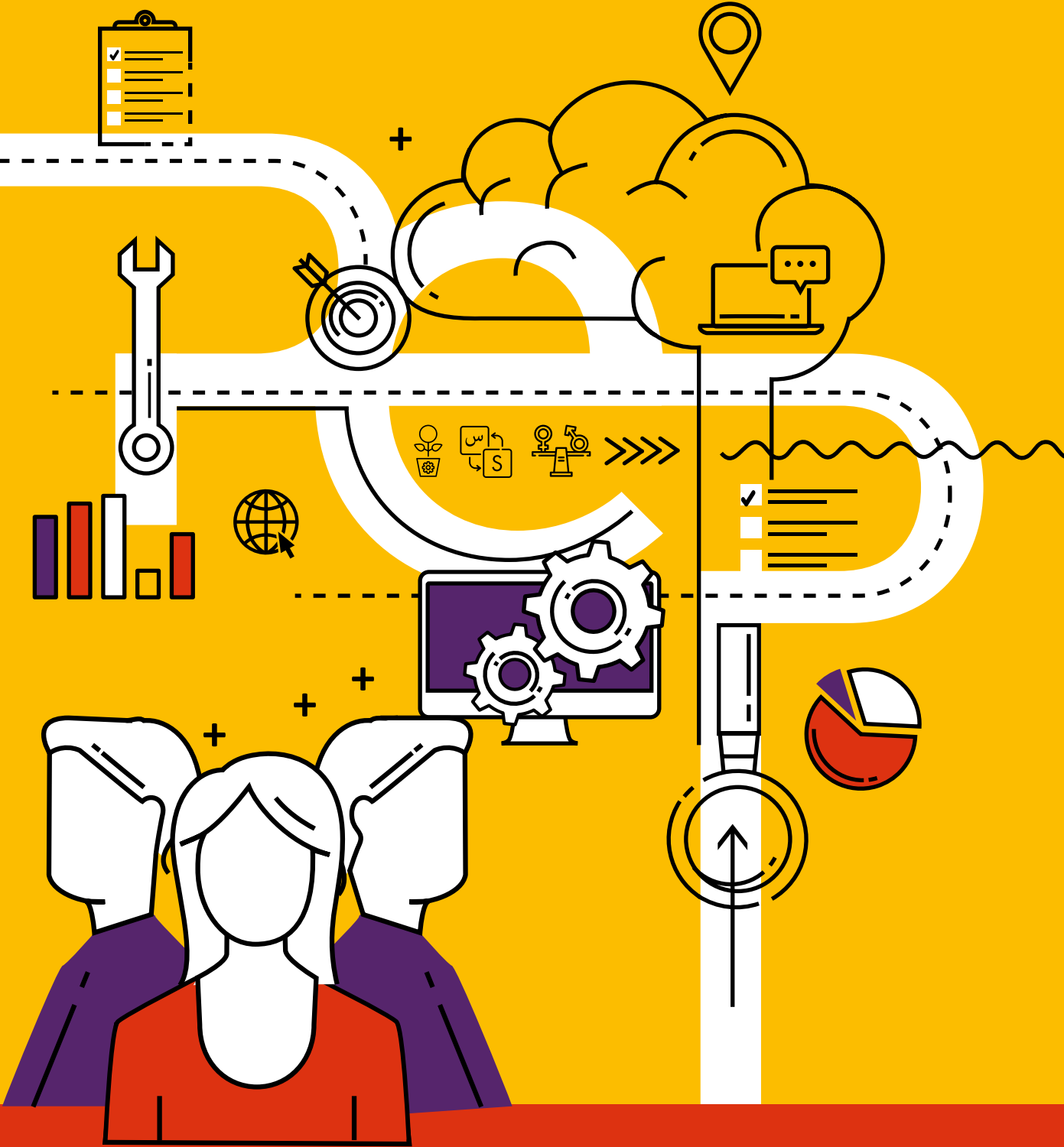




Promotion of Economic Prospects for Refugees and the Host Community in Türkiye



Implemented by:
giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



WHAT IS PEP?

The Promotion of Economic Prospects for Refugees and the Host Community in Türkiye (PEP) project, commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, aims to enhance the employment prospects of Syrian refugees and members of the Turkish host community.

The project, operating within the framework of BMZ's Partnership for Prospects Initiative (BONO) and BMZ's Special Initiative for Displaced Persons and Host Countries (SIGA), ensures the integration of sustainable, 'do no harm', conflict-sensitive, and inclusive practices, in accordance with the imperatives of the 2030 Agenda and the Sustainable Development Goals (SDGs). It promotes gender equality per BMZ's Feminist Development Policy, while also embracing social cohesion.



Commissioned by

German Federal Ministry for Economic Cooperation and Development (BMZ)



Lead Executing Agency

Vice-President's Office of the Republic of Türkiye



Implemented by

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)



Project Objective

Enhancing the employment prospects of Syrian refugees and members of the Turkish host community



Target Group

Syrian refugees and members of the host community



Duration

January 2019 to June 2024



Approach

PEP takes a comprehensive approach to employment promotion, addressing both the supply and demand sides of the labour market. Embedding gender equality and social cohesion measures in activities actively fosters inclusive learning and work environments and leads to more stable, peaceful, and resilient societies.



18
Provinces



77
Projects



11,300+
Individuals
Benefitted



52
Implementing
Partners

AS PART OF THE PLANNED EARTHQUAKE EMERGENCY RESPONSE



24,000+
pre-paid food
vouchers
will be distributed
to refugees affected
by the earthquake



4,450+
farmers and
participants of
the suspended
contracts will
receive
unconditional cash
support



105,000+
meals have been
prepared and
distributed across
various provinces

PEP's IMPLEMENTING PARTNERS

PEP engages in collaboration with a diverse range of stakeholders, such as ministries, municipalities, universities, public institutions, the private sector (including chambers and business associations), and a network of both national and international non-governmental organisations (NGOs).

Ministries

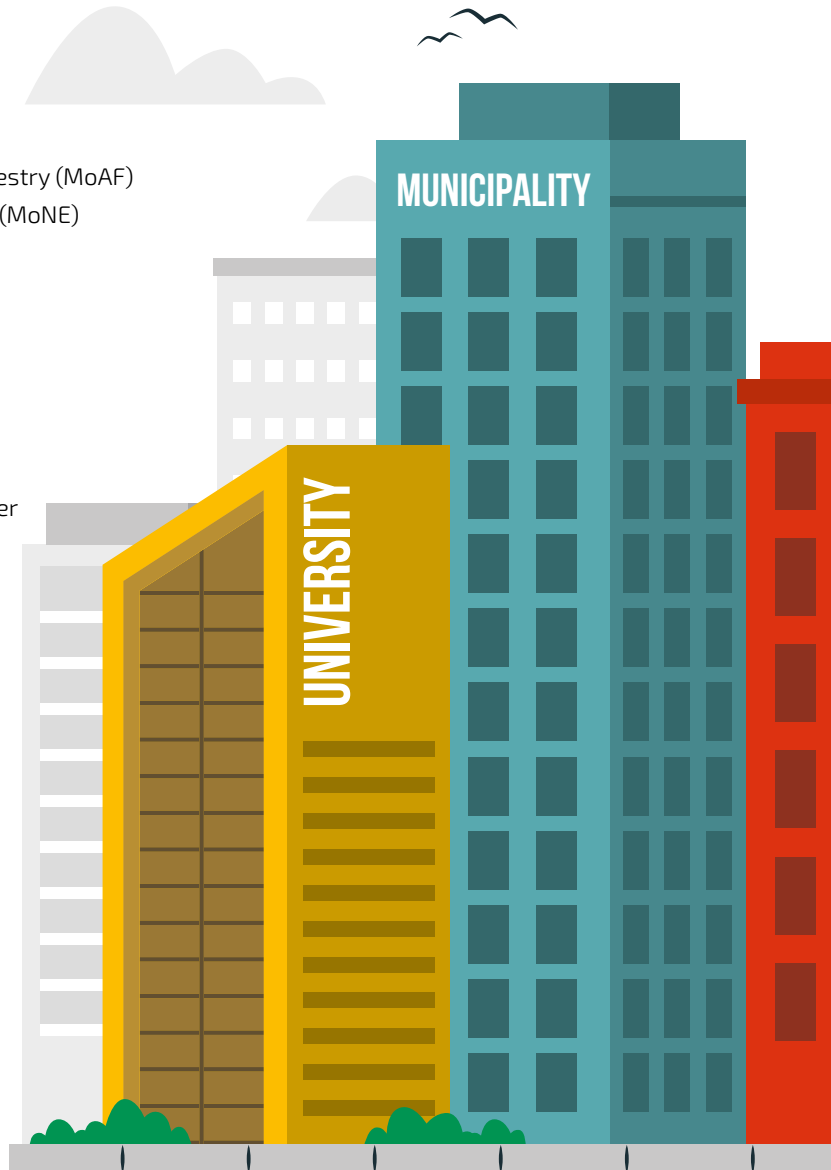
- ▶ Republic of Türkiye, Ministry of Interior, Presidency of Migration Management (PMM)
- ▶ Republic of Türkiye, Ministry of Agriculture and Forestry (MoAF)
- ▶ Republic of Türkiye, Ministry of National Education (MoNE)

Municipalities

- ▶ Adana Metropolitan Municipality
- ▶ Adana Metropolitan Municipality Soup Kitchen
- ▶ Adana Seyhan Municipality Soup Kitchen
- ▶ Adana Seyhan Municipality Women Solidarity Center
- ▶ Aksaray Municipality Soup Kitchen
- ▶ Gaziantep Şahinbey Municipality
- ▶ Gaziantep Şahinbey Municipality Soup Kitchen
- ▶ Hatay Metropolitan Municipality Soup Kitchen
- ▶ İstanbul Metropolitan Municipality
- ▶ İstanbul Şişli Municipality Soup Kitchen
- ▶ Kilis Municipality Soup Kitchen
- ▶ Konya Metropolitan Municipality Soup Kitchen

Chambers & Business Associations

- ▶ Adana Chamber of Industry (ADASO)
- ▶ Commercialization Center of İstanbul (BTM)
- ▶ Gaziantep Chamber of Commerce (GTO)
- ▶ Gaziantep Chamber of Industry (GSO)
- ▶ Gaziantep Commodity Exchange (GTB)
- ▶ Gaziantep Industrial Design and Hybrid Modelling Centre (GETHAM)
- ▶ Gaziantep Union of Chambers of Tradesmen and Craftsmen (GESOB)
- ▶ İstanbul Chamber of Industry (ISO)



UN Organisations

- ▶ Food and Agriculture Organization (FAO)
- ▶ World Food Programme (WFP)

Universities

- ▶ Gaziantep University Naci Topçuoğlu Vocational School
- ▶ Hacettepe University Turkish and Foreign Language Teaching, Application and Research Center (Hacettepe TÖMER)

Non-Governmental Organisations

- ▶ Al Sham Humanitarian Foundation
- ▶ Association for Social Development and Aid Mobilization (ASAM)
- ▶ Beekeeping Foundation of Türkiye (TAV)
- ▶ Deutsche Welthungerhilfe (WHH)
- ▶ Economic Policy Research Foundation of Türkiye (TEPAV)
- ▶ Gaziantep Provincial Directorate of Youth and Sports – Youth and Sports Club Association (GGSK)
- ▶ German Sparkassenstiftung
- ▶ Innovation Solutions for Sustainable Development Association (GDN)
- ▶ International Blue Crescent (IBC)
- ▶ International Migration and Solidarity Association (UGDD)
- ▶ Internationaler Bund (IB)
- ▶ Local Development Organisation (LDO)
- ▶ Nature Conservation Centre (DKM)
- ▶ Re:Coded
- ▶ RET International
- ▶ SADA Women's Cooperative
- ▶ SENED Organization
- ▶ Support to Life (STL)
- ▶ Syrian Social Gathering (SSG)
- ▶ Şahinbey Social Aid and Solidarity Foundation on Education, Culture and Sports
- ▶ Turkish Entrepreneurship Foundation (GİRVAK)
- ▶ Turkish Grameen Microfinance Program (TGMP)
- ▶ United Work
- ▶ Women's Initiative Production and Business Cooperative (EKİP)
- ▶ Women's Solidarity Foundation (KADAV)



ACTIVITY MAP



1
Business Support Services



2
Employment



3
Formalisation



4
Language Training



5
Promoting Entrepreneurs Start-ups



6
Public-Private Dialogue



7
Social Cohesion



8
Skills Development

HOW DOES PEP WORK

PEP adopts an integrated approach, centred on three key areas: enhancing access to skills and employment, building capacities of micro, small, and medium-sized enterprises (MSMEs), and fortifying the overall business environment. Focused on meeting labour market demands, the project facilitates formal employment by assessing and aligning participants' skills with opportunities. PEP covers work permit fees, and provides salary subsidies, and social security contributions to create favourable employment conditions. Employability is furthered through language and vocational training, along with workshops on ethics, legal rights, and safety. To stimulate workforce demand, the project supports Turkish and Syrian-owned MSMEs with business development services, promoting sustainable growth and job creation. The project guides unregistered companies through the registration process, encompassing work permits, licensing, and chamber registration. Supporting both the supply and demand sides of the labour market, PEP enhances skills and assists MSMEs, ensuring a balanced approach that fosters a competitive, innovative, and resilient private sector, leading to increased, higher-quality job opportunities.



**EMPLOYMENT PROMOTION
AND SKILLS DEVELOPMENT**
(SUPPLY OF LABOUR)



**ENABLING ACCESS TO MARKETS
AND EMPLOYMENT OPPORTUNITIES**
(JOB MATCHING)



**PRIVATE SECTOR
DEVELOPMENT**
(DEMAND FOR LABOUR)




Delivering demand-driven skills development courses and promoting employment opportunities in public works and the private sector to increase the employability of individuals.

Boosting the competitiveness of entrepreneurs and micro, small and medium-sized enterprises (MSMEs) to foster sustainable growth while enhancing the overall business environment to stimulate job creation.







WHAT ARE THE
MAIN
ACTIVITIES
OF PEP?

EMPLOYMENT PROMOTION AND
SKILLS DEVELOPMENT

MICRO, SMALL AND MEDIUM-SIZED
ENTERPRISE (MSME) AND
START-UP SUPPORT

STRENGTHENING THE
BUSINESS ENVIRONMENT

INCLUSIVE APPROACH



EMPLOYMENT PROMOTION AND SKILLS DEVELOPMENT



5,700+
participants have benefited from employment opportunities within public works and the private sector

Employment Promotion

PEP strives to enhance employment prospects by offering short to medium-term employment opportunities to both Syrian refugees and host community members. Project participants are engaged for up to six months, matching their prior experience and professional qualifications in relevant sectors. The initiative supports both employees and employers by facilitating work permits for participants, ensuring equitable pay based on their qualifications and the need from specific industry. Additionally, participants receive salary support in accordance with minimum wage standards and their social security contributions are covered within the project.

Skills Development Courses

PEP supports participants in entering the job market through skills development courses tailored to current labour market needs. In collaboration with implementing partners, PEP empowers Syrian refugees and host community members to access business opportunities by enhancing their professional skills. The project offers diverse skill development courses across sectors such as information technologies, food and beverage, textile, clothing, furniture, machinery, electrical equipment, administration, trade, and agricultural production. Upon course completion, participants receive qualification certificates, bolstering their competitiveness in the job market.



5,850+
participants have attended skills development courses

Work Permit Support

The PEP project provides administrative and financial support to facilitate the work permit application process for Syrian refugees, including covering social security contributions. This not only assists in streamlining the procedures but also serves as an encouragement for both employers and employees to enhance formal employment, thereby contributing to the expansion of opportunities within the workforce.



3,200+
work permits have been issued to Syrian refugees

Occupational Health and Safety Trainings

Within the scope of the project, additional training measures are offered in the areas of labour law, social security, and occupational health and safety. The trainings, designed to promote a safer working environment and foster a shared working culture, also impart essential information regarding legal rights for both employees and employers.



7,500+
individuals participated in occupational health and safety trainings

Turkish Language Trainings

Learning the language of the host country is essential for effectively integrating into economic, cultural, and social aspects of life. The PEP project organises Turkish language training at various levels to help refugees overcome language barriers and actively participate in business life. Successful participants receive a certificate approved by the Ministry of National Education, allowing them to officially demonstrate their language proficiency.



5,800+
participants have improved their Turkish skills



Support to Soup Kitchens

PEP expanded its initiatives to assist refugees and members of the host community in Türkiye, who are grappling with economic hardships brought on by the pandemic and recent earthquakes. Collaborating with various municipalities, the project sustains soup kitchens, offering hot meals to those most in need. Concurrently, this initiative generates employment prospects for both Syrian refugees and host community members. By equipping soup kitchens with essential tools and ingredients, PEP guarantees that thousands of individuals facing hardship have access to daily nourishing meals.



Supported Soup Kitchens

- ▶ Adana Metropolitan Municipality
- ▶ Adana Seyhan Municipality
- ▶ Aksaray Municipality
- ▶ Gaziantep Şahinbey Municipality
- ▶ Hatay Metropolitan Municipality
- ▶ İstanbul Şişli Municipality
- ▶ Konya Metropolitan Municipality
- ▶ Kilis Municipality



9,780,000+
meals were prepared and distributed at Municipal Soup Kitchens



780+
participants employed in Soup Kitchens

MICRO, SMALL AND MEDIUM-SIZED ENTERPRISE (MSME) AND START-UP SUPPORT

As part of an integrated approach to employment promotion, PEP supports sustainable private sector development to create and improve jobs through tailor-made business development services to MSMEs. In partnership with chambers and business associations, Turkish and Syrian-owned MSMEs receive trainings to further develop their businesses, increase competitiveness and strengthen their resilience, thus preparing them more effectively for unforeseen challenges ahead. Face-to-face and online trainings combined with mentorship services are offered covering a wide array of topics like foreign trade, green and digital transformation.

For new entrepreneurs and innovative start-ups, the support includes the pre-incubation and incubation stage. Here, new entrepreneurs receive in-depth information on Türkiye's economic environment, legislation, entrepreneurial ecosystem, financial and business literacy, and opportunities to meet potential investors. Going beyond classical businesses, PEP strengthens inclusive and social ventures by extending services to social entrepreneurs and cooperatives.



500+
industrial and trading companies (with an average of 120 employees each) received mentorship and training on foreign trade, green and digital transformation



78
start-ups were provided with training, coaching, business development, and seed funding



13
cooperatives were provided with tailor-made mentorship and capacity-building services

Formalisation of Unregistered Businesses

PEP aims to ensure sustainability by formalising Turkish and Syrian-owned MSMEs that are currently operating informally in Türkiye. The project supports business owners who have not yet completed official registration procedures by assisting them in receiving their necessary trade or artisan licence in line with the relevant law.



1,060+
companies finalised the registration process



Selection of Business Owners



Submit Required Documents



Commerce / Handicraft Chamber Registration



Open Bank Account



Tax Plate



Notarising Documents



Real Estate Check



Electronic Signature (KEP)



Work Permit



POS Machine



Fire Report and Extinguisher



Municipality Registration

STRENGTHENING THE BUSINESS ENVIRONMENT

In cooperation with Turkish chambers of industry and commerce, demand-driven business development services like training and coaching in foreign trade development, green and digital transformation focus on increasing the competitiveness of MSMEs. These projects are combined with vocational training, job matching and employment support. The objective is to use the dynamic of the industrial and trade sectors to create employment. Capacities of business chambers are further strengthened to facilitate improved services to their members.



PEP additionally facilitates multi-sector and inclusive Public Private Dialogues (PPD) sessions in three provinces (Adana, Gaziantep, and İstanbul), to expedite the active involvement of relevant public, private, and civil society stakeholders to set priorities, build roadmaps, and design solutions promoting employment and sustainable business development.

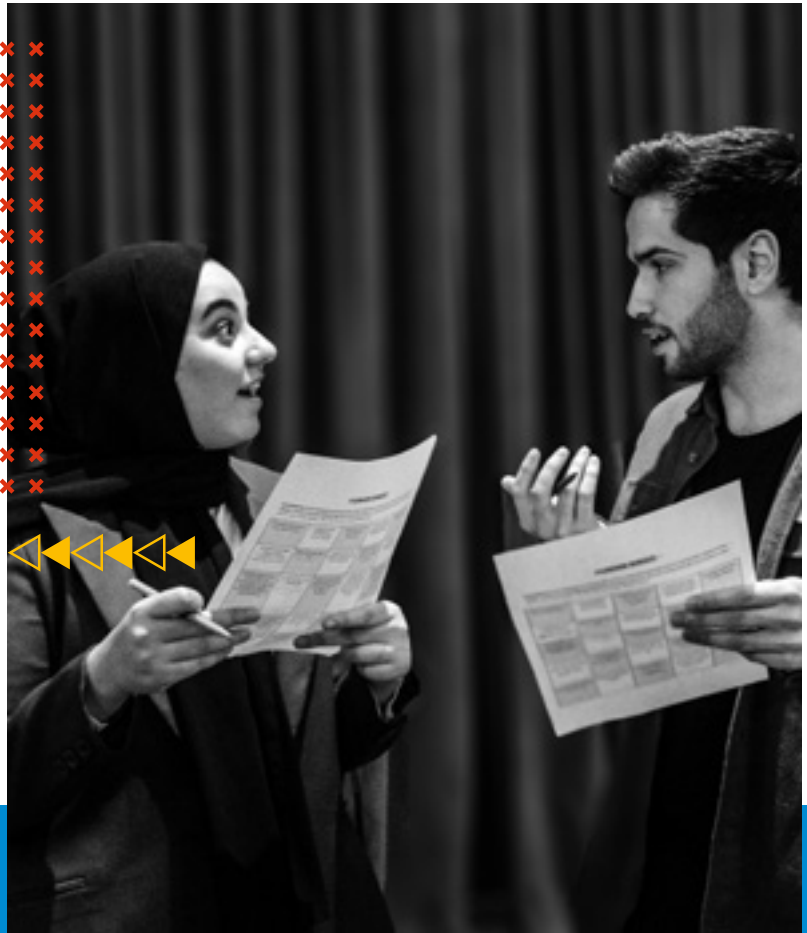


340+
import and export companies from the food-fast consumer goods sector were matched in business-to-business events to facilitate trade relationships



1,300+
participants from 420+ organisations have attended Public-Private Dialogue (PPD) meetings

INCLUSIVE APPROACH



Social Cohesion



700+
social cohesion activities
attended by 26,000+
participants were held to
improve connectedness
and solidarity among Syrian
refugees and host community
members

For the PEP project, social cohesion is understood as the ability of individuals and groups from different backgrounds to earn their living in dignity, to come together and benefit from inclusive working, learning and business environments that promote resilience, respect for diversity and equal access to opportunities. Social cohesion is a context-specific and gradual process of bringing together different communities on the basis of equality to actively work towards the accomplishment of common goals and ensure equal access to services provided by institutions at the central and local levels, with a specific emphasis on groups with special needs. In this framework, the PEP

project encourages implementing partners to hold meaningful "social mixing" events that bring communities around shared goals and values while promoting respect and recognition for the unique qualities of different cultures. Awareness of rights especially in the workplace and equal access to services is of critical importance to which PEP implementing partners pay specific attention. In this framework, partners are provided with continuous support in designing and implementing various social cohesion activities that promote diversity and inclusiveness in the socio-economic sector of the refugee response in Türkiye.

Gender Equality



48%

women participation rate
in overall PEP activities

PEP takes a multifaceted approach to foster gender equality within its initiatives. Embracing components spanning employment, entrepreneurship, and life skills, PEP prioritises breaking down barriers that hinder women's access to the labour market. Encouraging women to explore diverse vocational trainings, including those in male-dominated sectors like manufacturing and industry, remains a focal point. Moreover, the project provides extensive awareness-raising sessions for women participants on critical issues encompassing gender-based violence, workplace harassment, and women's rights under Turkish law. Addressing the scarcity of women entrepreneurs, PEP actively implements targeted projects aimed at facilitating women's access to credit and enhancing the entrepreneurial skills of women. PEP's commitment to employing gender-responsive and transformative approaches underscores its ongoing efforts to challenge discriminatory social norms and structural barriers in line with the BMZ Feminist Development Policy, towards fostering greater inclusivity and empowerment for women in Türkiye.



Childcare Support

PEP integrates essential support systems such as childcare and transportation services within its projects, meticulously monitoring the quality of childcare to ensure optimal provisions. This allows better access to training and employment opportunities, particularly for women and single parents. The child-friendly spaces, established in collaboration with implementing partners, enable children from both communities to play together in a creative and safe environment.



500+
children have benefitted
from childcare support



**Promotion of
Economic Prospects**
for Refugees and the
Host Community
in Türkiye

PEP Project adheres to Sustainable Development Goals



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As at December 2023

On behalf of German Federal Ministry for Economic Cooperation and Development (BMZ)

GIZ is responsible for the content of this publication.

In the text, the term 'Syrian Refugees' refers to Syrians under Temporary Protection (SuTPs).