in Şanlıurfa. This number corresponds to approximately 7.6 per cent of the SuTP population in Türkiye, making Şanlıurfa the third province with the highest number of SuTP after İstanbul and Gaziantep.

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2.5 Highlighted Findings in the Analysis of Secondary Data

Population and Demographic Structure

- As of 2023, Şanlıurfa's total population reached 2,213,964 people. This value has increased by 2% compared to the previous year.
- The median age is 21.2 years. This level is well below the average for Türkiye (34), indicating that Şanlıurfa has one of the youngest population structures in Türkiye.
- Population density is calculated as 118 people per km², which is close to the Türkiye average (111).

Labor Force and Employment Statistic

- Şanlıurfa's unemployment rate is 9.9%, which is above Türkiye's average of 9.4%.
- The labor force participation rate is 45.5%, well below the 53.3% average in Türkiye.
- According to ISKUR data, there are 15,601 job vacancies in the city and 8,140 people have been placed in jobs.

Migration Movements and Social Security

- Şanlıurfa was a city with net migration in 2023. While 63,205 people came to the city, 63,559 people left the city and thus net migration was realized as -354 people.
- The Syrian population under Temporary Protection in the city is 242,021. This value makes Şanlıurfa one of the provinces with the highest Syrian population in Türkiye.
- The number of people registered in the social security system is 2,178,525.
- The number of active insured employees is 369,117.

Dynamics of the Labor Market

- The unemployment rate is highest in occupations that do not require qualifications.
- The most intense age group of unemployment is the 25-29 age group.
- The female employment rate is 30%, which is quite low. This indicates that there are significant structural problems in women's participation in the labor force.

CHAPTER III

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CHAPTER III

3. SURVEY ANALYSIS AND FINDINGS

3.1 Demographic Data

This research was conducted in Şanlıurfa with a total of 63 participants. According to the available data, 25.4% of the participants were female and 69.8% were male. When the age groups are analyzed, the largest group consists of individuals between the ages of 25-34 with 57.1% (Table 46). The educational level of the participants is mostly bachelor's degree graduates (54%). When reviewed in terms of the time spent in the organization, the largest group consists of participants with 2-5 years of experience with 47.6%. The majority of the individuals participating in the study were Red Crescent employees (47.6%).

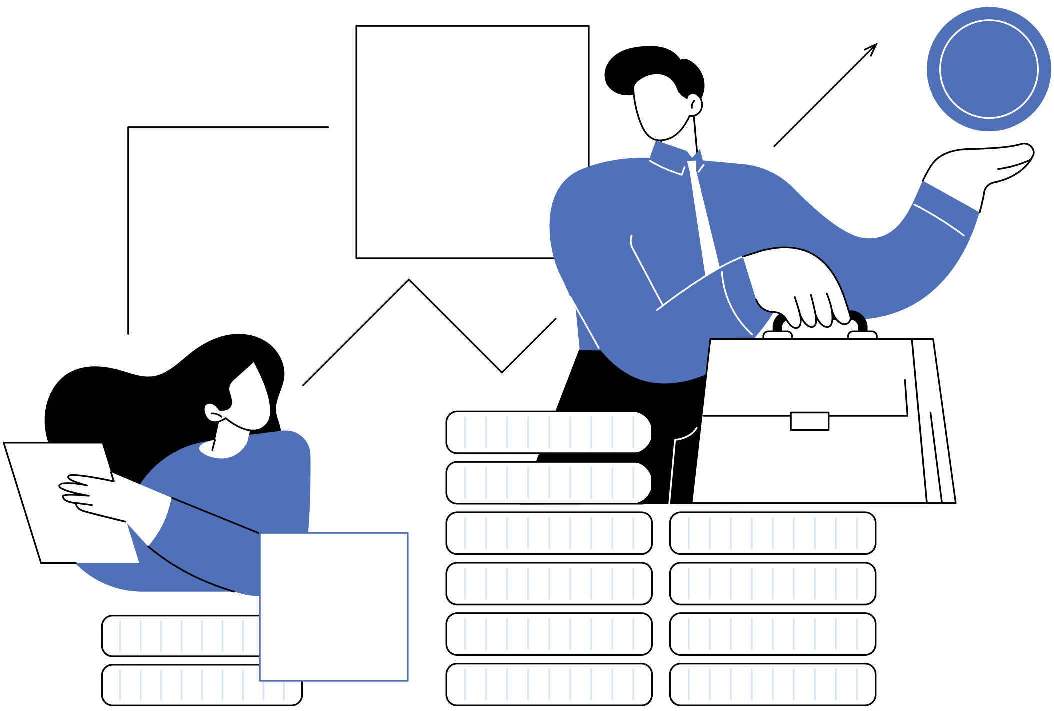

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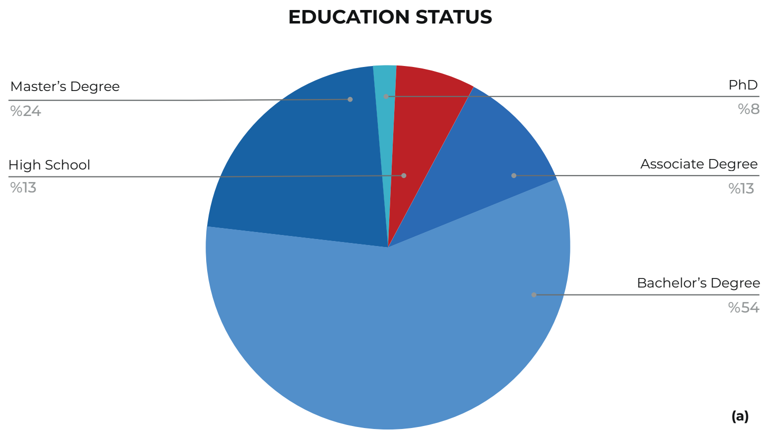
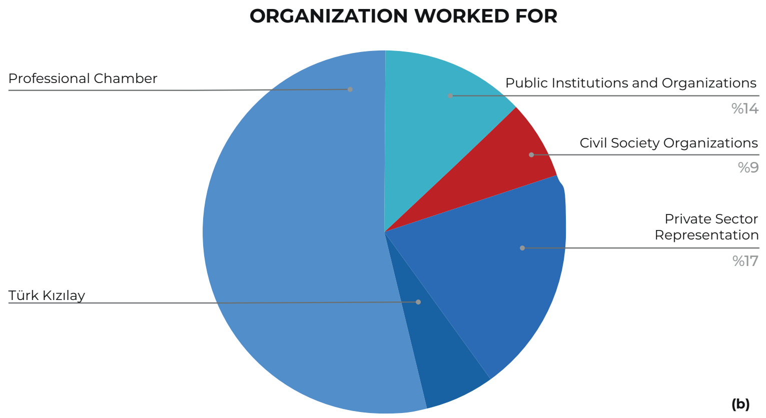
Table 46. Demographic Analysis of Şanlıurfa Participants

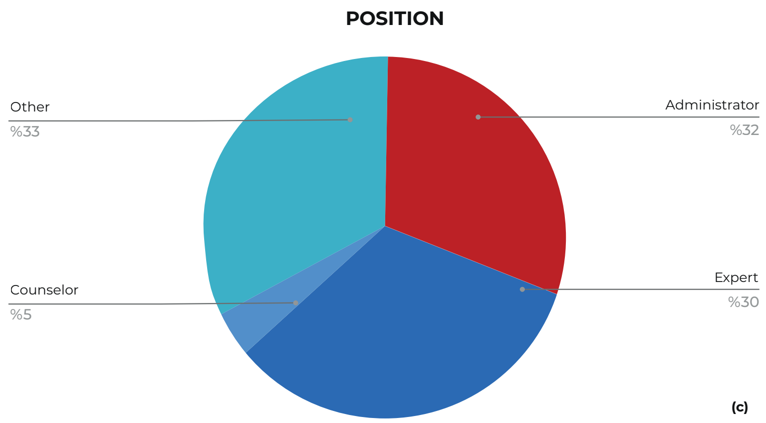
Demographic Information	Indicators	n	%
Gender*	Female	16	25,4
	Male	44	69,8
Age	18-24	3	4,8
	25-34	36	57,1
	35-44	16	25,4
	45-54	7	11,1
	55 years and older	1	1,6
Education Status	High School	5	7,9
	Associate Degree	8	12,7
	Bachelor's Degree	34	54,0
	Master's Degree	15	23,8
	PhD	1	1,6
Years of Employment in the Institution	0-1 year	6	9,5
	2-5 years	30	47,6
	6-10 years	20	31,7
	11-15 years	3	4,8
	16 years and above	4	6,3
Type of Institution Employed	Public Institutions and Organizations	8	12,7
	Civil Society Organizations	5	7,9
	Private Sector Representation	10	15,9
	Professional Chamber	4	6,3
	Türk Kızılay	30	47,6
	Other	6	9,5
Position	Administrator	20	31,7
	Expert	19	30,2
	Counselor	3	4,8
	Other	21	33,3

Notes= n=63, * 3 participants left their gender blank.

Figure 3. Ratios of Şanlıurfa Participants by Education Level (a), Organization (b) and Position (c)







3.2 Labor Market Analysis

In order to understand the observations and opinions of the participants on the labor market in Şanlıurfa, they were asked to answer 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?"**

When the views of the respondents on the labor market in Şanlıurfa are analyzed, the majority of the respondents stated that job opportunities decreased due to economic difficulties (Table 47).

Table 47. Labor Market Overview – Şanlıurfa

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	4	6,3
The demand for skilled labor in specific sectors has increased.	7	11,1
Job opportunities have diminished due to economic difficulties.	41	65,1
There is a transition period in which new job demands are emerging and some sectors are in the process of development.	10	15,9
I don't have sufficient information to evaluate.	1	1,6

Research findings show that the most important reasons for the decline or stagnation of employment in Şanlıurfa are the decrease in vocational training and capacity building opportunities (39.7% agree , 38.1% strongly agree) and the shifting of jobs to other regions or countries (38.1% agree, 20.6% strongly agree) (Table 48). Aging infrastructure and lack of innovation in the sector (30.2% agree, 25.4% strongly agree) also stand out as an important factor. Technological developments leading to automation and a decline in market demand are also among the factors affecting employment, but agreement on the impact of the transition to more sustainable industries on employment is lower. These findings point to the need to increase vocational training, upgrade infrastructure and direct investments to the region for the development of the labor market in the region.

Table 48. Reasons for Decline or Stagnation in Employment in Şanlıurfa

Question: To what extent do you agree that the following are reasons for the decline or stagnation of employment in your province?										
	Strongly Disagree		Disagree		Moderately Agree		I Agree		Absolutely Agree	
Expressions*	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Technological developments leading to automation	1	1,6	4	6,3	33	52,4	13	20,6	9	14,3
Shifting or outsourcing of work to other regions or countries	-	-	11	17,5	12	19,0	24	38,1	13	20,6
Decline in market demand for goods or services	-	-	13	20,6	13	20,6	23	36,5	11	17,5
Transition to greener and more sustainable industries	7	11,1	25	39,7	11	17,5	7	11,1	7	11,1
Aging infrastructure or lack of innovation in the sector	4	6,3	3	4,8	20	31,7	19	30,2	16	25,4
Aging and unreplaced labor force	7	11,1	10	15,9	14	22,2	15	23,8	14	22,2
High demand exceeding local talent supply	3	4,8	22	34,9	16	25,4	15	23,8	6	9,5
Reduced opportunities for vocational training/capacity building	-	-	5	7,9	9	14,3	25	39,7	24	38,1
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 opinions of the participants regarding the labor demand and the shortage of skilled personnel in Şanlıurfa, the following questions were asked: **"How would you rate the importance of the following factors affecting labor demand in the sectors with high demand in your province?", "In which sectors is there a shortage of skilled labor supply in your province at the moment?", "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?".**

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The findings show that the factors that most affect labor demand in high-demand sectors in Şanlıurfa are regional economic growth (54% important, 38.1% very important), the formation of new sectors (28.6% important, 41.3% very important) and incentives (46% important, 39.7% very important) (Table 49). In addition, increased technological integration in enterprises, urbanization and infrastructure projects, and changes in consumer behavior are among other important factors shaping labor demand. These findings point to the need to support economic growth, encourage new sectors and accelerate technological transformation in order to increase employment in the region.

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

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	-	-	-	-	3	4,8	34	54,0	24	38,1
Increased technological integration in enterprises	-	-	-	-	13	20,6	29	46,0	19	30,2
Creation of new sectors that increase labor demand	-	-	4	6,3	11	17,5	18	28,6	26	41,3
Incentives	-	-	-	-	7	11,1	29	46,0	25	39,7
Growing demand for skilled professionals	-	-	4	6,3	15	23,8	30	47,6	12	19,0
Urbanization and infrastructure projects	-	-	-	-	10	15,9	29	46,0	19	30,2
Changes in consumer behavior or market needs	-	-	1	1,6	18	28,6	26	41,3	16	25,4

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

According to the views of the participants, there are serious problems in the supply of qualified labor force in Şanlıurfa, especially in the manufacturing sector, information and communication, education, culture-arts-entertainment and other service activities (Table 51). In addition, labor shortages are also observed in sectors such as professional, scientific and technical activities, construction and electricity, gas, steam generation and distribution. These results reveal that the need for specialized workers in the industrial and service sectors is high and that vocational training and technical skills development programs should focus on these areas.

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Table 50. Şanlıurfa 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	8
[2] Mining and Quarrying	5
[3] Manufacturing	48
[4] Electricity, Gas, Steam and Air Conditioning Production and Distribution	15
[5] Water Supply; Sewerage, Waste Management and Improvement Activities	7
[6] Construction	16
[7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	2
[8] Transportation and Warehousing	11
[9] Accommodation and Food Service Activities	9
[10] Information and Communication	21
[11] Finance and Insurance Activities	14
[12] Professional, Scientific and Technical Activities	20
[13] Administrative and Support Service Activities	12
[14] Education	21
[15] Culture, Arts, Entertainment, Leisure and Sports	22
[16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops)	22
Notes = Respondents marked more than 1 in the sectors where there is a shortage of qualified labor supply in Şanlıurfa	

According to respondents, the most important reasons for the shortage of skilled labor in Şanlıurfa are low wages or poor working conditions (34.9% agree, 60.3% strongly agree) and migration of skilled labor to other regions or countries (23.8% agree, 46.0% strongly agree) (Table 50). In addition, lack of relevant education or training programs (36.5% agree, 38.1% strongly agree) and limited awareness of job opportunities (36.5% agree, 31.7% strongly agree) are also important factors. These results indicate that better working conditions, development of training programs and awareness raising activities on job opportunities are needed to prevent labor force loss and address the shortage of skilled workers in the region.

Table 51. Reasons for Shortage of Skilled Labor Force in Şanlıurfa

Question: To what extent do you agree that the following factors are the causes of the skilled labor shortage in your province?										
	Strongly Disagree		**Disagree**		**Moderately Agree**		**I Agree**		**Absolutely Agree**	
Factors	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Lack of relevant education or training programs	1	1,6	7	11,1	8	12,7	23	36,5	24	38,1
Migration of skilled labor to other regions or countries	3	4,8	1	1,6	15	23,8	15	23,8	29	46,0
Limited awareness of job opportunities	-	-	5	7,9	15	23,8	23	36,5	20	31,7
Rapid technological advances	3	4,8	9	14,3	17	27	24	38,1	10	15,9
Low wages or poor working conditions	-	-	2	3,2	1	1,6	22	34,9	38	60,3
Aging and unreplaced labor force	7	11,1	6	9,5	12	19,0	10	15,9	28	44,4
High demand exceeding local talent supply	3	4,8	15	23,8	18	28,6	18	28,6	9	14,3

According to respondent views, the skills and talent gap is highest in the manufacturing sector (41.3%) and there is a serious labor shortage in this sector (Table 51). There is also a significant skills gap in the electricity, gas, steam and air conditioning production and distribution (36.5% moderate, 22.2% very high) and professional, scientific and technical activities (36.5% moderate, 22.2% very high) sectors. There is also a view that the skills gap is relatively low in the finance and insurance sector (50.8% - very low), indicating that the labor balance in this area is better than in other sectors. These data point to the need to develop policies to train and retain a qualified workforce, especially in manufacturing and technical fields.

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Table 52. Sectoral Skill and Talent Gaps in Şanlıurfa

Question: To what extent do you think there is a skills and talent gap in the following sectors in your province?								
	No		**Quite a Few**		**Moderate**		**Too Much**	
Sectors*	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
[1] Agriculture, Forestry and Fisheries	19	30,2	19	30,2	14	22,2	9	14,3
[2] Mining and Quarrying	5	7,9	22	34,9	16	25,4	8	12,7
[3] Manufacturing	11	17,5	13	20,6	13	20,6	26	41,3
[4] Electricity, Gas, Steam and Air Conditioning Production and Distribution	6	9,5	12	19,0	23	36,5	14	22,2
[5] Water Supply; Sewerage, Waste Management and Improvement Activities	9	14,3	13	20,6	19	30,2	12	19,0
[6] Construction	16	25,4	19	30,2	14	22,2	13	20,6
[7] Wholesale and Retail Trade; of Motor Vehicles and Motorcycles	10	15,9	17	27,0	25	39,7	8	12,7
[8] Transportation and Warehousing	7	11,1	20	31,7	21	33,3	7	11,1
[9] Accommodation and Food Service	13	20,6	17	27,0	16	25,4	11	17,5
[10] Information and Communication	7	11,1	18	28,6	23	36,5	7	11,1
[11] Finance and Insurance	8	12,7	32	50,8	4	6,3	11	17,5
[12] Professional, Scientific and Technical	4	6,3	14	22,2	23	36,5	14	22,2
[13] Administrative and Support Service Activities	11	17,5	11	17,5	20	31,7	15	23,8
[14] Education	9	14,3	22	34,9	15	23,8	11	17,5
[15] Culture, Arts, Entertainment, Leisure and Sports	11	17,5	19	30,2	17	27,0	10	15,9
[16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops)	10	15,9	12	19,0	26	41,3	9	14,3
Notes= * For all sectors given above, there are non-respondents								

According to the survey results, sector-specific training programs are seen as the most effective solution (49.2% very effective, 19% effective) and are considered to play a critical role in closing the workforce gap (Table 52). Collaboration between businesses and educational institutions was also considered an important strategy, with 42.9% of respondents rating it as effective and 33.3% as very effective. In addition, enhanced career counseling and guidance in schools is also highly supported. The results suggest that building stronger links between business and education institutions and increasing sector-focused training may be the most effective ways to close the skills gap.

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

Question: How effective do you think the following initiatives will be in closing the skills and talent gap in your province?										
	Highly Ineffective		**Ineffective**		**Moderately Effective**		**Effective**		**Very Effective**	
Initiatives	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Sector-specific training programs	6	9,5	1	1,6	13	20,6	12	19,0	31	49,2
Cooperation between businesses and educational institutions	6	9,5	1	1,6	8	12,7	27	42,9	21	33,3
Enhanced career counseling and guidance in schools	6	9,5	2	3,2	13	20,6	15	23,8	27	42,9

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 Şanlıurfa, we asked them to answer questions such as **"What is your general perception of the employment of migrant workers in your organization or province?", "To what extent do the following factors affect 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 the organizations in your province?", "To what extent do the organizations in your province experience the following difficulties encountered in the employment of migrant workers?", "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?".**

According to the results of the research, 44.4% of the participants (very positive: 6.3%, positive: 38.1%) have a positive perception of migrant labor employment, while 22.2% (negative: 20.6%, very negative: 1.6%) have a negative perception (Table 54). 20.6% of the respondents expressed neither a positive nor a negative opinion. These findings indicate that there is a generally more positive perception of the employment of migrant workers, but a significant number of respondents have a negative or neutral attitude towards this issue. A more detailed analysis may be useful to understand the reasons behind particularly negative views.

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Table 54. General Perception of Migrant Labor Employment in Şanlıurfa

Question: What is your general perception of migrant labor employment in your organization or province?		
Answers	**n**	**%**
Strongly Positive	4	6,3
Positive	24	38,1
Neither Positive nor Negative	13	20,6
Negative	13	20,6
Strongly Negative	1	1,6
Note= 8 participants did not answer this question		

The survey results show that the factor that most influences decisions regarding the employment of migrant workers is lower labor costs (Table 55). 85.7% of respondents (effective: 25.4%, very effective: 60.3%) indicated that this factor was decisive. It is followed by the ease of filling vacancies quickly. In contrast, the factor of high work ethic and reliability was seen as less influential. In addition, concerns about cultural or language differences were rated as an influential factor by 36.5%, although there were differing views among respondents as to how critical this factor was.

Table 55. Factors Affecting Decisions Regarding the Employment of Migrant Workers in Şanlıurfa

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	7	11,1	16	25,4	16	25,4	19	30,2	4	6,3
Lower labor costs	1	1,6	2	3,2	5	7,9	16	25,4	38	60,3
High work ethics and reliability	14	22,2	9	14,3	25	39,7	10	15,9	4	6,3
Flexibility in work schedules	5	7,9	6	9,5	24	38,1	24	38,1	4	6,3
Diversity and inclusion initiatives	8	12,7	8	12,7	13	20,6	27	42,9	7	11,1
Ease of filling vacancies quickly	-	-	1	1,6	18	28,6	24	38,1	17	27,0
Concerns about cultural or language differences	5	7,9	10	15,9	22	34,9	17	27,0	6	9,5

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

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According to the survey results, the impact of migrant workers on institutions in the province is generally assessed as positive (Table 56). The most striking finding is on the productivity levels of migrant workers. 71.4% of respondents (positive: 58.7%, very positive: 12.7%) stated that migrant workers increase productivity. This factor is followed by the impact of migrants on innovation and creativity in organizations. In general, it is seen that migrant workers contribute positively to the organizational structure, especially in terms of productivity and innovation, but the impact on team dynamics and workplace culture is more neutral or variable depending on the organization.

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

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	4,8	5	7,9	29	46,0	15	23,8	8	12,7
Productivity levels	3	4,8	4	6,3	8	12,7	37	58,7	8	12,7
Innovation and creativity	3	4,8	6	9,5	10	15,9	32	50,8	9	14,3
Workplace culture	5	7,9	5	7,9	26	41,3	13	20,6	11	17,5

Note=*3 respondents did not answer these factors.

The survey results show that the most common challenges in the employment of migrant workers are legal compliance and language barriers/differences (Table 57)

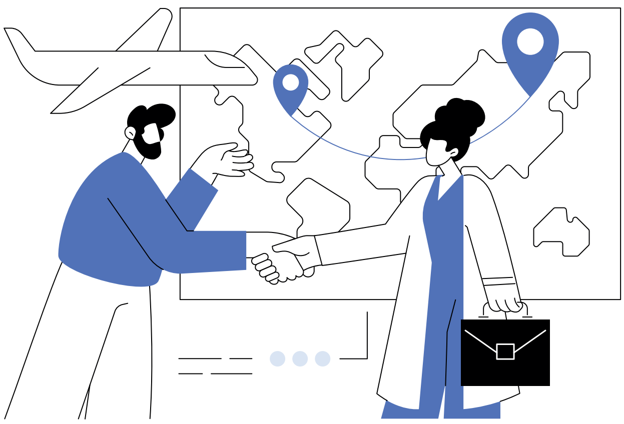

Table 57. Challenges Faced by Organizations Employing Migrant Workers in Şanlıurfa

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		It's a Complete Challenge	
Factors	n	%	n	%	n	%	n	%	n	%
Language or Communication Barriers	4	6,3	9	14,3	30	47,6	11	17,5	9	14,3
Cultural Adaptation Problems*	1	1,6	21	33,3	21	33,3	12	19,0	5	7,9
Legal or Regulatory Compliance	6	9,5	12	19,0	9	14,3	20	31,7	16	25,4
Costs Related to Recruitment or Training*	6	9,5	11	17,5	22	34,9	18	28,6	4	6,3
Workplace İntegration with Local Staff*	1	1,6	8	12,7	34	54,0	14	22,2	5	7,9
Ease of Filling Vacancies Quickly	11	17,5	21	33,3	21	33,3	7	11,1	3	4,8
Concerns about Cultural or Language Differences	6	9,5	17	27,0	22	34,9	7	11,1	11	17,5
Notes= * There are non-respondents for this factor.										

Participants consider "**legal legislation**" to be the biggest challenge in the recruitment process of migrant workers. This is followed by training for migrants (Table 58).

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	12	19
Legislation	28	44,4
Recruitment and Training	16	25,4
Integrating them into Workplace Culture	7	11,1

According to participant views, institutions in Şanlıurfa generally have no or limited policies for migrant worker employment (Table 59). These findings suggest that most institutions 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 the existence of specific policies or strategies by organizations in your province to address challenges in recruiting migrant workers?		
Answers*	**n**	**%**
Yes, they have comprehensive policies.	10	15,9
Yes, but the policies are quite limited.	24	38,1
No, they don't have a specific policy.	28	44,4
Note = * 1 respondent did not answer this question.		

The results of the research show that the perception towards the employment of people with disabilities is mixed; 36.5% of the participants expressed positive views, 38.1% expressed negative views, while 22.2% remained neutral (Table 60). While the prevalence of negative perception indicates the existence of institutional or perceptual barriers in the employment of people with disabilities, the very positive opinion of 15.9% of the respondents indicates that there are also supportive approaches. This situation reveals that there is a need to raise awareness on employment of people with disabilities, promote accessible work environments and strengthen supportive policies.

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

Question: What is your general perception regarding the employment of people with disabilities in institutions in your province?		
Answers	**n**	**%**
Strongly Positive	10	15,9
Positive	13	20,6
Neither Positive nor Negative	14	22,2
Negative	16	25,4
Strongly Negative	8	12,7
Note= 2 participants did not answer this question.		

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The survey results show that the impact of employees with disabilities in workplaces is generally perceived positively (Table 61). While 52.4% of the participants state that there is a positive or very positive impact on team dynamics and cooperation, 42.9% think that productivity levels have increased. In terms of innovation and creativity, a high rate of 69.8% expressed positive views. In terms of workplace culture, 46% stated that there was a positive or very positive impact, while 9.5% gave a negative evaluation. In general, although it is thought that employees with disabilities contribute to the work environment, it can be said that awareness and supportive policies should be increased.

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

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	3	4,8	3	4,8	24	38,1	30	47,6	3	4,8
Productivity Levels	3	4,8	3	4,8	24	38,1	27	42,9	6	9,5
Innovation and Creativity	3	4,8	-	-	16	25,4	37	58,7	7	11,1
Workplace Culture	5	7,9	1	1,6	28	44,4	20	31,7	9	14,3

3.5 Women Labor Force

In order to understand participants' observations and views on the female workforce in Şanlıurfa, they were asked to respond to the 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 the respondents, creativity and innovation, adaptability and problem solving skills stand out as strengths in the female workforce, while technical skills need improvement (Table 62)

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Table 62. Female Labor Force Skills in Şanlıurfa

Question: How prevalent do you believe the following skills are in the female labor force in your province?										
	Strongly Disagree		**Disagree**		**Moderately Agree**		**I Agree**		**Absolutely Agree**	
Skills*	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Leadership and Decision Making		12,7	14	22,2	31	49,2	6	9,5	4	6,3
Communication and Interpersonal Skills	3	4,8	5	7,9	30	47,6	21	33,3	4	6,3
Organization and Time Management	3	4,8	10	15,9	19	30,2	24	38,1	7	11,1
Creativity and Innovation	3	4,8	2	3,2	13	20,6	37	58,7	8	12,7
Technical Skills (e.g. coding, data review)	-	-	15	23,8	26	41,3	11	17,5	11	17,5
Problem Solving and Critical Thinking	-	-	11	17,5	18	28,6	23	36,5	11	17,5
Adaptability and Multitasking	-	-	8	12,7	17	27,0	24	38,1	14	22,2

According to respondents, the factor that most limits women's representation in certain professions is cultural and societal expectations, which 60.3% of respondents (Agree + Strongly Agree) see as an important obstacle (Table 63). This is followed by male-dominated sectors (66.7%). Limited access to education and training in certain fields (60.3%) were also highly rated as limiting factors. The results show that social norms, educational opportunities and the male-dominated nature of sectors are perceived as the biggest barriers to women's employment.

Table 63. Factors Limiting the Female Labor Force in Şanlıurfa

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**		**I Agree**		**Absolutely Agree**	
Factors	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Cultural or societal expectations		4,8	12	19,0	10	15,9	10	15,9	28	44,4
Limited access to education and training in certain areas	3	4,8	5	7,9	17	27,0	23	36,5	15	23,8
Gender discrimination in recruitment and promotion	1	1,6	14	22,2	15	23,8	17	27,0	14	22,2
Lack of work-life balance policies	3	4,8	13	20,6	17	27,0	16	25,4	14	22,2
Male-dominated sectors	3	4,8	12	19,0	6	9,5	17	27,0	25	39,7

The most critical actions to support the female workforce were flexible working hours and childcare support (74.6% critical + very critical) and increasing access to technical and vocational training programs (76.2% critical + very critical) (Table 64). Gender-neutral hiring practices (66.7% critical + very critical) were also rated as an important factor. Promoting women to leadership roles is a lower priority, although 53.9% of respondents consider it critical or very critical. The results suggest that flexibility, care support and training opportunities are priority areas in supporting the female workforce

Table 64. Factors Limiting the Female Labor Force in Şanlıurfa

Question: How critical do you think the following actions are to better support the female workforce and utilize their skills in various occupations?										
	Not Critical at All		**Not Critical**		**Moderately Critical**		**Critical**		**Very Critical**	
Factors	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Implement gender-neutral recruitment practices	1	1,6	9	14,3	9	14,3	17	27,0	25	39,7
Offer flexible working hours and childcare support	-	-	7	11,1	7	11,1	11	17,5	36	57,1
Increase access to technical and vocational training programs	-	-	6	9,5	7	11,1	19	30,2	29	46,0
Promoting women into leadership roles	3	4,8	4	6,3	20	31,7	14	22,2	20	31,7
Note= *2 participants did not respond to these factors.										

3.6 Technological Change and Its Effects on Labor Force

"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?.

Opinions on the impact of new technologies on the labor market vary, but in general, a positive perspective prevails (Table 65). 44.4% of respondents (Very Positive + Somewhat Positive) think that these technologies will positively affect the labor market. 25.4% think that the impact will be neutral, while 28.6% (Somewhat Negative + Very Negative) think that these technologies may have negative impacts on the labor force. These results show that more respondents believe that technological transformation offers opportunities, but some respondents are concerned about risks such as job loss or adaptation difficulties.

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

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	20,6
Slightly Positive	15	23,8
Neither Positive nor Negative	16	25,4
Slightly Negative	10	15,9
Strongly negative	8	12,7

According to respondents, the occupations and areas of specialization that will be most in demand in the next 10 years are Artificial Intelligence and Machine Learning Specialists, E-commerce and Supply Chain Specialists, Cyber Security Specialists, Robotics Engineers and Automation Specialists, and Software Developers and Engineers (Table 66). Data Science, Information Security, Renewable Energy and Digital Marketing are also among the occupations that will be in high demand. Lower rated occupations include more specific specialties such as computer games programming, micro-process design and digital forensics. The results show that with the impact of technology and digital transformation, areas such as artificial intelligence, automation, cyber security and e-commerce will gain great importance in the labor market.

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	5
[3] R&D	17
[4] Artificial Intelligence and Machine Learning Experts	43
[5] Data Scientists and Data Analysts	18
[6] Cyber Security	33
[7] Renewable Energy Technicians (e.g. solar panel installers, wind turbine technicians)	24
[8] Software Developers and Engineers	27
[9] Healthcare Workers (e.g. nurses, doctors, medical technicians)	8
[10] Digital Marketing Experts	19
[11] Crafts (e.g. electricians, plumbers, welders)	10
[12] Educators and Trainers in Technology and Digital Skills	12
[13] Information Security Specialist	25
[14] Computer Games Programmer	4
[15] Cloud Computing Specialist	8
[16] Environmental Scientists and Sustainability Consultants	13
[17] Financial Analysts and FinTech Experts	12
[18] Robotics Engineers and Automation Specialists	28
[19] Social Workers and Counselors	8
[20] Digital Forensics Expert	1
[21] Social Media Specialist	14
[22] Micro Process Designer	2
[23] Enterprise Resource Planning Specialist	12
Notes = Respondents marked more than 1 occupation and specialization	

> **The occupational groups that will be most in demand in the last 10 years are Artificial Intelligence and Machine Learning, E-commerce, Cyber Security, Robotic Engineering and Software Developer.**

Artificial Intelligence and Machine Learning Professionals (87.3% high), Cyber Security Professionals (81.0% high), Robotics Engineers and Automation Professionals (81.0% high) and Software Developers (82.5% high) are the professions that respondents believe will be in the highest demand due to technological developments (Table 67). Data Scientists (66.7% high), E-commerce and Supply Chain Specialists (69.8% high) and Information Security Specialists (76.2% high) are also among the occupations that are expected to see strong demand. Renewable energy technicians (61.9% high) and educators in technology (60.3% high) will also play an important role in the future. The results show that there is a strong consensus that professionals working in technology and digital transformation will play critical roles in the future.

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.

Profession or Specialization	n	%	n	%	n	%
[1] E-commerce and Supply Chain Expert	3	4,8	16	25,4	44	69,8
[2] Animation Programmer	4	6,3	27	42,9	29	46,0
[3] R&D Staff	3	4,8	25	39,7	32	50,8
[4] Artificial Intelligence and Machine Learning Experts	1	1,6	7	11,1	55	87,3
[5] Data Scientists and Data Analysts	2	3,2	16	25,4	42	66,7
[6] Cyber Security Experts	1	1,6	11	17,5	51	81,0
[7] Renewable Energy Technicians (e.g. solar panel installers, wind turbine technicians	7	11,1	14	22,2	39	61,9
[8] Software Developers and Engineers	3	4,8	7	11,1	52	82,5
[9] Healthcare Workers (e.g. nurses, doctors, medical technicians	9	14,3	23	36,5	25	39,7
[10] Digital Marketing	3	4,8	31	49,2	29	46,0
[11] Crafts (e.g. electricians, plumbers, welders	11	17,5	20	31,7	29	46,0
[12] Educators and Trainers in Technology and Digital Skills	7	11,1	18	28,6	38	60,3
[13] Information Security Specialist	1	1,6	14	22,2	48	76,2
[14] Computer Games Programmer	4	6,3	22	34,9	37	58,7
[15] Cloud Computing Specialist	2	3,2	29	46,0	32	50,8
[16] Environmental Scientists and Sustainability Consultants	8	12,7	23	36,5	29	46,0
[17] Financial Analysts and FinTech Experts	4	6,3	34	54,0	24	38,1
[18] Robotics Engineers and Automation Specialists	1	1,6	10	15,9	51	81,0
[19] Social Workers and Counselors	13	20,6	27	42,9	20	31,7
[20] Digital Forensics Expert	2	3,2	30	47,6	28	44,4
[21] Social Media Specialist	3	4,8	29	46,0	31	49,2
[22] Micro Process	4	6,3	21	33,3	35	55,6
[23] Enterprise Resource Planning Specialist	7	11,1	29	46,0	24	38,1

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

According to respondents, the biggest challenge in adapting the labor market to new technological and industrial developments the lack of skilled labor (Table 68). This is followed by the high costs of adopting new technologies, resistance to change in organizations and lack of infrastructure.

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?	
Answers	**Number of Marks**
Lack of skilled labor force	45
Limited access to education and training	30
Resistance to change in organizations	38
High costs of adopting new technologies	39
Lack of infrastructure	37
Notes = Participants selected more than 1 option.	

According to respondents, communication skills, problem solving and technical expertise in emerging technologies stand out among the most critical skills in the future labor market (Table 69). Digital literacy is also seen as an important skill, while critical thinking is less emphasized compared to others. These findings suggest that the labor force's possession of both technical skills and effective communication and problem-solving competencies will provide a critical advantage in the future business world.

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

Question: Which skills do you think are the most critical for workers in the future labor market?	
Skills	**Number of Marks**
Digital Literacy	31
Problem Solving	39
Critical Thinking	15
Communication Skills	45
Technical Expertise in Emerging Technologies	39
Notes = Participants selected more than 1 option	

According to the findings, the majority of respondents (81%) think that the private sector in Şanlıurfa does not make sufficient investments to prepare the workforce for technological changes (Table 70). Only 14.3% 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 of the Private Sector in Şanlıurfa in Preparing the Labor Force 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	9	14.3
No	51	81.0
Note= 3 participants did not answer this question		

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

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	17	27,0
Low-Skilled Workers	3	4,8
Middle Managers	8	12,7
Entrepreneurs	35	55,6

Participants stated that the group with the highest risk of job loss due to technological developments would be low-skilled workers (Table 72). After low-skilled workers, participants think that older workers may also experience job loss due to technological developments. This finding shows that groups that have difficulty in 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	35	55,6
Mid-Career Professionals	3	4,8
Older Workers	25	39,7

The most emphasized priorities for addressing the impact of technology on the labor market were the expansion of education and skills training programs and the establishment of state-led employment support programs (Table 73).

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	58
Providing incentives for sectors to adopt technology responsibly	44
Strengthening cooperation between businesses and educational institutions	44
State-led employment support programs	54
Promoting lifelong learning initiatives	40
Notes = Participants selected more than 1 option.	

According to the survey results, the majority of respondents (61.9%) think that Şanlıurfa is not prepared at all for the changes in the labor market caused by new technologies (Table 74). Only 38.1% think that their province is somewhat prepared for these changes, while no one thinks that it is fully prepared. This result points to the need for more investment and planning to adapt to technological transformation. There may be significant gaps, particularly in the areas of education, skills development and collaboration with the business community.

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**	**%**
Very Prepared	-	-
A Little Prepared	24	38.1
Not Prepared at All	39	61.9

3.7 Sectoral and Regional Labor Dynamics

In order to understand the observations and views of respondents in Şanlıurfa on sectoral and regional labor force dynamics, we 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 labor demand?", and "Which sectors in your province are most likely to be affected by technological developments?".

According to respondents, the factors that have the most significant impact on sectoral development in Şanlıurfa are labor skills and education levels and government incentives (Table 75). These factors are critical for sectoral growth and development, and respondents indicate that these factors significantly shape sectoral dynamics.

Table 75. Factors that may Affect the Development of Sectors in Şanlıurfa

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	4	6,3	2	3,2	25	39,7	22	34,9	10	15,9
Availability or scarcity of natural resources*	3	4,8	7	11,1	30	47,6	13	20,6	9	14,3
Government incentives	-	-	5	7,9	10	15,9	26	41,3	22	34,9
Statements	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**	**n**	**%**
Changes in domestic or international consumer demand*	3	4,8	8	12,7	19	30,2	23	36,5	9	14,3
Investing in regional infrastructure and development	-	-	1	1,6	18	28,6	29	46,0	15	23,8
Labor skills and education levels	-	-	2	3,2	8	12,7	37	58,7	16	25,4
Migration trends (e.g. rural-urban or international migration)	3	4,8	2	3,2	15	23,8	35	55,6	8	12,7
Note= *1 respondent did not answer for this statement.										

49.2% of the respondents believe that cultural and economic factors are equally influential on sectoral development (Table 76). 28.6% believe that economic factors are more influential, 14.3% believe that cultural factors are more influential and 6.3% are not sure. This result shows that cultural and economic factors are seen as important factors shaping sectoral development, but there is a tendency for economic factors to have a more significant impact.

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.	9	14.3
No, economic factors are more influential.	18	28.6
Both are equally effective.	31	49.2
I'm not sure.	4	6.3

In line with the views of the participants, it is seen that the most critical talent and skills shortage in Şanlıurfa is experienced in the manufacturing, information and communication, and professional, scientific and technical activities sectors (Table 77).

Table 77. Şanlıurfa Sectoral Talent and Skill 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	15
[2] Mining and Quarrying	11
[3] Manufacturing	32
[4] Electricity, Gas, Steam and Air Conditioning Production and Distribution	16
[5] Water Supply; Sewerage, Waste Management and Improvement Activities	9
[6] Construction	13
[7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	9
[8] Transportation and Warehousing	6
[9] Accommodation and Food Service Activities	15
[10] Information and Communication	24
[11] Finance and Insurance Activities	11
[12] Professional, Scientific and Technical Activities	24
[13] Administrative and Support Service Activities	18
[14] Education	19
[15] Culture, Arts, Entertainment, Leisure and Sports	18
[16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops)	19
Notes = Respondents marked more than 1 for the sectors with the most critical talent and skills gaps in Şanlıurfa	

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Participants stated that the highest labor demand in Şanlıurfa 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. The construction sector is expected to follow.

Table 78. Sectors with High Labor Demand in Şanlıurfa

Question: Which sectors in your province do you think will have high labor demand?	
Sectors	**Marked by (Respondents)**
[1] Agriculture, Forestry and Fisheries	38
[2] Mining and Quarrying	5
[3] Manufacturing	49
[4] Electricity, Gas, Steam and Air Conditioning Production and Distribution	8
[5] Water Supply; Sewerage, Waste Management and Improvement Activities	10
[6] Construction	42
[7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	13
[8] Transportation and Warehousing	15
[9] Accommodation and Food Service Activities	38
[10] Information and Communication	13
[11] Finance and Insurance Activities	16
[12] Professional, Scientific and Technical Activities	29
[13] Administrative and Support Service Activities	17
[14] Education	20
[15] Culture, Arts, Entertainment, Leisure and Sports	10
[16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops)	22
Notes =Participants marked more than 1 sector.	

In Şanlıurfa, the most critical talent and skill deficit is observed in manufacturing, information and communication and professional, scientific and technical activities sectors.

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According to respondents, the sectors most likely to be affected by technological developments in Şanlıurfa are information and communication, manufacturing, and education (Table 79).

Table 79. Şanlıurfa 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	24
[2] Mining and Quarrying	7
[3] Manufacturing	39
[4] Electricity, Gas, Steam and Air Conditioning Production and Distribution.	15
[5] Water Supply; Sewerage, Waste Management and Improvement Activities	6
[6] Construction	23
[7] Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	12
[8] Transportation and Warehousing	17
[9] Accommodation and Food Service Activities	13
[10] Information and Communication	44
[11] Finance and Insurance Activities	33
[12] Professional, Scientific and Technical Activities	33
[13] Administrative and Support Service Activities	24
[14] Education	34
[15] Culture, Arts, Entertainment, Leisure and Sports	13
[16] Other Service Activities (e.g: Repair of computers, communication equipment, household goods, clothing, hairdressers, barbershops)	25
Notes = Respondents marked more than 1 sector	

3.8 Links between Education and Employment

In order to understand the observations and views of the participants in Şanlıurfa 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?"**

The view that the current education and training programs in Şanlıurfa are not effective in terms of preparation for technological and industrial developments is dominant (Table 80). 46% (not effective) and 19% (not effective at all) of the participants believe that these programs are not effective enough. Only 6.3% of the respondents found the existing programs effective. This result shows that education and training programs should focus more on technological and industrial developments..

Table 80. The Effect of Existing Education and Training Programs in Şanlıurfa on Preparing Employees 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	-	-
Effective	4	6,3
Moderately Effective	14	22,2
Not Effective	29	46,0
Not Effective at All	12	19,0
Note= 4 participants did not answer this question.		

According to participant views, universities and career centers in Şanlıurfa have a very important role to play in adapting to new technologies in the job market (Table 81). The majority of respondents indicated that training programs in emerging technologies, industry-oriented curricula, and opportunities for collaboration with industry such as internships and apprenticeships are important. In addition, areas such as career counseling and promoting lifelong learning were also highly valued. The importance given to digital literacy and soft skills training and the necessity of conducting labor market analyses are other noteworthy findings. These results show that training programs are critical in terms of adapting to technological developments and meeting sectoral needs.

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?

	It Doesn't Matter at All		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	4,8	4	6,3	5	7,9	16	25,4	32	50,8
Integrate hands-on, industry-oriented curricula to align with labor market demands.	3	4,8	2	3,2	10	15,9	33	52,4	15	23,8
Facilitate partnerships with industries for internships, apprenticeships and research opportunities	3	4,8	-	-	13	20,6	14	22,2	33	52,4
Provide career counseling to help students and job seekers understand evolving labor market trends	5	7,9	-	-	2	3,2	27	42,9	29	46,0
Promote lifelong learning and professional development through certificates and online courses	6	9,5	2	3,2	14	22,2	15	23,8	26	41,3
Creating specialized centers focused on innovation and entrepreneurship	5	7,9	-	-	9	14,3	21	33,3	28	44,4
Improving digital literacy and soft skills training (e.g. teamwork, problem solving	5	7,9	-	-	9	14,3	25	39,7	24	38,1
Conducting regular labor market analyses to identify skills and sectors in high demand	5	7,9	-	-	4	6,3	19	30,2	35	55,6

Note=*3 people did not answer.

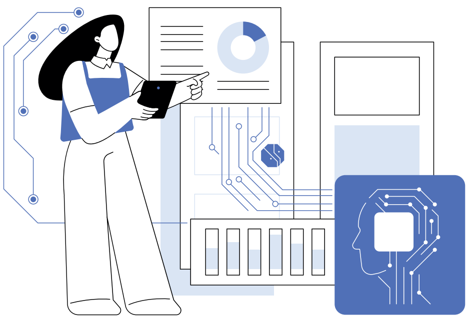
3.9 Recruitment Processes and Challenges

In order to understand the observations and opinions of the participants in Şanlıurfa on "recruitment processes and challenges", we asked them to answer questions such as **"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 the lack of a workforce with technical skills and inadequacies in the candidate pool. Only a small number of respondents stated that there is no difficulty in finding qualified candidates. This finding suggests that the technical skills required by the sectors need to be further developed and strengthened.

Table 82. Degree of Difficulty in Reaching Individuals with Technical Skills

Question: How often do you have difficulty finding candidates with the required technical skills?		
Options	**n**	**%**
We have no difficulty	4	6,3
We are rarely challenged	6	9,5
Sometimes we struggle	9	14,3
We often struggle	34	54,0
We always struggle	10	15,9



A large majority of the respondents (58.7%) think that organizations in Şanlıurfa face a lack of qualified candidates the most during recruitment (Table 83). This indicates 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 stand out as less common problems.

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	16	25,4
[2] High Competition for Skilled Workers	7	11,1
[3] Lack of Qualified Candidates	37	58,7

According to respondents, technical skills and skills such as critical thinking and problem solving are the most common skills gaps among job applicants in Şanlıurfa (Table 84).

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	**Number of Marks**
Technical Skills And Critical Thinking	45
Communication Skills	29
Leadership or Management	34
Problem Solving and Critical Thinking	39
Customer Service Skills	16
Digital or It-Related Skills	30
Notes = Participants selected more than 1 option.	

The majority of respondents think that the economic conditions in Şanlıurfa have a significant impact on the recruitment process (Table 85). This data shows that the economic situation in the region significantly shapes recruitment processes and that organizations form their recruitment strategies by 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	24	38,1
It has a major impact	25	39,7
Moderate impact	11	17,5
Little effect	3	4,8
No effect at all	-	-

Most respondents emphasized that diversity and inclusion are very important in improving organizational performance (Table 86). Only 1.6% of the respondents stated that diversity and inclusion are **"less important"**. This finding indicates that there is a strong consensus that diversity and inclusion play an important role in enhancing organizational success.

Table 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	1	1,6
Moderately Important	6	9,5
Important	20	31,7
Very Important	36	57,1

In the light of the data obtained within the scope of the survey, labor supply and demand imbalances in Şanlıurfa, sector-based labor shortages and employment expectations are detailed. For a more in-depth interpretation of the survey data, the next section will focus on the analysis of the stakeholder interviews conducted within the scope of the field study.

3.10 Highlights of the Survey Analysis

1. Labor Market Analysis

In Şanlıurfa, job opportunities are decreasing and economic difficulties have a negative impact on the labor market. The main reasons for the stagnation in employment are insufficient vocational training, job shifts to other regions and infrastructure deficiencies.

2. Labor Demand and Qualified Personnel Shortage

The factors that most affect labor demand in Şanlıurfa are economic growth, the formation of new sectors and incentives. There is a shortage of qualified personnel in sectors such as manufacturing, information and communication, and education. The main reasons for this shortage include low wages, poor working conditions, migration and lack of education.

3. Employment of Migrant Workers and People with Disabilities

While the employment of migrant workers in Şanlıurfa is viewed positively due to low costs and the advantage of filling positions, legal and language barriers stand out as the biggest challenges. Perceptions of the employment of people with disabilities are mixed, but their contribution to innovation and teamwork is viewed positively.

4. Women Labor Force

While creativity, innovation, adaptability and problem solving skills stand out among the strengths of the female labor force in Şanlıurfa, there is a need for improvement in technical skills. While cultural expectations and male-dominated sectors are the most important barriers limiting women's employment, flexible working hours, childcare support and technical training opportunities are seen as the most critical areas of support.

5. Technological Change and Effects on Labor Force

Although there is a generally positive outlook towards new technologies in Şanlıurfa, the lack of a qualified workforce stands out. Participants emphasize that expertise is needed especially in the fields of artificial intelligence, software, cyber security and automation, and that training and skills programs should be expanded.

6. Sectoral and Regional Labor Dynamics

Participants indicated that labor skills, government incentives and infrastructure investments are critical for the development of sectors in Şanlıurfa. There is a serious skills gap in the manufacturing, information and communication sectors.

7. Linkages between Education and Employment

While the participants stated that the current education programs in Şanlıurfa are insufficient in terms of preparation for technological developments, they think that universities and career centers should play critical roles in technology adaptation.

8. Recruitment Processes and Challenges

Participants emphasized that it is difficult to find candidates with technical skills in Şanlıurfa and that the biggest problem is the lack of qualified candidates. It was also noted that economic conditions strongly influence recruitment processes and that diversity and inclusion are seen as crucial for organizational performance.

CHAPTER IV

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CHAPTER IV

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

This section first provides general information on the procedures followed during the qualitative data collection phase of the fieldwork conducted on January 8 and 10, 2025, the stakeholders interviewed and the research team for the Şanlıurfa Socio-Economic Sector Current Situation Report.

4.1 Methodology of Qualitative Interviews

During the three-day Şanlıurfa fieldwork on January 8-10, 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 8 focal people from the interviewed organizations participated in semi-structured interviews. Interviews were conducted with a total of 65 participants from stakeholder organizations. Interviews lasted between 75 minutes and 120 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 65 key informants from 14 stakeholder institutions. 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,
- Inter-Institutional Communication Network in Labor Market Transition

In the following sections, which are organized according to these thematic headings, the different sub-components of each theme are examined in detail.

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

Şanlıurfa has a dynamic labor market where industry, agriculture and services sectors are intertwined. While industrial investments in footwear, textiles, food processing and machinery manufacturing have increased in recent years, agriculture still stands out as one of the largest areas of employment. The shortage of skilled labor limits production capacities, especially in technical fields such as machinery, electricity and welding, and the inadequacy of vocational trainings complicates the employment processes of enterprises. While the need for labor force increases in agriculture-based industry and export-oriented manufacturing sectors, seasonal labor mobility leads to fluctuations in industry and service sectors. While the expansion of organized industrial zones and the strengthening of logistics infrastructure have the potential to increase formal employment, the transformation in the industrial and agricultural sectors is reshaping the labor market in the region.

In this section, the sectoral structure in Şanlıurfa is discussed and its effects on the labor market and potential capacity and opportunities in terms of employment are reviewed Şanlıurfa has a labor market shaped by the interaction between agriculture, industry and services sectors. In recent years, industrial production has increased in the footwear, textile, food processing and machinery manufacturing sectors, but agriculture is still one of the largest sectors in terms of employment. The findings reveal that the labor market has a high share of young population and seasonal fluctuations in labor supply.

The industrial sector in Şanlıurfa is developing especially in areas such as footwear, textiles, food processing and machinery manufacturing. The organized industrial zones in the region have increased capacity utilization and have the potential to create employment with new investments. It is stated that there is a high demand for labor especially in footwear and textile production, but it is challenging for enterprises to find experienced and trained personnel in these sectors. It is stated that the need for qualified labor force in the fields of welding, electricity and machinery has increased, but vocational trainings in these fields are insufficient. In terms of employment, there are sectors growing in the region with new incentives depending on industrial investments. Especially the development of agriculture-based industry and export-oriented manufacturing industry attracts attention.

The agricultural sector remains one of the largest labor sectors in the region. With the development of irrigation infrastructure, traditional crops such as cotton, maize and wheat are growing, as well as greenhouse agriculture and livestock breeding. Along with large-scale livestock investments, employment opportunities in agro-based industry and food processing facilities are increasing. The spread of mechanization in agriculture reduces the proportion of unskilled labor employed in agriculture, but creates new employment opportunities in the agro-based industry. In particular, the need for labor force in areas such as food packaging, cold storage management and logistics services for exports has increased.

The construction and tourism sectors are also among the areas where labor demand increases in certain periods. In the construction sector, the need for unskilled labor continues, while there is a shortage of personnel in technical fields. In the tourism sector, it is observed that the number of labor employed in the service sector has increased with the increase in new investments.

The high rate of young population in Şanlıurfa stands out as an important factor that increases the labor supply. However, the fact that a significant portion of the labor force is unskilled or low-skilled causes a shortage of qualified personnel in certain sectors. This situation limits the production capacity of industrial enterprises by creating a shortage of qualified labor force, especially in technical fields such as machinery, electricity and welding.

Seasonal labor mobility continues to be a determining factor on employment dynamics in the region. It is stated that there are decreases in labor supply in the industrial sector, especially during agricultural and tourism seasons. This leads employers to offer various incentives and additional salary supports in order to create a more stable workforce.

Şanlıurfa's geographical location and logistics infrastructure offer significant advantages for the development of the labor market. The development of rail, road and air transportation infrastructure encourages industrial investments and exports. Supports offered under incentive systems increase the investment attractiveness of the region and directly affect the labor market.

Overall, the labor market in Şanlıurfa has a dynamic structure and continues to grow with the integration of the industrial and agricultural sectors. Expansion in organized industrial zones supports the increase in formal employment, while the need for qualified labor force in the industrial and service sectors continues. The transformation in the industrial and agricultural sectors has changed the employment structure of the region, making it necessary to address the labor market in a broader framework. In addition to traditional employment areas, the emergence of new job opportunities in the agriculture-based industry, logistics and manufacturing sectors requires more effective workforce planning. In particular, textile, shoe manufacturing, agro-based industry and logistics sectors have great potential in terms of labor force employment.

4.3 Sectors with Labor Shortage

In the labor market in Şanlıurfa, there are serious labor shortages in the industrial, service and agricultural sectors. Lack of qualified personnel in the footwear, textile, machinery manufacturing and food processing sectors leads to productivity losses in production processes. In the service sector, there is a constant demand for labor in accommodation, food and beverage and logistics, while the lack of drivers and warehouse clerks negatively affects trade activities. In the agricultural sector, seasonal labor mobility causes instability and it is difficult to find workers, especially in specialized areas such as pruning and animal care. To address these shortages, it is critical to strengthen vocational training and expand programs that encourage the training of qualified personnel in the industrial and service sectors.

In this section, the sectors and occupations in the labor market in Şanlıurfa are reviewed and the impact of these shortages on regional labor force dynamics is discussed. Despite the high unemployment rates in the city, there are serious labor shortages in certain sectors. The need for labor force in the industrial, service and agricultural sectors is shaped by different dynamics, and the economic transformation in the region directly affects the demand for labor force.

Table 87. Sectors and Positions with Labor Shortage in Şanlıurfa

Sector	Position with Labor Shortage
Industry	Machinist
Industry	Yarn Operator
Industry	Packaging Staff
Industry	Welder
Industry	Electrician
Industry	Machine Maintenance and Repair Personnel
Industry	CNC Operator
Industry	Generator Maintenance Specialist
Industry	Machine Technician
Textile & Footwear	Production Worker (Machinist)
Textile & Footwear	Production Staff (packaging)
Textile & Footwear	Master-apprentice Related Workers
Service	Waiter
Service	Kitchen Staff
Service	Housekeeping Staff

Table 87. Sectors and Positions with Labor Shortage in Şanlıurfa

Sector	Position with Labor Shortage
Service	Chauffeur
Service	Transportation Staff
Service	Warehouse Clerk
Agriculture	Pruning Worker
Agriculture	Harvest Worker
Agriculture	Animal Care Worker
Construction	Operator
Construction	Mold Master
Construction	Blacksmith
Construction	Welder
Construction	Plumber
Construction	Electrical Installer
Construction	Machine Maintainer

It is stated that there is a labor shortage in the industrial sector, especially in the fields of footwear, textiles, machinery manufacturing and food processing. It is stated that employers in these sectors have difficulties in finding qualified and semi-qualified personnel to work and this situation creates disruptions in production processes. Lack of labor force, especially in areas such as machinists, yarn operators and packaging personnel, stands out as an important problem in industrial production. One of the biggest difficulties stated by employers is that the lack of trained personnel leads to loss of productivity in production processes. For this reason, it is stated that enterprises create training programs within their own structure and train personnel through master-apprentice relationship.

In the textile and footwear industries, it is stated that due to the lack of qualified labor force, the process of training employees takes a long time and on-the-job training programs have become mandatory. At the same time, it is emphasized that there is a shortage of personnel in the fields of welding, electricity and machine maintenance and repair, and the deficit in these positions limits industrial production capacity. It is observed that employers organize internal training programs and increase professional development opportunities in order to close this gap.

There is a shortage of employees in the service sector, especially in accommodation and food and beverage. It is stated that there is a constant labor demand for waiters, kitchen staff and housekeepers, but the majority of those working in the sector do not have the necessary professional qualifications . However, it is stated that the shortage of drivers has become a major problem in the transportation sector, and the need for transportation staff and warehouse clerks is high, especially in trade and logistics.

The agricultural sector remains one of the largest areas of employment in the region. Seasonal labor mobility is constantly changing the labor balance in the agricultural sector. The lack of skilled labor, especially in areas such as harvesting, pruning and animal care, causes disruptions in production processes. It is emphasized that pruning work directly affects crop yields and the availability of skilled labor in this field is critical. However, it is stated that due to the harsh working conditions in the agricultural sector, the people of the region do not turn to these jobs, and the need for labor force is largely met by seasonal workers coming from outside.

Demand for unskilled labor in the construction sector continues steadily every year, but there is a shortage of skilled workers in occupations requiring technical skills. In areas such as welding, plumbing, electrical installation and machine maintenance, employers are in long-term search for workers and this shortage is affecting the progress of major projects in the region. In the construction sector, finding workers in professions such as experienced operators, formwork masters and blacksmiths has become critical, especially for large projects.

In some occupational groups in the industrial and technical fields, there is a lack of demand despite the increase in salary levels. In professions such as machine technicians, generator maintenance specialists and CNC operators, employers offer salaries above the minimum wage, but there is not enough labor force. It is stated that vocational high schools in the region are not directly linked to the workforce needed by the industry, so the employment rate of graduates in the industry is low.

Research shows that the education provided in vocational high schools does not fully meet the needs of the industrial sector, so training qualified technical staff is a major challenge for employers. This situation deepens the labor shortage, especially in technical fields such as machinery, electricity and welding. Industry representatives emphasize the need to expand vocational training programs and increase cooperation with the private sector.

It is observed that the balance between skilled and unskilled labor in the region differs by sector, with a high demand for skilled labor in the industrial sector, but a need for low-skilled labor in the agricultural and service sectors. It is also stated that unregistered employment is widespread in certain sectors and this makes workforce planning difficult.

In general, it is observed that the mismatch between labor supply and demand continues in certain sectors of the Şanlıurfa labor market and that there is a shortage of qualified labor in the industrial and service sectors. While there is a large deficit in occupations requiring technical skills in the industrial sector, it is stated that there are disruptions in production processes in the agricultural sector, especially due to the lack of qualified agricultural workers.

In order to overcome these deficits in the labor market, vocational education should be strengthened, labor force planning should be made more effective and trainings for the skills needed by the sectors should be expanded. It was found that incentive mechanisms for training qualified personnel should be increased especially in the industrial and service sectors.

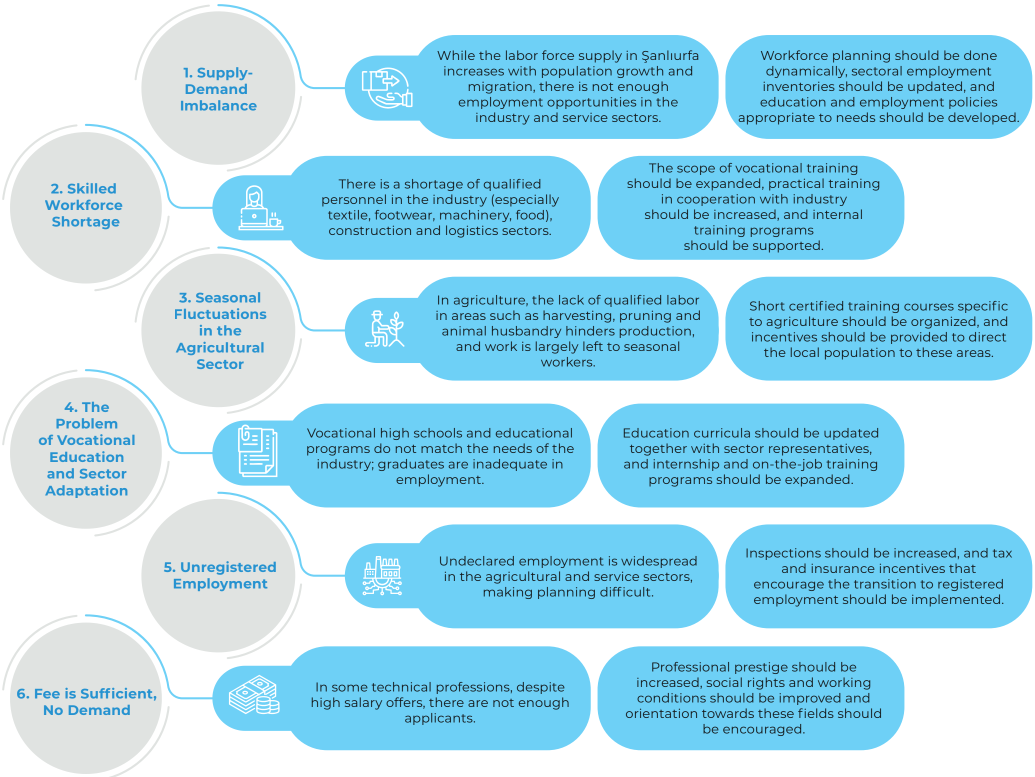
4.4 Labor Force Qualifications and Supply-Demand Matching

The mismatch between labor supply and demand in Şanlıurfa stems from factors such as lack of professional qualifications, seasonal labor mobility and the inability of the education system to adapt to the needs of the sector. In the industrial sector, the lack of personnel for jobs requiring technical skills disrupts production processes, while the prevalence of seasonal labor in the agricultural sector negatively affects labor force continuity. The lack of a stable workforce in the service and logistics sectors necessitates employers to take measures to reduce employee turnover. The fact that vocational education programs are not tailored to the needs of industry, agriculture and service sectors exacerbates the shortage of qualified labor. In order to overcome this imbalance, cooperation between vocational high schools and sectors should be increased, on-the-job training should be widespread and workforce planning should be supported by long-term strategies.

In this section, the structural dynamics of the labor market in Şanlıurfa, the quality of the labor force, the supply-demand mismatch and the role of education on this balance are reviewed. The rapid population growth and rural-urban migration process in the region create a continuous expansion in the labor supply, but unemployment rates remain high due to insufficient employment creation in the industrial and service sectors.

Şanlıurfa has an economic structure shaped by a combination of agriculture, industry and service sectors. However, the imbalance between labor supply and demand stands out as an important problem for both employers and employees. While there is a shortage of qualified labor in the industry and service sectors, the need for seasonal labor continues in the agricultural sector.

Figure 4. Findings and Recommendations on Labor Force Qualifications and Supply Demand Matching in Şanlıurfa



In the industrial sector, there is a shortage of qualified labor in the fields of footwear, textiles, machinery manufacturing, food processing and electrical-electronics. It has been determined that there is a shortage of personnel in professions such as welding, CNC operator, machine maintenance-repair and electrical technician, and this deficit directly affects the industrial production capacity. Especially in textile and footwear production, there are problems in finding specialized personnel, which causes disruptions in production processes. A similar trend is observed in the machinery manufacturing and metalworking sectors, and the need for qualified technical staff continues in these fields.

The agricultural sector continues to account for the largest share of employment in Şanlıurfa. With the increase in irrigation projects, the need for labor force has diversified in greenhouse and animal husbandry activities in addition to traditional agricultural production. However, it is stated that due to seasonal labor mobility, there is irregularity in production processes and the lack of qualified labor, especially during harvesting and pruning periods, directly affects product quality. In addition, in the livestock sector, labor shortages persist in areas requiring technical knowledge such as maintenance, feeding and veterinary support services. It is stated that the majority of those working in the agricultural sector are temporary workers and the local population has a low propensity to work in this field.

A similar supply-demand imbalance is observed in the service sector. Especially in the food and beverage, accommodation and logistics sectors, there are difficulties in finding regular labor force. It is stated that there is a high shortage of employees in professions such as waiters, kitchen staff and warehouse clerks, which directly affects the service quality of businesses.

In the logistics sector in the region, it is stated that the lack of drivers stands out as a serious problem, and it is difficult to find qualified personnel who can drive commercial vehicles, especially in the transportation sector. It is emphasized that this situation can directly affect the volume of trade and cause delays in logistics operations of enterprises.

The construction sector in the region also stands out as one of the areas that attracts attention in terms of labor demand. In the sector where the demand for unskilled labor continues, it has been determined that there is a shortage of qualified personnel in technical fields such as plumbing, electrical installation and welding. It has been determined that employers operating in the construction sector seek solutions through on-the-job trainings and incentive programs in order to close the shortage of qualified personnel.

One of the main reasons for the mismatch between supply and demand in the labor market is the inadequacy of vocational education and training for lines of work that require technical skills. It has been determined that vocational high schools and vocational training programs in the region are insufficient to train the workforce needed by the industry. While the demand for qualified labor is high in the industrial sector, low-skilled labor is needed more in the service sector. This situation is becoming an important factor affecting long-term production processes, especially in the industrial and agriculture-based industry sectors. In order to increase the number of qualified labor force, it is considered that vocational education should be strengthened, vocational high schools and technical education programs should be expanded and employers should encourage on-the-job training programs.

4.5 Women's Labor Market Participation: Opportunities and Constraints

In Şanlıurfa, women's participation in the labor force remains limited due to cultural norms, childcare responsibilities and unregistered work. While women mostly work in agriculture, textile, food production and service sectors, it is very difficult for them to find jobs in industrial and technical fields. Low wages and precarious working conditions, especially in the agriculture and textile sectors, make long-term employment difficult for women. To increase women's participation in the labor force, childcare support should be provided, vocational training should be diversified to provide technical skills, and employers' perspectives on women's employment should be changed. Supporting women's cooperatives and increasing projects that encourage women's entrepreneurship will be one of the most important steps to strengthen women's economic independence.

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In this section, the general situation of women's employment in Şanlıurfa, trends in women's labor force participation, the impact of cultural norms, sectors in which women work intensively and measures to be taken to increase women's employment are reviewed. As in Türkiye in general, women's labor force participation in Şanlıurfa is low compared to men. Women's employment rates are concentrated in certain sectors such as agriculture, textiles, services and food production due to economic and social factors.

The main reasons for low female labor force participation include cultural norms, childcare responsibilities, low levels of education and employers' perceptions of women's labor force. The limited number of sectors in which women can work and employers' hesitancy towards women's employment are cited as important factors that make it difficult for women to participate in the formal labor force.

One of the areas with the highest concentration of women's employment is the agricultural sector. In addition to working in the fields, women are involved in jobs such as packaging, fruit and vegetable stacking and product sorting. In regions where agricultural production is intensive, women work as seasonal workers and are often employed informally for low wages. This situation makes it difficult for women to access social security and threatens work continuity.

In the industrial sector, women's employment in textiles and food processing attracts attention. Although the textile sector is one of the fields where women's labor has a large share, it is stated that the rate of informal employment is quite high and working conditions are precarious. In the food processing sector, women are generally employed in packaging and production lines, but the proportion of female employees in positions requiring technical skills is quite low.

In the service sector, female employment is mostly concentrated in tourism, restaurants, beauty services and retail. Women are more likely to be employed in customer service, sales consultancy and kitchen staff, but the proportion of women in managerial positions remains low. Although there are some initiatives to encourage women's employment in these sectors, long working hours and lack of social security are cited as factors limiting women's employment.

One of the most important factors affecting women's labor market participation is childcare responsibilities. The fact that women bear the burden of childcare alone in the family directly affects their labor force participation rates. Providing daycare and childcare support for working mothers is considered as one of the most important steps that can increase women's participation in the labor force.

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According to the findings, some structural measures should be taken to increase women's labor force participation rates. Employers' perceptions of women's employment should be changed and incentive mechanisms should be created to direct women to industrial production and technical occupational groups without limiting them to certain sectors. Improving childcare services and providing daycare support for working mothers can remove one of the biggest obstacles to women's employment.

Another critical element to increase women's employment is the expansion of vocational training programs. The fact that women's existing qualifications do not match the needs of employers is seen as a factor that complicates employment processes. Instead of traditional courses such as sewing and embroidery, it is recommended that public education centers provide employment-oriented training in areas requiring office software, foreign trade, logistics, accounting and technical skills.

NGOs and women's cooperatives are among the important structures that support women's participation in the workforce. Women's cooperatives are reported to make women more active in areas such as agriculture, greenhouse farming, textile and food production, while also contributing to their economic independence by encouraging entrepreneurial activities.

In conclusion, women's labor force participation is low in Şanlıurfa compared to Türkiye as a whole, but women's employment is increasing, especially in the textile, food production and service sectors. To increase women's labor force participation, childcare support should be provided, employers' awareness of women's employment should be raised and vocational training programs should be diversified. Expanding women's cooperatives and models supporting women's entrepreneurship and improving working conditions are considered as steps to accelerate women's participation in the formal labor force. Structural reforms are needed to strengthen women's economic independence and increase their participation in employment, and opening up more space for women workers in the labor market will be an important achievement in terms of economic development and social balance.

> **The main reasons for low female labor force participation include cultural norms, childcare responsibilities, lemployer perceptions of women in the workforce perceptions of female labor force.**

4.6 Employers' Attitudes towards Migrant Workforce and Market Dynamics

In Şanlıurfa, migrant labor is widely employed in the agriculture, textile, footwear and construction sectors, while it is more limited in the industry and service sectors. Employers tend to employ migrant workers informally to avoid legal obligations, while considering migrant workers as a cost advantage. Although incentive mechanisms temporarily increase the formal employment of migrant workers, the rate of uninsured and low-wage employment increases after the subsidies end. Language barriers and social perceptions make it difficult to employ migrants, especially in the industrial sector due to the complexity of legal procedures and in the service sector in logistics, retail and jobs that require direct contact with customers. For lasting economic integration, informal employment should be reduced, employer incentives should be made sustainable and migrant workers should be included in the social security system.

This section assesses the role of migrant labor in different sectors of the labor market in Şanlıurfa and how employers' attitudes towards this labor force are shaped. Şanlıurfa stands out as a city where migrant labor is intensively employed in agriculture, industry and service sectors, but employers' attitudes towards this labor force vary depending on various factors.

The integration of migrant labor into employment is shaped by legal regulations, incentive mechanisms and social perceptions. Employers' approaches to employing SuTPs workers vary across sectors. In particular, migrant workers are widely employed in the agriculture, textile, footwear and construction sectors, while their employment is more limited in the industrial and service sectors.

One of the most important factors in employers' attitudes towards migrant labor is cost advantage. Some employers consider migrant workers as a low-cost and easily accessible source of labor, but prefer informal employment by avoiding legal procedures and social insurance obligations. Especially in the industrial sector, a significant number of employers are found to employ migrant labor without insurance, avoiding insurance costs.

The prevalence of informal employment of migrant labor leads to some imbalances in the labor market. Especially in agriculture and textile sectors, migrant workers are employed without social security, which both weakens the economic security of migrant workers and creates imbalances in the labor market by increasing competition with local labor.

One of the most important factors affecting the attitudes of employers who employ migrant workers is incentives. The incentives provided to employers under incentive mechanisms during certain periods encouraged the formal employment of migrant workers, but it was found that informal employment became widespread after the incentives ended. It was observed that the majority of employers had employed registered SuTPs workers during the incentive period, but when the incentives ended, instead of dismissing the workers, the employers tended to employ them without insurance and at lower wages. This indicates that employers who circumvent the work permit process continue to employ migrant workers through informal means.

In the industrial sector, attitudes towards migrant labor are more cautious. Particularly in the textile and footwear sectors, while the use of SuTPs is considered as a low-cost alternative, employers who want to avoid legal obligations have largely turned to informal employment. This leads to low wages and precarious conditions for SuTPs workers.

In the agricultural sector, the rate of unregistered employment of SuTPs is higher and most employers prefer daily or weekly payment methods instead of registering their seasonal workforce. Especially in cotton, maize and wheat production, the labor of SuTPs is widely used, but they are mostly employed without social security. The constant need for the labor of SuTPs in agriculture is considered to be one of the main factors that lead employers to employ informal labor.

In the service sector, while the labor of SuTPs is more limited, it is observed that employers' interest in migrant labor has increased in certain lines of work. Particularly in the restaurant and catering sectors, they are employed as kitchen staff and cleaning staff, but the proportion of SuTPs workers in jobs that require direct contact with customers is low. In the logistics and retail sectors, on the other hand, employers are less likely to prefer SuTPs due to factors such as language barriers and customer satisfaction.

Discrimination against migrants was found to be a determining factor in the employment policies of some employers. While some employers refrain from employing migrant workers due to social pressure, it was found that in some sectors, with the increase in the need for labor force in some sectors, the SuTPs workers have become a mandatory source of labor force. Language barriers, low levels of education and cultural differences cause reservations about migrant employment to persist in some sectors.

In addition, migrants have a faster population growth compared to the Şanlıurfa population, which may lead them to play a dominant role in the labor market in the medium and long term. This trend may lead to a smaller share of the native labor force in employment. Moreover, the growing population of migrants also affects the demographic structure, leading to changes in social and economic balances. This is an important consideration in order to protect the domestic labor market.

Various projects are being carried out to ensure the economic integration of the OECD workforce, and the impact of these projects on employers has been found to vary. Increasing employers' awareness of migrant employment, including informal labor in the social security system, and making employer incentives sustainable are considered as important steps for the permanent integration of the SuTPs/IPSHA workforce.

As a result, employer attitudes towards migrant labor in Şanlıurfa differ by sector. While migrant labor is widely employed in the agriculture, footwear, textile and construction sectors, migrant workers are employed to a lesser extent in the industrial and service sectors. While the majority of employers consider the SuTPs/IPSHA workforce as an advantage in the labor market, it is observed that some sectors continue to have reservations about migrant employment.

Sustainable inclusion of SuTPs/IPSHA in the labor market requires reducing informal employment, streamlining procedures for work permits and raising employers' awareness of migrant labor. Employment projects that are not limited to job matching processes but also include awareness-raising activities to change employers' attitudes can accelerate the economic integration of migrant labor.

4.7 Barriers to Migrants' Transition to the Formal Labor Market

In Şanlıurfa, the biggest obstacles that make it difficult for migrants to transition to the formal labor market include the prevalence of informal employment, the complexity of work permit procedures, the impact of social assistance on employment, the language barrier and the tendency of employers to reduce costs. Employers prefer to employ migrant workers without insurance to avoid lengthy and costly work permit processes, while some migrants are reluctant to turn to formal employment for fear of losing social benefits. Especially in the industrial and agricultural sectors, employers avoid insurance and legal obligations and employ migrant workers at low wages and precariously. In addition, communication problems at many stages from job interviews to official procedures due to language barriers lead migrants to lower-paid and precarious jobs. In order to increase formal employment, work permit processes should be facilitated, language training programs should be expanded, incentives for employers should be made permanent and social assistance mechanisms should be aligned with employment policies.

This section assesses the main structural and bureaucratic barriers that make it difficult for migrants in Şanlıurfa to participate in the formal labor market. The main barriers migrants in Şanlıurfa face in accessing formal employment are structural factors such as the prevalence of informal employment, bureaucratic difficulties related to work permits, the impact of social assistance on employment, employers' attitudes and language barriers. These barriers stem not only from individual reasons but also from the overall dynamics in the labor market and the policy framework. It has been found that these factors are directly linked to each other and that the process of transition to formal employment faces multiple barriers at the same time.

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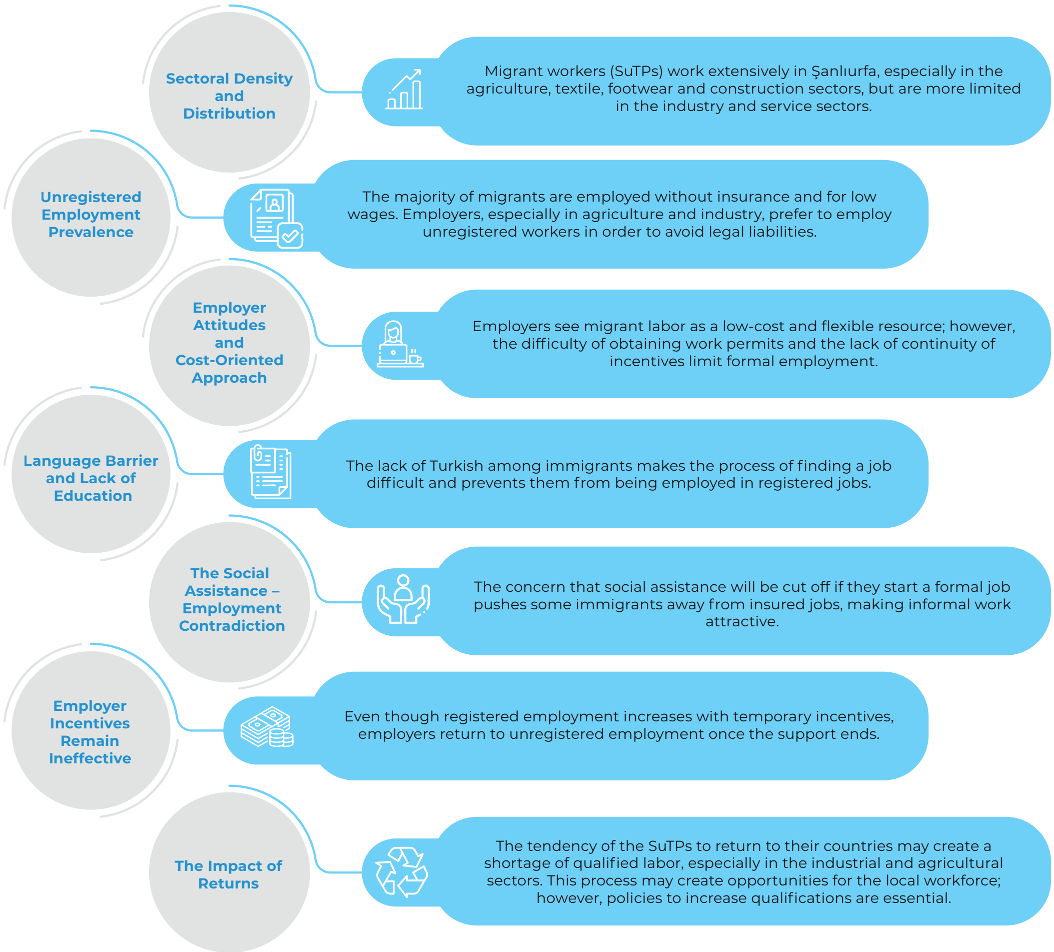
Figure 5. Barriers to Migrants' Transition to the Formal Labor Market



The biggest obstacle to the inclusion of Syrians under Temporary Protection (SuTP) / International Protection Status Holders and Applicants (IPSHA) in formal employment is the prevalence of informal employment. It has been found that a majority of employers prefer to employ migrant workers without insurance in order to avoid dealing with work permit processes. Particularly in the agriculture and industry sectors, employers continue to employ SuTPs/IPSHA workers without insurance at lower wages. This situation makes it difficult for SuTPs/IPSHA workers to transition to formal employment and causes them to remain in a more vulnerable labor force position.

Another important obstacle in the transition to formal employment is the requirement to obtain a work permit. Since work permits are granted subject to certain conditions due to legal regulations, many employers and employees have difficulty in completing this process. Specifically, in order to obtain a work permit, SuTPs/IPSHAmust have completed at least six months of temporary protection and the employer must be able to employ migrants within a set quota. These restrictions lead employers to avoid obtaining work permits and to employ migrant workers informally.

The impact of social assistance on formal employment is also an important factor. Some migrant workers are reluctant to apply for insured jobs for fear of losing the social benefits they receive if they take up formal employment. In particular, the fact that social assistance programs exclude certain age groups increases the tendency to work informally. However, it is stated that this is not the case for all workers, and that the main reason for unregistered work is that employers find the process of obtaining work permits challenging.

Another important challenge in transitioning to formal employment is the language barrier. Migrants with limited Turkish language skills face great difficulties during job interviews, work permit applications and other official procedures. This situation both reduces the willingness of employers to employ migrants and causes migrants to turn to lower paid and precarious jobs in the labor market. Lack of language proficiency can also lead to poorly understood labor contracts, which may lead employers to engage in unfair practices in terms of wages and working conditions.

Employers' attitudes towards formal employment play a critical role in the continuation of informal employment. With the end of the incentives, many employers have been found to stop employing insured SuTPs/IPSHA workers, but continue to employ them informally instead of dismissing them. This is particularly prevalent in the industrial and agricultural sectors and is driven by the tendency of employers to reduce labor costs. Some employers are not willing to employ migrant workers with insurance due to the lengthy work permit process.

In conclusion, the biggest obstacles faced by migrants in Şanlıurfa in the process of transition to formal employment are the tendency to be employed informally, the complexity of work permit processes, the impact of social assistance, language barriers and the attitudes of employers. The combination of these factors shows that transition to formal employment is not only an individual choice but also a process shaped by structural barriers.

To encourage transition to formal employment, work permit processes should be accelerated, language training programs should be expanded, incentives for employers should be made sustainable, and social assistance mechanisms should be better aligned with formal employment. These steps will accelerate the integration of the SuTPs workforce into the labor market and provide a more sustainable working environment for both employers and employees.

4.8 Economic and Labor Market Effects of Potential Repatriation

The trend of repatriation of SuTPs in Şanlıurfa may lead to significant changes in the labor market, particularly in the industrial, agricultural and service sectors. In the industrial sector, the departure of SuTPs working in specific areas of specialization could create a shortage of skilled labor in sectors such as machinery manufacturing, food processing and textiles. Returns may require businesses to reshape their employment policies, as some employers become dependent on low-cost labor. On the other hand, although this change may lead to fluctuations in labor supply in the short term, in the long term it may lead to a greater presence of domestic labor in the labor market. However, in order to manage this process properly, training and support policies to increase the professional qualifications of the domestic labor force need to be strengthened.

In this section, the return tendency of the SuTPs in Şanlıurfa and the possible effects of this process on the labor market are reviewed. It has been determined that the migrant population in Şanlıurfa tends to leave Türkiye and the possible effects of this on the labor market are being discussed. Especially in recent years, the decrease in the migrant population is considered as an important issue as it may cause labor force losses in certain sectors in the labor market. In terms of agriculture, industry and services sectors where the SuTPs labor force is concentrated in employment, the effects of labor mobility on the labor market are emphasized.

It has been determined that the return process in the industrial sector can have significant impacts especially in terms of qualified labor force. In Şanlıurfa, it has been identified that over the years, the SuTPs/IPSHA specialized in certain sectors have been employed in positions requiring technical knowledge in industrial production. Especially in the machinery manufacturing, food processing and textile sectors, these workers work in specific areas of specialization and therefore, it is assessed that repatriation may create a shortage of qualified labor in certain business lines in the industry.

In addition, it is noted that some employers have become dependent on migrant labor and that returns may affect their employment processes, especially as they provide access to low-cost labor. However, there is no clear prediction on the extent to which the loss of migrant labor will affect the labor market.

While it is observed that the SuTPs/IPSHA tend to leave, it is foreseen that the impact on the labor market will be more evident in the long run and that there may be a labor shortage in some specialized fields, especially in the industrial sector. It is emphasized that a more comprehensive assessment of how this will affect the labor market is needed and that it is important to monitor the impact of labor mobility on sectors.

As mentioned in the section above, migrants have a faster population growth rate compared to Şanlıurfa's population and this may lead to them playing a dominant role in the labor market in the medium and long term. This trend may lead to a smaller share of the native labor force in employment. In the case of the return of the SuTPs, the domestic workforce is expected to be more present in the labor market. This would allow for the loss of the flexibility provided by migrant labor, especially in low-paid and temporary jobs, thus allowing the native labor force to fill the gap. However, for this transition to take place in a healthy manner, training and support policies to improve the qualifications of the domestic workforce need to be strengthened.

In conclusion, the return process of SuTPs in Şanlıurfa has been reviewed in terms of the labor market, especially in the context of loss of skilled labor. The reduction of specialized labor in the industrial sector may have short-term negative impacts on certain occupational groups. However, in the medium and long term, it will allow the local labor force to find more space in the labor market.

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

In order for the transition to the labor market in Şanlıurfa to be successful, cooperation between employers, educational institutions and public institutions needs to be strengthened. The fact that existing education programs do not fully respond to the needs of the business world causes a surplus of labor in some sectors, while there is a serious shortage of personnel in areas requiring technical skills. It is critical to expand career counseling mechanisms and strengthen guidance services to ensure that job seekers are directed to the right occupations. NGOs and professional organizations play important roles in the process of integrating SuTPs into the labor market, but more comprehensive coordination is needed. To address the mismatch between labor supply and demand, vocational training needs to be restructured according to sector needs and incentive mechanisms to reduce unregistered employment need to be developed.

This section assesses the role of inter-institutional cooperation and communication network in the labor market transition process in Şanlıurfa. The labor market transition process is not only limited to matching labor supply with employer demands, but also requires effective cooperation and coordination among stakeholder institutions. Coordination among stakeholders stands out as a critical factor for job seekers to have skills that match sectoral expectations, for training programs to adapt to the needs of the business world, and for employment processes to be managed sustainably.

In Şanlıurfa, interaction and coordination between stakeholder institutions is a determining factor in the transition to the labor market. In particular, training programs and employment projects need to be planned and implemented in a way that supports the skills needed in the labor market. However, in stakeholder interviews, it was emphasized that cooperation should be more systematized in order to carry out this process effectively.

The fact that vocational training programs do not sufficiently overlap with the employment demands of employers leads to a surplus of labor in some sectors, while in other sectors, the shortage of personnel continues. Especially in sectors requiring technical skills, there is a shortage of personnel, while in some other sectors there is an excess supply of labor. Therefore, it is emphasized that vocational education programs should be restructured according to the needs of the sector.

One of the biggest problems in the transition to the labor market is the insufficiency of guidance and career guidance mechanisms to increase the employability of job seekers. The fact that some young individuals carry out their job search processes on their own initiative without being directed to occupations in line with the demands of the sectors leads to an imbalance between supply and demand in the labor market. Therefore, it is stated that job and career counseling services should be expanded.

It was emphasized that some civil society organizations and professional associations play an important role, especially in the integration of SuTPs into the labor market, but that this process requires more comprehensive coordination. Incentive mechanisms for the labor market need to be implemented more effectively in line with the demands of employers and cooperation needs to be increased to reduce unregistered employment.

As a result, it is seen that the coordination between stakeholder institutions in the transition to the labor market in Şanlıurfa should be made more effective. Strengthening the communication between educational institutions, employers, public institutions and professional organizations in employment processes will enable individuals to participate in the labor force in a more sustainable manner. In this process, it is recommended that education programs should be renewed according to the needs of the labor market and career guidance mechanisms should be strengthened in order to eliminate the mismatch between labor supply and demand.

CHAPTER V

CHAPTER V

5. CONCLUSION AND RECOMMENDATIONS

This study aims to comprehensively analyze Şanlıurfa'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 reviewed 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 Şanlıurfa, to identify which sectors have labor shortages and to develop concrete suggestions on how vocational training can be planned 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 Şanlıurfa labor market, expected qualifications and qualifications, gender preferences of employees, attitude towards vulnerable groups and formal employment.

Analyses of Şanlıurfa's labor market reveal significant structural imbalances in the province's employment dynamics. As of 2023, Şanlıurfa's unemployment rate reached 9.9%, which is higher than the 9.4% unemployment rate in Türkiye (Table 16). The high youth unemployment rate in particular indicates that employment policies need to be improved for this group. The labor force participation rate is calculated as 45.5%, which is well below the national average (53.3%) (Table 18). The employment rate in the province is 41%, a small increase compared to 2022 (Table 17). This suggests that employment creation efforts are not yet effective enough and more incentives are needed to increase the labor force participation rate.

According to ISKUR data, there are a total of 15,601 job vacancies in Şanlıurfa as of 2023. Most of the vacancies are in the private sector, while the number of vacancies in the public sector is quite limited. While there are 15,589 vacancies in the private sector, the number of vacancies in the public sector is only 12. When job placement processes are analyzed, a total of 8,140 individuals were placed in employment and the majority of these individuals were employed in the private sector. While only 19 people were placed in the public sector, this number was 8,121 in the private sector. In terms of gender, the employment rate of men is significantly higher than that of women, with 5,736 of the 8,140 people placed in jobs being men and 2,404 being women. This indicates that women continue to face significant barriers to labor market participation, highlighting the need to strengthen supportive policies aimed at increasing female employment. (Table 19).

Şanlıurfa is an important province located in the southeast of Türkiye and attracts attention with its historical and cultural richness. As the backbone of Şanlıurfa's economy, the agricultural sector has been the largest source of employment in the province for many years. However, the province's population growth and labor force participation rate are among the main factors complicating regional development. Şanlıurfa has a population of approximately 2.1 million by 2023 and has a high youth population. However, the labor force participation rate is low at 47.8%, which is one of the factors creating a significant imbalance in the labor market. In addition, the female labor force participation rate is only 25%, which is one of the major obstacles to economic development in the region.

The agricultural sector has an important place in Şanlıurfa's labor market. Although productivity in agricultural production has increased with the SAP, seasonal agricultural labor and low-skilled labor force greatly affect employment in this field. According to the survey results, 70% of those working in the agricultural sector are engaged in seasonal labor, while only 30% are employed in permanent and qualified jobs. Vocational trainings need to be strengthened in order to disseminate modern production techniques in agriculture and to increase the quality of the agricultural workforce. Investments in the agriculture-based industry sector are increasing in Şanlıurfa, but the lack of qualified labor prevents the full utilization of this potential.

The industrial sector continues to grow, especially in agriculture-based industries, but the labor force is generally based on low-skilled labor such as craftsmen and journeymen. The lack of skilled labor is especially evident in qualified personnel such as engineers and technicians. In order for the industry to grow and create more added value, industrial enterprises need to increase their qualified workforce. In addition, in order for Şanlıurfa to accelerate the industrialization process, it is of great importance to increase infrastructure investments and strengthen incentives for the development of local enterprises. and investments in high-tech sectors should be increased.

The service sector has been one of the fastest growing areas in Şanlıurfa's economic structure. While there has been a significant increase in employment in sectors such as retail trade, logistics, finance and transportation, there are inadequacies in areas such as logistics infrastructure and digital trade in Şanlıurfa. Şanlıurfa has a significant potential in the logistics sector thanks to its active border trade and the strategic advantages of its geographical location. However, the existing logistics infrastructure needs to be strengthened, transportation systems need to be modernized and digitalization processes need to be accelerated. The adaptation of enterprises in Şanlıurfa to digitalization will create significant opportunities for economic growth in the region. At this point, increasing vocational trainings in areas such as digital marketing and e-commerce will be a critical step for local businesses to become competitive.

The tourism sector has a significant growth potential supported by Şanlıurfa's historical and cultural richness. Şanlıurfa, home to a world-class tourist attraction such as Göbeklitepe, can make significant progress in the tourism sector by increasing investments in this area. However, there are also challenges such as inadequate accommodation infrastructure, lack of international promotion and the need to improve tourism services. Şanlıurfa's potential in the tourism sector can be further enhanced through infrastructure investments, construction of more accommodation facilities and increased promotion of the city. In addition, increased investments in alternative tourism areas such as health tourism, gastronomy tourism and nature tourism will increase the economic diversity and competitiveness of the province.

The labor force participation of youth and women in the labor market in Şanlıurfa is still limited and this is an important factor hindering the economic development of the province. Şanlıurfa is one of the provinces with the youngest population in Türkiye, with 20% of the population between the ages of 15-24. However, labor force participation and employment rates of young people remain below the average of Türkiye. As of 2023, the youth unemployment rate is 28% and there are various challenges in employing young people in the industrial and service sectors. Women's labor force participation rate is 25%, which is well below the average for Türkiye. The main factors hindering women's labor force participation include low levels of education, lack of professional skills and traditional social norms. Strengthening vocational training programs is important for the integration of youth into the labor market. Existing vocational training institutions in Şanlıurfa cannot fully meet the qualified labor force needed by the business world. Digital skills trainings need to be expanded to employ young people, especially in areas such as IT, technology and digital marketing. In addition, by increasing women's employment, especially home-based working models and remote working opportunities should be encouraged. Supportive programs for women in handicrafts, textiles, e-commerce and agricultural production should be created.

Şanlıurfa, on the other hand, is one of the provinces with the highest number of SuTPs in Türkiye, hosting approximately 400,000 SuTPs. This large migrant population has a significant impact on the labor market in the province and poses various challenges. It has increased the supply of SuTPs labor and created competition with local labor, especially in low-skilled sectors such as agriculture, construction, textiles and food processing. Migrant workers have been an attractive option for employers due to their lower wage expectations and easier adaptation to flexible working conditions. However, the majority of migrants are in informal employment, leading to social security gaps and job insecurity. In addition, the integration of SuTPs into the labor market is hampered by language barriers, lack of training and legal obstacles. Therefore, the development of policies to integrate migrants into the labor market is of great importance for labor productivity. In order for migrants to participate in the labor market in a more sustainable way, vocational skills acquisition projects supported by legal regulations and training programs should be implemented.

On the other hand, migrants have a faster population growth rate compared to the population of Şanlıurfa, which may lead them to play a dominant role in the labor market in the medium and long term. This trend raises the concern that it may lead to a smaller share of the native labor force in employment.

In Şanlıurfa's labor market, employment of people with disabilities is also of great importance. As of 2023, a total of 236 people with disabilities were employed in Şanlıurfa. While the majority of these individuals, i.e. 222 of them, were employed in the private sector, only 14 disabled individuals were employed in the public sector. In terms of gender distribution, 197 of the disabled people placed in jobs are men and 39 are women. The total number of disabled people currently working in Şanlıurfa is 934, 243 of whom are employed in the public sector and 691 in the private sector. It is seen that the private sector has a significant weight in the employment of disabled people, but there are still a significant number of unfilled vacancies. The total number of open positions for the disabled is 149, 31 of which belong to the public sector and 118 to the private sector. These data reveal the importance of employment incentives and awareness raising efforts to increase the labor force participation of people with disabilities (Tables 25 and 26).

The main challenges in Şanlıurfa's labor market stem from factors such as shortages of qualified labor, informal employment, sectoral distribution of 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 Kocaeli's labor market, to close the shortage of qualified personnel needed by sectors and to increase employment.

These are:

In order to strengthen vocational training, training programs should be organized in line with workforce needs in industry, agriculture, textile, shoemaking and service sectors, sector-specific training centers should be established and opportunities for practical training should be increased.

In order to train a qualified workforce in the industrial and service sectors, the vocational high school model should be expanded in cooperation with the sectors, and joint training programs should be established with companies, especially for the metal, automotive and plastics sectors.

To reduce unregistered employment, social security inspections in agriculture, textiles and services sectors should be tightened, workers' insurance and social security rights should be protected and digital tracking systems should be established to monitor unregistered workers.

In order to increase women's employment in the labor market, awareness-raising activities should be carried out for employers and social benefits such as daycare centers, transportation support and flexible working hours should be provided to women employees.

Low-interest loans, grants and mentoring programs should be provided to encourage women's entrepreneurship, and women's participation in the workforce in traditional sectors such as handicrafts, textiles and food production should be supported.

Online courses in areas such as e-commerce, digital marketing, software development should be organized to increase women's digital skills and incentives for entrepreneurship should be provided.

Women's employment should be increased in sectors that encourage working from home, and models suitable for remote working in areas such as e-commerce, textiles and packaging should be supported.

To encourage women and youth employment in the agricultural sector, training programs in greenhouse cultivation, irrigation and biotechnology should be organized, and successful participants should be provided with state-subsidized micro-credits and greenhouse installation grants.

Skills development and on-the-job training programs in sectors such as software, digital marketing, food processing and agriculture should be expanded to ensure the integration of the young workforce into the labor market.

In order to ensure the integration of migrants into the labor market, language, vocational and labor culture trainings should be increased, orientations should be made in line with sectoral labor demands, and work permit processes should be accelerated.

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Migrant entrepreneurship should be encouraged, micro-credit support should be provided and business start-up processes should be facilitated.

To increase employment in the recycling and environmentally friendly production sectors, trainings on waste management, recycling technologies and sustainable production methods should be organized and the local workforce should be encouraged to turn to these fields.

To encourage specialization in the logistics and warehouse management sectors, a "**Digital Logistics Academy**" should be established and employees should be provided with accelerated vocational training.

In order to close the labor shortage in the renewable energy sector, training programs on solar, wind and biomass energy systems should be developed and the technical training costs of employees working in these sectors should be supported by the state.

In order to train a qualified workforce in the fields of informatics and technology, accelerated programs in the fields of software, cyber security, automation systems and artificial intelligence should be organized in the Informatics Valley, and courses to increase digital skills should be expanded.

SSI premium support and tax advantages should be offered to encourage employers to engage in formal employment, and incentive mechanisms should be created to create salary competition in the industrial sector.

Occupational safety incentive packages should be created and inspections should be tightened to increase the safety standards of workers in particularly hazardous jobs (welding, heavy industry, etc.).

In order to increase the participation of people with disabilities in the workforce, skill development and rehabilitation programs should be expanded and accessibility standards should be made compulsory in workplaces.

Support for vocational education and employment should be increased through private and public sector partnerships, and industrial companies should be encouraged to offer compulsory internships for vocational high school students and job guarantee programs after graduation.

In conclusion, Şanlıurfa's labor market requires significant structural changes and improvements. Vocational training programs and strengthening industrial investments are essential to increase the labor force participation of the young population, integrate women into employment, and address skilled labor shortages in the industrial sector. In addition, necessary legal arrangements and support programs should be put in place to integrate SuTPs into the labor market, balance competition with the local workforce, and direct migrants to formal employment. Aligning the labor supply in Şanlıurfa with the needs of the sectors is critical for increasing labor productivity. In this process, with the cooperation of the state and the private sector, Şanlıurfa's labor market can be made more efficient and the province can achieve sustainable economic development.

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Table 88. Sectors in Need of Labor Force and Required Labor Force Characteristics

Sector	Labor Shortage	Causes of Labor Shortage	Expected Qualifications	Gender Preference	Attitudes Towards Vulnerable Groups	Attitudes Towards Formal Employment
Construction	1. Master 2. Skilled Assistant 3. Sanitary Installation 4. Electricity Installer 5. Welder 6. Unskilled Worker 7. Mold Master 8. Blacksmith	· Lack of technical staff, experienced employees and lack of vocational training stand out as an important problem in the labor market. · The low cost of employing migrant workers makes it difficult for local labor to be attracted to the sector · Vocational high schools and technical education programs in the region are insufficient to meet the needs of the construction sector.	· Master and apprenticeship training, · Occupational safety certificates · Technical skills and mastery to work on construction projects · Experience in large-scale industrial and construction projects · Physical stamina and ability to adapt to demanding working conditions	Male	· Limited employment for women, high concentration of migrant workers, inadequate working conditions for people with disabilities	· Resistance to formal employment, unregistered employment widespread in SMEs, avoidance of providing job security through short-term contracts
Agriculture	1. Seasonal Labor 2. Agricultural Machinery Operator 3. Irrigation Systems Specialist 4. Greenhouse cultivation 5. Agricultural Machinery Maintenance Specialist	· Modern agricultural techniques, irrigation systems, use of agricultural machinery, · Biotechnology knowledge · Environmentally friendly agricultural methods · Maintenance of agricultural machinery · Agricultural practices suitable for local soil conditions	· Modern tarım teknikleri, sulama sistemleri, tarım makineleri kullanımı, · Biyoteknoloji bilgisi · Çevre dostu tarım yöntemleri · Tarım makinelerinin bakımı · Yerel toprak koşullarına uygun tarımsal uygulamalar	Female / Male	· Opportunities for migrants and vulnerable groups exist, but employment for people with disabilities is limited	· Formal employment is generally low for seasonal workers · Most of the labor force in agriculture is unregistered · To increase formal employment, especially infrastructure and training support is needed
Industry	1. Inadequate development of technical personnel and industry 2. In particular, the shortage of skilled labor, automation and digitalization, and the increasing need for technical skills, 3. Lack of experience with modern production techniques	· Mechanical engineering, automation, textile and food processing technologies, CNC machines, metalworking, robotic systems, automation, textile machinery use · Improving the efficiency of production processes · Quality production · Occupational safety certificates	· Low female labor force, high concentration of migrant workers, widespread employment in low-paid jobs	Male	· Low female labor force, high concentration of migrant workers, widespread employment in low-paid jobs	· Formal employment is widespread in OIZs, but informality is high in SMEs, · The need to develop infrastructure to increase formal employment, programs suitable for regional labor force dynamics
Service	1. Waiter 2. Kitchen Staff 3. Warehouse Clerk 4. Customer Service Specialist	· Customer satisfaction and language barriers · Labor shortages in areas requiring specific training and experience. · Challenges in positions where employees interact directly with the customer	· Digital marketing · Customer service skills, · Foreign language knowledge · Competencies in digitalization · Retail management, · Sales and marketing skills	Male	· Women's employment is supported, but positions for people with disabilities are limited	· Unregistered work is widespread because they are usually employed in seasonal and low-paid jobs · Formal employment can be increased but infrastructure and training support is needed.
Trade and Logistics	1. Chauffeur 2. Logistics Specialist 3. Warehouse Personnel 4. Retail Worker	· Underdeveloped agricultural and logistics infrastructure · Lack of skilled labor force · Labor shortages in transportation.	· Knowledge of agribusiness, logistics and retail management, warehouse automation, data analytics skills, · Ability to follow current developments in the logistics sector and adapt to new technologies	Female / Male	· There are certain opportunities for migrants but employment of disabled people is low	· Formal employment is widespread in large-scale firms, unregistered labor force is present in small firms, Infrastructure investments are necessary to increase formal employment

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Table 88. Sectors in Need of Labor Force and Required Labor Force Characteristics

Sector	Labor Shortage	Causes of Labor Shortage	Expected Qualifications	Gender Preference	Attitudes Towards Vulnerable Groups	Attitudes Towards Formal Employment
Energy	1. Renewable Energy Specialist 2. Energy Systems Engineer 3. Solar Energy Expert 4. Wind Energy Expert	· Lack of renewable energy infrastructure and shortage of trained personnel · Labor shortage in energy efficiency management and innovative energy technologies	· Renewable energy engineering · Expertise in energy efficiency, solar and wind energy · Engineering skills for the development and implementation of energy projects,	Female / Male	· Opportunities for women and youth labor force	· Formal employment is widespread with government incentives, but training and technology investments are necessary to adapt to new developments in the sector
Textile and Footwear	1. Yarn Operator 2. Mechanization 3. Production Process Knowledge	· Lack of skilled labor force, need for long-term training	· Yarn operator · Production process knowledge · Use of textile machinery · Experience in the machinery and textile industry · Quality control expertise	Female / Male	· Women's employment is widespread but unregistered work is high	· Resistance to formal employment, informal employment widespread
Machinery Manufacturing and Food	1. Machine Maintenance Elements 2. Production Technicians	· Lack of skilled labor and difficulties in recruiting employees	· Knowledge of food production processes, packaging, quality control, mechanization and production management	Female / Male	· Low proportion of female employees (low for machinery, high for food), limited job opportunities for people with disabilities, opportunities for migrant workers	· Attitudes towards formal employment are positive
Health and Sanitation	1. Doctors 2. Nurses 3. Emergency Medicine Technicians 4. Physiotherapist	· Difficult working conditions · Low salaries · Long working hours · Lack of training and certification	· Specialty certificates in areas such as family medicine, pulmonology, internal medicine, orthopedics, maternity nurses and midwives certificates · Hygiene, health care education, cleaning and maintenance knowledge	Female / Male	· High proportion of female employees, opportunities for migrant doctors and nurses	· Attitudes towards formal employment are positive, unregistered employment is low
Tourism	1. Tourism Guides 2. Hotel Staff 3. Waiters	· Seasonal labor demands, low wages, deficiencies in labor training	· Tourism education · Foreign language · Customer service · Experience in the tourism sector	Female / Male	· Opportunities for female employees, few disability-friendly positions	· Formal employment is encouraged, but informality is widespread in seasonal jobs
Electricity and Air Conditioning	1. Electricity Technicians 2. Welders	· High demand and lack of technical knowledge	· Electrical engineering, maintenance and repair, welding certificates · Knowledge of energy efficiency, system installation and maintenance	Male	· Fewer opportunities for highly vulnerable groups, limited job opportunities for people with disabilities	· Resistance to formal employment, informal employment widespread

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