

İTÜ



INTELLECTUAL OUTPUT 01

Review of literature, media and resources

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1. Introduction

Throughout history, Turkey has been a final stop of migration and mass asylum movements due to its geographical and strategic position, which is being a bridge between Middle East and Asian countries and the European Countries. As is known, Middle East and Asian countries are usually in conflicts, political and economic instabilities and unsustainability, the other way round European Countries promise for high welfare and human rights standards. In addition, Turkey itself become an attraction place due to its recently increasing economic and regional power. Accordingly, our country hosted and still hosting millions of migrants.

The CminaR project, which has the main aim to “develop academic curricula for career counsellors’ degree courses to help the integration of refugees and migrants in the labor markets and societies of their receiving countries”, is a meaningful and productive way of supporting livelihood.

In this given report, Turkey’s refugee profile is presented. And some academic studies and reports are mentioned to provide perspective and insight about the Turkey’s refugee profile and vocational conditions of the refugees in Turkey.

2. Country profile

Only in the Republic Period (since 1922), Turkey has welcomed more than 2 million people, excluding the foreigners coming for studying or working. Almost 3 million Syrian refugees welcomed since 2011 are not included to this number as well.

The fact is that, migration affects the economic, socio-cultural, demographic structure, public order and security of Turkey. Moreover, it does not appear to be imminent that refugees are about to return home which brings up difficult policy issues for the government. The government have to take care about livelihood needs of the refugees in addition to urgent education, employment, health, shelter and other needs of Syrian refugees. Temporary Protection and giving work permits, of course, major steps forward, but these well-intentioned movements should go further with the cooperation of both government agencies and non-governmental organizations.

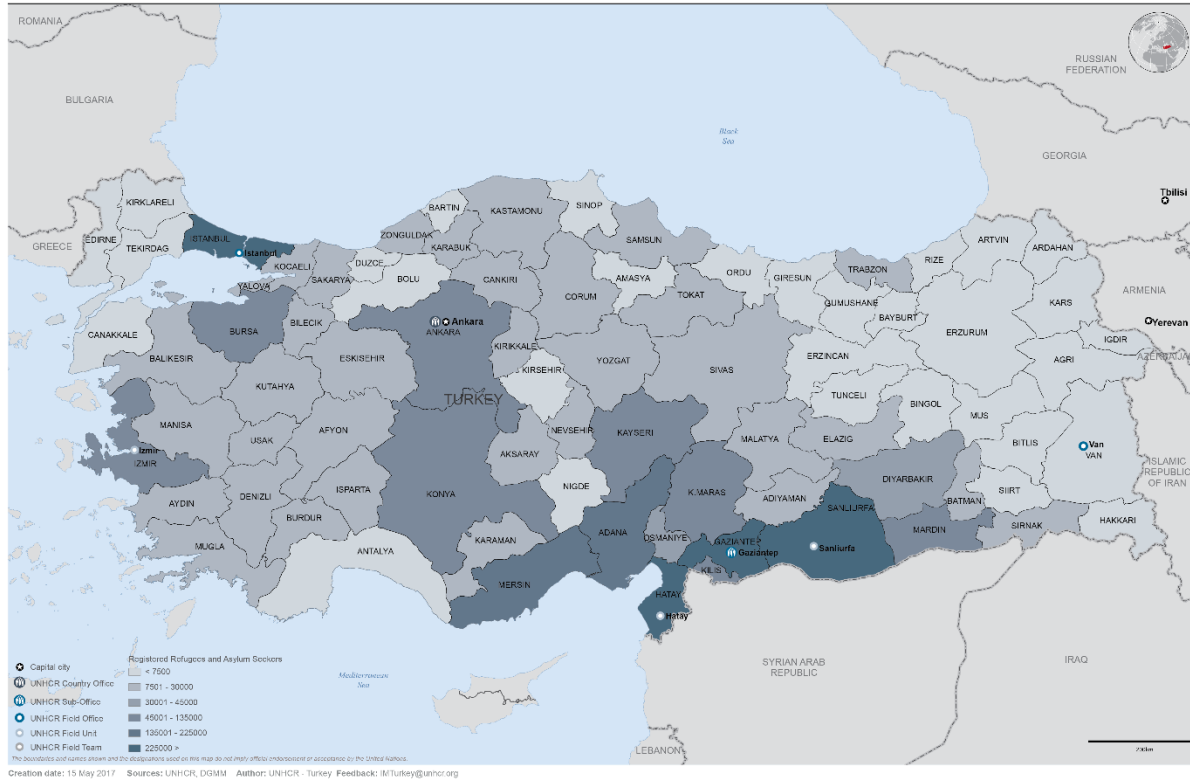
2.1. Recent migration to the country

In the current situation, Turkey hosts the world’s largest number of refugees. As refugees and asylum seekers frequently live in Gaziantep, İstanbul, Şanlıurfa and Hatay cities, they spread out through Turkey actually to whole country. Below in the figure, provincial breakdown of refugees and asylum seekers in Turkey has shown. See the table below (UNHCR, 2017-1).

Turkey

Provincial Breakdown of Refugees and Asylum-Seekers in Turkey

as of 01 May 2017



According to the statistical reports of The UN Refugee Agency (UNHCR); in 2012 there were 15.119 refugees in Turkey (UNHCR, 2012), in five years this population extend to 260.502 (UNHCR, 2017-3). See the tables below for the distribution of registered refugees by age, gender and home country.

Distribution of Registered Refugees by Age, Gender and Home Country, As Of The Date 31/03/2012											
COUNTRY	0-4		5-11		12-17		18 - 59		60 +		TOTAL
	F	M	F	M	F	M	F	M	F	M	
Afghanistan	103	123	203	248	287	359	719	847	17	32	2938
Iran	77	87	99	114	112	161	926	1284	37	30	2927
Iraq	327	356	409	483	374	485	1882	2673	190	210	7389
Somali	56	59	79	93	99	110	362	367	4	3	1232
Others	37	33	18	28	27	44	164	279	2	1	633
Total	600	658	808	966	899	1159	4053	5450	250	276	
GRAND TOTAL	1258		1774		2058		9503		526		15119

Distribution of Registered Refugees by Age, Gender and Home Country, As Of The Date 31/03/2017											
	0-4		5-11		12-17		18-59		60+		TOTAL
COUNTRY	F	M	F	M	F	M	F	M	F	M	
Afghanistan	4167	4511	7334	8437	4513	6608	21465	66756	711	912	125414
Iran	543	624	1023	1066	586	793	7299	13216	149	138	25437
Iraq	5043	5356	9093	9817	5540	6409	23112	34956	1475	1444	102245
Somali	26	37	61	54	55	47	559	553	16	15	1423
Others	140	155	207	234	115	157	2210	2677	34	54	5983
Total	9919	10683	17718	19608	10809	14014	54645	118158	2385	2563	
GRAND TOTAL	20602		37326		24823		172803		4948		260502

As is also understood from the tables above, Syrian refugees are not included to these numbers due to they are under temporary protection of Turkish Government.

Temporary Protection (TP) is a form of International Protection. People who were forced to leave their countries, cannot return to the country they left, arrived at or crossed our borders en masse to seek urgent protection and whose international protection request cannot be taken under individual assessment, are provided temporary protection in Turkey, pursuant to the Temporary Protection Regulation. The Directorate General of Migration Management (DGMM), under the Ministry of Interior, will be the competent institution for receiving and processing applications (DGMM, 2016).

According to UNHCR data, in January 2012 there were 9500 Syrian Refugees in Turkey (UNHCR, 2017-2). From the outset of the conflict in Syria in 2012, The Republic of Turkey followed an open door policy to Syrian refugees. And according to “Syrian Refugees in Turkey Report” of Republic of Turkey Prime Ministry Disaster and Emergency Management Presidency (AFAD) “there were a total of 200,386 Syrian refugees in the camps operated by AFAD and it is believed that there were a total of 350,000 Syrian refugees outside the camps in various cities at the end of August 2013” (UNHCR, 2017-2).

As of the date of April 2017, there are 2.992.567 Syrian Refugees in Turkey. See the table below for demographic information of the Syrian refugees in 2017 (UNHCR, 2017-2).

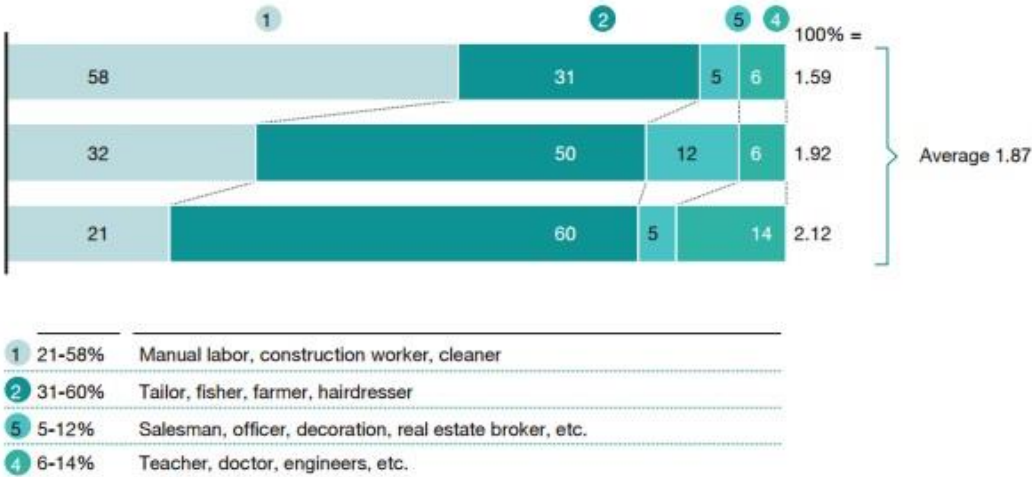


Totally, five biggest refugee populations in Turkey were Syrians, Iraqis, Afghans, Iranians and Somalis.

According to the surveys conducted by AFAD, United Nations Development Programme (UNDP), and Turkish Labor Agency (ISKUR) Kilis Provincial Directorate presented low level of educational attainment among Syrian refugees. “ISKUR survey found that 18% of Syrian refugees were illiterate; another 43% held

a primary-school education, and only 6% had any university education. An AFAD survey yielded similar results; a UNDP survey pointed to the possibility of higher illiteracy rates. When the outcomes of the three surveys are mapped onto ILO’s International Standard Classification of Occupations (ISCO-08), all confirm, despite variations in the precise distribution of skill levels, that an overwhelming majority of Syrian refugees arrive with an occupation skill set level of 2 or below.” (UNDP, GAP RDA, AFAD, 2016),

Exhibit 2: Skill Levels of SuTP



SOURCE: UNDP, Kilis Provincial Directorate of ISKUR, AFAD, ILO
 NOTE: ISCO-08 categorizes occupations into 10 main groups and maps them into skill levels from 1 to 4 where skill level 1 represents elementary occupations which usually require physical strength and skill level 4 represents occupations that require higher education and complex working environments/job requirements. Occupations specified in the surveys were matched to the relevant skill level by the team. Occupations categorized as “other” in UNDP survey, distributed proportionately among the rest of the occupations.

Also, The Directorate General of Migration Management (DGMM) and UNHCR are conducting a verification exercise, which aims to update and obtain missing information, including biometric data, contact information, and detailed background information on refugees as well as introduce verification as a continuous part of registration.

2.2. The reception of migrants – the legal framework

In Turkey, if the application of the asylum seeker is accepted, then as refugees, they are subject to the “Law on Foreigners and International Protection”. The ARTICLE 89 of the mentioned law describes “Access to assistance and services” for both refugees and refugees under TP in general. According to the Article 89 (DGMM, 2013)

- An applicant or a beneficiary of international protection and his or her family members shall have access to primary and secondary education services.
- For those who are in need may be granted access to social assistance and services

- For those who are not covered under any health insurance and those who do not have financial means to afford medical services, the provisions of the Law on Social Security and General Health Insurance shall apply.
- Regarding access to the labor market;
 - ✓ An applicant or a conditional refugee may apply for the work permit six months after his or her application for international protection.
 - ✓ A refugee or beneficiary of subsidiary protection, upon being granted the status, may work independently or under an employer. The provisions of other legislation regarding jobs and professions prohibited to foreigners shall be reserved.
 - ✓ Access of refugees and beneficiaries of subsidiary protection to labor market may be temporarily restricted for agriculture, industry or service sectors, a certain job, profession, or administrative and geographical area, when it is required by the conditions of the labor market, developments in the labor life, and sector and economic conditions regarding employment. However, such restrictions shall not be implemented for refugees and beneficiaries of subsidiary protection who have been residing in Turkey for 3 years, or who are married to Turkish citizens, or who have children with Turkish citizenship.
 - ✓ Procedures and principles regulating the employment of applicants or beneficiaries of international protection shall be governed by the Ministry of Labor and Social Security in consultation with the Ministry.
- An applicant, who is identified as being in need, may be provided with a pocket money in accordance with procedures and principles to be determined by the Ministry upon approval of the Ministry of Finance.

As mentioned in 2.1 Syrian refugees have a different situation. Turkey's protection of Syrians was strengthened in January 2016 with the granting of all beneficiaries of TP access to formal employment. To date 10,000 work permits have been granted to Syrians (UNDP, 2016).

General Information:

- Under the Temporary Protection regime, beneficiaries of Temporary Protection are to be provided with protection and assistance in Turkey, which includes legal stay in Turkey until a more permanent solution is found, protection against forcible returns, access to reception arrangements where immediate needs are addressed.
- All Syrian beneficiaries of Temporary Protection who seek protection shall be covered by the Temporary Protection regime, including those who are not able to present any identification documents from Syria; unless determined otherwise by the Turkish authorities as per relevant articles of the Temporary Protection Regulation.
- The rights granted to Syrian beneficiaries of Temporary Protection whether they are residing in or out of the camps are enumerated under the Temporary Protection Regulation which enshrines a range of rights, services and assistance including access to health, education, social assistance and access to the labor market.

Vocational Training

- Syrian beneficiaries of Temporary Protection may attend Turkish language courses and skills, hobby and vocational courses offered by Public Education Centers (Halk Egitim) free of charge. A Temporary Protection identity document is required in order to be registered for courses offered by Halk Egitim. Each Halk Egitim may determine which courses it offers and may open new courses based on local demand.
- The Ministry of Labor has indicated that persons under Temporary Protection may participate in vocational training programs offered by ISKUR. All courses are open for Syrian beneficiaries of TP.

Work Permit

- The work permit application can be lodged by the employer to the Ministry of Labor and Social Security (MoLSS), who wishes to employ the TP beneficiary. Those TP beneficiaries who meet the criteria for an independent work permit i.e. who are or would like to become owner of a business, may directly lodge an application as well. The e-government of Turkey is used for work permit application and the whole process is carried out online. For Syrian employees there is an employment quota in a single workplace, the number of persons under Temporary Protection cannot exceed 10 per cent of the Turkish employees. But there is no quota limitation for beneficiaries of Temporary Protection who will work in seasonal agriculture and husbandry.

Education

- According to Turkish national law, all children in Turkey, including foreigners, have the right to receive primary and secondary school education free of charge.
- Syrian children who are beneficiaries of Temporary Protection may enroll in Turkish public schools and temporary education centers (TEC). Enrolment procedures are determined by the Provincial Education Commissions set up under the Provincial Directorates of National Education in each province and may vary slightly from place to place.
- Student beneficiaries of Temporary Protection enrolled in Turkish schools can obtain a report card (Karne) at the end of each semester. The report cards issued by the Ministry of National Education are recognized internationally.
- Student beneficiaries of Temporary Protection can get a graduation certificate (diploma) on completion of the 12th Grade at a Turkish school. These diplomas are recognized internationally.
- Syrian youth may apply to attend Turkish universities, provided that they satisfy language and academic requirements. For the 2016/17 academic years, the Council of Ministers announced that tuition fees would be waived for Syria students studying at state universities. The decision of the Council of Ministers is renewed annually.
- Students wishing to study in Turkey will need to demonstrate that they are able to pass the foreign students' examination (YOS) which is administered by each university.

Health and Medical Services

- In relation to access to health and medical services, free access to medical treatment is facilitated for all Syrian beneficiaries of Temporary Protection (meaning one needs to be registered under

Temporary Protection) residing inside and outside the camps under the responsibility of Ministry of Health (MoH). Additionally, emergency health care is accessible to everyone in Turkey.

- The costs of health services including primary, secondary and tertiary public health services shall be provided in line with the Health Implementation / Budget Law (Saglik Uygulama Tebligi) on equal footing to Turkish citizens.
- If an official referral is received from the health services chain or an emergency occurs, receiving medical assistance at private hospitals would not be possible
- There are also Migrant Health Centers (MHC) established for Syrian beneficiaries of Temporary Protection which employ Arabic-speaking staff and are available in some provinces.
- UNHCR and its partners also provide counselling and assistance to persons with serious medical conditions.

Social Assistance

- Social assistance is coordinated by MoFSP – Social Assistance and Solidarity Foundations (SASF) (Sosyal Yardimlasma ve Dayanisma Vakfi). Social assistance may involve regular or one-time financial assistance for health, education, shelter, disability, widows, etc.

Additional remarks: Syrians who do not wish to benefit from the Temporary Protection framework may apply for a residence permit. There are different types of residence permits as envisaged by Law on Foreigners and International Protection and residence permit applications will only be considered if the individuals meet the requirements envisaged for the specific type of residency under the Law on Foreigners and International Protection including the need to have a valid passport and demonstrating an amount of money in your bank account etc.

2.3. The reception of migrants – the institutional framework for education and career counselling

Fundamentally, Emergency and Migration Unit within the Ministry of National Education (MoNE) is responsible for the education of refugees. In addition, MoNE is working in coordination with UN agencies and 3RP partners in order to ensure refugees' access to educational opportunities. Also, for the access to higher education of refugees The Presidency for Turks Abroad and Related Communities (YTB) plays an important role. The Government of Turkey aims to enroll as many Syrian children in formal education programs as possible, within the constraints of existing institutional capacity. MoNE is placing greater emphasis on the inclusion of Syrian learners into the Turkish education system and, with 3RP partners, will strengthen teaching of Turkish language in temporary education centers and through informal programs. Increased enrolments, larger classes and the use of Turkish public schools after-hours, places greater strain on educational infrastructure and increases operational and maintenance costs. Teachers in Turkish schools require assistance in adapting materials and methods to address the needs of students who are not proficient in Turkish or who need additional academic or psychosocial support. Poverty and poor Turkish language proficiency remain significant barriers to the educational participation of children, youth and adults (UNCH, 2016).

3. Identifying knowledge relevant for the provision and development of career guidance and counselling for refugees

As “part 3” of the report should be focused on the development of career guidance and counselling for refugees, the first thing to say is that there very limited studies related to this particular subject. When it is considered, in a very short time – only in five years – almost 3 million refugees hosted by Turkish government. So there were primary issues like planning the migration, providing health services, shelter, food etc. As a consequence secondary relevance studies like, labor market / communication issues, are reviewed below and sections are not divided with two headings.

3.1 Knowledge gaps

Causes of migration and the situation of migrants in Turkey is expounded above in the part 1 and 2. No significant academic researches or reports were found regarding to knowledge gaps about educational and employment systems of refugees or counsellor. On the other hand, informative documents, reports, and other additional documents regarding to education and employment system in Turkey were found which are issued both by government agencies and NGOs. Some examples were addressed below.

<https://drive.google.com/file/d/0B3YI2DziU3M4Z1ZvV0tZUXVMcm8/view?usp=sharing>

<http://www.calismaizni.gov.tr/media/1035/gkkuygulama.pdf>

http://sgdd.org.tr/wp-content/uploads/2016/11/Haklarimi_Biliyorum_Istanbul.pdf

http://www.unhcr.org/turkey/uploads/root/revised_poster_eng.pdf

http://www.unhcr.org/turkey/uploads/root/dafi_information_sheet_turkey_eng.pdf

3.2 Language and intercultural communication

Dogutas A., (2016) Tackling with Refugee Children’s Problems in Turkish Schools, Journal of Education and Training Studies Vol. 4, No. 8; August 2016 ISSN 2324-805X E-ISSN 2324-8068

The main aim of the study is to produce a solution to improve the refugee and asylum seeker students' adaptation to the Turkish schools and classrooms by using action research approach. As a part of the study, the action plan was developed and implemented for the three months to the refugee and asylum seeker students attending at a primary school in the center of Denizli during the spring semester. In addition, the study includes teacher and principal interviews, student interviews, and observation of the researcher and implementers.

Results showed that “special education” contributed to refugee and asylum seeker education. They were more successful at reading, writing and speaking the Turkish quicker. In addition, the students who are subject to the study improved their communication with their classmates and teachers. Moreover, they have adapted more easily to their classmates and education system as well.

3.3 Recognition and access to labor market

Tumen S. (2016) The Economic Impact of Syrian Refugees on Host Countries: Quasi-Experimental Evidence from Turkey, *American Economic Review: Papers & Proceedings* 2016, 106(5): 456–460 <http://dx.doi.org/10.1257/aer.p20161065>

The aim of the study is to estimate the impact of Syrian refugees flow to some economic outcomes. The author studied on 3 sets of economic outcomes

- I. Labor market outcomes (formal employment, informal employment, unemployment, labor force participation, and wages);
- II. Consumer prices;
- III. Housing rents

According to the analyze results;

Refugee inflows reduced the likelihood of having an informal job by 2.26% and increased in the formal employment by approximately 0.46% for natives. (More than 50 percent of the natives in the refugee-receiving region were informal employers before the inflows.)

The increase interpreted as a by-product of increased public services (due to the existence of accommodation camps). Around 43 percent of those who lost their jobs because of refugee inflows stayed unemployed, while the remaining 57 percent left the labor force. Men preferred to stay unemployed, while females chose to leave the labor force. The prevalence of informal employment in the Turkish labor markets joined with no work permit arrangements for refugees have amplified the negative impact of Syrian refugee inflows on natives' labor market outcomes.

Consumer prices have declined approximately 2.5 percent because of refugee inflows in the hosting region. Prices of goods and services have declined in similar magnitudes. Strikingly, there exist significant differences across the prices of the items produced in formal labor-intensive sectors versus those produced in informal labor-intensive sectors. In particular, the decline in prices in the informal labor-intensive sectors is around 4 percent, while the impact of refugee inflows on prices is almost zero in formal labor-intensive sectors. The increase in the supply of informal immigrant workers generates labor cost advantages in the informal labor-intensive sectors, and, thus, leads to a reduction in the prices of the goods produced by these sectors. The informal workers who are more likely to be replaced by low-paid immigrants are (i) the least productive ones (who potentially receive very low wages) and (ii) the low-skill ones who receive high wages. Replacing a combination of the workers from these two groups with observationally equivalent immigrants may not alter the average wages of informal native workers in a statistically significant way. Moreover, anecdotal evidence suggests that the new hires in the informal labor market include a large number of low-cost Syrian refugees.

Refugee inflows have generated an increase in housing rents and the magnitude of this increase is approximately 5.5 percent. Moreover, it is found that rents of the lower-quality units have only increased by 1.7 percent, while the high-quality rental units have faced a rent increase in the order of around 11

percent. This finding supports that the refugee wave has increased the demand for better and safer neighborhoods especially among natives.

Center for Middle Eastern Strategic Studies-ORSAM, (2015), The Economic Effects of Syrian Refugees On Turkey: A Synthetic Modelling, ORSAM Report No: 196, ISBN: 978-605-4615-98-8,

The aim of the study was to assess the effects of Syrian refugees on economic variables such as migration and its causes, international trade, unemployment rate, wage rate, food prices and rent inflation, house sales, education services and cost of education, and health services and its costs in Gaziantep, Hatay, Kilis, Şanlıurfa, Mersin, Adana, Kahramanmaraş, Osmaniye, and Mardin. The basic findings of the study summarized by authors are summarized and listed below:

General findings:

- i) The effects of refugees on international trade differs across provinces depending on the province's industrial development and the level of international trade before the refugee influx started.
- ii) Since the education services are mostly free in Turkey, especially because education materials at primary, middle, and high school levels are provided by the government free of charge, the existence of Syrian refugees does not seem to increase in the education expenditures for the locals.
- iii) In the provinces with intense refugee influxes, and specifically in the informal sectors, there have been job losses for the locals.
- iv) Since the refugees have increased labor supply and they mostly work informally, a significant wage rate decline is likely especially in the informal sectors. The completion of legal framework may lessen the negative wage effect, even if it does not reduce job losses. On the other hand, because Syrians generally work in low skill and low wage sectors, locals can switch to high skill and high wage sectors.
- v) Perhaps the most important economic effect of Syrian refugees is the observed increase in food prices and rent inflation. For example, while Gaziantep ranked 18th in Turkey in 2010 in terms of inflation, its rank was 1st in 2013 and rent increase in Gaziantep was 2.3 times more than the Turkey's average
- vi) Another effect of refugees on locals' daily lives occurs in the quality and availability of health services. Locals complain about deterioration of the health services and they argue that it has become harder for them to receive health services in a timely manner.

Findings of face to face interviews with the Syrian refugees outside the camps:

- i) Syrian refugees mostly have a low level of education.
- ii) Employment status of refugees varies significantly across the provinces. The level of industrial development and the characteristics of labor market in the province determines the possibility for the refugees to find a job.
- iii) A significant segment of those refugees who have a job earn a wage rate close to minimum wage.

- iv) The shares of Syrians' food and rent expenditure in their incomes vary significantly across provinces.
- v) About half of refugees is children, and for them education is as crucial as nutrition and shelter. The education status of children varies across provinces.

3.4 Discrimination and traumatization

United Nations High Commissioner for Refugees (UNHCR), (2015), Culture, Context and the Mental Health and Psychosocial Wellbeing of Syrians, A Review for Mental Health and Psychosocial Support Staff Working with Syrians Affected by Armed Conflict.

“This report aims to provide information on the sociocultural background of the Syrian population as well as cultural aspects of mental health and psychosocial wellbeing relevant to care and support”.

Detailed information regarding to mental health disorders and psychosocial distress among conflict-affected Syrians, culture-specific mental health symptoms, religious and culture-specific healing practices can be find within the report. Here, conclusions of the report regarding to “challenges for contextually relevant mental health and psychosocial support (MHPSS) services” will be summarized as it is found more relevant to career counselling.

According to the report there are some specific factors that may influence access to MHPSS services, aside from lack of financial resources to pay, direct or indirect costs, such as transport or medication. Exact quotation regarding determinations and suggestions of the report which be an example for career counselling listed below:

- 1) Language: Refugees from Syria hosted in non-Arabic countries, such as Turkey, may face important language barriers. However, Syrians from the northern part of the country, close to the Turkish border, are usually bilingual (speaking Arabic and Turkish), which can help facilitate access to care. Also a general challenge in communication for MHPSS practitioners is to avoid using scientific language and jargon that can be alienating or intimidating for clients. When interacting with clients, use clear and plain language and check whether the client and family have understood. Language problems may also arise when clinicians, who are not familiar with local Arabic terms, supervise and train Arabic speaking MHPSS staff. When language barriers are present, collaboration with Arabic speaking colleagues or the use of a well-trained, professional interpreter who is familiar with mental health terminology may be essential for accurate assessment and treatment delivery.
- 2) Gender and help-seeking behavior: Many segments of Syrian society have sharply defined gender norms that may influence all aspects of mental health and psychosocial support, including the sources of stress, expressions of distress, coping mechanisms and help-seeking behavior. There are significant gender differences in how and when males and females access services, particularly for adolescent boys and girls, and men and women. In many Muslim societies, women have less interaction in public settings, which may limit their ability to access mental health and psychosocial services.

- 3) Issues of power and neutrality: different social, economic and cultural backgrounds may influence the interaction between MHPSS practitioners and refugees. Moreover, experiences of the conflict and social tensions between refugees and host communities may influence the interaction between practitioner and refugee. MHPSS interventions with refugees and displaced people also raise issues of power dynamics that must be carefully considered in order to avoid creating situations where people are made to feel subordinate and dependent on the resources and expertise of the practitioner. A person-centered approach to psychosocial support and clinical dialogue, seeking genuine partnership and collaboration, can contribute to empowerment and mental health promotion.

3.5 Empowerment and the analysis of potentials

United Nations Development Programme (UNDP), (2017), Turkey Livelihood External Update

In this specific document UNHCR refers to its 2017 Livelihoods strategic priorities and activities in Turkey which are:

Strategic priorities

- ✓ Increase refugee access to skills, language and vocational training according to market demand, and individual interest and capacity
- ✓ Increase refugee access to information and services leading to employment
- ✓ Facilitate and strengthen access to enterprise start up and development opportunities as well as greater market access
- ✓ Enhance capacity of national systems and increase cooperation with government, NGOs, private sector actors, and private sector umbrella organizations

Activities regarding to vocational training for refugees

- ✓ Established a Livelihoods Centre in Istanbul for urban refugees offering career development services. An incubator established in the center offers training on foreign trade, interview techniques and CV preparation for employability.
- ✓ Offer skills building activities, including training for refugees on computer repair, printing technologies, catering, graphic design, patient care, welding, accounting, finance and AutoCAD software.
- ✓ Launched a gastronomy center for women with the Harran District Governorship Family Support Centre.
- ✓ Through the Gaziantep Chamber of Commerce launched training for refugee-owned businesses on shoe design, food safety/hygiene, and business Turkish.
- ✓ Provide technical and vocational training on the automotive and mechanical industry.
- ✓ Established a women's business center in Ankara promoting self-reliance activities.
- ✓ Offer business support, counselling and training programs for refugee entrepreneurs.
- ✓ Provide tailored Turkish language learning classes for refugees in Bursa and Gaziantep.
- ✓ Produced an online animated movie published in Arabic, Turkish and English explaining work permit application procedures

3.6 Specific supports measures

United Nations Development Programme (UNDP), Southeast Anatolia Project Regional Development Administration (GAP RDA), Disaster and Emergency Management Authority (AFAD), (2016) Absorptive Capacity and Potential of Local Labor Markets The case of Gaziantep, Hatay, Kahramanmaraş, Kilis and Şanlıurfa.

In the scope of the research, firstly dynamics of each city is examined. Then according to the GDMM data as of February 2016 on Syrian refugees, Turkish Statistical Institute (TUIK data and the Government’s Medium Term Program’s projections regarding economic growth and labor force parameters, labor demand and supply for 2018 estimated and split into Syrian refugees and host communities. Also average skill levels required by open or hard-to-fill jobs calculated to understand whether these jobs can be filled by Syrian refugees, given their skill levels.

According to analysis results four areas of absorptive capacity, which may leverage Syrian refugees’ skills were targeted: 1) improvement in key value chains, 2) Syrian refugees’ resources-related labor, 3) Syrian refugees -induced infrastructure and service demands, and 4) the multiplier effect of Syrian refugees employment. These have the potential to create as many as 200,000 additional jobs in the next five to seven years.

Exhibit 12: Additional Labor Absorption Capacity

	Definition	Context and focus areas	Potential
1 Improvement in key value chains	<ul style="list-style-type: none"> Change in the product mix, capability building, upgrade in exporting sectors in the region Filling structural shortage areas for non-preferred jobs 	<ul style="list-style-type: none"> Agriculture, livestock, food Textiles Machine carpets 	-32K
2 SuTP entrepreneur-ship	<ul style="list-style-type: none"> Jobs created based on capabilities of SuTP which existed in pre-crisis Syria Jobs created by SuTP investors 	<ul style="list-style-type: none"> Syrian entrepreneurs setting up and expanding business in the region Craftsmanship in traditional Syrian sectors like shoe making, furniture and jewelry Export to Syria (leverage language & contacts) 	-12K
3 SuTP induced infra & services demand	<ul style="list-style-type: none"> Jobs created based on new demand related to SuTP in the region 	<ul style="list-style-type: none"> Infrastructure, social and municipal services and social housing for 1.3 million new inhabitants 	-95K
4 SuTP employment multiplier effect	<ul style="list-style-type: none"> Additional household demand for local goods and services based on increased income and jobs 	<ul style="list-style-type: none"> Participation of 1.3 million SuTP population to social and work life in the region, spending their earnings, salaries, aid etc. for food, clothing, housing etc 	-60K
			XX Job creation potential between 2016 and 2023

NOTE: Estimates on job creation potential in key value chains are derived from employment multipliers in World Input Output Database, based on a target output increase of \$100mn in key value chains (Source: World Input Output Database). Estimates on SuTP labor demand that may occur in relation to SuTP entrepreneurial resources are based on the number of Syrian-owned businesses and the employment that they create. Estimates on SuTP-induced infrastructure and services demand are based on assumptions regarding number of employment opportunities per \$1mn infrastructure investment, and the SuTP service demand that they may create. Construction-related employment opportunities are FTE-adjusted.

In addition to creating additional, labor absorption capacity in the region, leveraging the existing will require a set of measures are offered in the report such as; investing in infrastructure, developing skills, supporting SMEs, attracting investment and implementing corporate social responsibility programs.

The Association for Solidarity with Asylum Seekers and Migrants (SGDD-ASAM), (2016) Life Skills Development Center Project

Project, which will take place in Adan and İstanbul, aims to contribute to the sustainable life of the refugees in Turkey by strengthening their cohesion with the host community. Therefore, life skill trainings and school support programs are going to be given to the refugees to enhance the self-reliance of them. 50% of beneficiaries will be Syrian refugees but non-Syrian refugees or local community will be allowed to attend to the activities. Support programs will include Turkish and English language courses, Vocational Trainings and social inclusion activities.

Below listed activities will take place within the scope of this project (Exact quotation)

- Establishment of an accredited system in coordination with MoNE's Public Education Centers for Turkish language courses and İŞKUR for the vocational trainings
- Assisting attendants of vocational trainings to be employed in sectors parallel to their vocational trainings
- Increasing school enrolment and decreasing drop-out rate for refugees via the language courses, etude classes, educational guidance and awareness raising sessions for parents
- Reaching the employed refugees through evening/weekend classes (language classes and vocational trainings)
- Promoting social cohesion through activities

Community Development Center and Social Solidarity Association - TOGEMDER, (2017), A Hope, A Horizon Project (Üsküdar University, 2017 – MoNE, 2016)

Main aim of the project is to contribute to the employment and fit into society of Syrian women refugees by providing vocational education. Project has started in 2017 and will continue till 2020. Republic of Turkey Ministry of Family and Social Policies, Turkish Labor Agency, İstanbul governorship Üsküdar, Sultanbeyli, Ümraniye, municipalities supporting the project.

In some pilot regions of İstanbul Syrian women will get training. The first part of the project is to give language training (Turkish) to the participants. Following the language courses, vocational training will start.

Children of Syrian women who are participants of the project will enter to the kindergartens as a part of project. Thereby, both Syrian women will be able to continue the courses more efficiently and the integration of the Syrian children will be provided.

Disaster and Emergency Management Authority (AFAD) and İstanbul Apparel Exporters' Association (IHKIB), (2015), Vocational Training in Ready-Made Clothing Sector for Young and Women Syrian Refugees in Turkey

Aim of the project is to increase the employment and social security of young and women Syrian refugees by giving them vocational training regarding to ready-made clothing sector. It will Attendees will be trained to make them competent enough to have a profession. The project will continue all the year round in Gaziantep, Şanlıurfa and Kahramanmaraş cities. Also Local Turkish citizens will be allowed to be attendees.

3.7 Other phenomena of relevance for the provision and development of career guidance and counselling for refugees

The Association for Solidarity with Asylum Seekers and Migrants (SGDD-ASAM), (2011), Research Report of the Project on Suspended Lives and Perceived Lives.

The project was conducted in 2011 by SGDD-ASAM – an independent, impartial and non-profit association to assist refugees and asylum-seekers living in Turkey-, at the beginning of the influx of Syrian refugees.

The main aim of the project was perception and knowledge determination of Turkish citizens and public officials regarding asylum seekers and refugees. Another aim of the project is creating awareness and planning training activities for Turkish citizens and public officials about refugees. Studies are conducted in seven different cities; Ankara, İzmir, Van, Erzurum, Gaziantep, Kayseri and Kırklareli. The project is financed by European Union under the European Instrument for Democracy & Human Rights.

It is found that Turkish citizens and public officials are not familiar with the terms “asylum seekers” and “refugees” In the light of these findings it can be said that positive or negative attitudes of the individuals is a result of imaginary “stranger” concept in their minds. On the other hand, it is found that, Turkish citizens and public officials prefer an irresolute attitude instead of a negative one to the refugees that they have no idea about who they are, where they come from, their culture, language and habits. Accordingly, research team interpreted the result positively.

4. Conclusion and discussion

Refugee population especially Syrian refugees densely populated and they are primary refugee subject, focusing to Syrian Refugees’ vocational counselling considered more significant for Turkey. In January 2016 with the granting of all Syrian refugees of Temporary Protection access to formal employment, the importance of career counselling become much more important in Turkey as well.

Despite to the generous regulations of the government and benefactor projects of national and international NGOs, young refugees are having some educational and livelihood problems. Aside from financial facility deficiencies and mentality problems of parents’, “language” is one of the main reasons of these problems. As it has been told, government agencies, national and international NGO’s are trying to overcome this fact by giving Turkish language courses. To consider giving Arabic courses to whom are going to give vocational counselling could be an alternative as well. Also including Syrian refugees to the vocational counselling process, who have proper educational background, could be an alternative to overcome both cultural differences and language problems.

As it has been mentioned earlier, educational levels of adult Syrian refugees are strikingly low, and as some examples given in the report, projects which are focused on the employment of these poorly trained

population already in the works and it could be said that more will be developed. So, for career counsellors, it is important to have knowledge about local labor market, to know the firms of the local labor market and to be in communication with these firms. Especially with the firms which are appropriate for the employment of poorly trained refugees, such as manufacturing firms etc. To do this, related government agencies and local administrations should be a part of vocational counselling training.

Finally, it should be considered that refugees have faced war-related violence, so vocational counsellors training should include some specific contents regarding to this special situation.

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