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Turkey

Syrian Refugee Resilience Plan 2020–2021



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Acronyms

- **3RP** Regional Refugee and Resilience Plan
- **CPF** Country Programming Framework
- **FAO** Food and Agriculture Organization of the United Nations
- **FSA** Food security and agriculture (sector)
- **MoAF** Ministry of Agriculture and Forestry
- **MoFLSS** Ministry of Family, Labour and Social Services
 - **NGO** Non-governmental organization
 - **SRRP** Syrian Refugee Resilience Plan
 - **SuTP** Syrians under Temporary Protection
 - **TAC** Temporary accommodation centre
- **TurkStat** Turkish Statistical Institute
- **UN Women** United Nations Entity for Gender Equality and the Empowerment of Women
 - WFP World Food Programme



Overview

The Syrian Refugee Resilience Plan (SRRP) is the guiding document for the Food and Agriculture Organization of the United Nations (FAO) to support the Government of Turkey in addressing the needs of Syrians under Temporary Protection (SuTPs) and vulnerable host communities in Turkey. The SRRP describes FAO's strategy to:

- increase the resilience of households, communities and institutions to effectively cope with and recover from crisis by providing viable livelihood opportunities in the food and agriculture sector, including access to relevant social protection schemes;
- address food insecurity and malnutrition of vulnerable SuTPs and host community members by supporting small-scale agricultural activities and promoting good practices and evidence-based decisions on food security and nutrition, including food and nutrition education, and life skills training;
- promote sustainable management and utilization of natural resources, including land, water, climate and genetic resources for the benefit of SuTPs and host communities; and
- promote social cohesion and harmonization by encouraging economic and social integration of SuTPs and vulnerable host community members through fostering sustainable livelihood opportunities in the food and agriculture sector and access to relevant social protection schemes.

The 2020-2021 SRRP has been updated based on the findings of:

- recent assessments undertaken by FAO in close cooperation with Turkish authorities at national and local levels;
- lessons learned from the projects implemented under the previous SRRPs (2018–2019, 2019–2020); and
- review and analysis of data, reports and studies produced by national and international partners in Turkey.

The SRRP aims to directly support the resilience of more than 60 000 households (approximately 300 000 people, of which at least 40 percent are women and women-headed households) from Syrian and host communities in Turkey affected by the Syrian crisis. It is aligned with government priorities and the Regional Refugee and Resilience Plan (3RP) 2020–2021 for Turkey, and it will be implemented in collaboration and partnership with the Ministry of Agriculture and Forestry (MoAF), the Directorate General of Migration Management, the Ministry of Family, Labour and Social Services (MoFLSS) and other relevant line ministries, departments and partners.

The Plan is based on a holistic cooperative approach that calls for the involvement of a variety of actors and partnerships with the private sector and local institutions that have been the main service providers for SuTPs and local populations.

The SRRP aims to directly support the resilience of more than 60 000 households (approximately 300 000 people, of which at least 40 percent are women and women-headed households) from Syrian and host communities in Turkey affected by the Syrian crisis. National and local government bodies, non-governmental organizations (NGOs) and local institutions such as associations and cooperatives will also benefit from the SRRP directly and indirectly through capacity-building initiatives. The implementation of the SRRP will require a budget of USD 111 million during the two-year period of 2020–2021 (USD 49 million for 2020, and USD 62 million for 2021).

The SRRP covers the provinces in Turkey with highest populations of SuTPs and where there is potential for their integration into the local economy.



The SRRP is structured around five pillars: (i) promoting skills and knowledge for sustainable agricultural livelihoods and food security and nutrition; (ii) supporting employability and entrepreneurship in the food and agriculture sector; (iii) investing in the sustainable development of the agriculture sector and utilization of natural resources; (iv) improving access to social protection; and (v) managing knowledge in the food security and agriculture (FSA) sector.

► Pillar 1. Promoting skills and knowledge for sustainable agricultural livelihoods and food security and nutrition

To build resilient livelihoods and improve food security and nutrition, knowledge and skills on healthy diets and good agricultural practices must be shared with Syrians and host communities in Turkey. Relevant manuals and guidelines will be produced by FAO and the national government, and these will aid in the development of knowledge and skills.

▶ Pillar 2. Supporting employability and entrepreneurship in the food and agriculture sector

Enhancing the employability and income-generating skills of SuTPs and host communities can help increase their incomes and economic access to food. For many SuTPs, the food and agriculture sector is a good entry point into the Turkish economic system because the sector is flexible and prominent in areas hosting large numbers of SuTPs, particularly in the southeastern provinces of Turkey. Indeed, casual labour and micro-scale businesses in the sector are the main source of income for many SuTPs as well as members of vulnerable host communities. The SRRP will support both communities by helping them gain relevant skills to obtain better jobs and successfully engage in income-generating activities. Vocational and entrepreneurship trainings will be provided and modelled after past successful trainings. Furthermore, opportunities for employment and entrepreneurship will be identified through local level analyses of labour markets and value chains.

► Pillar 3. Investing in the sustainable development of the agriculture sector and utilization of natural resources

Investing in sustainable management and utilization of natural resources in the agriculture sector will be an effective long-term approach to strengthen livelihoods. Enhancing environmental resilience will help sustain the sector, which will benefit both SuTPs and host communities. Moreover, growing the food and agriculture sector will create and sustain jobs, minimizing the competition over limited job opportunities. This will help refugees become more self-reliant, productive contributors to society and reduce their financial and resource burden on host communities. The SRRP will also support income-generating activities in food security and nutrition, vocational and skill development trainings, and raise awareness about labour laws among the most vulnerable agricultural seasonal workers and host community members.

▶ Pillar 4. Improving access to social protection

Ensuring access to social protection is key to ensuring stable access to livelihood opportunities. Unclear social benefits, poor working conditions, differences in wages between men and women, and lack of childcare services are widely reported as problems for both Syrians and vulnerable host communities who are engaged in agricultural work. The SRRP will strengthen the capacities of the existing social protection mechanisms through policy and legislative reforms. It will also support income-generating activities in food security and nutrition, vocational and skill development trainings, and raise awareness about labour laws among the most vulnerable agricultural seasonal workers and host community members. Particular attention should be given to seasonal agricultural workers, who are largely left out of the social protection system to address these challenges, which are important for ensuring high levels of employment.

► Pillar 5. Managing knowledge in the food security and agriculture sector

As a chair organization of the Food and Agriculture Working Group of the 3RP in Turkey, FAO will continue to play a leading role in knowledge management of the activities under 3RP's FSA Sector. This includes facilitation of evidence-based activity planning, coordination between agencies for increased efficiency in the use of resources, and the proliferation of good practices. For instance, labour market analysis provides critical information on the labour force deficit and identifies the sectors that have demand for skilled labour. Such information should be widely shared through established coordination mechanisms.

Situation analysis

Overall situation

Turkey is home to the largest refugee population in the world. As of November 2019, Turkey hosts nearly 3.7 million SuTPs (55 percent men and 45 percent women) (Turkish Statistical Institute, 2019), which is more than 4 percent of the total population of Turkey (see Figure 1). More than half of SuTPs are of working age – between 18–59 years old.

Currently, over 98 percent of SuTPs live outside of temporary accommodation centres (TACs). The majority of SuTPs live in the southeast of Turkey, with substantial populations living in large cities, such as Istanbul, Bursa, İzmir and Konya (Figure 2) (Republic of Turkey, Ministry of Interior, Directorate General of Migration Management, 2020).

Since 2018, 12 of the 19 TACs have been closed, and their residents have been relocated to urban areas and other camps. In addition, four TACs were decongested, and their populations voluntarily relocated to urban areas. In total, 150 000 people relocated and have chosen to stay in the provinces in which the TACs were located.





Source: Republic of Turkey, Ministry of Interior, Directorate General of Migration Management, 5 March 2020



Figure 2. Number of Syrians under Temporary Protection in Turkey - breakdown by province

Source: Republic of Turkey, Ministry of Interior, Directorate General of Migration Management, 5 March 2020

The Government of Turkey has shared a significant financial burden in the refugee response. According to the latest Government estimates, Turkey has spent more than USD 30 billion on direct assistance to SuTPs to date. As the situation becomes more protracted, the impact of the presence of large numbers of SuTPs on host communities becomes more evident – particularly in southeast Turkey where the concentration of SuTPs is highest. Turkey is calling for responsibility sharing to ensure that the needs of SuTPs and host communities are met.

According to the Turkish Statistical Institute (TurkStat), two-thirds of relative poverty and 90 percent of extreme poverty are seen in rural areas in Turkey. Many Syrians in Turkey work in agricultural production, and they typically have lower levels of job skills and tend to work for lower wages. The inflow of Syrians into the labour market has created competition with host communities for labour opportunities, particularly with those engaged in low-skilled informal work, including agricultural labour. In many cases, such competition leads to lower wages and poorer working conditions for both Syrians and host community members. Moreover, there are other challenges for Syrians in Turkey, including lack of access to regular income opportunities, high cost of living, reduced purchasing power, poor accommodation conditions and insufficient social protection. These challenges create difficulties for Syrian communities and can prevent their integration into Turkish society.

Syrians under Temporary Protection in the food and agriculture sector

Recent studies conducted by national and international organizations show that agricultural labour is the main source of income for many SuTPs. Turkey has a robust agriculture and food industry. The industry has employed almost 20 percent of the country's working population, accounting for 5.8 percent of the country's GDP in 2018. The industry is one of the main sources of income and employment for local Turkish communities who are hosting Syrians, particularly in the southeastern provinces of Adana, Gaziantep, Kilis and Şanlıurfa. In commercial and industrial urban areas, such as İzmir and Mersin, the food processing and transportation sectors employ both Syrian and Turkish workers.

Syrian women are also widely employed in the food and agriculture sector in Turkey, mostly informally. According to a recent survey conducted by the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), only 15 percent of Syrian women engage in income-generating activities (UN Women, 2018). According to FAO and Ankara University Development Studies Application and Research Centre (2019), most Syrian women did not work as labourers when they were living in the Syrian Arab Republic, but began working as casual labourers in the food and agriculture sector after they had been displaced to Turkey. Their working hours tend to be long and their wages are lower than those of men. Furthermore, women handle most of the domestic tasks, including food preparation and childcare.

The incomes of workers who are SuTPs are unstable and unpredictable because low-skilled jobs tend to be irregular and seasonal, particularly in the agriculture sector. Nevertheless, such income opportunities are critical for SuTPs because the income which they derive from humanitarian assistance, e.g. the Emergency Social Safety Net, only meets the minimum expenditure basket of YTL 120 per person as of 2019 (FAO, 2019). Recent increases in the cost of living pose further challenges for SuTPs.¹

In addition to seeking employment, SuTPs are setting up their own small-scale businesses in food and agriculture. However, they face a number of difficulties, such as access to credit, lack of productive assets and lack of understanding of property rights and market dynamics.

According to TurkStat, the highest increase of food prices was recorded in May 2019 with an increase of 28.44 percent on a year-on-year basis.

Resilience to economic shocks

Food security for SuTPs is not only affected by their income levels, but also by the cost of basic food items in the local market. According to TurkStat, the highest increase in food prices was recorded in May 2019, with an increase of 28 percent on a year-on-year basis (Turkish Statistical Institute, 2019). An analysis by the Central Bank of the Republic of Turkey cites that a sharp increase in the prices of unprocessed foods, led by fresh fruit and vegetables, was a driving factor behind high inflation rates in 2019. The annual inflation rate was high in 2018 as well, particularly for food items (12 percent for unprocessed food and 22 percent for processed food) (Central Bank of the Republic of Turkey, 2019). Syrians and host communities have limited options for coping with increased living costs due to difficulty in finding income opportunities that are well paid and reliable, as well as limited access to assets such as land and financial services. As a result, they tend to resort to negative coping strategies, such as reducing the diversity and quality of food that they consume. Low intake of nutrients could jeopardize their nutritional status in the long term, particularly among vulnerable household members, including young children and pregnant and lactating women. Deficiency in nutrients and high consumption of starchy staple foods can lead to micro-nutrient deficiencies, like anaemia, in addition to leading to obesity and increasing the risk of acquiring diet-related diseases. Therefore, food security and nutrition support are needed in conjunction with livelihoods support.



Needs

Employment in the food and agricultural sector

Food and agriculture is a strategic sector because it can enable SuTPs and vulnerable host communities to enhance their livelihoods. Supporting job placement will provide Syrians and host communities with opportunities to build resilient livelihoods, will reduce competition over employment opportunities, and lessen social tensions. In turn, this will encourage social cohesion in local communities.

Agriculture in Turkey is dominated by small family farms; about 90 percent of those employed in the agriculture sector are owner-producers and unpaid family workers, mainly women. Fifty percent of agricultural workers are women, a greater percentage than most other sectors. Women working in the food and agriculture sector are more often engaged in seasonal and low-paid jobs due to low level of skills, limited experience, a language barrier, and their role as primary caregiver in families with limited access to childcare services.

Many private food and agriculture enterprises are in need of skilled and semi-skilled labour, but SuTPs generally lack such skills and experience. Therefore, creating opportunities for SuTPs to obtain the necessary skills, which are in high demand in the local labour market, is critical.

Language barriers and cultural differences are widely reported as key obstacles faced by both SuTPs and hiring enterprises. Improving language skills and reducing gaps in cultural norms will also enhance employment access. Though Syrians in Turkey may enrol in free, state-supported Language barriers and cultural differences are widely reported as key obstacles faced by both SuTPs and hiring enterprises. Improving language skills and reducing gaps in cultural norms will also enhance employment access. Turkish language courses, a study found that 70 percent of Syrian women do not speak any Turkish. This has an immediate effect on their access to services and employment (UN Women, 2018).

Entrepreneurship in food and agriculture

Many SuTPs are setting up their own food and agriculture enterprises, mostly on a small-scale basis. They face a number of obstacles, such as lack of involvement in the banking sector, lack of productive assets and inadequate understanding of property rights (Development Workshop, 2016) and market dynamics (Building Markets, 2018).

It is important to support Syrian entrepreneurs in navigating business challenges, negotiating new markets, seeking services in the local market and accessing productive assets, especially in the agriculture sector.

Despite the legislative changes that facilitate access to formal job opportunities, the informal market remains attractive for both Syrian employees and employers. Following the adoption of the Regulation on Work Permits for foreigners under temporary protection (hereafter referred to as Work Permits Regulation) on 15 January 2016, the number of work permits that have been granted to Syrians is over 103 000, including the work permits granted to Syrians with residence permits (Republic of Turkey, Ministry of Family, Labour and Social Services, General Directorate on the Status of Women, 2019).

Social cohesion and harmonization

The comprehensive legal framework concerning Syrians in Turkey includes components that encourage social cohesion and harmonization. The inclusive policy framework of the Government of Turkey and the welcoming attitude of host communities has proven crucial not only for avoiding marginalization of Syrian refugees, but also for fostering positive relations. In February 2018, the Government of Turkey adopted the National Strategy on Harmonization and developed a National Action Plan. The Directorate General of Migration Management undertakes harmonization activities at both the national and the provincial level towards promoting harmony between Syrian and host communities, strengthening social inclusion and promoting self-reliance of SuTPs.

FAO's core mission is to reduce food insecurity and rural poverty. Creating social cohesion between host and Syrian refugee communities is directly related to designing policies and programmes for food security and poverty alleviation in agriculture.

Moving away from a strictly humanitarian response, which began in 2011, and towards a longer-term approach, the SRRP promotes support for resilient livelihoods, social protection programmes and social integration policies that build social cohesion. Reducing dependence on humanitarian aid and promoting self-reliance of SuTPs and vulnerable host communities are key elements of harmonization. Therefore, it is crucial to enhance Syrian's access to local labour markets, develop their entrepreneurial skills and reduce their language barriers. It is important to engage SuTPs with the host community through participatory processes and consultative structures at local and municipal levels. This will allow Syrians to express their specific needs and vulnerabilities and to foster dialogue with host communities and local authorities around social integration and resilience. Awareness about social services mechanisms and labour rights will be raised, and a referral and response mechanism will be created. Joint efforts are required to improve social cohesion and harmonization between SuTPs and vulnerable host communities.

Social protection

Social protection plays a vital role in achieving greater equity and social cohesion. It also supports human and economic development. The Law on Social Assistance and Solidarity of Turkey allows for foreigners legally residing in Turkey to access social assistance through existing infrastructure and processes.

The social services and assistance system aims at alleviating poverty and providing social care for people with specific needs. Awareness of and access to protection and social services by SUTPs is extremely low, particularly among women. The language barrier and high level of unawareness demonstrates that information campaigns and training are needed (UN Women, 2018). Awareness-raising sessions on labour laws and human rights, the Family Training Programme² and referral services can increase awareness among these communities and enable their access to social protection schemes.

² Ministry of Family, Labour and Social Services' Family Training Programme meets the needs of extremely vulnerable/poor people. It covers 27 modules, such as child-care, maternal health and pregnancy, legal rights, parenthood, pre-marriage awareness sessions, family and school, language training for Syrian refugees, family law etc.



Implementation arrangements

Institutional framework

As a specialized agency of the United Nations (UN), FAO leads international efforts to address challenges related to the food and agriculture sectors. FAO's goal is to achieve food security for all and to ensure that vulnerable populations have uninterrupted access to sufficient high-quality food to lead active, healthy lives. With more than 194 member states, FAO works in more than 130 countries worldwide.

FAO has been present in Turkey since 1982 when its country office was established in Ankara, which was followed by the founding of its Subregional Office for Central Asia in 2006.

The presence of a multidisciplinary team of technical experts in the Subregional Office in Turkey provides support on technical areas, such as animal production and health; plant production and protection; fisheries; forestry; land and water management; rural investment; food security and agricultural policy; and gender equality and women's empowerment. FAO also benefits from technical expertise available at the FAO Regional Office for Europe and Central Asia in Budapest, Hungary and FAO Headquarters in Rome, Italy.

FAO's cooperation with the Government of Turkey is shaped by the FAO Country Programming Framework (CPF) 2016–2020 for Turkey, which sets out three priority areas:

- 1. food security, nutrition and food safety;
- 2. sustainable forests and natural resources management, including fisheries; and
- 3. institutional capacity enhancement of public and private sectors.

The CPF was prepared together with the Government and other partners, and it reflects relevant priorities in key national development policies, including Turkey's 2019–2022 National Development Plan. The CPF is also aligned with the 2016–2020 United Nations Development Cooperation Strategy for Turkey.

Coordination and partnership

In Turkey, FAO has well-established partnerships with national authorities and a wide array of other partners, including local authorities, Chambers of Agriculture, Chambers of Commerce, academia, research institutions, international and national NGOs, and civil society organizations. FAO's long presence in the country and the fruitful cooperation with MoAF, MoFLSS and the other line ministries offers the opportunity for synergies with Turkish institutions both at central and decentralized levels.

Full alignment with the 3RP and related Government priorities is ensured through SRRP workshops, where policy makers and practitioners come together from across the 3RP and Government stakeholders to review the strategy and plan of the SRRP. All activities planned under the SRRP will be implemented in collaboration and partnership with national and provincial government offices, as well as municipalities, development partners, NGOs, community-based organizations and the private sector.

FAO recognizes that the private sector is a key stakeholder in generating employment and building the resilience of vulnerable refugees and host communities. Moreover, FAO acknowledges that better coordination and collaboration with the public and private sectors can aid in the delivery of the Organization's Strategic Objectives.

FAO therefore places high importance on working in partnerships with all relevant governmental, non-governmental and private sector stakeholders at local, national, regional and international levels, including small and medium enterprises, cooperatives and producers' organizations, and local companies through the entire project cycle.

FAO places high importance on working in partnerships with all relevant governmental, non-governmental and private sector stakeholders at local, national, regional and international levels through the entire project cycle.



Achievements under the 2018–2019 SRRP

In response to the crisis in the Syrian Arab Republic, FAO Turkey has implemented several projects in collaboration with the aforementioned partners, which aimed to improve food security and enhance livelihood opportunities for Syrian refugees and vulnerable households in host communities. FAO Turkey has conducted two assessments to guide these projects, identifying possible livelihood opportunities within the food and agriculture sector. Social protection for both Syrians and host communities working in the agriculture sector was analysed and ways to expand it were explored. The findings of these assessments demonstrated that the main source livelihood for a large group of SuTPs is the agriculture sector, therefore focusing efforts on enhancing employment in the agriculture sector is critical.



On-the-job trainings on stuffed-mussel production in İzmir.

'Increase self-reliance and improve agricultural livelihoods of refugees through employment opportunities (Phase III)'

This project offered host community members and SuTPs the opportunity to gain vocational skills in agriculture and related sectors to increase their prospects of gaining employment and becoming self-reliant. FAO provided more than 30 vocational training programmes in the agriculture, food processing and livestock sectors for 1 115 beneficiaries in eight provinces (Adana, Bursa, Gaziantep, İzmir, Manisa, Mardin, Mersin and Şanlıurfa). FAO collaborated with MoAF and its provincial directorates in the project provinces to conduct these trainings, which consisted of both theoretical lessons and on-the-job trainings at farms and companies. A total of 1 078 beneficiaries completed the trainings successfully and gained essential vocational skills to access good job opportunities. Of these beneficiaries, 58 percent were women and seven percent were SuTPs. All trainees received official Ministry of National Education certificates from public education centres (either through İŞKUR, the Turkish Employment Agency, or directly through public education centres). Following the vocational trainings, eight job fairs were held, one in each project province. These fairs created a platform for project trainees to meet face-to-face with representatives from the private sector, including local producers, farms and agri-food companies, and discuss potential employment opportunities. In total, 118 employers, 889 trainees (482 women and 407 men) participated in the eight job fair events. Sixteen trainees received job offers during the events, and employers committed to an additional 98 job offers for the future.



On-the-job training on pepper harvesting in Şanlıurfa

In December 2019, FAO conducted a study to measure the impact of project activities. In this study, a questionnaire was administered to a sample of 378 project beneficiaries randomly selected from all of the project provinces. The results show that 21 percent of the respondents obtained a new job after completing the trainings. Moreover, 72 percent reported that the trainings strengthened the social cohesion between Syrians and host communities, with 31 percent of respondents reporting that the trainings considerably reduced prejudices against host communities or SuTPs and promoted mutual understanding and interaction between the communities.

'Promoting self-reliant livelihoods of Syrians under Temporary Protection and host communities through provision of skills trainings and productive assets'

This project assisted host community members and SuTPs gain access to formal employment by improving their human and economic capabilities. To achieve these goals, FAO organized a vocational training programme that developed beneficiaries vocational and technical skills and provided startup and entrepreneurship support. This intervention created employment opportunities in the local market.



Trainees make traditional pide or Turkish pizza, during on-the-job training at a municipality-operated kitchen in Sanliurfa.

The project delivered vocational trainings in İzmir, Mardin and Şanlıurfa provinces for 150 beneficiaries, and 145 trainees completed the programme successfully and were officially certified by the Ministry of National Education. Of these beneficiaries, 82 percent were women, and 51 percent were SuTPs.

In addition, FAO built the capacity of 50 entrepreneurs, who were selected from among the graduates of the vocational training programme. Their capacity was developed in all aspects of running a business, including business planning, financial management, business networking, marketing and sales, time management, etc. Futhermore, necessary tools, equipment and technical support services were provided to entrepreneurs to start their micro-scale businesses.

- In Şanlıurfa, 15 entrepreneurs were provided with seedlings, irrigation systems, fertilizers and pesticides to start their businesses. FAO also provided a total of 60 decars (6 hectares) to the 15 entrepreneurs to produce vegetables. To enhance the sustainability of the production, technical support was also supplied. These entrepreneurs earned a net profit of about USD 40 000 from their yields.
- In İzmir, a production facility to stuff mussels was established under a newly formed women's cooperative made up of 20 women (ten Syrian and ten Turkish). The women entrepreneurs in this cooperative were exposed to various markets, within and outside of İzmir. They spoke with traders and retailers, learning about marketing, consumer preferences, prices and payment conditions as well as supply and demand. The cooperative has already produced and sold from 900 kg to 2 000 kg of stuffed mussel per month on average. Working four to five hours per day, the women have earned roughly YTL 1 000 (USD 167) per month.
- In Mardin, a new workshop for soap production was established under an existing women's cooperative made up of 30 women (15 Syrian and 15 Turkish). The production will have begun in February 2020 once the cooperative has obtained the obligatory state certification for soap production.



Trainees receiving certificates during the job fair in Şanlıurfa.

Agricultural livelihoods and labour market assessment

The agricultural livelihoods and labour market assessment, conducted in collaboration with Ankara University Development Studies Application and Research Centre, identified possible livelihood opportunities within the food and agriculture sector for vulnerable SuTPs and host communities, taking into account their seasonality, and the possibility to expand opportunities. The study was conducted in six provinces in southern Turkey. It also developed livelihood profiles of both vulnerable populations and examined their skills; access to assets, services and resources; barriers to employment; coping strategies; and perceived needs. The results provided a strong evidence base to identify labour market gaps in the food and agriculture sector in the targeted provinces.



Leading role in the food security and agriculture sector under Regional Refugee and Resilience Plan

FAO leads the FSA Sector under the 3RP. The FSA Sector convened monthly and *ad hoc* meetings at the national level to build and strengthen partnerships. These meetings were well attended by representatives from civil society organizations, development agencies, UN agencies, local partners and government representatives. Attendees were actively updated on the response, alerts and other food security- and agriculture-related issues. The FSA Sector regularly collects age- and sex-disaggregated data on project beneficiaries, which has enabled a harmonized response, helped identify gaps and enhanced discussions on sustainable ways to effectively address the needs of SuTPs and host communities in Turkey. FAO also contributes to the Livelihoods Working Group and Cash-based Initiatives Working Group under the 3RP, and FAO has successfully established joint programmes with the United Nations Development Programme, UNHCR and WFP. In 2019, the FSA Sector implemented a capacity-building plan in order to enhance the cooperation and partnerships, as well as the capacity of FSA Sector partners.

FAO's strategic approach

Considering the current conditions and needs of SuTPs and host communities, food and agriculture is a strategic sector to improve the resilience of livelihoods. FAO's most recent projects and studies demonstrated the effectiveness of the support provided to SuTPs and host communities to access labour markets and build small businesses in food and agriculture. Involvement of host communities and local institutions also contributes to social cohesion by reducing competition over employment opportunities.

Figure 3 illustrates the three major complementary and mutually reinforcing five pillars of the SRRP to address the identified needs.





Source: FAO, March 2020

The overall goal of the SRRP is to enhance the resilience of SuTPs and host communities. Its theory of change is based on the premise that by providing skills development programmes, job placement services, language training for employees and businesses, entrepreneurship support and promotion of good food and nutrition practices, both women and men from Syrian and vulnerable groups in host communities will have resilient livelihoods. The strategy is strongly focused on the food and agriculture sector, which faces chronic shortages of skilled and semi-skilled workers.

Targeted population

Geographical target

The 2020–2021 SRRP will continue to prioritize the provinces with the highest number of SuTPs. These provinces are Adana, Ankara, Aydin, Bursa, Corum, Diyarbakir, Duzce, Eskisehir, Hatay, Gaziantep, Giresun, İzmir, Kahramanmaras, Konya, Kutahya, Malatya, Manisa, Mersin, Osmaniye, Sakarya, Şanlıurfa, Rize and Trabzon.

Targeted beneficiaries

The 2020–2021 SRRP will continue to support both men and women from Syrian and vulnerable host communities in urban and rural areas. The goal is to reach approximately 60 000 households (or 300 000 people, of which 40 percent are women) from both Syrian and Turkish communities. A balanced ratio of beneficiaries from Syrian and host communities will be identified based on gender, local needs and the local context of employment opportunities.





Source: FAO, January 2019

The 2020–2021 SRRP is structured around these five pillars and activities are identified under each pillar.

► Pillar 1. Promoting skills and knowledge for sustainable agricultural livelihoods and food security and nutrition

To build resilient livelihoods and improve food security and nutrition, knowledge and skills on healthy diets and good agricultural practices must be shared with Syrians and host communities in Tuyrkey. Relevant manuals and guidelines will be produced by FAO and the national government, and these will aid in the development of the knowledge and skills.

Promoting healthy diet practices

Healthy dietary practices will be promoted by teaching vulnerable SuTPs and host communities about the importance of healthy, balanced diets and about diet-related health problems. Because vulnerable populations tend to consume low-cost, low-nutrient foods, especially when faced with economic shocks like job loss or illnesses, practical knowledge and skills on healthy dietary habits can help them cope. This knowledge and skills can be transferred through a combination of evidence-based and behaviourally focused educational strategies, which involve the active participation of women and men trainees using interactive information technology tools.

Homestead food production

Homestead food production provides a low-cost, sustainable food source to increase household food security and improve nutrition and dietary diversity through the introduction of micronutrient-rich foods. Homestead food production can be promoted among vulnerable and women-headed households. This activity will mitigate the risk of SuTPs and vulnerable host community members engaging in negative coping strategies.

▶ Pillar 2. Supporting employability and entrepreneurship in food and agriculture sector

Enhancing the employability and income-generating skills of SuTPs and host communities can help increase their incomes and economic access to food. For many SuTPs, the food and agriculture sector is a good entry point into the Turkish economic system because the sector is flexible and prominent in areas hosting large numbers of SuTPs, particularly in the south-eastern provinces of Turkey. Indeed, casual labour and micro-scale businesses in the sector are the main source of income for many SuTPs as well as members of vulnerable host communities. The SRRP will support

Enhancing the employability and income-generating skills of SuTPs and host communities can help increase their incomes and economic access to food. both communities by helping them gain relevant skills to obtain better jobs and successfully engage in income-generating activities. Vocational and entrepreneurship trainings will be provided and modelled after past successful trainings. Furthermore, opportunities for employment and entrepreneurship will be identified through local level analyses of labour markets and value chains.

Skills development

Vocational training will specifically target those who are willing to learn new skills or have demonstrated existing skills for the identified job placement opportunities. In order to fill labour market gaps, FAO will continue to identify and leverage the existing skillsets of the target beneficiaries. Vocational trainings will be complemented with trainings on other critical skills, such as Turkish language, workplace ethics, rights and responsibilities of employers and employees, and professional communication skills. Local private enterprises and farms will play critical roles in providing on-the-job training and employment consultations with beneficiaries.

Job fairs and employment desks

Job fairs will be organized with the private sector to facilitate employment and the acquisition of work permits for SuTPs and Turkish citizens who participated in vocational trainings. These job fairs will provide opportunities for successful trainees, who will be both women and men, to meet potential employers, including local producers, farm owners and agri-food industrialists. FAO will support Provincial Directorates of the MoAF to establish 'employment desks,' which will facilitate employment for successful vocational trainees through consultations on employment and learning opportunities. The specific needs of women and men will be considered in the design and implementation of this activity.

Entrepreneurship support

Entrepreneurship support aims to address the various barriers that SuTPs face in building businesses, including language and cultural barriers as well as lack of access to financial mechanisms, awareness of their rights and support networks. This support will target SuTPs and Turkish citizens, including both women and men, in hosting communities who are interested in setting up enterprises in the food and agriculture sector. Practical trainings that cover business plan development and financing self-employment activities will also be provided. This approach will include supporting cooperatives led by women with the goal to support and empower Syrian and Turkish women by enhancing their self-reliance and resilience.

In order to fill labour market gaps, FAO will continue to identify and leverage the existing skillsets of the target beneficiaries.

Cash for work

Cash for work will build or rehabilitate community productive assets, such as irrigation canals and water-harvesting systems, and it will restore agricultural activities through reforestation and land rehabilitation, all while participants gain short-term employment. FAO's technical expertise in water and land management as well as climate change adaptation will be key in ensuring the quality and sustainability of the newly built and rehabilitated productive assets.

▶ Pillar 3. Investing in the sustainable development of the agriculture sector and utilization of natural resources

Investing in sustainable management and utilization of natural resources in the agriculture sector will be an effective long-term approach to strengthening livelihoods. Enhancing environmental resilience will help sustain the sector, which will benefit both SuTPs and host communities. Moreover, growing the food and agriculture sector will create and sustain jobs, minimizing the competition over limited job opportunities. This will help refugees become more self-reliant, productive contributors to society and reduce their financial and resource burden on host communities.

Supporting smallholder agricultural producers

Support will enable SuTPs and Turkish smallholder producers to become self-reliant and resilient. This will be achieved through facilitating access to land, providing inputs and teaching farming skills to improve agricultural practices, specifically on backyard gardening, vertical gardening, and small-scale agricultural and poultry activities in both urban and rural settings. Technologies and practices for sustainable agriculture, such as climate-smart agriculture will be introduced through group-based, market-led and participatory learning approaches. Agricultural tools and input packages will also be provided for learning and piloting the new technologies and practices of their choice. Synergistic effects are expected with cash for work, which will improve productive assets, such as soil, irrigation systems and water harvesting systems.

Environmental mainstreaming

Considering the need to better integrate environmental considerations into response activities, FAO places a strong emphasis on environmental management to prevent environmental degradation. The main focus will be on reducing the environmental impacts of response activities rather than on the impacts associated with hosting refugee populations. FAO will increase awareness of key environmental concerns among response actors and support them by providing them with essential knowledge, resources and tools to mainstream environment into their programming.



▶ Pillar 4. Improving access to social protection

Ensuring access to social protection is key to ensuring stable access to livelihood opportunities. Unclear social benefits, poor working conditions, differences in wages between men and women, and lack of childcare services are widely reported as problems for both Syrians and vulnerable host communities who are engaged in agricultural work. The SRRP will strengthen the capacities of the existing social protection mechanisms through policy and legislative reforms. It will also support incomegenerating activities in food security and nutrition, vocational and skill development trainings, and raise awareness about labour laws among the most vulnerable agricultural seasonal workers and host community members. Particular attention should be given to seasonal agricultural workers, who are largely left out of the social protection system to address these challenges which are important for ensuring high levels of employment.

Building capacity to strengthen coordination and coherence between social protection system and agriculture sector

This activity identifies the technical and administrative capacity that currently exists as well as gaps in capacity. In addition, it aims to institutionalize coordination arrangements of relevant ministries, including the MoFLSS and MoAF, local authorities, Governorships, Provincial Directorates of relevant ministries, UN organizations and NGOs to support the development, coordination and monitoring of coherent policies and programmes. To drive this agenda forward, three broad capacity areas will be assessed:

- capacity to generate and exchange evidence to mobilize informed policy, programme design and implementation;
- capacity to facilitate cross-sectoral alliances and partnerships; and
- capacity to design, deliver and monitor and evaluate coherent policies and programmes in the agriculture sector.

The capacity building component also reviews plans and policies for capacity development and maps gaps in institutional capacity. Although there are a variety of policy documents and programmes for social protection in Turkey for vulnerable groups engaged in agriculture, there is a lack of coordination among the programmes and activities performed by different ministries. Moreover, there is no database nor targeting mechanism to identify vulnerable groups. Combined with insufficient capacity of human resources and institutions, the effectiveness and efficiency of existing policies and programmes to support vulnerable people is diminished. The SRRP aims to create capacity to evaluate social protection programmes implemented for vulnerable groups in agriculture.

Support expansion of coverage of social insurance by conducting diagnostics, feasibility studies and possible piloting

Activities under this component aim to promote the expansion of social protection in Turkey to cover the informal sector, including seasonal labour in the agriculture sector. Aligning with the vertical dimension of social security development, FAO will increase government capacity for planning and budgeting for the expansion of coverage of social protection programmes to all vulnerable beneficiaries including SuTPs and host communities. The activity will also include conducting in-depth studies to identify the issues that obstruct expanding social protection coverage to vulnerable groups.



▶ Pillar 5. Managing knowledge in the food security and agriculture sector

As a chair organization of Food and Agriculture Working Group of 3RP in Turkey, FAO will continue to play a leading role in knowledge management of the activities under 3RP's food and agriculture sector. This includes facilitation of evidence-based activity planning, coordination between agencies for increased efficiency in the use of resources, the proliferation of good practices. For instance, labour market analysis provides critical information on the labour force deficit and identifies the sectors that have demand for skilled labour. Such information should be widely shared through established coordination mechanisms.

Evidence-based planning

Evidence-based decision-making is the backbone of the SRRP. Thematic assessments, gender-responsive monitoring and evaluation of projects, and data collection will inform programme design and decision-making. Systematic information management will ensure that data that is collected is translated into knowledge and action. Field missions will be conducted to NGOs, private sector and governmental agencies. Lessons learned will be systematically collected for each project through frequent meetings with partners for the following three purpose: (i) to guide the effectiveness and efficiency of interventions under the SRRP; (ii) to report on results and impact; and (iii) to inform policy and best practices.

Coordination

FAO continues to lead the FSA Sector of the 3RP and provides leadership role in coordination with stakeholders in the Sector to maximize synergy and minimize duplication of support. FAO will also take a leading role in information management and coordination within FSA Sector to improve the efficiency in the use of time and resources for information gathering. In addition, FAO will continue to contribute in identifying best practices and lessons learned from the FSA and Livelihoods sectors (including sub-working groups in livelihood sector) gleaned through its unique work in skills building and job placement for the agriculture sector. Pillar 3 activities will focus on regular monitoring of the food security and agriculture situation, as it is the key to ensuring the evaluation of the SRRP's results. FAO also convenes and participates in multi-stakeholder dialogue from local to country and global levels to share experiences and best practices on building the resilience of refugees and host communities.

Monitoring, evaluation and learning

FAO has established a robust monitoring system in Turkey that helps track all interventions that are implemented in the country and links them to the FAO Corporate Strategic Framework. FAO will work closely with implementing partners and service providers to collect information on the results of interventions and provide regular updates through the FSA Sector Working Group as per the requirements of specific donors. The main stakeholders (including the Turkish authorities and the donor community) will be regularly briefed and updated on the progress of implementation of the SRRP as per the FAO donor briefing schedule.

As part of the regular Country Programme Evaluation, the SRRP will be reviewed against the identified indicators. Separate evaluations will be included within individual project proposals and reported against achievement goals agreed with supporting funding partners.

The SRRP's focus on capacity building of people and institutions requires a monitoring and evaluation system that will allow for measuring achievements and results at outcome and impact levels. Monitoring and evaluation activities of the SRRP will involve the systematic collection of data and reporting on outcomes of the interventions, as well as analysis of the results for design of individual projects.



Under the SRRP, FAO regularly monitors the results and achievements of projects both at output and outcome levels. For example, the number of project³ beneficiaries who were newly employed after the completion of vocational trainings and job fairs was regularly monitored by the FAO Office in Gaziantep, and results were widely disseminated among the partners and stakeholders.

³ 'Resilience building through increased livelihood opportunities and strengthened social cohesion for Syrian refugees and host communities' (OSRO/TUR/801/JPN), 2018–2019



Gender equality, women empowerment and youth mainstreaming

A number of assessments confirm that many Syrian women and girls in Turkey continue to have substantial needs because they are living in overwhelming poverty, in inadequate housing, with little or no knowledge of the Turkish language and have limited interaction with the host community. Inability to speak Turkish is a major obstacle that tends to compound all others.

Enhanced community resilience as well as food security and improved nutrition cannot be achieved without empowering women in agricultural and food production. The agriculture sector engages more women than any other sector. However, given the traditional cultural context many women, especially SuTPs, are restricted in the activities in which they can participate. The lack of childcare facilities is an additional obstacle in women's ability to actively engage in the agricultural sector. Realizing the importance of women's employment, FAO makes every effort to promote gender equality and women's employment. Where possible, FAO will also support childcare facilities. These efforts will enable women to compete in the labour market for better-paid and more sustainable jobs.

FAO will strengthen partnerships to reach the above and will continue striving for gender-sensitization at community level through training programmes. All employers involved with the programme must adhere to employment laws related to work permits, social security, with the focus on decent working conditions for women and prevention of child labour. Information on these laws will be available at project sites.

Assumptions and risk mitigation

Identification of risks associated with development interventions is essential to define measures and processes to effectively manage risks and enhance positive impacts. The process of risk identification and mitigation planning is an important opportunity for stakeholder engagement and enhancing the quality of interventions and increasing ownership.

Table 1. Assumptions and risk mitigation

Assumption	Potential impact	Proposed mitigation
No major change in SuTPs population presence	High	Adapt organizational and resource capacities to handle potential changes in population presence and heighten coordination with the Government and UN Agencies.
SuTPs and host community relations remain stable	Moderate	Improve monitoring and communication, and include social cohesion and community-based dialogue measures in each programme component.
Availability of land for intensive crop production in the targeted TACs and communities	Low	Individual project design will only be undertaken in areas where suitable land has been identified in advance by partners (government, private sector, etc.).
Prompt availability of funds in time for the agricultural campaign	High	Improve coordination and partnership development (outreach and visibility for the agriculture sector).
Compliance with decent work regulation – risk of exploitation of the most vulnerable population	High	All job placements will begin with an orientation for the private sector partners to inform them of the decent-work standards. Monitoring and evaluation follow-up will be scheduled. Work with the Ministries will create awareness and protect vulnerable groups (women and children).
Marketable agricultural products and skills are identified with realistic access to local markets	Moderate	Ensure proper market assessment data and value chain analysis is utilized in the design of any income-generating activities involving markets.
Regulatory framework concerning SuTPs remains valid, allowing SuTPs to continue to have access to work permit exemptions	High	Continued support to government partners in the development of policies and advocacy for policy actions benefiting the sector and communities.
Food availability and accessibility (stable market access and prices) remains relatively stable	Moderate	Closely monitor market prices and food security among concerned populations, and regularly share relevant information with the FSA Sector partners for their action where required.

Logical framework

Strategic objective



To enhance the resilience of Syrian refugees and host community members in Turkey affected by the Syrian crisis.

Outcome	Outputs	Activities	Budget (USD
Outcome 1.1.1 Nutrit fundame knowledg most vulu communi in a gendTo improve the food security of Syrians under Temporary Protection and vulnerable host communities (FSA Sector Objective 1)1.2 House diversity living in a TACs and	1.1 Nutritional skills and fundamental agricultural knowledge of SuTPs and most vulnerable host communities are improved in a gender-sensitive manner	 Establish school gardens to enhance community participation (women and men) Organize gender-responsive training programmes in basic agricultural production (garden vegetables, backyard poultry), food preparation and consumption, food safety and healthy dietary habits Organize gender-sensitive awareness sessions on good nutritional practices 	2 million
	1.2 Household-level dietary diversity improved for SuTPs living in and outside of TACs and host community members	 Establish and improve greenhouse crop production Provide agricultural inputs (seeds, fertilizer, poultry and fodder) and tools for backyard micro-gardening, considering gender issues in the access to inputs Organize gender-responsive training programmes for greenhouse production and backyard agricultural production 	4 million

Pillar 2. Supporting employability and entrepreneurship in the food and agriculture sector			
Outcome	Outputs	Activities	Budget (USD)
2.1 SuTH host com better a opportu gender- agricultOutcome 2.To strengthen the resilience of Syrians and host community members through self- employment/employment and increased income and financial assets in the food and agriculture sectors (FSA Sector Objective 2)2.1 SuTH host com gender- agricult2.2 Exter agricult are provider technoli	2.1 SuTPs and vulnerable host communities have better access to economic opportunities and gender-sensitive active agricultural labour market	 Organize intensive vocational training programmes, including on-the-job and language trainings with at least 30 percent of women's participation Establish job fairs and agricultural employment desks in collaboration with stakeholders to increase the employability of SuTPs and vulnerable host communities (including men and women) 	25 million
	2.2 Extension services and agriculture-inclusive research are promoted through technology development and farmer field schools	 Strengthen gender-sensitive agricultural extension services to support ecological production system (e.g. forestry, livestock and fishery) Establish farmer field schools to enhance women and men farmer's capacity to make critical and informed decisions that render their farming practices profitable and sustainable Rehabilitate crucial agricultural infrastructure through a cash-for-work scheme (such as irrigation canals) 	20 million
		Sub-total for Pillar 2	45 million

Outcome	Outputs	Activities	Budget (USD)
Dutcome 3. Improved livelihoods and living conditions, including better and improved decent work conditions both for Syrians and host communities (Livelihoods Sector Objective 1)	3.1 Agriculture- and forestry-based livelihoods of SuTPs and host communities improved in a gender-sensitive manner	 Support developing small-scale income-generating business models in agriculture, forestry and agroforestry with at least 30 percent of beneficiaries being women Organize gender-inclusive technical trainings for small-scale agricultural production (e.g. improved production techniques, agriculture productive assets, post-harvest processes, climate smart and conservation agriculture techniques) Provide inputs (land rental through policy reform and legislation, seeds, fertilizers, livestock and fodder), tools and start-up support for agriculture and forestry production, considering gender needs Facilitate access and preparation of unused state lands in cooperation with central and local level government institutions 	35 million
3.2 Capacities of policy makers and service providers are strengthened to provide agricultural livelihood-related support services such as design and implementation	 Support the Government to develop gender- responsive national farmer field school strategies and formulate legislation and policies that promote and enable sustainable food and agricultural systems and empower women and men farmers Build capacity of relevant national authorities and partners increasing coverage of gender- responsive social protection services for rural SuTPs and host communities 	20 million	

► Pillar 4. Improve access to social protection			
Outcome	Outputs	Activities	Budget (USD)
Outcome 4. Local capacities are strengthened to improve social services for vulnerable groups in agriculture especially for seasonal agricultural workers and their families (Turkish citizens and Syrians)	4.1 Relevant technical and programmatic support are delivered to government institutions and partners at national and local levels	 Strengthen institutional capacities through policy and legislative reforms for improved coordination and reinforced social protection services Increase food security and nutrition at household level (women and children) for vulnerable host communities and SuTPs through enhanced access to social protection systems 	5 million
		Sub-total for Pillar 4	5 million

Outcome	Outputs	Activities	Budget (USD)
Outcome 5. To improve local and community-level public and private sector and civil society capacities to respond to the food and agriculture needs of impacted communities (FSA Sector Objective 3)	5.1 Relevant technical support is delivered to partners at national and local levels	 Field missions are carried out with visits to NGOs, private sector companies and governmental agencies. Conduct FSA meetings on monthly basis for improved coordinated response and programming Organize relevant capacity development trainings for concerned stakeholders (governments, NGOs and their development partners) Coordinate sector specific and multi-sector assessments on impact of the Syrian influx into Turkey on agriculture productivity, food security and nutrition 	0.1 million
		Sub-total for Pillar 5	0.1 million

TOTAL 111.1 million

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Saving livelihoods saves lives

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