



## **Community Profiling and Labor Market Assessment and Mapping of Hatay, Kahramanmaraş, Kilis and Şanlıurfa Key Findings Report**

**Orange – MEAL Department**

**August 2021 – *Produced for Insights Generation Purposes***

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*Orange's Monitoring and Evaluation Department – August 2021*



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## I. Executive Summary

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Orange Organization elaborated a community profiling and labor market assessment (LMA) to identify and analyze the economic opportunities and challenges within the scope of the future livelihoods projects in the four aforementioned communities. The purpose of this assessment is to collect sound quantitative and qualitative data and information for the outlook of the economy in these communities, the recruitment preferences and practices of employers in the region, and the skills required for youth seeking employment. It is highly recommended to read the entire report and approach with a holistic view to have a perfect analysis level.

For this comprehensive assessment, Orange conducted interviews and used desk research that includes public reports of organizations, institutions, and academic publications. Conducted Key Informant Interviews strengthen gathered information from the secondary data in the same four communities. It is expected that the findings and recommendations analyzed in this assessment will be used as a basis for strengthening ongoing and future livelihood programming projects. The importance of the labor market assessment in this point is to create an analysis combination between market demands and the current labor market. It is also a highly remarkable fact that this add value to employers who are willing to hire and retain skilled vulnerable community members and become partners in trainings and support efforts.

The findings of this report reflect for both (refugees and host) communities. The key findings of this assessment elaborate that the **Covid-19 pandemic changed everything at every step of life negatively**; and reversed all the expectations in terms of economy and labor market. Many expertized reports moot that an economic contraction took place globally, and the negative effects of this process will last in the following year as well. Looking at the labor market in the four communities, it can be seen that the sectors mainly focus on agriculture, food, and textile. However, they suffer from unemployment. There are two important reasons for the current unemployment problem; the first is the long-term structural problems, the second is the Covid-19 epidemic which has affected everything in the last period.

The solution of structural problems, which is the first of these, depends on the success of the policies to be implemented in the long-term. The solution of the second problem is based on both time and support and projects provided by the state and institutions. In this context, even if it is predicted that the unemployment level due to Covid-19 will decrease with normalization, it is estimated that this will take time. In order to prevent the structurization of the problem during this time, it is necessary to provide support to the labor market. On the other hand, implementing basic vocational and soft skills training is seen as the most pragmatic solution for the medium and long term. Making the lack of qualified workforce problem through, which is one of the biggest problems encountered in the labor market, can be improved by organizing and supporting vocational training programs in the areas needed. In addition, supporting the areas that will create employment in the four communities and encouraging individual entrepreneurship are the best practices in this context as well.

In detail, this LMA reflects the unemployment rate in the four communities is almost parallel with the unemployment rate in the country. Still, all communities suffer employment-wise questions, especially after the trade activities throughout the border have ended with the Syria crisis (especially in Kilis). On soft skills-wise, the labor market mostly needs Human Resources and Accounting positions.

This LMA reports the importance of education and the necessity of trainings throughout labor market. Bringing the qualified workforce into the labor market is the answer of what will be the most useful action taken. Therefore, trainings and workshops under livelihood projects are the most vital important activities that matter for the achievement of development.

The LMA obtained a substantial perspective by conducting key informant interviews with İŞKUR, Orange's Livelihoods Team in Turkey, Silkroad Development Agency, and NGOs that actively take place in the four locations. The outcomes of these interviews showed parallelism with the outcomes of desk research.

## II. LMA Approach and Methodology

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### 2.1 Objectives of the LMA

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The Labor Market Assessment (LMA) aims at this study to achieve key objectives below:

- Analyze the demographic, economic, and labor market structure of the four communities;
- Analyze current employment practices and skills demanded by the local labor market;
- Identify the negative effects of Covid-19 on the four communities;
- Identify potential employment and self-employment opportunities in the Labor Market;
- Identify a current sustainable growth opportunity in business sectors and employment trends; and
- Determine constraints faced by vulnerable youth in the labor market.

### 2.2 Overall Approach and Methodology

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Labor market data distributed by official state institutions provided much information and data for the LMA to elaborate a sound analysis of the four communities' general outlook on the economy and labor market. Moreover, this report ensured a comparative analysis to reach the most accurate outcomes. Inside this report, many resources from public and private institutions and academic publications are taken into consideration and harmonized with the data generated from interviews and field assessments. The process of this tool is dominated by desk research, which benefits from reliable secondary data and the information collected through Key Informant Interviews.

In order to determine the larger market environment for employment and self-employment, as well as gathering rich, qualitative data on opportunities for program linkages; we developed key informant interview questions that were administered to the aspirant entrepreneurs, the private sector work owners, and the executives of local and international organizations and institutions. However, due to the Covid-19 pandemic, the number of interviews was held low. In this regard, Orange conducted Key Informant Interviews with İŞKUR (specifically with Branch Manager and Business Development Officer), Silkroad Development Agency (experts), and Non-Governmental Organizations which researched the topic of this LMA or actively participating in the development of the market. The dominant majority of the outcomes shown in this report were also extracted from in-depth interviews with Orange's Livelihoods Team in Turkey which is already operating a major grant in the four communities.

The LMA is formed by two core principles;

**Market Driven:** This assessment exercised a market-driven paradigm in order to identify possible growth and temporary employment opportunities by analyzing the economic outlook and employment of the region. Hence, the findings of the assessment could be a marker on mapping the proposed livelihoods programming. Secondly, the LMA includes an analysis of the job skills of the current labor force and those sought by employers. By this analysis, the assessment ensures that the project's design is shaped by an understanding of the market dynamics that could impact vulnerable communities in their willingness of sustainable livelihoods<sup>3</sup>

**Community-Led:** Orange Organization has worked with local government agencies and local stakeholders to conduct key informant interviews, gather data and information, and identify local businesses to survey. These practices have ensured the accuracy of future programs to be linked with the needs of the target beneficiaries and the reality of the local market. Additionally, these practices authenticate the interests of employers and employees in terms of vocational training and job placements.

## 2.3 Constraints of the Study

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The following points highlight some constraints of this study:

- Companies do not really welcome to have interviews and disclose internal behavior information;
- Having troubles on findings specific data for some specific topics basis; and
- The fieldwork of this assessment was limited to avoid putting anyone at risk due to the Covid-19.

## III. Introduction and General Outlook

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In terms of economic developments, socio-economic changes in the World and countries affect the labor markets, employment structure, and unemployment indicators. However, today, any event in the World affects the markets, and in the long run, these effects can even be reflected in macroeconomic indicators. Today, socio-economic changes and technological developments, natural and social disasters, and even speculations on the internet can have positive or negative effects on the market. When these factors start to affect the supply-demand mechanism, consumption habits, and production processes, they can cause structural changes, which can change in macroeconomic indicators in the long run as well. After the 2000s, the rate of change has increased excessively, and unconventional news and market mechanisms have emerged with the increasing prevalence of the internet in the World.

In this framework, while many employment areas that exist today did not exist 20 years ago, similarly, many employment areas that existed 20 years ago have disappeared today. However, the developments, especially after the 2000s, have provided incredible developments in many areas and paved the way for rapid progress. The key to catching these developments is modernization, innovation, adaptation, and sustainability. These key points are also applicable to the labor markets in the entire World. In particular, not being able to keep up with the innovations that emerged with the age of digitalization and not implementing appropriate structural planning is one of the important factors that harm economies, so the labor market.

However, the increasing inter-dependence on globalization has brought certain vulnerabilities. Today, a complete change in production and consumption behaviors and inter-dependency with the global market can create a butterfly effect on markets. One of the most important examples of this is the global effects caused by the Covid-19 epidemic that emerged in the beginning of 2020, unfortunately. The Covid-19 epidemic, which emerged as a health problem and cost and endangered many people's lives in the World, has caused and continues to have devastating effects on economies in the global and national scope. In this context, the year 2020 has already taken its place in history as an extraordinary year for the whole World due to the Covid-19 epidemic. The simultaneous occurrence of both supply and demand shocks, which are rarely observed in history and called twin-shock, have caused enormous damage to economies and labor markets around the World<sup>1</sup>.

In this framework, the report of “ILO Monitor: COVID-19 and the world of work, 7<sup>th</sup> Edition”, published by the International Labor Organization (ILO) in January 2021, was emphasizing that the labor markets suffered a great loss in 2020. According to the report, 8.8% of global working time was lost in 2020<sup>2</sup>. According to a similar report from the OECD, this loss is about four times the loss experienced in the 2009 global financial crisis<sup>3</sup>.

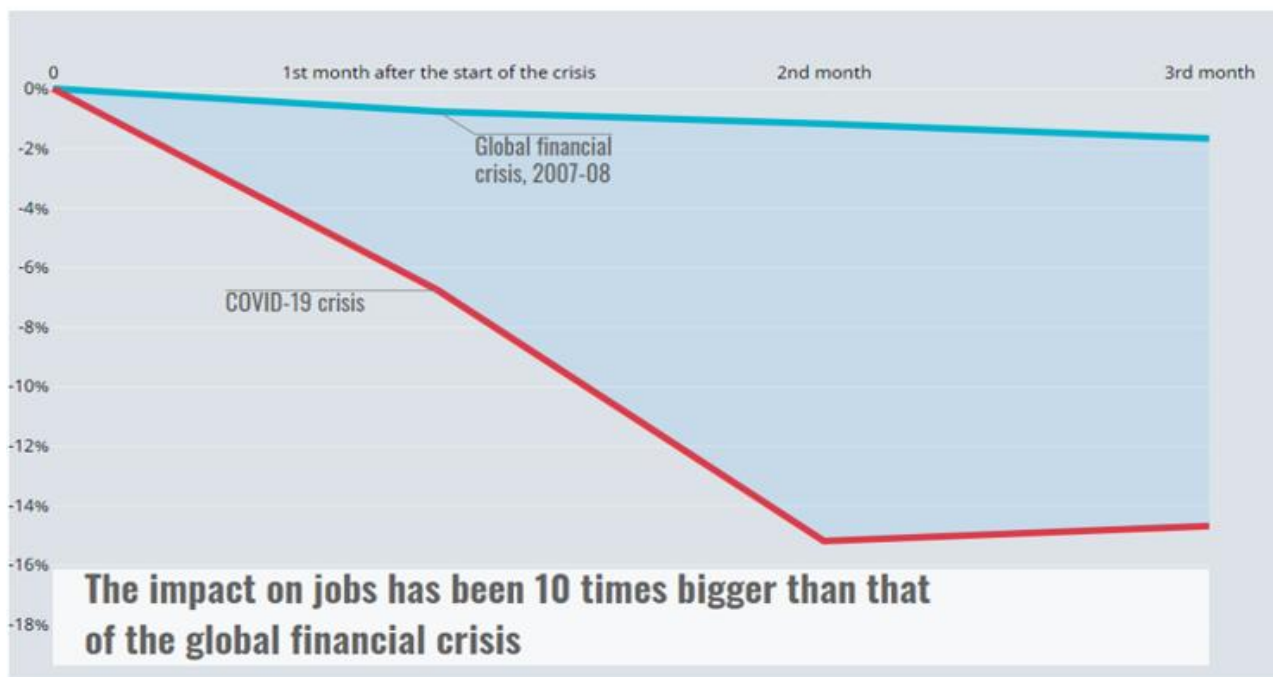
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<sup>1</sup> <https://www.bloomberg.com/news/articles/2020-03-05/global-economy-is-gripped-by-rare-twin-supply-demand-shock>

<sup>2</sup> International Labor Organization, 2021, “ILO Monitor: COVID-19 and the World of work. Seventh edition.”

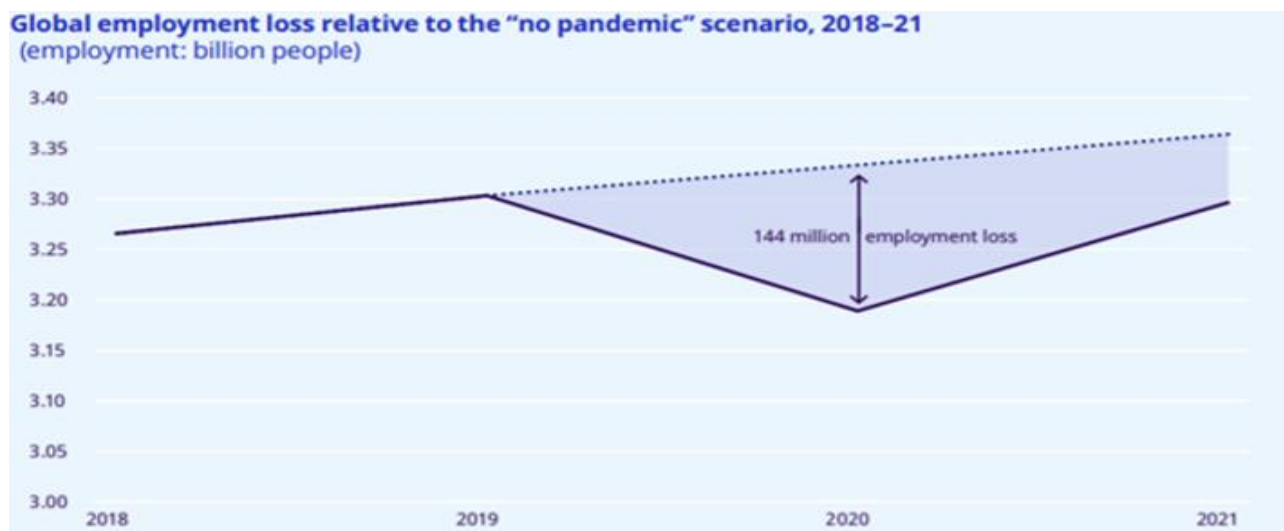
<sup>3</sup> OECD, 2020, “OECD Employment Outlook 2020: Worker Security and the COVID-19 Crisis”

## Collapse in the number of hours people work



Source: OECD, 2020, "OECD Employment Outlook 2020: Worker Security and the COVID-19 Crisis"

It is emphasized in the ILO's report that the lost working hours are caused by the reduction of working hours of those who are still employed or the loss of employment, which has reached the level of 114 million people, which has not been seen before. In addition, 71% (81 million) of job losses were due to being out of the labor force rather than unemployment; that is, people left the labor market, perhaps because they could not work due to restrictions due to the global epidemic, or they stopped looking for a job altogether. It is also emphasized in the ILO report that looking only at unemployment rates shows the effects of COVID-19 on the labor market to be much smaller than they are.



Source: ILO, 2021, "ILO Monitor: COVID-19 and the World of work. The seventh edition"

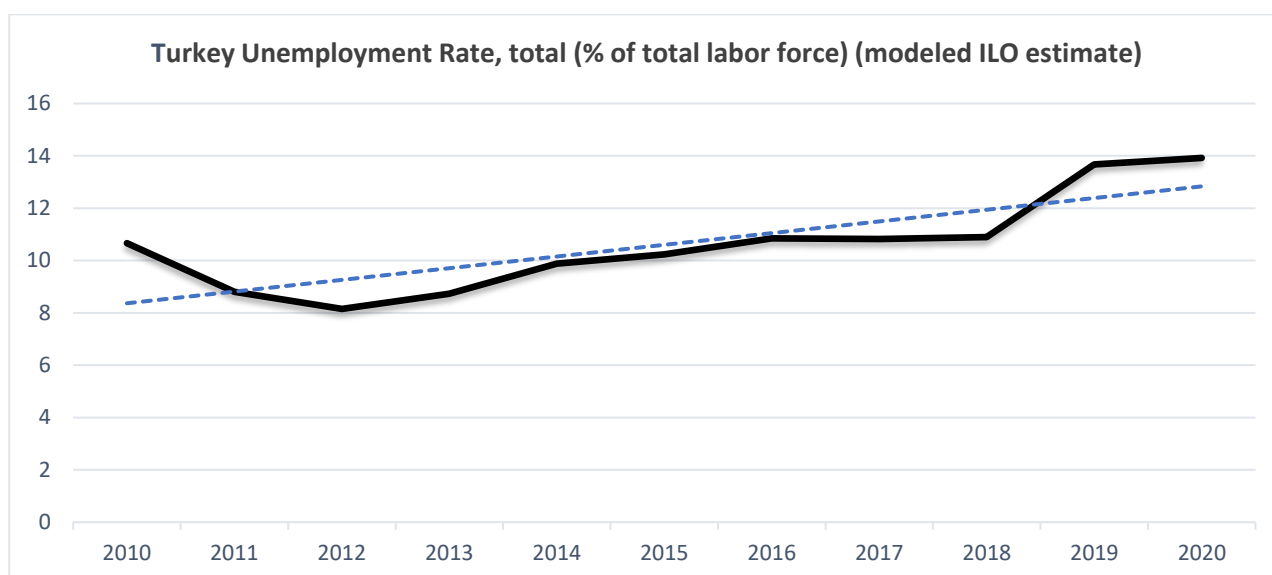
The main reason for the unemployment problem, which is triggered in 2020 and reached global dimensions, is the macroeconomic factors created by the Covid-19 epidemic. Therefore, it is expected that this shock on employment will return to normal once the Covid-19 epidemic process is brought under control on a global scale. However, the point that many reports and academic studies focus on is that this returns to normal, that is, the elimination of the pressure on employment and the transition to the recovery period will not be in a short time and quickly. According to the OECD report, the pressure on employment with the Covid-19

epidemic will continue in 2021. The phenomenon created by the process will continue to create structural effects during the recovery period. As a result of the global and national economies becoming fragile, negative effects have a quick effect while positive effects have a slower effect. Therefore, the countries should implement recovery programs, if necessary, support should be obtained in this regard, and a planned recovery should be achieved in the process of returning employment levels to normal. In this way, it is thought that possible shocks and fluctuations can be prevented.

### 3.1 General Outlook on Current Turkish Labor Market

A similar process of what is mentioned above was observed in Turkey as well, and labor force participation and employment decreased in 2020. Especially in April and May periods, significant decreases were observed in the average working hours of those employed. As it could be predicted, the main reason for this is the consequences of the Covid-19 epidemic. An important point to be noted here is that Turkey is already experiencing structural problems in the field of the labor market, and the Covid-19 outbreak has deepened these problems in this process. As a result, the Turkish economy has been experiencing structural problems on its economy, especially seen with the fluctuations in recent years.

As a result, these structural problems have a negative impact on the labor market as well. In particular, the uncertainty created by the recent political and economic problems causes a decrease in investments, and high fluctuations in foreign exchange cause high costs and, as a general result, a decrease in production and an increase in unemployment level. On top of that, the effects of the Covid-19 outbreak, which started in 2020, leaving more complex and some deeper consequences on Turkey. The unemployment rate in Turkey follows an upward trend in the last 10 years. If the effects that cause these problems are not corrected with structural reforms, a stagflation problem that may occur with rising inflation rates should be pointed out. Therefore, the conclusion to be drawn from here is that even if it is a fact that the Covid-19 epidemic has created a so-called crisis in Turkey, the projections of the situation before the Covid-19 epidemic still give the outcomes in the unfortunate same directions.

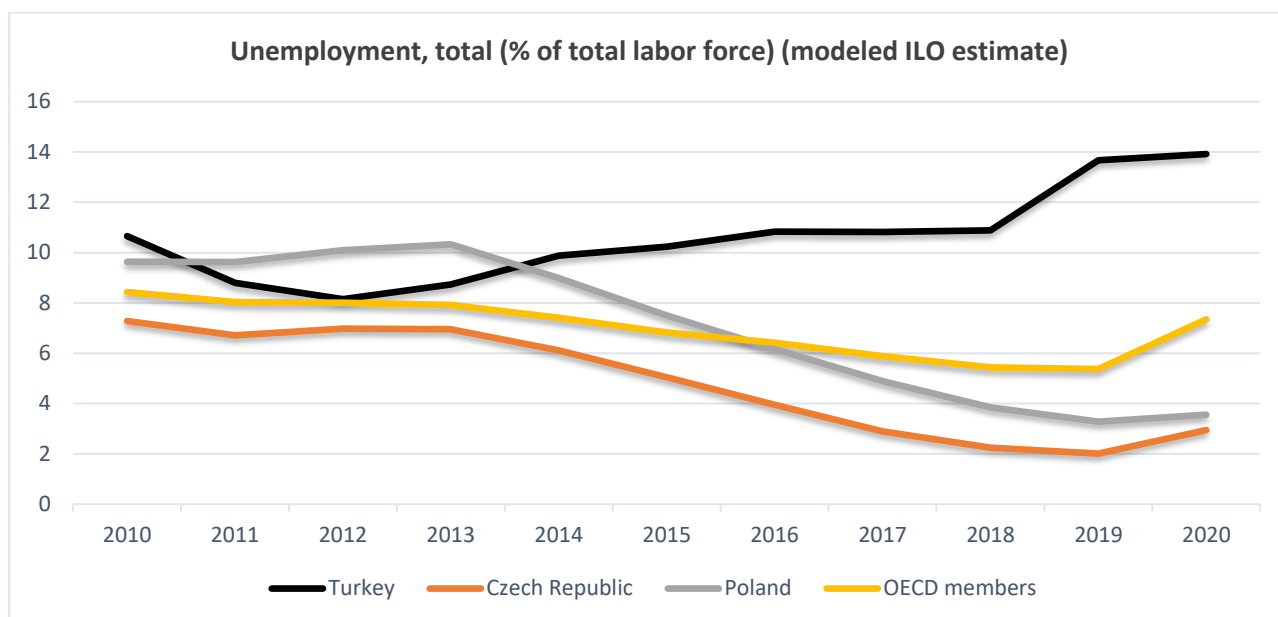


Source: World Bank, 2021<sup>4</sup>

Comparing the unemployment rates recorded in Turkey with peer countries better illustrates that the problem is due to structural problems. Turkey, which is included in developing countries used to conceptualize emerging economies after the 2008 Global Crisis, has more problems with unemployment levels than other countries in the same category.

<sup>4</sup> The data extracted from the World Bank's Databank, World Development Indicator Section

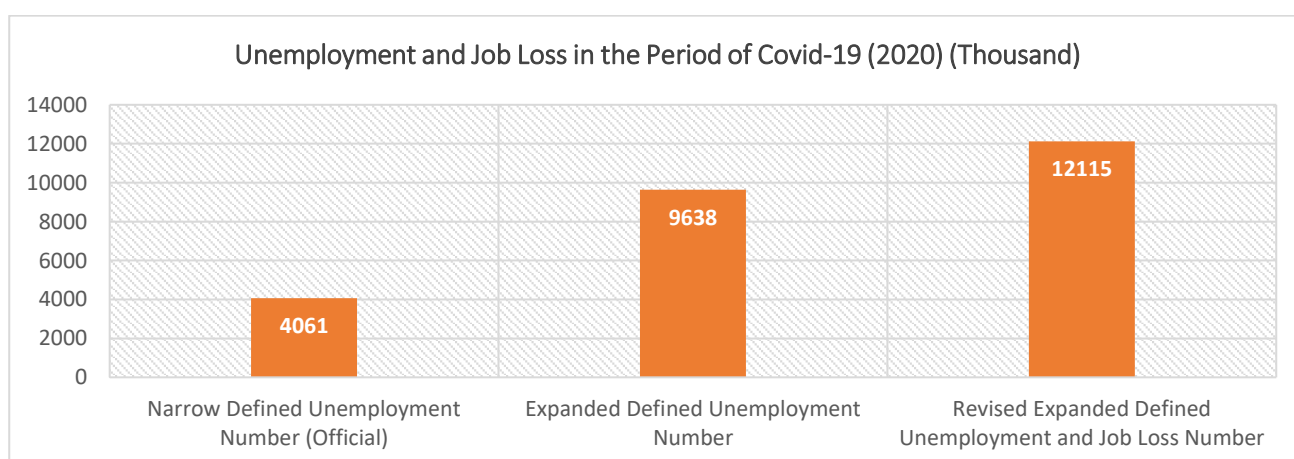




Source: World Bank, 2021

As can be seen in this chart prepared according to the World Bank data, it is seen that the unemployment rate in Turkey is even higher than the average of the countries that are members of the OECD, together with the countries in which the comparison is made. There is an obvious correlation between the period when the fluctuations started and the problems experienced in the economic field. This draws more clearly that the problem is not artificial but structural. This report puts such a level of analysis at this point to understand that the job losses caused by the Covid-19 epidemic deepen the already existing unemployment problem.

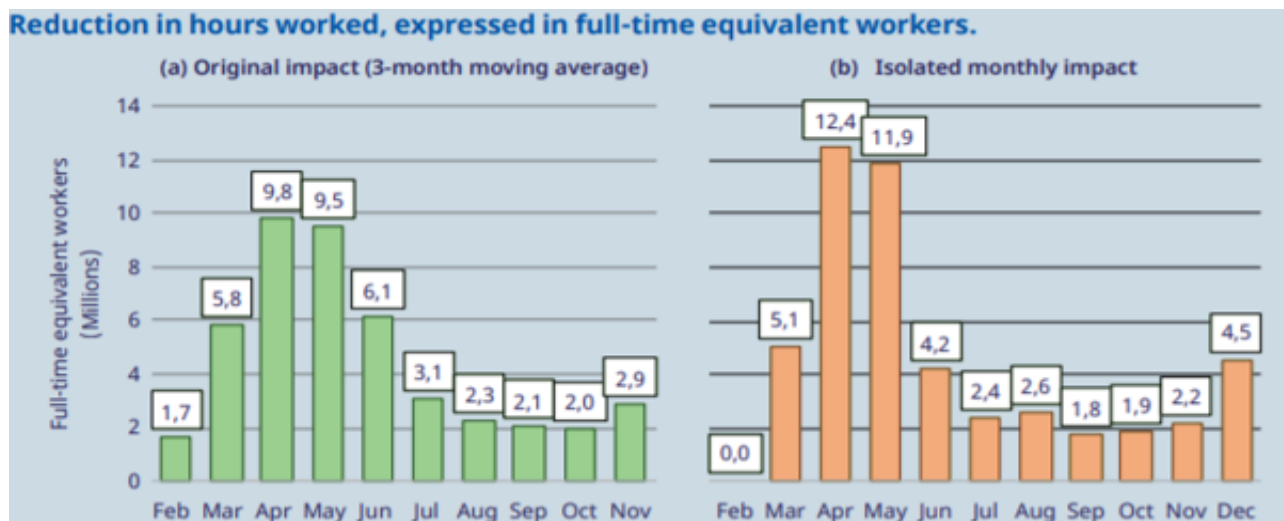
On the other hand, the Turkish economy, which is already experiencing difficulties in many macroeconomic indicators, has been greatly affected by the effects of the Covid-19 outbreak. As mentioned above, similar negative effects are experienced in Turkey at the point where problems such as supply-demand shocks, contraction in exports and imports, and decrease in production reach global dimensions. However, within the scope of the measures implemented to prevent the spread of the Covid-19 epidemic, activities in many economic areas were stopped. As a reflection of this, many businesses have closed, taken a financial bath, and went downsizing. This situation, of course, reflected negatively on the labor market and triggered an increase in unemployment. During this period, job losses due to Covid-19 occurred due to the reasons mentioned above.



Source: DİSK-AR, 2021<sup>5</sup>

<sup>5</sup> DİSK-AR Unemployment and Employment Outlook Report was reflected in this report due to the indicators the report has made was based on the International Labor Market data.

As stated in the report “Impact of the Second Wave COVID Measures on Employment in Turkey” prepared and published by the ILO, new measures implemented to struggle Covid-19 are estimated to have caused 2.3 million job losses by December 2020<sup>6</sup>. It is also possible to draw a similar picture by looking at the percentage of losses in working hours according to the statistics given in the same report. In this context, the narrowly defined unemployment rate and the number of unemployed announced by TUIK (Turkish Statistical Institute) do not reflect the damage caused by Covid-19 on employment.



Source: ILO, 2021

A few peculiarities regarding the level of employment stand before us as a disadvantage in the upcoming period. In this context, Turkey's possible entry into such a global crisis (Covid-19) with the general increase in the unemployment rate, which has shown an upward trend in the last few years, and the high youth unemployment rates, in particular, may cause some bigger consequences than it is predicted. Although the general process of Covid-19 and the measurements implemented to prevent the spread of the epidemic in Turkey have a generally negative impact on production and employment, the outcome of this effect differs by business lines. The aforementioned impacts and risks for the labor market are low in sectors such as health, communication, public administration and defense, education and social services; medium in business lines such as banking and insurance; it is high in some sectors with high employment levels such as manufacturing industry, wholesale and retail trade, accommodation and food services.

As a result, there are certain problems in the labor market of Turkey. The unemployment question comes first among these problems. In this framework, the most common types of unemployment in the Turkish Labor market are structural unemployment, cyclical unemployment, seasonal unemployment, and technological unemployment<sup>7</sup>. The Turkish economy, which is currently going through a difficult period, has been greatly affected by the Covid-19 epidemic that emerged with the year 2020. For this reason, the questions on macroeconomic indicators have seen to be deepened. In this context, the type of unemployment caused by the Covid-19 epidemic should be evaluated as cyclical and, the necessary support and aid packages to the labor market should be increased. But, beyond that, the main solution to the deep-rooted unemployment problem in Turkey lies in the implementation of reforms that will overcome this problem in the long run by removing the root of the problem. In particular, certain negative structures of the

<sup>6</sup> ILO, 2021, “Impact of the Second Wave COVID Measures on Employment in Turkey”

<sup>7</sup> Structural unemployment is the labor force not being able to adapt to the structural changes in the economy. It can also be defined as the mismatch between the general relations of labor demand regarding structural material, work job, revised school, occupation, skill, and industry.

Cyclical unemployment is due to the fluctuations of economic movements in the markets. The fluctuation in the economy causes the markets to stagnate and to experience periods of depression.

Seasonal unemployment arises when seasonal fluctuations affect economic activities. Seasonal unemployment, which is particularly evident in the agricultural sector, also affects the construction and tourism sectors.

Technological unemployment arises with the substitution of machinery for the workforce. Technological unemployment is due to the inability of the workforce to adapt to this change.

Turkish Labor Market are further fueling unemployment in the long term. Low labor force participation rate, the predominance of the agricultural sector, low level of education of employees, yet the incomparable share of wage earners with developed countries, low participation of women in working life, etc negativities. In order to eliminate all these problems, very rational policies should be developed and implemented by the general conjuncture of the country.

#### IV. Hatay Labor Market Assessment



Hatay, which is the gateway of the Silk Road to the Mediterranean, is an important trade and logistics center. Its economy is mainly focused on trade, transportation, agriculture, iron and steel industry, and construction industry. Hatay, which is in a very import position in terms of exports, is among the first 13 cities in Turkey with an export figure of over 2 billion dollars.<sup>8</sup> Although the Syrian crisis that started in 2011 had a negative impact on Hatay's exports, it is still stable and cumulatively unaffected due to the crisis in the region. However, the exports to the Middle East countries by road before the crisis are carried out by sea, which is more costly.

Hatay remains below Turkey's average GDP per capita even though the trade and exports capacity of the city carries a high profile. However, the downtrend as could be seen in the table below is due to the huge currency fluctuations faced by Turkish economy lately.

Per Capita GDP (\$)	2018	2019
Hatay	6.580	5.617
Turkey	9.792	9.213

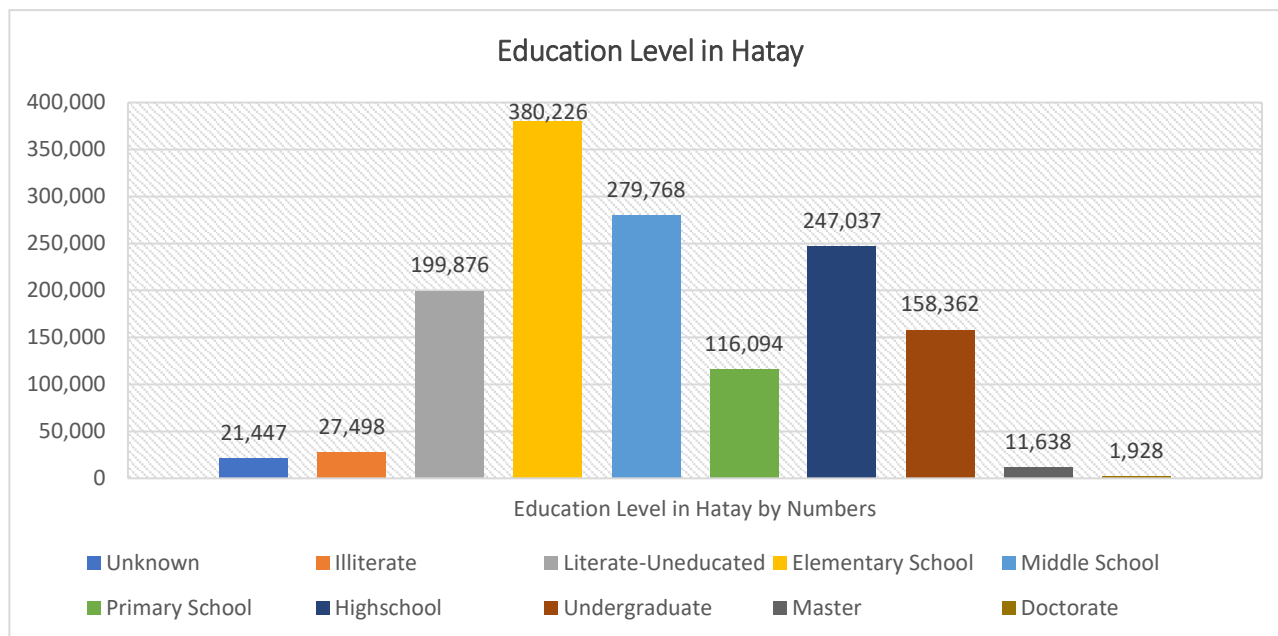
Source: TUIK, 2021

##### 4.1 General Outlook of Hatay

The province of Hatay is below Turkey's average in terms of gross domestic product per capita and the ratio of industrial workers to total employment. The ratio of those working in agriculture to total employment is above the Turkey average. In terms of the education sector, Mustafa Kemal University and Iskenderun Technical University, which have a large share in raising the qualified human capital needed by the city, play

<sup>8</sup> Antakya Chamber of Commerce and Industry, 2021, "Short and Long Term Problems and Recommendations for Solutions on Hatay Economy"

an important role in supplying the qualified human power needed by the industry. However, the reason that vacant jobs in Hatay not filled was indicated as the lack of qualified workforce by work owners.



Source: TUIK, 2021

Compared to other three provinces Hatay seems more stable on labor market wise. However, as could be seen in the graph above, the education level is not high in Hatay. Most of the population is intensified below high school level, which comprise the unqualified workforce question in the labor market. The education level will change positively in near future since the current participation rate to education is higher generally in Turkey compared to older generations. Yet, it requires a focus on labor market wise, especially in the framework of training programs to be implemented in the future.

Sectors that dominate the economic life of Hatay province; trade, agriculture, industry, transportation (shipping) and construction industry. In the province of Hatay, iron and steel products, automobile filter manufacturing, agricultural tools and equipment production and sales, and agricultural products, especially fresh vegetables and fruits and citrus, are produced and exported intensively. Hatay is the second province with the highest fleet in the transportation sector after Istanbul. Iskenderun Iron and Steel Factory and Tosyalı Iron and Steel Factory, which are among the companies that shape the Turkish industry, operate in the province of Hatay.

In this regard, The Eastern Mediterranean Development Agency (DOGA) underlines the importance of agriculture potential of Hatay. Hatay's agricultural lands, soil structure, climate and other natural conditions allow variety in product pattern, early harvest, and second crops. It is possible to produce in Hatay in all four seasons of the year. Especially fruit, vegetable and olive grove areas are well above the Turkey average. Hatay's ecological conditions offer opportunities for early fruit growing. There are suitable areas for organic farming. Heating costs are low in greenhouse agriculture. There are institutional enterprises where medicinal and aromatic plants are processed, and there are rich endemic plant species in the province. There are undergraduate and associate degree education institutions for agriculture and animal husbandry that will allow agricultural clustering in provinces and districts. Hence, the field of agriculture is an important ground for labor market in Hatay. For this very reason, the city requires a technological and technical investment in order to develop its potential.

Hatay Competitive Sectors			
By economic activity	Priority Sector	Second Sector	Third Sector
Agriculture	Vegetable and Fruit Export	Olive and Olive Oil	Cotton
Industry	Automobile Parts (Filter Manufacturing)	Upholstery, Textile and Shoe Manufacturing	Construction Sector
Mining	Iron and Steel	Iron and Steel related products	

Source: DOGAKA, 2021

Moreover, one of the most important developed sectors in Hatay is transportation. Hatay is one of the important centers of Turkey in terms of logistics sector. Iskenderun Port has a very important place in Turkey's logistics channels. Apart from this, there are also developments in different field such as chemical products, forest products, machinery and equipment, agricultural seeds, cereals and pulses.

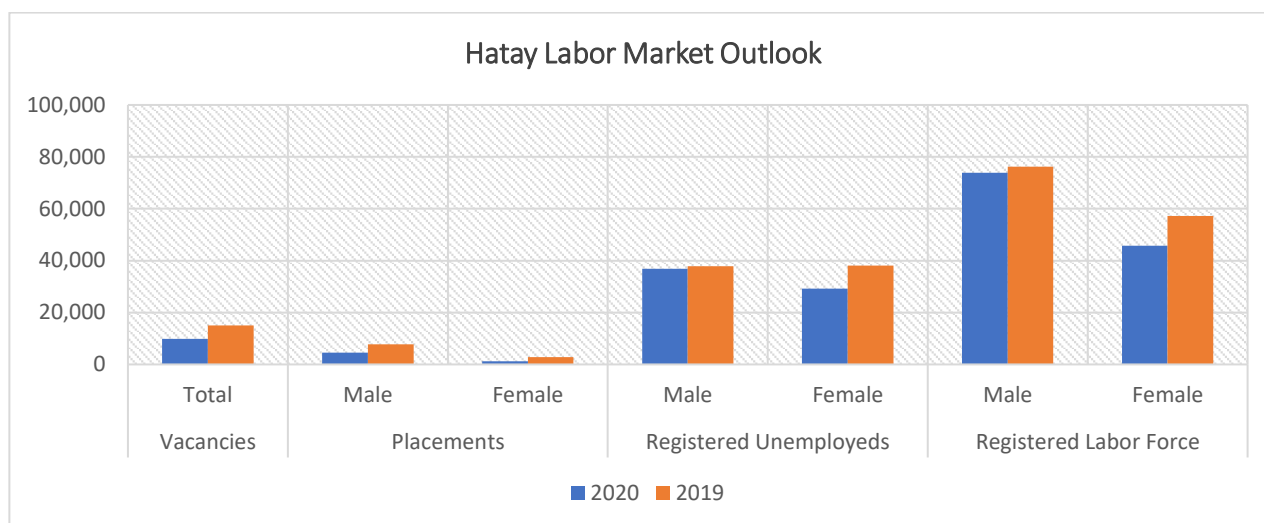
#### 4.2 Labor Market in Hatay

In the light of the analysis of all these structural characteristics, when the labor market in Hatay is elaborated, it is seen that the Covid-19 epidemic harmed the economic situation of the city with the year 2020, apart from the unemployment caused by the structural problems. Looking at the 2020 workforce reports of İŞKUR, the unemployment rate in the region is more than Turkey average.

TR63 (Hatay, Kahramanmaraş, Osmaniye)	Total	Female	Male
Labor Force (Thousand)	1.117	342	775
Employed (Thousand)	915	266	648
Unemployed (Thousand)	202	76	126
Not in Labor Force (Thousand)	1.217	865	352
Labor Force Participation Rate (%)	47,9	28,4	68,7
Employment Rate (%)	39,2	22,1	57,5
Unemployment Rate (%)	18,1	22,2	16,3

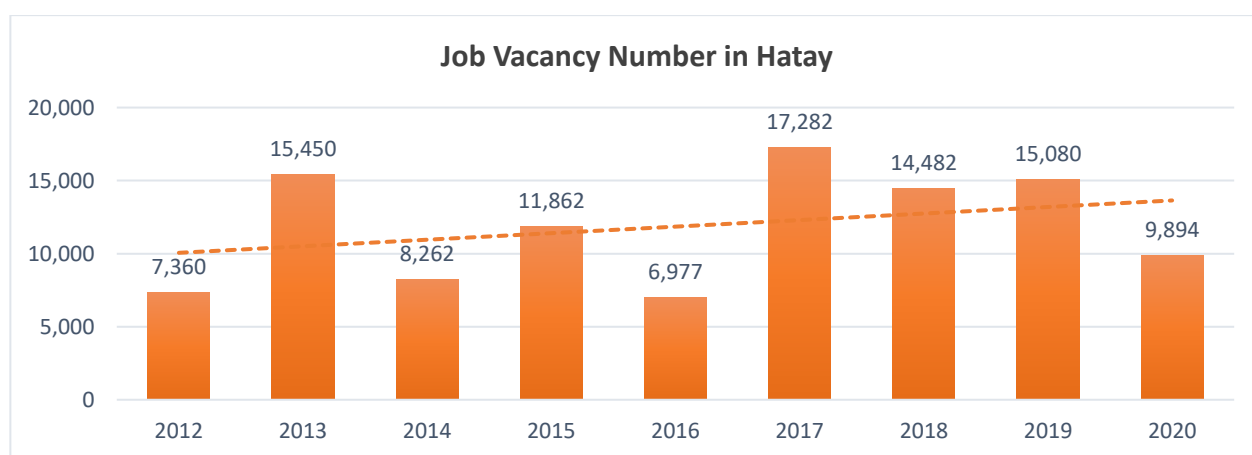
Source: TUIK, 2019, Geographic Statistics Portal

In this context, Turkish Statistical Institution (TUIK) is the reference point as publishes the most reliable data together with İŞKUR. However, while labor force statistics at the provincial level were obtained from TUIK in 2013 and before, the publishment of provincial data was left and regional statistics are obtained within the scope of the Turkey Statistical Regional Units Classification. Statistics obtained at the regional level since 2014 are published annually on the website of TUIK. During the Key Informant Interviews with İŞKUR, it was stated that the data for 2020 were not further detailed due to the Covid-19 pandemic. Since the cancellation of the labor contract by companies is restricted during the Covid-19 period, a precise or accurate unemployment rate cannot be explained. However, the prediction and expectation are higher than the unemployment rate for the last two years. However, since the high rate is related to the Covid-19 epidemic, the unemployment rate is expected to decrease to the expected level when the normalization period takes place.



Source: İŞKUR, 2020, Statistics Yearbooks

According to labor market report published by İŞKUR, in the province of Hatay, the vacant job rate was determined as 0.5 percent. In Turkey, the vacant job rate is 1.1 percent, and the province of Hatay is behind Turkey's average in terms of job vacancy rate. The sector with the highest job vacancies is the Construction sector with 0.8 percent. The share of vacant jobs, which do not require any education level, is 30.6 percent<sup>9</sup>. In addition to this context, the number of vacant jobs registered in İŞKUR for Hatay is seen as an important indicator to analyze the official employment opportunities in the labor market in the city. Hatay Province Labor Market Research Report published by İŞKUR shared the data until 2020. In this data, it can be seen that there has been a rising trend in the number of vacancies in the private sector especially after 2016. In addition, it was delivered during the interviews with İŞKUR that the number of vacancies decreased significantly in 2018 due to political risks, and thus increased again in 2019. And the sudden decrease in 2020 is highly correlated with the Covid-19 pandemic.

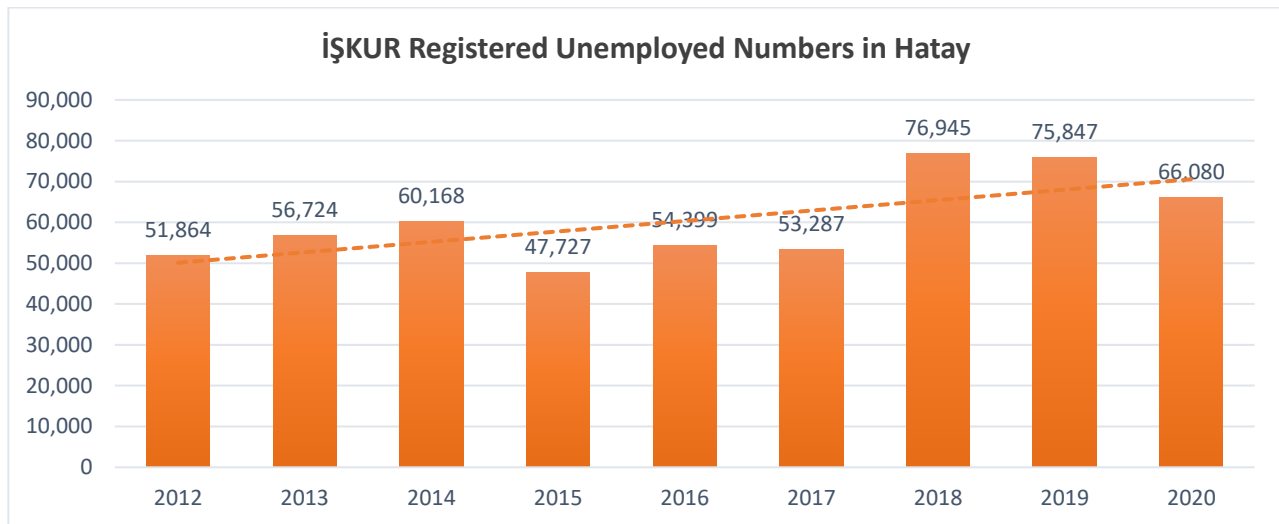


Source: İŞKUR, 2020

The registered unemployed numbers, on the other hand, presents a correlated data along with vacant jobs data. As could be seen in the chart below, the number of registered unemployed remarkably increased in 2018, where there was a remarkable decline in vacant jobs number. The number in 2020 should be taking into account as the number could be higher since the impact of Covid-19 was not cleared yet. Even though, registered unemployed number decreased in 2020, the general trend is rising for Hatay. However, since there

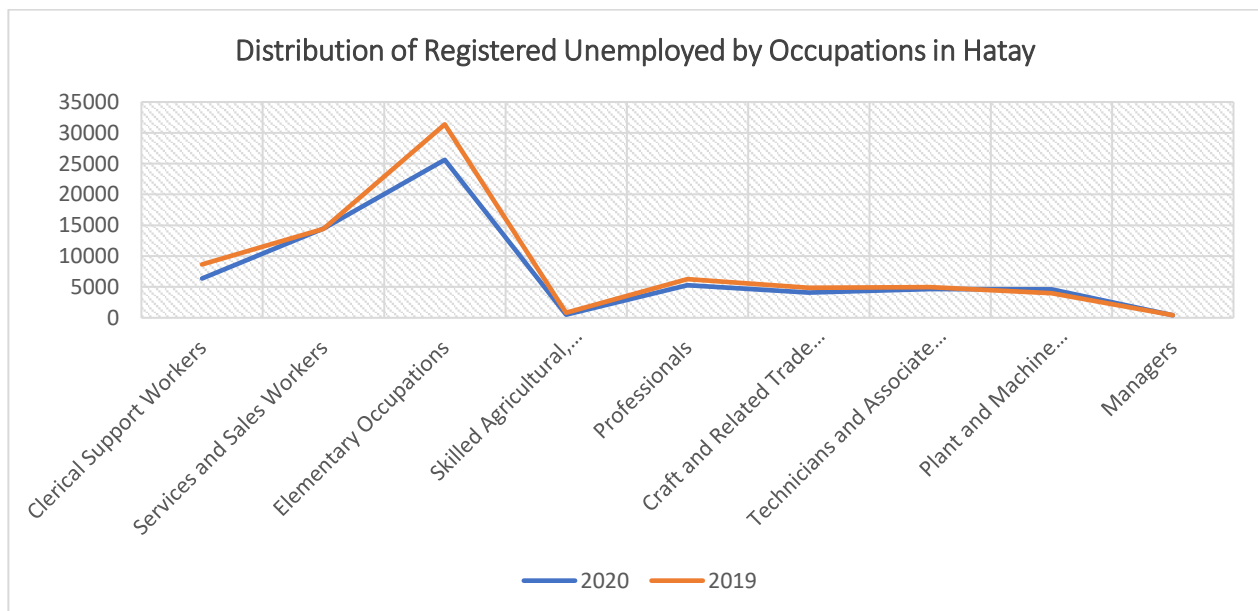
<sup>9</sup> İSKUR, 2020, "Labor Market Research: Hatay Province 2020 Result Report"

is no available data on the number of registrations with İŞKUR, it is not clear whether this decrease is due to the labor market or the decrease in the numbers for registrations to İŞKUR. In addition, the high increase in the number of unemployed registered with İŞKUR in 2017 was due to the general political, and thus economic risks experienced in Turkey.



Source: İŞKUR, 2020

In this regard, it has seen in the statistics of İŞKUR that the registered unemployed is gathered mostly around the clerical support workers, services and sales workers, and elementary occupations. It is also possible to see the decrease in the distribution of registered unemployed by occupation chart, presented below.

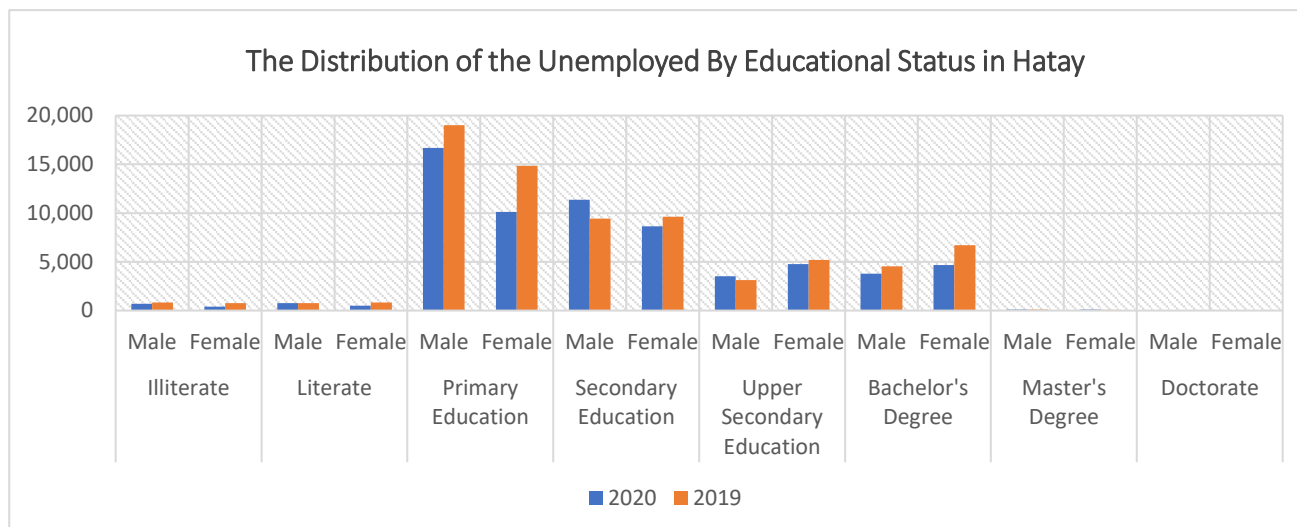


Source: İŞKUR, 2020, Statistics Yearbooks

The education carries a vital importance for a labor market. The participation to workforce, including women's participation to workforce, increases directly proportional along with the education level. The education level of Hatay, charted above, in this regard, seems correlated with the data of unemployed by educational status, charted below. The data elaborates that there is a high intensity in primary and secondary education levels among the unemployed. However, it should be taking into consideration that the

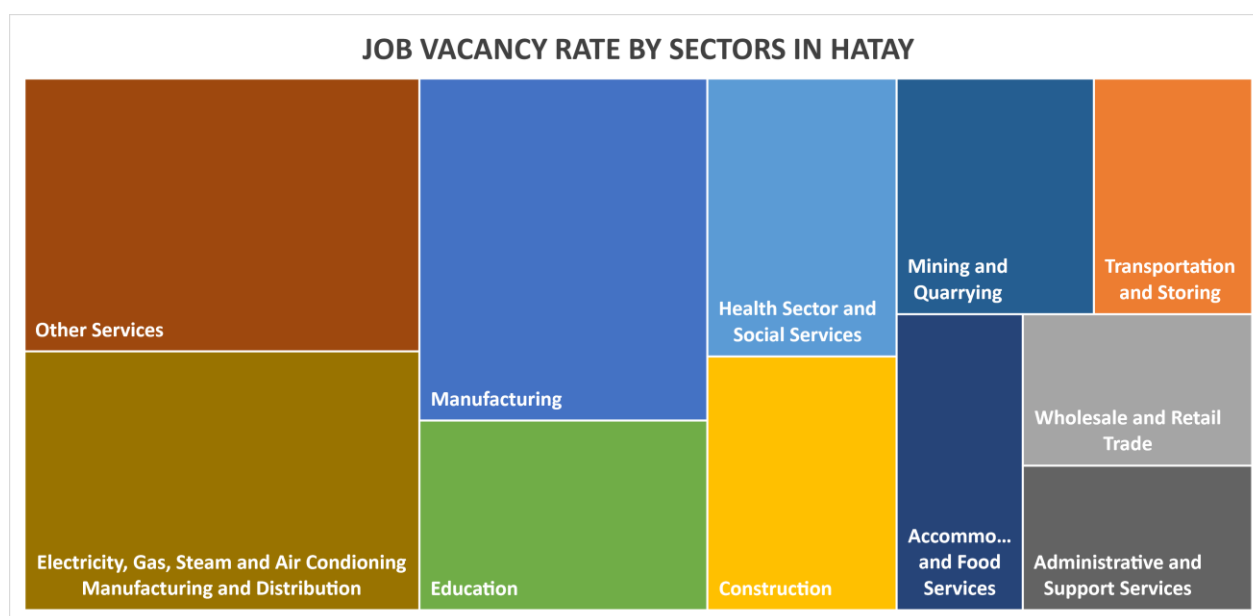


unemployed who held bachelor's degree is also higher than it is expected. The reason is mainly based on the lack of labor capacity, and general unemployment rate.



Source: İŞKUR, 2020, Statistics Yearbooks

On the other hand, in the analysis made based on İŞKUR data and Key Informant Interviews, the job areas needed in the Hatay labor market were analyzed according to the sectors by looking at the vacant job statistics. According to these data, it is seen that there are mostly vacant jobs in the fields of manufacturing, services, and manufacturing and distribution of electricity, gas, steam and air conditioning. In addition to these, as it was stated by İŞKUR during the Key Informant Interviews, it is seen that the most difficulty is in recruiting personnel in the Manufacturing sector. When the professions that are difficult to obtain in Hatay province are examined, it is seen that the nurse profession is in the first place. This profession is followed by the Minibus Driver profession.



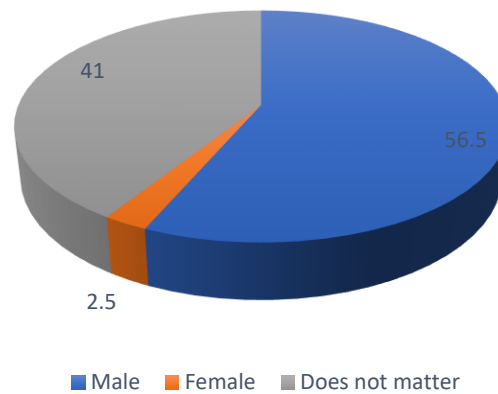
Source: İŞKUR, 2020

In the research conducted within the scope of vacant job statistics, the gender preference rate for the current vacant jobs asked companies is very high on behalf of males compared to the rate of females. However, the number of companies stating that gender is not important is also high, which is important data on possible



increasing female employment. During the interviews with İŞKUR, this preference among the companies was mentioned, and the reasons for the high male tendency in gender preference were discussed. According to the response directed by İŞKUR, the reason why the male gender is more preferred within the scope of current vacant jobs is that many vacant jobs are in the labor-intensive sector. In other words, it has been stated that the inclusion of heavy physical activity elements in job requirements plays an important role.

**Gender Preference by Enterprises for Available Job Vacancies in Hatay**



Source: İŞKUR, 2020

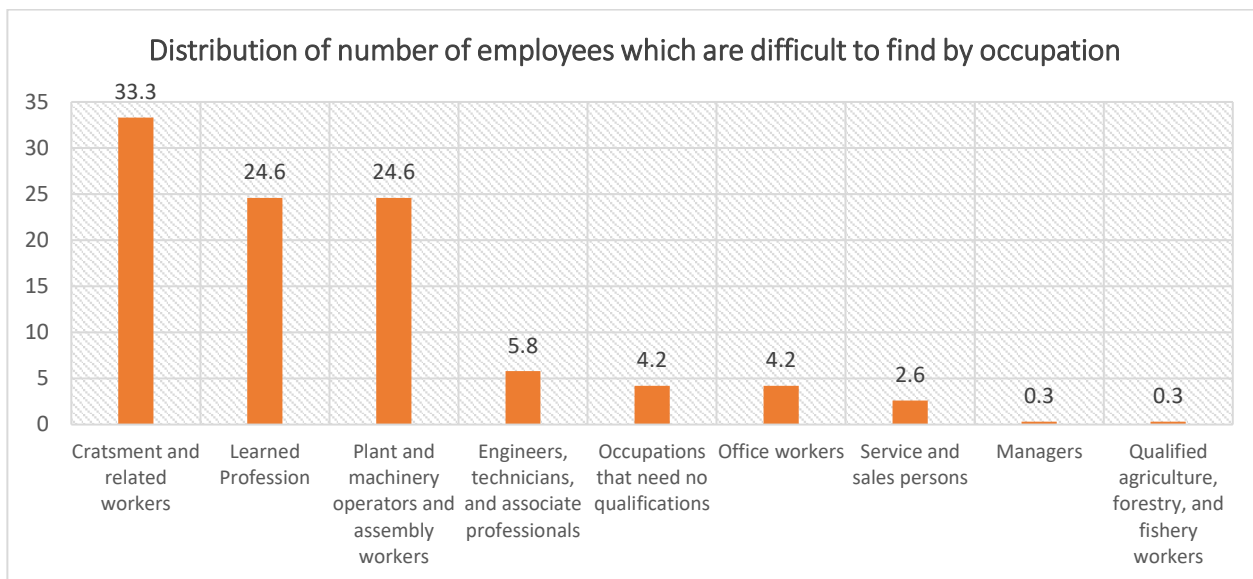
When the priority order of the skills demanded in vacant jobs in Hatay is examined, the Work Experience skill is in the first place. This skill is followed by Sufficient Professional/Technical Knowledge and Experience and Teamwork skills, respectively.

**Priority Ranking of Skills Demanded in Vacant Jobs**

Skills	Order of Priority
Work Experience	1
Sufficient Professional/Technical Knowledge and Experience	2
Teamwork	3
Communication and Expression Ability	4
Physical and Physical Adequacy	5
Problem Solving and Taking Initiative	6
Analytical Thinking	7
Computer Use	8
Persuasion and Marketing Power	9
Foreign Language	10

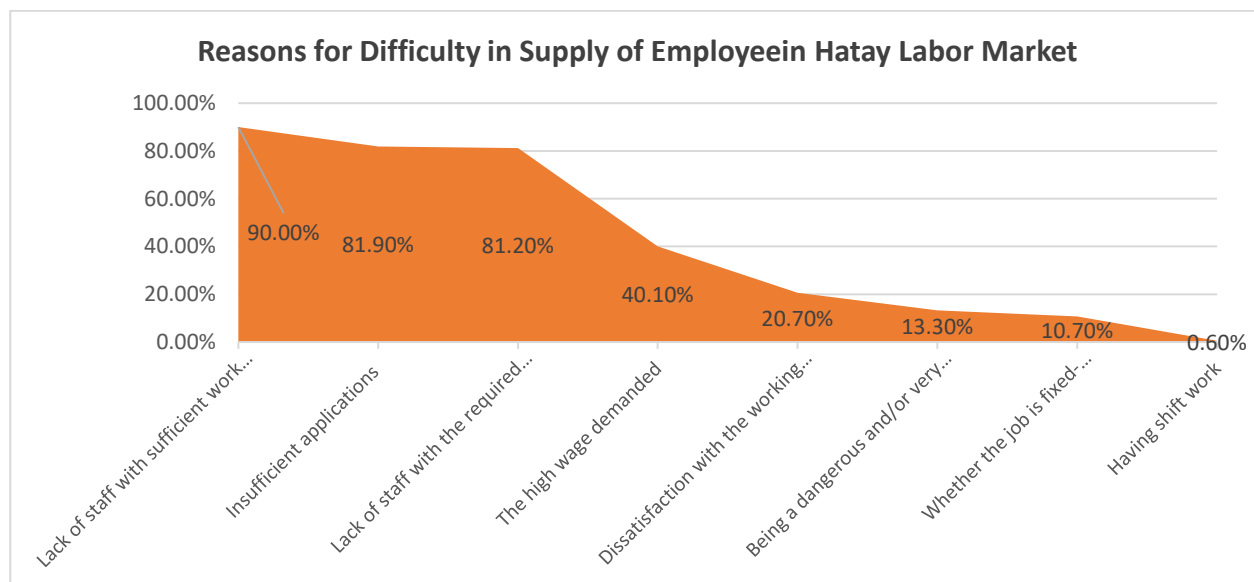
Source: İŞKUR, 2020

During the Key Informant Interviews with İŞKUR, the data about employees who are difficult to find by occupations in the Hatay labor market were also shared. According to this, it can be seen that craft professions that require high qualifications come to the fore in the distribution of the number of employees which are difficult to find by occupation. The need for an expert, especially in companies working in the industrial field, as well as operators, assemblers, craftsmen, technicians, and professional occupational groups in different sectors, are among the professions that are difficult to supply in the Hatay labor market.



Source: İŞKUR, 2020

Within the scope of the researches carried out by İŞKUR, it has been examined why there are difficulties in obtaining some business lines although there are already open job opportunities. Accordingly, when it is looked at the reasons for the difficulties in finding specific jobs in Hatay, the first rank is the inability to find personnel with sufficient work experience. In other words, the lack of a qualified workforce is one of the biggest problems experienced in the labor market in Hatay, as it is generally revealed both in the Key Informant Interviews with İŞKUR, DOĞAKA, NGOs, and the relevant reports and field observations as well. In this context, labor force demand and supply will be balanced when the right active labor policies are produced to eliminate the causes of difficulties in recruiting, and individuals with the skills and experience required for existing vacant jobs are provided.



Source: İŞKUR, 2020

The main purpose of the Hatay Labor Market Assessment is to contribute to the development of policies for eliminating the imbalances between labor supply and demand, reducing unemployment and protecting and increasing employment by determining the education and skills of the workforce needed within the framework of the Labor Market Research carried out in the province of Hatay in 2020. It is seen that a large part of the unemployed in Hatay have occupations that do not require qualifications. In the Hatay labor

market, there is a shortage of qualified personnel as well as unemployment due to unemployment. Many employers state that they attach importance to the professional skills and experience of the personnel who will work in their vacant jobs and in professions where they have difficulty in recruiting. This situation reveals the importance of active labor force programs such as vocational training courses in order to meet the demand for qualified personnel. Planning the courses and programs with the studies to be carried out according to the professions that are difficult to obtain as a result of the research will help to increase employment.

## V. Kahramanmaraş Labor Market Assessment



The economic structure of Kahramanmaraş has developed based on agriculture, animal husbandry and small handicrafts since the past. Agriculture was the leading sector of the economy in the beginning due to its geographical location and its climate structure being suitable for cultivation. Kahramanmaraş province plays an important role in the economy of the Eastern Mediterranean Region, especially in the textile, metal kitchenware, food and jewelry sectors. Agricultural activities are widely carried out in the province, which is spread over a wide geography, and specialized organized industrial and industrial sites that support investment decisions in the industrial sector are included in the investment plans of the public sector. In addition to these, large-scale investments such as common use workshops, R&D and design centers, clustering activities, which will bring the sector together, large-scale investments such as joint use workshops and design centers aimed at activating the sectoral potential faster are implemented by the public sector. The immigration due to the Syrian crisis had an indirect impact as increased population led to increased unemployment rate. On the other hand, many immigrant workers contribute the economy of the city.

Kahramanmaraş remains below Turkey's average GDP per capita even though there is a high activity on trade and industry. However, the downtrend as could be seen in the table below is due to the huge currency fluctuations faced by Turkish economy lately. Moreover, compared to many other cities, the drop amount from 2018 to 2019 is low by taking late currency problem into the consideration.

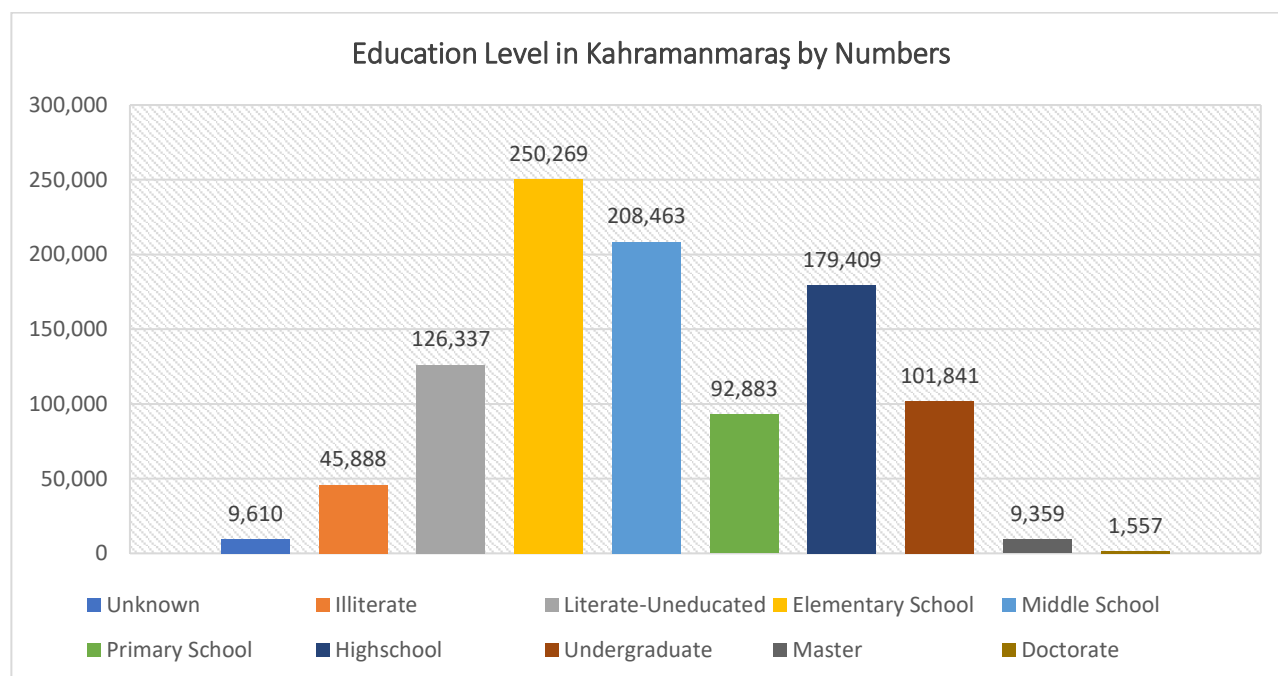
Per Capita GDP (\$)	2018	2019
Kahramanmaraş	6.089	6.006
Turkey	9.792	9.213

Source: TUIK, 2021

## 5.1 General Outlook of Kahramanmaraş

Kahramanmaraş is below Turkey's average in terms of gross domestic product per capita and the ratio of industrial workers to total employment. The annual population growth rate and the total employment rate of those working in agriculture are above the Turkey average. Almost 80 percent of the active population is engaged in agriculture, forestry, animal husbandry and manufacturing. Half of the gross product is obtained from agriculture. Kahramanmaraş includes some of the important industrial companies in Turkey. Kahramanmaraş, which plays an important role on the scale of Turkey in industrial sectors, especially in the production of textile products, metal kitchenware and ice cream, is among the provinces in Anatolia that can implement the industrial move most successfully.<sup>10</sup>

The education level in Kahramanmaraş is quite similar to the education level in Hatay. Kahramanmaraş Sutcu Imam University plays an important role in supplying the qualified human power needed by the city.



Source: TUIK, 2021

As mentioned above, the education level in Kahramanmaraş is similar to Hatay. Most of the population is intensified below high school level, which comprise the unqualified workforce question in the labor market. The education level will change positively in near future since the current participation rate to education is higher generally in Turkey compared to older generations. Yet, it requires a focus on labor market wise, especially in the framework of training programs to be implemented in the future.

Kahramanmaraş draws a successful image in terms of economic performance. Kahramanmaraş has 300 exporting companies and exporting to 125 countries, which brings 2 Billion Dollars foreign trade per year. Kahramanmaraş has also an important place for Turkey as it supplies 60 percent of metal kitchenware, 60 percent of red pepper production, 35 percent of yarn production, 20 percent of paper production, 10 percent of fabric production, 10 percent of cement production, and 8 percent of electricity of Turkey.<sup>11</sup> Industrialization in Kahramanmaraş has generally been realized in the field of textile sector. However, the steel kitchenware sector, as an extension of the small handicrafts from the past, copper and aluminum, has

<sup>10</sup> DOGA KA, 2018, "Kahramanmaraş Potential Investment Issues Research"

<sup>11</sup> Kahramanmaraş Chamber of Commerce and Industry, 2021

also taken its share from the same industrialization trend to a very significant extent. In terms of sector size, Steel Goods Industry ranks second after the textile industry. Powder and chili pepper production, which is one of the most important sectors of the city, tends to develop in parallel with industrialization. The ice cream industry, which made Kahramanmaraş famous, is among the fastest growing industries.

Kahramanmaraş Competitive Sectors			
By economic activity	Priority Sector	Second Sector	Third Sector
Agriculture and Food	Vegetable and Fruit Export (Red Pepper)	Olive Oil and Sunflower Seed Oil	Dried Fruits, Ice Cream
Industry	Textile and Textile Products	Steelwork Sector (Kitchenware)	Paper and Cement Manufacturing, Jewelry
Mining	Hydroelectric	Brown Coal	

Source: DOGAKA, 2021

Moreover, there is a traditional aspect of shoe production in Kahramanmaraş Province. The production of hand-stitched still continues, and it is particularly interested in the film industry. Fishery also takes an important place of the economic activities in Kahramanmaraş. However, the most of the economic activities gather around textile and steel kitchenware related sectors.

## 5.2 Labor Market in Kahramanmaraş

Kahramanmaraş has a relatively less developed employment market. Provincial labor force participation and employment rates are behind Turkey's averages; unemployment rate is above Turkey's average. It is also observed that unemployment can be rapidly absorbed during periods when unemployment is more sensitive to cyclical changes and economic growth gains momentum. According to the results of the Kahramanmaraş Province Labor Market Research, the share of men in the total employees within the scope of the research was 84.1 percent, while the share of women was 15.9 percent. The sector in which the highest number of female employees are employed in our province is the manufacturing sector.<sup>12</sup>

In the light of the analysis of all these structural characteristics, when the labor market in Kahramanmaraş is elaborated, it is seen that the Covid-19 epidemic harmed the economic situation of the city with the year 2020, apart from the unemployment caused by the structural problems. Looking at the 2020 workforce reports of İŞKUR, the unemployment rate in the region is more than Turkey average.

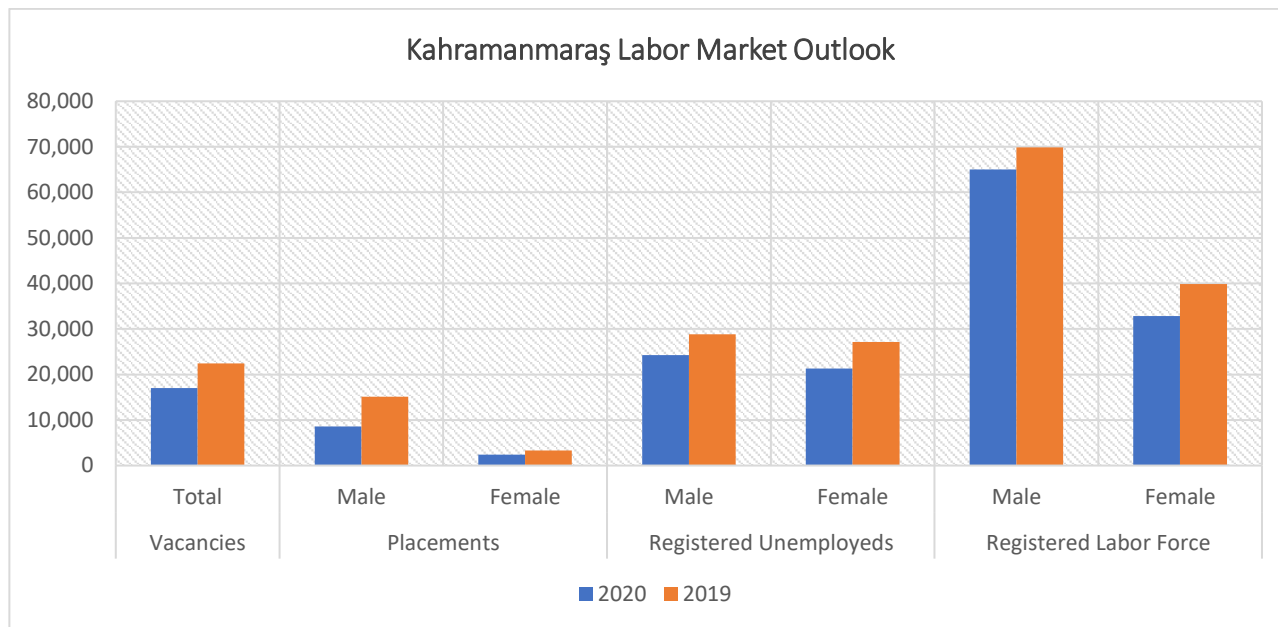
TR63 (Hatay, Kahramanmaraş, Osmaniye)	Total	Female	Male
Labor Force (Thousand)	1.117	342	775
Employed (Thousand)	915	266	648
Unemployed (Thousand)	202	76	126
Not in Labor Force (Thousand)	1.217	865	352
Labor Force Participation Rate (%)	47,9	28,4	68,7
Employment Rate (%)	39,2	22,1	57,5
Unemployment Rate (%)	18,1	22,2	16,3

Source: TUIK, 2019, Geographic Statistics Portal

In this context, Turkish Statistical Institution (TUIK) is the reference point as publishes the most reliable data together with İŞKUR. However, while labor force statistics at the provincial level were obtained from TUIK in 2013 and before, the publication of provincial data was left and regional statistics are obtained within the scope of the Turkey Statistical Regional Units Classification. Statistics obtained at the regional level since 2014

<sup>12</sup> İSKUR, 2020, "Labor Market Research: Kahramanmaraş Province 2020 Result Report"

are published annually on the website of TUIK. During the Key Informant Interviews with İŞKUR, it was stated that the data for 2020 were not further detailed due to the Covid-19 pandemic. Since the cancellation of the labor contract by companies is restricted during the Covid-19 period, a precise or accurate unemployment rate cannot be explained. However, the prediction and expectation are higher than the unemployment rate for the last two years. However, since the high rate is related to the Covid-19 epidemic, the unemployment rate is expected to decrease to the expected level when the normalization period takes place.

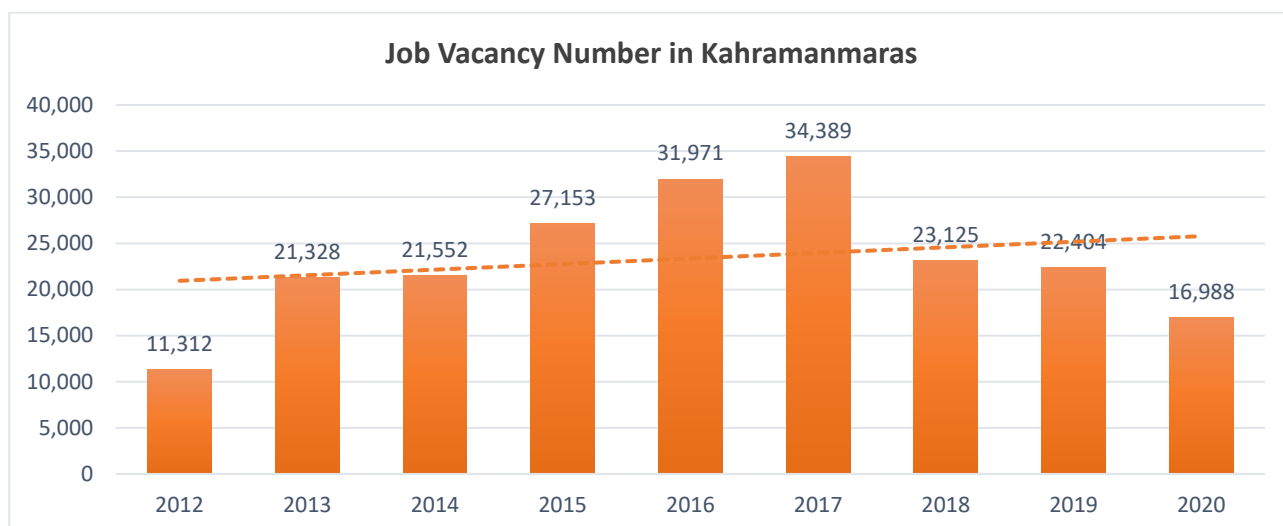


Source: İŞKUR, 2020, Statistics Yearbooks

The vacant job rate in Kahramanmaraş is 0.6 percent. In Turkey, the vacant job rate is 1.1 percent, and Kahramanmaraş province is behind Turkey's average in terms of job vacancy rate. The sector with the highest job vacancies is the Transport and storage sector with 4.1 percent. The second occupational group with the most vacant jobs in Kahramanmaraş; Craftsmen and Workers in Related Jobs is a profession group. The share of vacant jobs that do not require any level of education among vacant jobs throughout the province is 32.9 percent. While 14.6% of enterprises throughout Turkey answered that employment would increase for the next year, the rate of employers who predicted that employment would increase in Kahramanmaraş is 15.9 percent. On the other hand, while the rate of employers who think that employment will decrease is 2.0 throughout the country, this rate is 2.0 percent in Kahramanmaraş.<sup>13</sup>

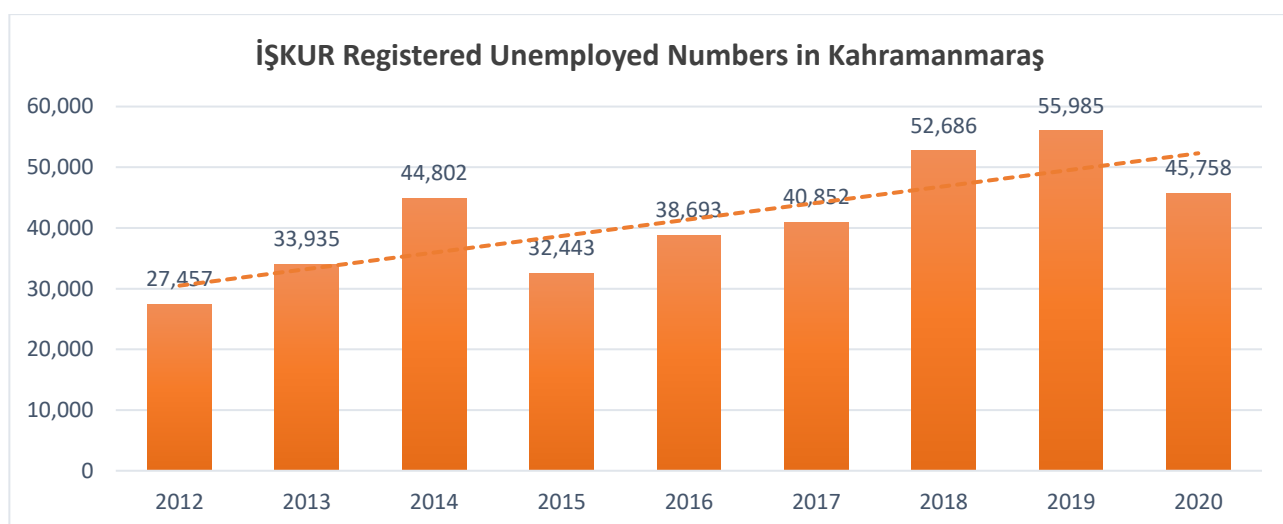
In addition to this context, the number of vacant jobs registered in İŞKUR for Hatay is seen as an important indicator to analyze the official employment opportunities in the labor market in the city. Hatay Province Labor Market Research Report published by İŞKUR shared the data until 2020. In this data, it can be seen that there has been a rising trend in the number of vacancies in the private sector especially after 2014. In addition, it was delivered during the interviews with İŞKUR that the number of vacancies decreased significantly in 2018 due to political risks, and followed that downtrend. And the sudden decrease in 2020 is highly correlated with the Covid-19 pandemic. Even though the trend seems rising in the graph below, the current trend is in decrease.

<sup>13</sup> İSKUR, 2020, "Labor Market Research: Kahramanmaraş Province 2020 Result Report"



Source: İŞKUR, 2020

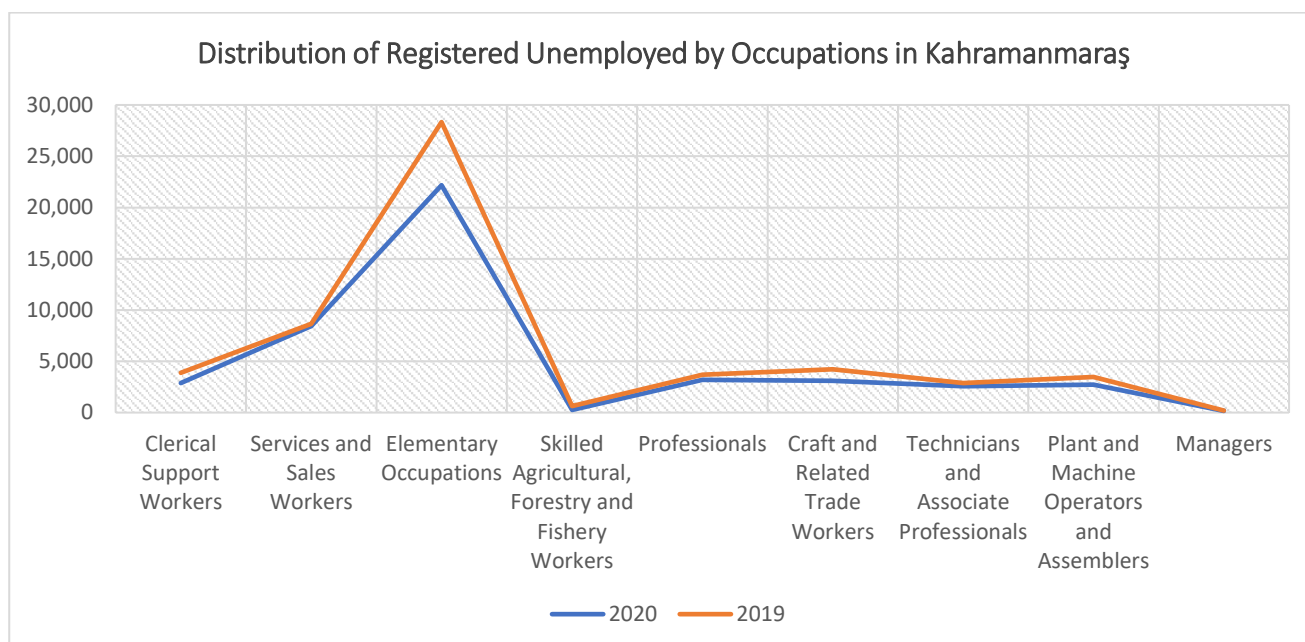
The registered unemployed numbers, on the other hand, presents a correlated data along with vacant jobs data. As could be seen in the chart below, the number of registered unemployed has a high rising trend in Kahramanmaraş. More, it is possible to see the inversely proportional correlation between vacant jobs number and unregistered unemployed. The numbers dramatically increased in 2018 as the reflection of increased political and economic risks in Turkish economy. The number in 2020 should be taking into account as the number could be higher since the impact of Covid-19 was not cleared yet. Even though, registered unemployed number decreased in 2020, the general trend is highly rising for Kahramanmaraş, which requires an effective measurement. However, since there is no available data on the number of registrations with İŞKUR, it is not clear whether this decrease is due to the labor market or the decrease in the numbers for registrations to İŞKUR. In addition, the high increase in the number of unemployed registered with İŞKUR in 2017 was due to the general political, and thus economic risks experienced in Turkey.



Source: İŞKUR, 2020

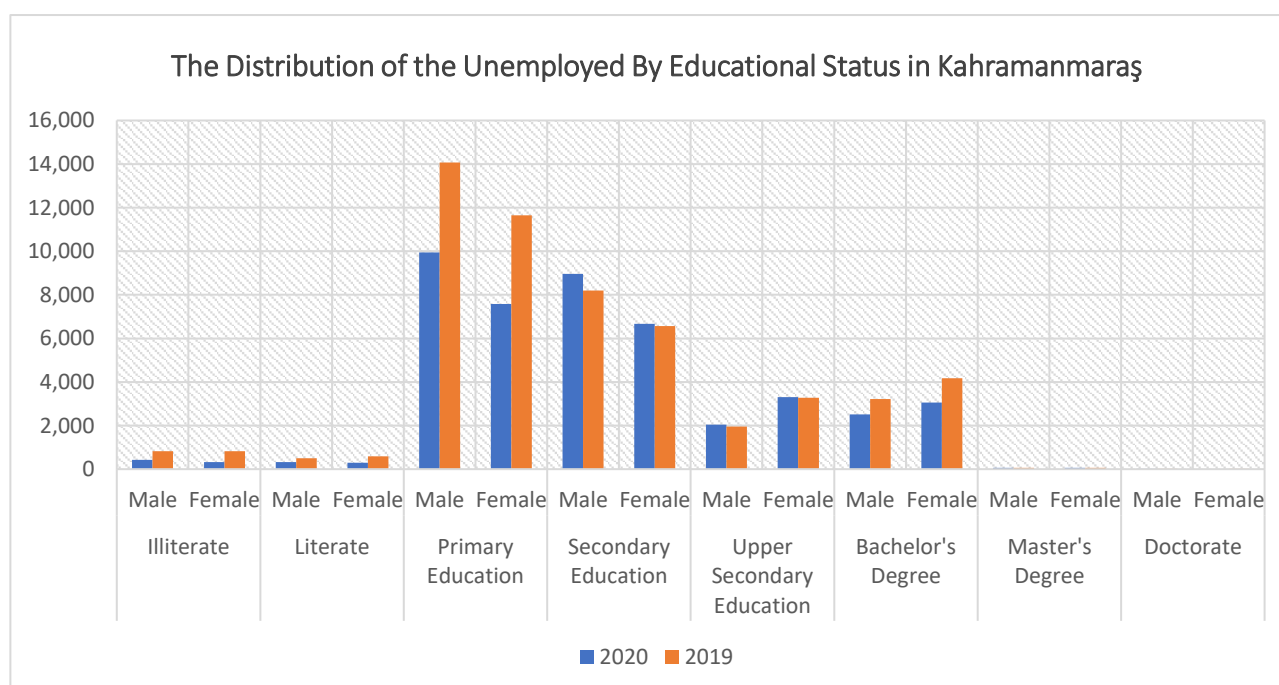
When the number of registered unemployed in Kahramanmaraş is examined according to occupations, the profession of Manuel Worker (General) is at the beginning of the occupations with the highest number of registered unemployed. It is also possible to see the decrease in the distribution of registered unemployed by occupation chart, presented below.





Source: İŞKUR, 2020, Statistics Yearbooks

The education carries a vital importance for a labor market. The participation to workforce, including women's participation to workforce, increases directly proportional along with the education level. The education level of Kahramanmaraş, which almost has the same characteristics with Hatay, looks correlated with the data of unemployed by educational status of Kahramanmaraş, charted below. The data elaborates that there is a high intensity in primary and secondary education levels among the unemployed.

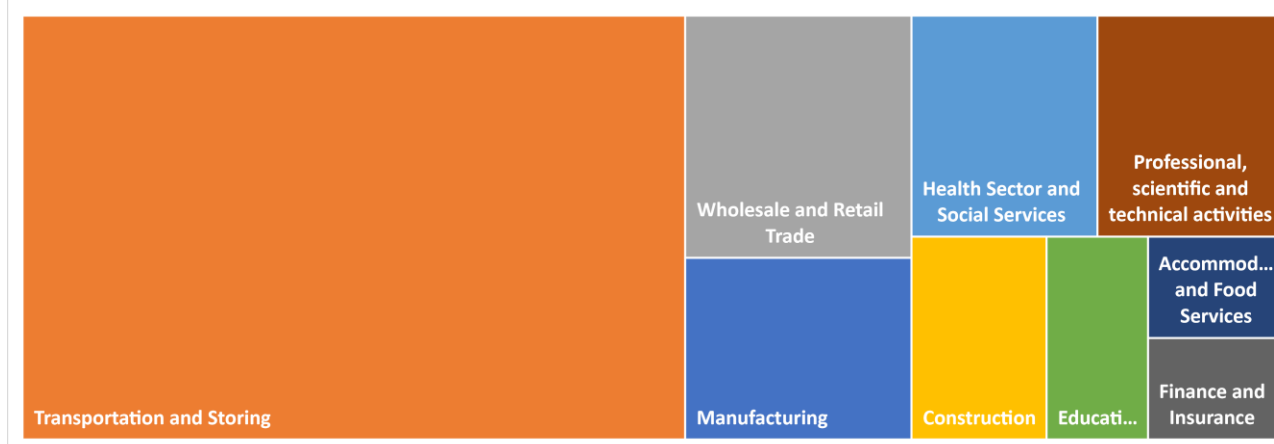


Source: İŞKUR, 2020, Statistics Yearbooks

On the other hand, in the analysis made based on İŞKUR data and Key Informant Interviews, the job areas needed in the Kahramanmaraş labor market were analyzed according to the sectors by looking at the vacant job statistics. According to these data, it is seen that there are mostly vacant jobs in the fields of manufacturing and transport and storing. Moreover, it has been indicated that trade and service sectors also have high number of vacant job. In the health sector, janitor position has the most vacancy.



## JOB VACANCY RATE BY SECTORS IN KAHRAMANMARAS

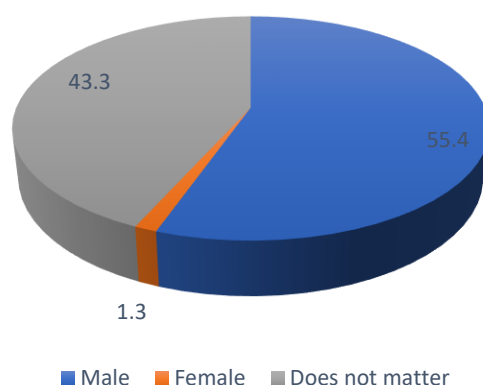


Source: İŞKUR, 2020

In the research conducted within the scope of vacant job statistics, the gender preference rate for the current vacant jobs asked companies is very high on behalf of males compared to the rate of females, which only consist of 1,3 percent. However, the number of companies stating that gender is not important is also high, which is important data on possible increasing female employment. While the proportion of women in the number of employees is low throughout Turkey, most employers stated that the gender of the person they will employ in their current vacant jobs is not important. This situation is important in terms of increasing female employment.

During the interviews with İŞKUR, this preference among the companies was mentioned, and the reasons for the high male tendency in gender preference were discussed. According to the response directed by İŞKUR, the reason why the male gender is more preferred within the scope of current vacant jobs is that many vacant jobs are in the labor-intensive sector. In other words, it has been stated that the inclusion of heavy physical activity elements in job requirements plays an important role. Female preference for vacant jobs mostly consist of automotive service advisor, occupational safety and health field staff, and accounting<sup>14</sup>.

## Gender Preference by Enterprises for Available Job Vacancies in Kahramanmaraş



Source: İŞKUR, 2020

<sup>14</sup> İSKUR, 2020

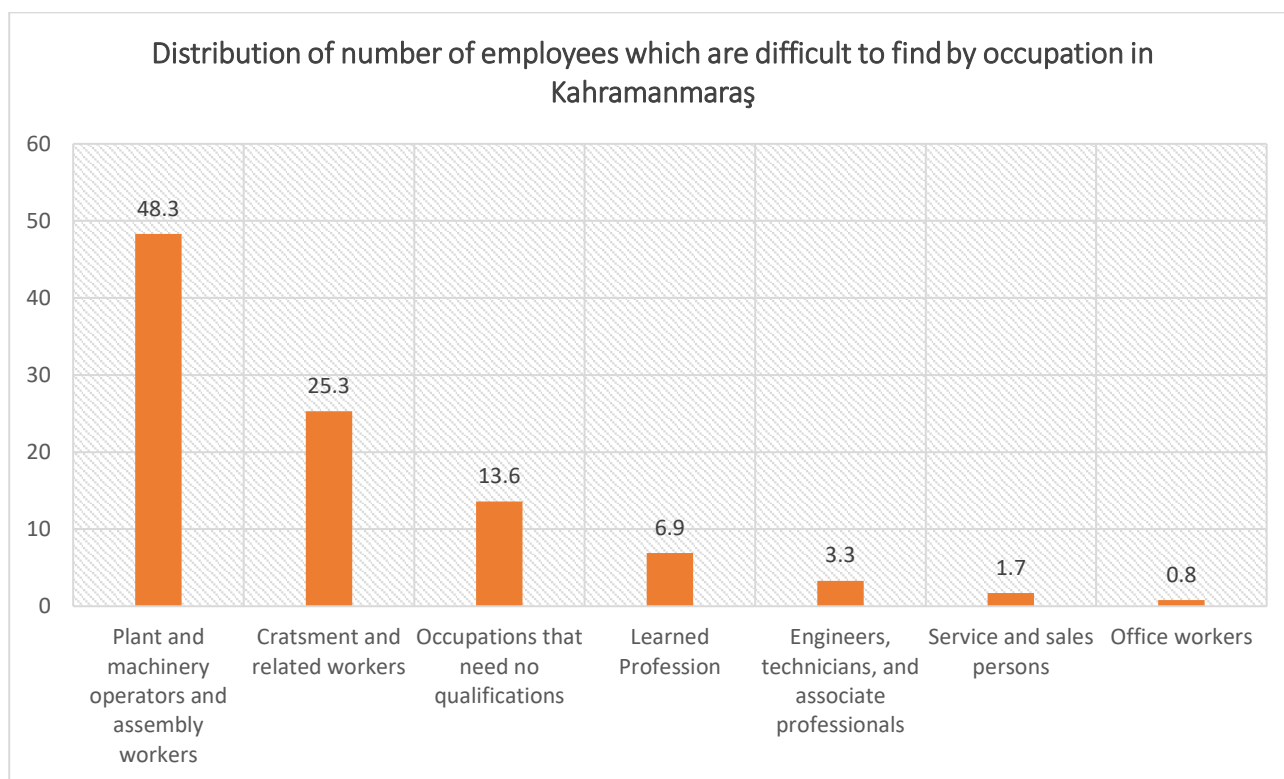
When the priority order of the skills demanded in vacant jobs in Kahramanmaraş is examined, the Sufficient Professional/Technical Knowledge and Experience skill is in the first place. This skill is followed by Teamwork and Physical Adequacy and Work Experience skills, respectively.

**Priority Ranking of Skills Demanded in Vacant Jobs**

Skills	Order of Priority
Sufficient Professional/Technical Knowledge and Experience	1
Teamwork	2
Physical Adequacy	3
Work Experience	4
Communication and Expression Ability	5
Problem Solving and Taking Initiative	6
Computer Use	7
Persuasion and Marketing Power	8
Analytical Thinking	9
Foreign Language	10

Source: İŞKUR, 2020

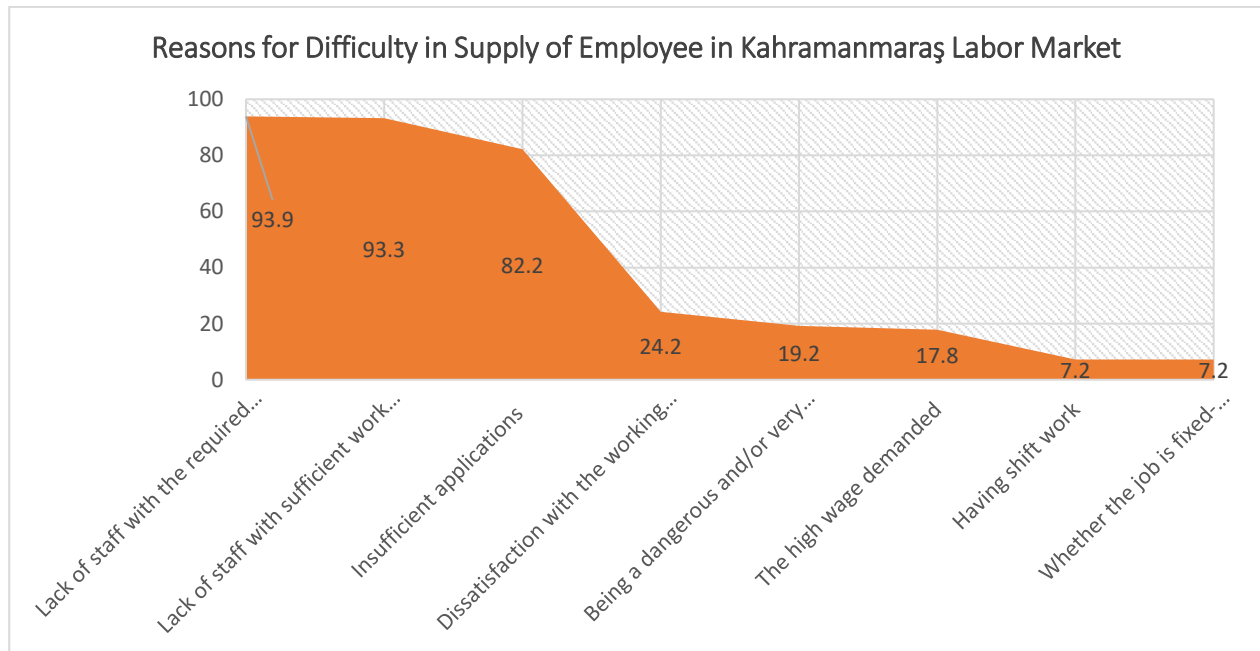
During the Key Informant Interviews with İŞKUR, the data about employees who are difficult to find by occupations in the Kahramanmaraş labor market were also shared. According to this, it can be seen that plant and machinery operators and assembly workers that require high qualifications come to the fore in the distribution of the number of employees which are difficult to find by occupation. It ranks first in the number of personnel who have difficulty in recruiting the Plant and Machinery Operators and Assemblers profession throughout Turkey. It is followed by crafts professions and occupations that need no qualifications.



Source: İŞKUR, 2020

Within the scope of the researches carried out by İŞKUR, it has been examined why there are difficulties in obtaining some business lines although there are already open job opportunities. Accordingly, when it is looked at the reasons for the difficulties in finding specific jobs in Kahramanmaraş, the first rank is the

inability to find staff with required professional/technical qualifications and sufficient work experience. In other words, the lack of a qualified workforce is one of the biggest problems experienced in the labor market in Kahramanmaraş, as it is generally revealed both in the Key Informant Interviews with İŞKUR, DOĞAKA, NGOs, and the relevant reports and field observations as well. In this context, labor force demand and supply will be balanced when the right active labor policies are produced to eliminate the causes of difficulties in recruiting, and individuals with the skills and experience required for existing vacant jobs are provided.



Source: İŞKUR, 2020

The main purpose of the Kahramanmaraş Labor Market Assessment is to contribute to the development of policies for eliminating the imbalances between labor supply and demand, reducing unemployment and protecting and increasing employment by determining the education and skills of the workforce needed within the framework of the Labor Market Research carried out in the province of Kahramanmaraş in 2020. It is seen that a large part of the unemployed in Kahramanmaraş have occupations that do not require qualifications. In the Kahramanmaraş labor market, there is a shortage of qualified personnel as well as unemployment due to unemployment. Many employers state that they attach importance to the professional skills and experience of the personnel who will work in their vacant jobs and in professions where they have difficulty in recruiting. This situation reveals the importance of active labor force programs such as vocational training courses in order to meet the demand for qualified personnel. Planning the courses and programs with the studies to be carried out according to the professions that are difficult to obtain as a result of the research will help to increase employment. The participation of women into the labor and female preference for vacant jobs is very low in Kahramanmaraş. In order to increase employment in Kahramanmaraş, women's employment should be encouraged. Necessary arrangements to ensure the balance of work and family life should be implemented as a priority. The education level of women should be increased, women with low education levels should benefit from vocational training courses, incentives for women's employment and entrepreneurship programs should be developed.

More, by creating active labor force programs, it is aimed to increase the knowledge of the people about the requirements of the labor market and to gain the necessary skills and experience in their profession. These programs and trainings have critical importance for Kahramanmaraş where the expectancy in employment is in increase trend.



Generally, Kilis does not have a high profile economic activities. As it could be seen in the national accounts, Kilis remains below Turkey's average in GDP per capita and is among the last five provinces according to the province-based ranking for GDP.

Per capita GDP (\$)	2018	2019
Kilis	5.325	5.125
Turkey	9.792	9.213

Source: TÜİK, 2021

When the labor market is analyzed in Kilis, the most remarkable factor is the high unqualified workforce. More, it is analyzed that the unemployment in the city, which is generally caused by structural and cyclical reasons, has become adversity recently with the consequences of the Covid-19 epidemic. The point to be noted here is that the main reasons underlying the high unemployment level in Kilis are mostly structural. In this context, considering the effects of the epidemic on employment on a national scale, similarly, it affects the labor market in Kilis as well. The Covid-19 process generally prevents the workforce from participating in employment and causes job losses as many small and medium scale enterprises, which contributes the majority of the labor market in the city, were shut down due to the implemented measurements for preventing the spread of the epidemic.

### 6.1 General Outlook of Kilis

The general structural problems in the Kilis labor market can be listed as; the sudden increase in the population as a result of the crisis in Syria, insufficient job supply correspondingly to the increasing population, the interruption or even closure of some business areas due to the Syrian crisis, and the unqualified population of the workforce and the low level of education. However, worth mentioning that Kilis is a city with a high potential in the fields of textile, agriculture, and food, which is predicted that the possible investments to be obtained in the future will have a positive effect on employment in the city. Kilis, a border city, concentrated on agriculture and food rather than industrial. Especially in the field of agriculture and food, olives and grapes constitute two important product groups that add value to Kilis. Kilis is in an important position in terms of the trade of olive-based by-products, in particular, olive oil. In this context, a

significant amount of investments is expected in this field with the registration of geographical indication for Kilis Olive Oil in 2021<sup>15</sup>.

Kilis Competitive Sectors			
By economic activity	Priority sector with high competitive capacity	Second sector with high competitive capacity	Third sector with high competitive capacity
Textile	Thread	Upholstery material	Plastic bag and similar products
Food	Olive oil, grape molasses	Rubber and plastic products	Spices, bulgur wheat, red peppers
Chemical Industry	Soap	Mineral oil	Glass products

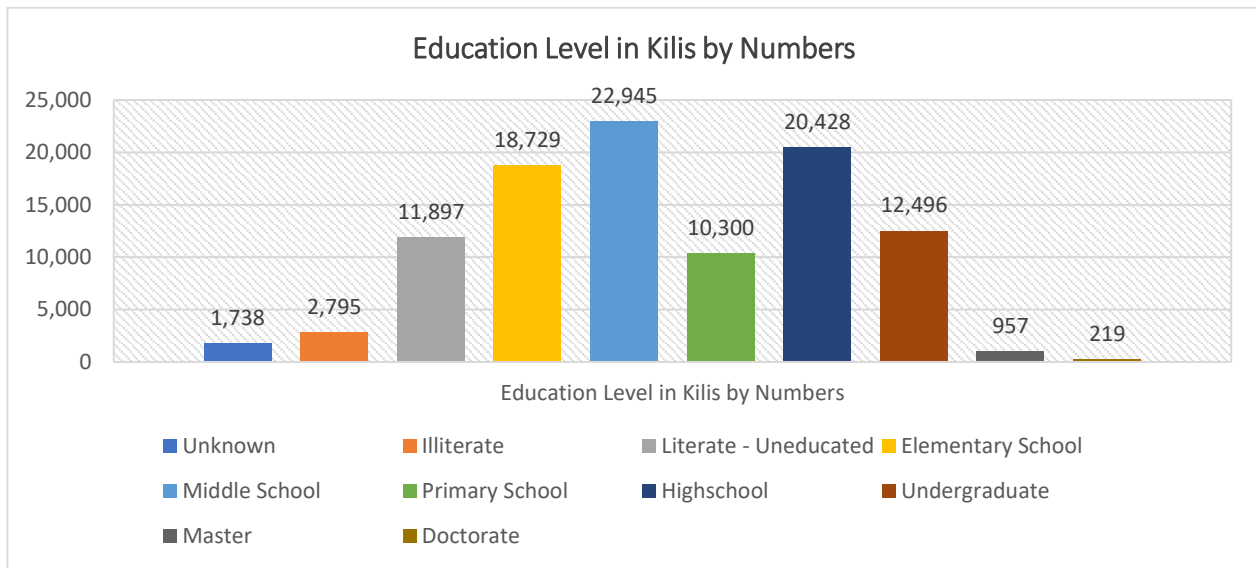
Source: İŞKUR

Apart from this, there are also developments in the field of industry in the city. However, since the economy of Kilis is based on agriculture, the industry could not show significant development. The industry is generally based on the processing of agricultural products. Especially when compared to the surrounding provinces, Kilis stands in the background in the field of agriculture and industry. Kilis is far behind when it is compared with the commercial rivals in the region, Gaziantep and Şanlıurfa. Especially, many problems in the field of labor market emerged after the 2011 Syrian crisis with the end of the border trade, which was one of the important livelihoods in the city.

According to TUIK 2019 data, the literacy rate in Kilis is 95.38%. Despite the high literacy rate, the education level is not high when it is looked at the distribution of education levels in the urban population. Looking at the education level in Kilis, it can be seen that the population is concentrated between primary school and high school. This situation points to one of the important structural resources in the labor market. The analysis, that carefully performed in the framework of Key Informant Interviews conducted with İŞKUR Kilis for Kilis Labor Market Assessment report, underlines that one of the major problems faced by the current labor market in Kilis, where unemployment is intense, is the lack of qualified workforce. The level of education, which is considered to be one of the structural problems of the unemployment problem, is insufficient especially for the jobs requiring high skills. For that reason, most of the qualified workforce comes from outside the city, mostly from Gaziantep.

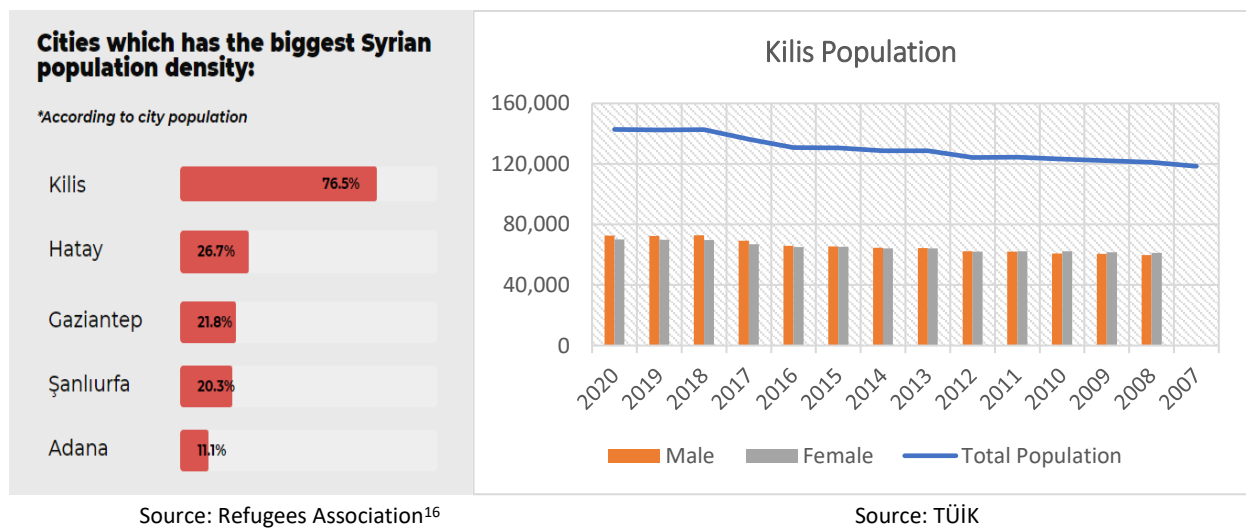
At this point, it is highly recommended from İŞKUR Kilis during the Key Informant Interviews that there should be vocational programs to train unqualified populations for basic job requirements, and soft-skill training programs for qualified workforce accordingly with sector needs.

<sup>15</sup> <https://www.tridge.com/news/kilis-olive-oil-registered-with-the-geographical-i>



Source: TUIK, 2021

Considering the other structural characteristics of Kilis, it will help to understand the labor market better by addressing firstly its demographic characteristics. The factor that emerged in the researches on the LMA in Kilis and the interviews conducted by Orange Organization, the population increase in Kilis that occurred after the 2011 Syrian Crisis created an excessive demand for employment. The high increase in population directed to one of the background reasons of the unemployment in Kilis, and thus reflected as the structural problem. Moreover, the sudden increase in the population of Kilis after the Syrian crisis has created a livelihood problem for both the guest community and the Syrian citizens under temporary protection as stated many times in the interviews with other non-governmental organizations acting in the region. According to the research data of the Refugees Association, Kilis is the city where the Syrian population is higher than the local population, with a 76% rate.



According to TUIK's 2020 data, 105,689 are Syrian citizens while 36,923 are Turkish citizens of the 142,792 total population in Kilis. In this context, the mentioned condition poses two problems. First, the insufficient employment supply due to the population growth rate increases the unemployment rate in the city in general. Secondly, the unemployment rate experienced in the city also poses more difficulties for Syrian citizens under temporary protection status, who are currently experiencing difficulties in accessing

<sup>16</sup> <https://multeciler.org.tr/eng/>

livelihoods in the current market. At this point, the Kilis Labor Market Assessment report reveals how the situation has become complex and structural by revealing the relationship between the unemployment problem in the city and the migration that the city has taken. In the face of this situation, the short-term solution that can be recommended by the LMA report at the analysis level is to provide vocational training for the unemployed population to be integrated in the job market, and to create new employment opportunities for both communities.

## 6.2 Labor Market in Kilis

In the light of the analysis of all these structural characteristics, when the labor market in Kilis is elaborated, it is seen that the Covid-19 epidemic harmed the economic situation of the city with the year 2020, apart from the unemployment caused by the structural problems. Looking at the 2019 workforce reports of İŞKUR, the unemployment rate in the city is almost equivalent to the Turkey average. Since no provincial labor force report has been published as of 2020, the unemployment rate is estimated to be almost the same as the Turkey average, in the light of the Covid-19 findings and the interviews conducted in Kilis by the LMA Kilis report.

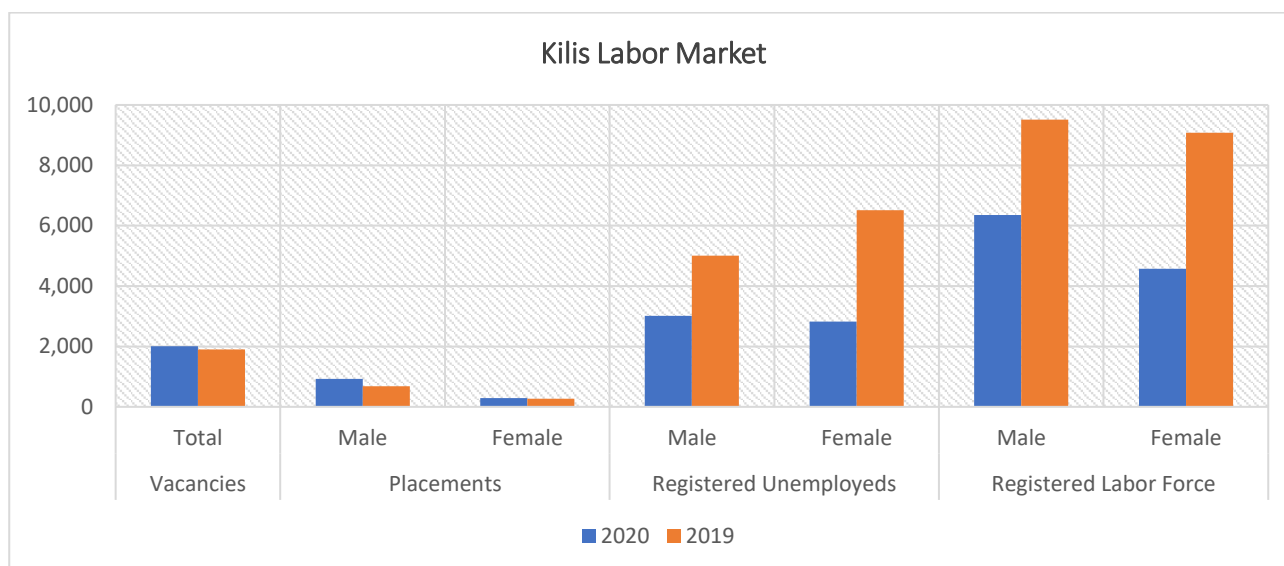
TRC 1(Gaziantep, Adıyaman, Kilis)	Total	Female	Male
Labor Force (Thousand)	891	233	659
Employed (Thousand)	756	196	560
Unemployed (Thousand)	136	37	99
Not in Labor Force (Thousand)	986	716	270
Labor Force Participation Rate (%)	47,5	24,5	70,9
Employment Rate (%)	40,2	20,7	60,3
Unemployment Rate (%)	15,2	15,7	15

Source: TUIK, 2019, Geographic Statistics Portal

In this context, Turkish Statistical Institution (TUIK) is the reference point as publishes the most reliable data together with İŞKUR. However, while labor force statistics at the provincial level were obtained from TUIK in 2013 and before, the publishment of provincial data was left and regional statistics are obtained within the scope of the Turkey Statistical Regional Units Classification. Statistics obtained at the regional level since 2014 are published annually on the website of TUIK. According to the 2019 data of İŞKUR, the unemployment rate in Kilis is 12.8%, and according to the TRC1<sup>17</sup> data of TUIK, the unemployment rate is 15.2%. During the Key Informant Interviews with İŞKUR, it was stated that the data for 2020 were not further detailed due to the Covid-19 pandemic. Since the cancellation of the labor contract by companies is restricted during the Covid-19 period, a precise or accurate unemployment rate cannot be explained. However, the prediction and expectation are higher than the unemployment rate for the last two years. However, since the high rate is related to the Covid-19 epidemic, the unemployment rate is expected to decrease to the expected level when the normalization period takes place.

<sup>17</sup> The region code that Kilis is included. The others are Gaziantep and Adıyaman.

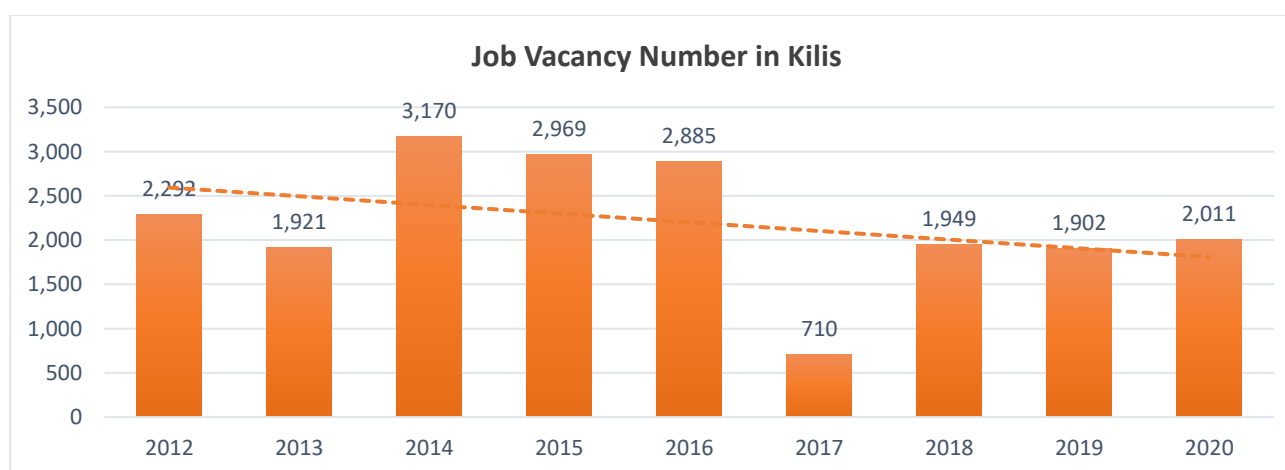




Source: İŞKUR, 2020, Statistics Yearbooks

The vacant job rates in Kilis were determined as 1.6. The vacant job rate in Turkey is 1.2 percent, and it is above the Turkey average in terms of jobs related to Kilis. In the vacant job sector, the highest area is the Construction sector with 5.2 percent. When the distribution of vacant jobs by occupational groups is examined; It has been determined that the most vacant jobs are in the Plant and Machine Operators and Assemblers occupational group. The second occupational group with the highest number of vacancies in Kilis; Craftsmen and Workers in Related Jobs is a profession group. The share of vacant jobs, which do not require any education level, is at the level of 50.7 percent<sup>18</sup>.

In addition to this context, the number of vacant jobs registered in İŞKUR for Kilis is seen as an important indicator to analyze the official employment opportunities in the labor market in the city. Kilis Province Labor Market Research Report published by İŞKUR shared the data until 2020. In this data, it can be seen that there has been a downward trend in the number of vacancies in the private sector since 2014. In addition, it was delivered during the interviews with İŞKUR that the number of vacancies decreased significantly in 2017 due to political risks, and thus increased again in 2018. However, the general trend shows a decrease in the number of vacancies.



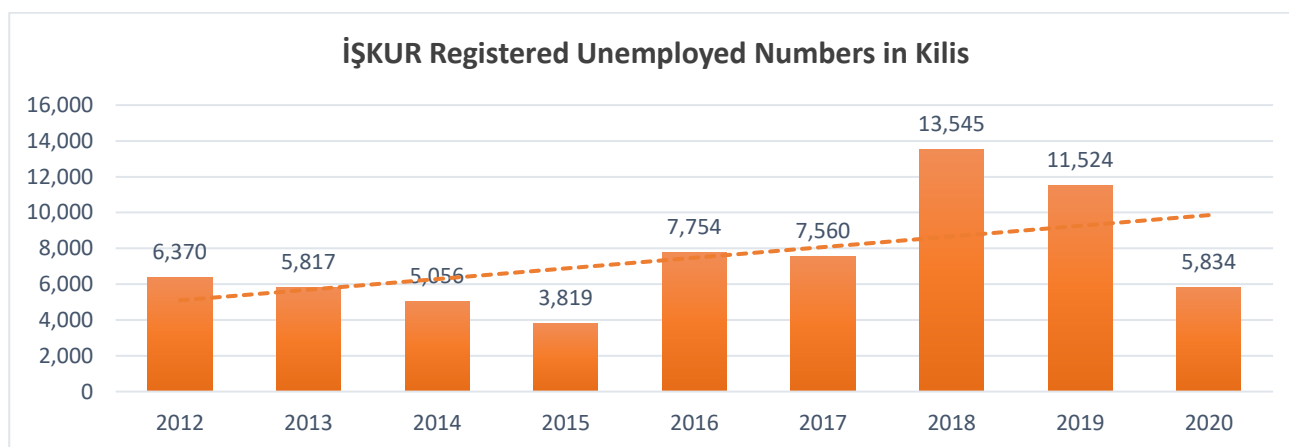
Source: İŞKUR, 2020, "Kilis Province Labor Market Research Report"

<sup>18</sup> İSKUR, 2020



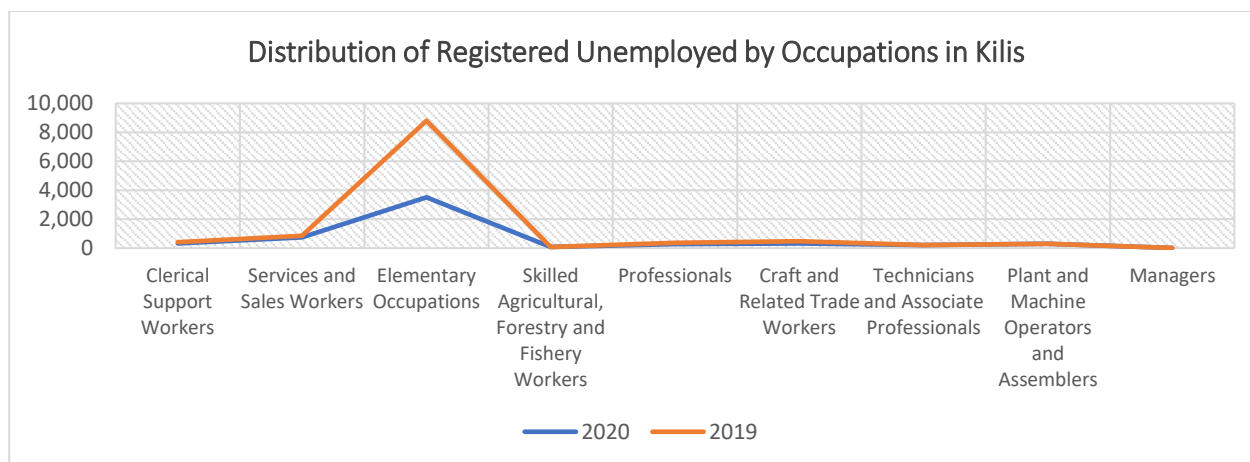
On the other hand, when the number of registered unemployed is elaborated, charted below, it is observed has decreased since 2018. However, since there is no available data on the number of registrations with İŞKUR, it is not clear whether this decrease is due to the labor market or the decrease in the numbers for registrations to İŞKUR. On the other hand, the low number of unemployed people in 2020 is based on some factors brought about by the Covid-19 epidemic, as mentioned above. Since companies are not allowed for layoff, it leads to the inability to obtain factual data on the number of unemployed. As stated in the interviews with İŞKUR Kilis, a sudden increase in the number of unemployed population can be observed in the period when companies start to make layoffs. However, it was stated that this situation would be due to the economic recession caused by the Covid-19 epidemic.

After the normalization period begins, it is expected that there will be normalization in the possible level of unemployment as well. The point that should be considered in that period is not that the decrease in unemployment numbers will be due to the labor market, but that it is a result of the effects of normalization. In addition, the high increase in the number of unemployed registered with İŞKUR in 2018 was due to the political risks experienced as stated above. However, the general trend line is unfortunately upwards for registered unemployed numbers.



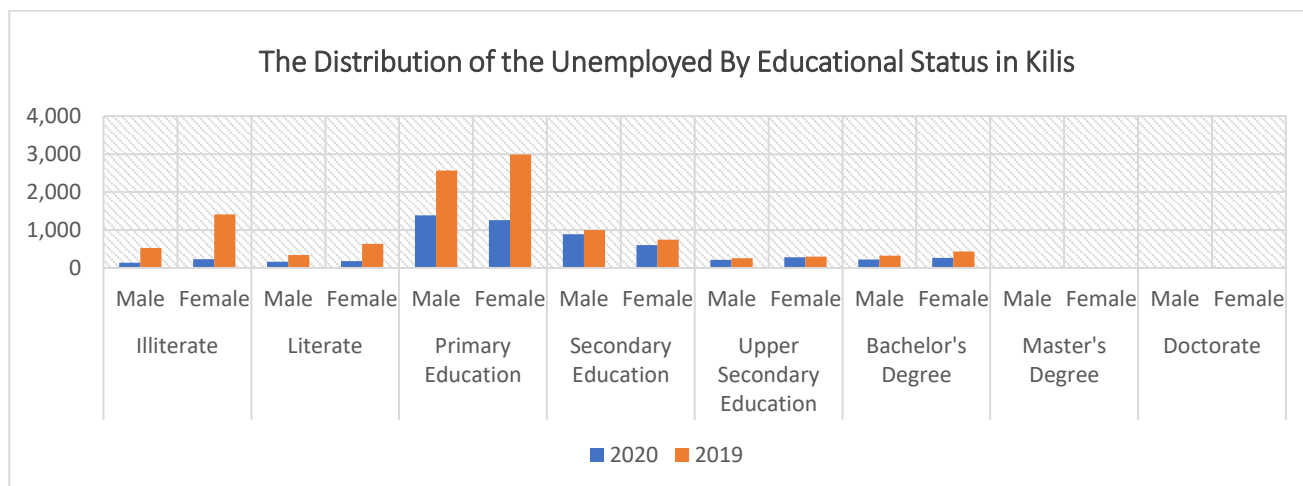
Source: İŞKUR, 2020

When the number of registered unemployed in Kilis is examined according to occupations, the profession of elementary occupations is at the beginning of the occupations with the highest number of registered unemployed. It is also possible to see the decrease in the distribution of registered unemployed by occupation chart, presented below.



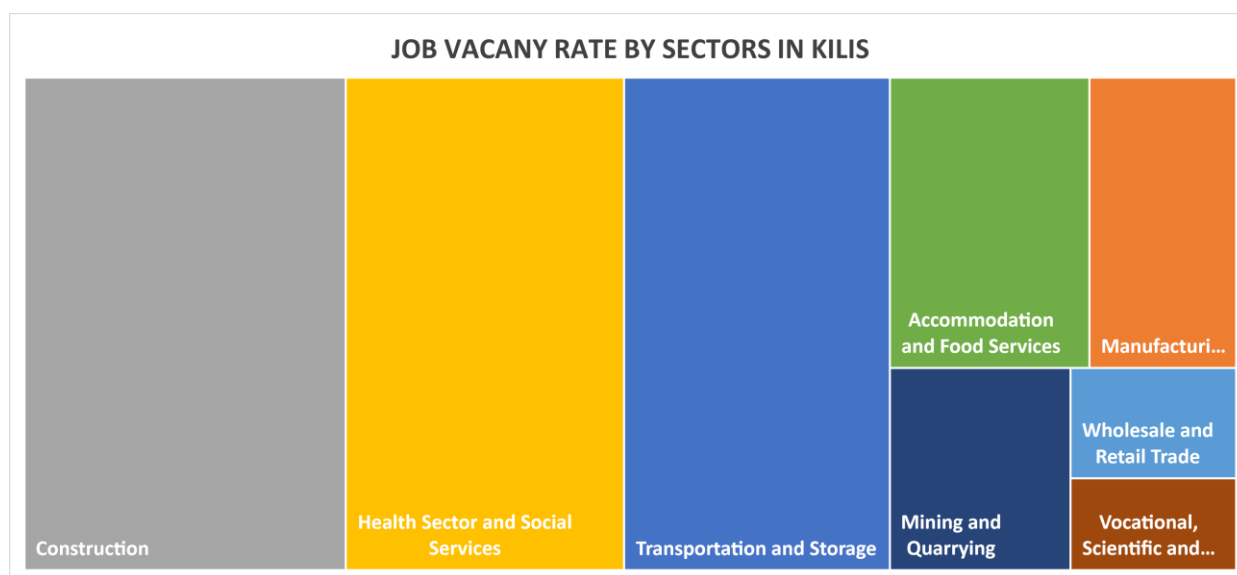
Source: İŞKUR, 2020, Statistics Yearbooks

The education carries a vital importance for a labor market. The participation to workforce, including women's participation to workforce, increases directly proportional along with the education level. The education level of Kilis which almost has the same characteristics with other provinces, looks correlated with the data of unemployed by educational status of Kilis, charted below. The data elaborates that there is a high intensity in primary and secondary education levels among the unemployed.



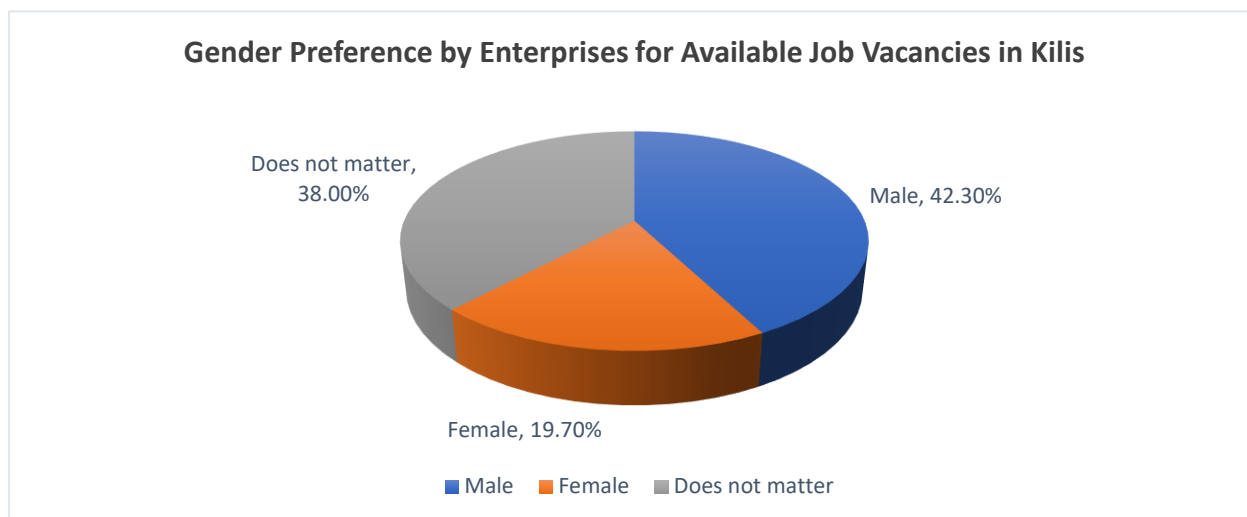
Source: İŞKUR, 2020, Statistics Yearbooks

On the other hand, in the analysis made based on İŞKUR data and Key Informant Interviews, the job areas needed in the Kilis Labor market were analyzed according to the sectors by looking at the vacant job statistics. According to these data, it is seen that there are mostly vacant jobs in the fields of transportation and storage, manufacturing, and construction. However, there is a lack of qualified personnel in the textile field as it is stated by İŞKUR during the interviews. It has also been stated that the need for Human Resources and Accountants is very high in the Kilis labor market. However, it has been stated that there are no qualified personnel in the labor market to meet this demand. In addition, in the field observations made in Kilis, companies operating in the Organized Industrial Zone generally meet their qualified personnel needs from nearby Gaziantep. Many companies in this context suffer from the lack of a qualified workforce, which points out the major problem in the Kilis labor market.



Source: İŞKUR, 2020

In the research conducted within the scope of vacant job statistics, the gender preference rate for the current vacant jobs asked companies is considerably higher on behalf of males compared to the rate of females. However, the number of companies stating that gender is not important is also high, which is important data on possible increasing female employment. During the interviews with İŞKUR, this preference among the companies was mentioned, and the reasons for the high male tendency in gender preference were discussed. According to the response directed by İŞKUR, the reason why the male gender is more preferred within the scope of current vacant jobs is that many vacant jobs are in the labor-intensive sector. In other words, it has been stated that the inclusion of heavy physical activity elements in job requirements plays an important role<sup>19</sup>.



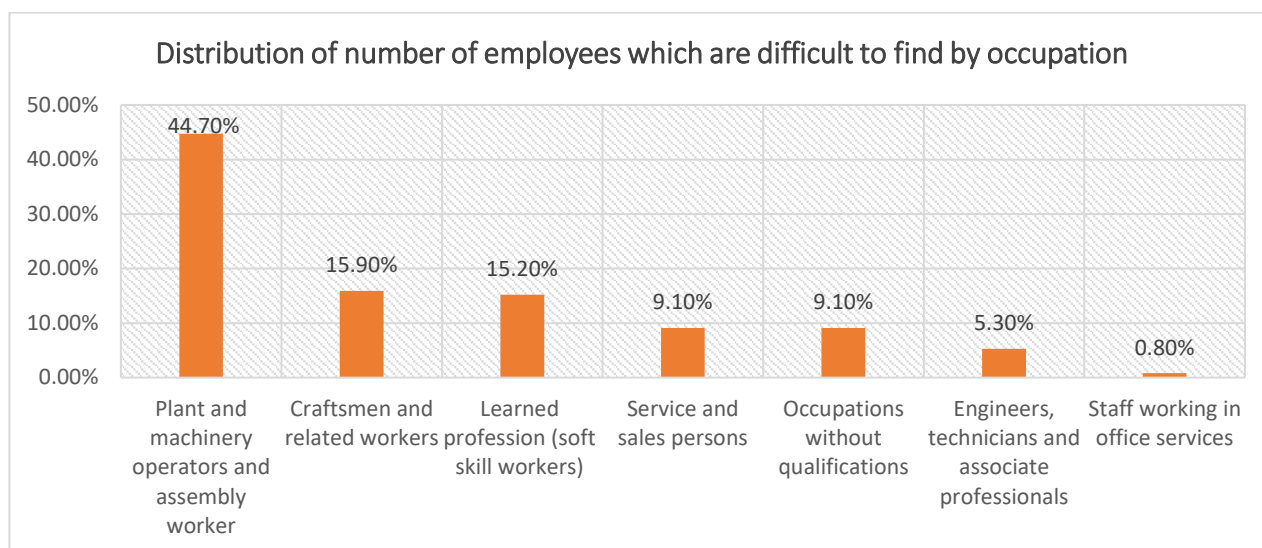
Source: İŞKUR, 2020

During the Key Informant Interviews with İŞKUR, the data about employees who are difficult to find by occupations in the Kilis labor market were also shared. According to this, it can be seen that technical professions that require high qualifications come to the fore in the distribution of the number of employees which are difficult to find by occupation.

The need for an expert, especially in companies working in the industrial field, as well as operators, assemblers, craftsmen, technicians, and professional occupational groups in different sectors, are among the professions that are difficult to supply in the Kilis labor market. When we look at the professions that are difficult to obtain in Kilis in more detail, the truck driver comes first, and occupations such as Overlock Machine Operator, Machinist (Sewing), Body Worker (Construction), Truck-Hawker Driver, Wood Molder, Gas Station Worker, Emergency Service Nurse, Cashier, and Tailor have been difficult to fill for vacancies in the last year. It is a piece of important information for the province to be among the many professions and to guide the employment policies of the province<sup>20</sup>.

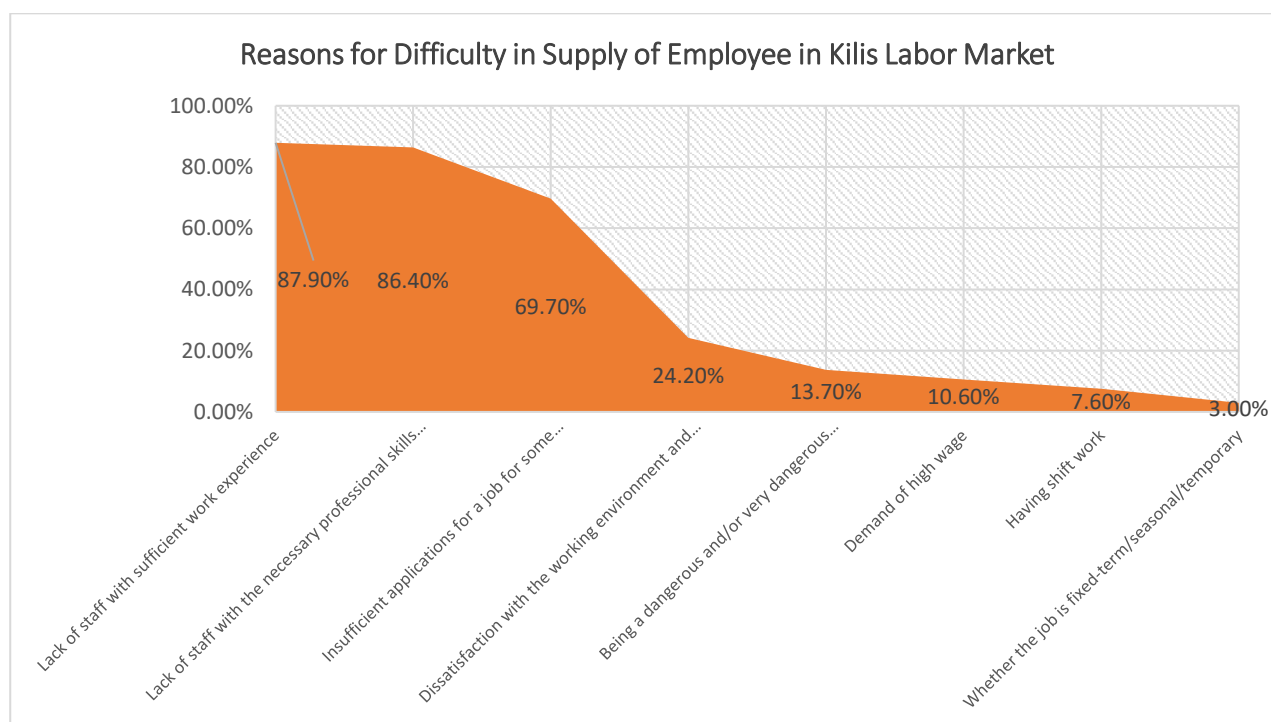
<sup>19</sup> İSKUR, 2020

<sup>20</sup> İSKUR, 2020



Source: İŞKUR, 2020

Within the scope of the researches carried out by İŞKUR, it has been examined why there are difficulties in obtaining some business lines although there are already open job opportunities. Accordingly, when it is looked at the reasons for the difficulties in finding specific jobs in Kilis, the first rank is the inability to find personnel with sufficient work experience. In other words, the lack of a qualified workforce is one of the biggest problems experienced in the labor market in Kilis, as it is generally revealed both in the Key Informant Interviews with İŞKUR Kilis, NGOs, and the relevant reports and field observations as well. Companies generally obtain qualified workforce from more industrially developed cities such as Gaziantep. This situation increases the unemployment rate in the city since the naturally occurring employment supply is not met by Kilis. According to the analysis of the LMA report on this subject, labor force demand and supply will be balanced when the right active labor market policies are produced to eliminate the causes of difficulties in recruiting personnel and individuals with the skills and experience required for existing vacant jobs are provided.



Source: İŞKUR

The main purpose of the Kilis Labor Market Assessment is to provide accurate data and recommendations for the future projects expected to be implemented to eliminate the imbalances between labor supply and demand, to reduce the unemployment, and to protect and increase employment by determining the education and skills of the workforce needed. According to the resulting analysis, it is seen that a large part of the unemployed population in Kilis have occupations that do not require qualifications. Hence, there is a shortage of qualified workforce as well as unemployment due to insufficient employment supply. Many employers state that they attach importance to the professional skills and experience of the employee who will work in their vacant jobs and in professions where they have difficulty in recruiting.

## VII. Şanlıurfa Labor Market Assessment



In the economy of Şanlıurfa, which is mainly based on agriculture, energy, tourism and animal husbandry also have an important place. The share of the textile and food sector in the total manufacturing industry is high. Şanlıurfa alone has a significant portion of the total irrigable productive areas in Turkey. Ceylanpınar Agricultural Enterprises, which is one of the largest farms in Turkey and one of the few in the world, is also within the borders of this province. A significant part of the small cattle in our country are raised in Şanlıurfa. Another important issue for the provincial economy is the Akçakale Border Gate. A significant portion of the country's electricity needs are met with the electricity produced at the Atatürk Dam hydroelectric power plants. Industry in Şanlıurfa has developed mainly based on agriculture. On the other hand, the contribution of the fishing activities carried out in the Atatürk Dam to the economy of Şanlıurfa has reached substantial amounts.

Per capita GDP (\$)	2018	2019
Şanlıurfa	3.342	3.075
Turkey	9.792	9.213

Source: TÜİK, 2021

Şanlıurfa remains very below Turkey's average GDP per capita even though the trade and exports capacity of the city carries a high profile. Şanlıurfa's GDP is even lower than Kilis where have very limited economic activity and capacity compared to Turkey. The main reason for this is that the GDP is proportional to population.

## 7.1 General Outlook of Şanlıurfa

Şanlıurfa is a region with high investment potential and open to the investment. It is included in the 6th region within the scope of incentives. Therefore, the incentive rates are quite high. This is a factor that motivates entrepreneurs and attracts investors to the region. In this sense, the only drawback of non-Şanlıurfa investors is the lack of sufficient technological and physical infrastructure. However, especially in recent years, infrastructure developments have gained momentum. Yet, more investments should be made, and technological opportunities should be increased in this field, especially to attract investors. In this context, agriculture-based industry, textile, food, logistics, construction materials and chemicals, renewable energy and tourism are advantageous investment areas in Şanlıurfa.

When the economy of Şanlıurfa is examined on a sectoral basis, agriculture comes first. In addition, industrial sector, service, tourism and animal husbandry have an important place in Şanlıurfa. Especially the industrial sector in Şanlıurfa has been making a breakthrough in recent years. If the sectors are examined in detail, the area of focus in the agriculture sector is based on crop production and animal production. In the industry and manufacturing sector, there are textile and apparel, food, chemical and plastic, ceramic products, glass products and non-metal products, metal goods and machinery industries.<sup>21</sup>

Şanlıurfa, as being the 4th biggest agricultural land in Turkey, is the main supplier of many agricultural raw materials in the country. Even though the annual agricultural activity income of Şanlıurfa, which has a very high potential in the field of agricultural activity, is approximately 6 billion TL, the city is experiencing difficulties due to the insufficiency of infrastructure in the agricultural sector and the lack of sufficient technological development in this field<sup>22</sup>. Şanlıurfa a significant portion of the total effective area to be irrigated in Turkey have alone. Şanlıurfa, as leader in cotton and lentil production in Turkey and ranked as first in oilseed and grain production and second in peanut and corn production, is a center of attraction for vegetable, fruit and greenhouse investments<sup>23</sup>.

Şanlıurfa Competitive Sectors			
By economic activity	Priority sector with high competitive capacity	Second sector with high competitive capacity	Third sector with high competitive capacity
Agriculture	Wheat, Barley, Cotton and Lentils	Pistachio and Corn	Vegetable and Fruits
Textile	Textile Products	Shoe Manufacturing	Yarn and Fabric
Industry	Chemical and Plastic	Ceramic, Glass and Non-Metallic Products	Metal Goods and Machinery Industry

Source: Karacadag Development Agency, 2021

Although there is no empirical data, when the literacy rate is analyzed demographically, it is known that the literacy rate of women is much lower than men. The source of this problem generally lies under cultural reasons. These are also among the difficulties experienced by Syrian migrants, children in particular. Dropout rates are high due to reasons such as early marriage and other cultural behaviors. On the other hand, economic reasons can be one of the main sources of this problem<sup>24</sup>. As can be seen in the table above, the literacy rate shows a downward trend. The gradual decrease in literacy rate is inversely proportional to the

<sup>21</sup> <https://www.investsanliurfa.com/sektorler/Sanliurfada-ihracatinin-sektorlere-gore-dagilimi--82>

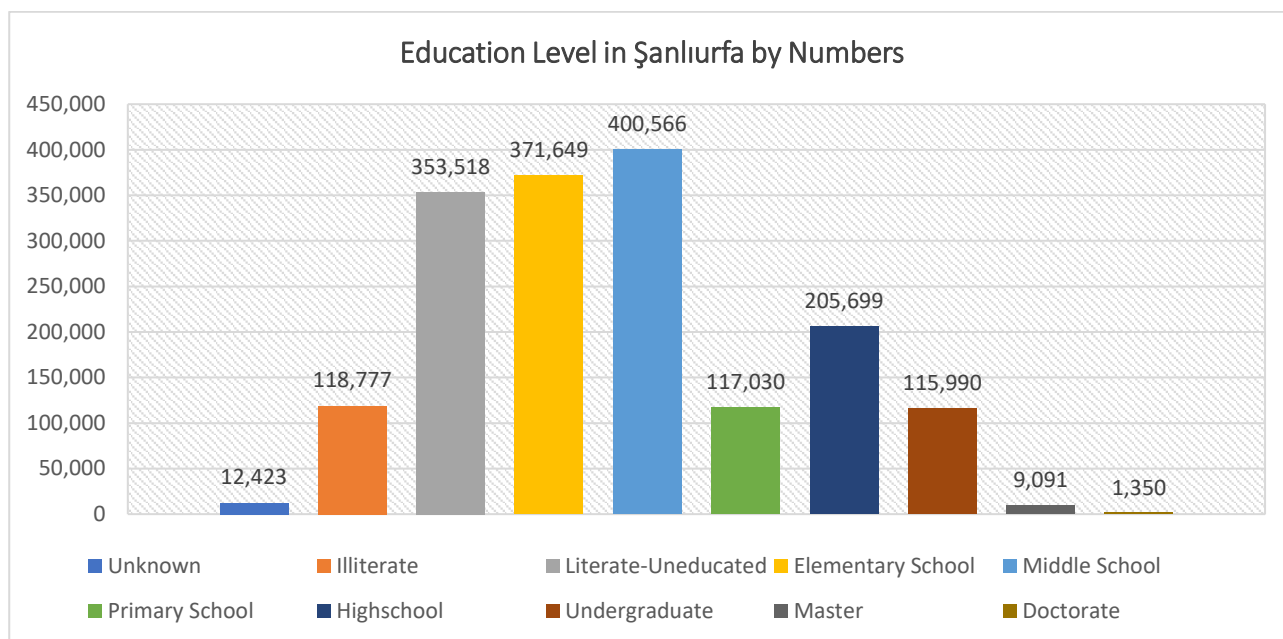
<sup>22</sup> Karacadag Development Agency, ([www.karacadag.gov.tr/yatirim/](http://www.karacadag.gov.tr/yatirim/))

<sup>23</sup> The Ministry of Industry and Technology, "Turkey: City by city" (original: Şehir şehir Türkiye), 2019

<sup>24</sup> Asylum Information Database, "Country Report: Turkey", 2019

rate of child labor. In other words, children who do not participate in educational life participate in labor. This ratio also shows the urgent importance of the education issue in Şanlıurfa.

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Source: TUIK, 2021

The fact that the rate of those with a university or higher degree is very low reflects that the labor market in Şanlıurfa mainly consists of labor-intensive production sectors. On the other hand, the high rate of uneducated individuals partially explains the high rate of unemployment in the labor market. In particular, the fact that the literacy rate is much lower for women creates major obstacles to women's participation in the labor market or causes them to turn to informal sectors. In this context, giving importance to the education in the Şanlıurfa region requires high priority, especially on the basis of women and children.

## 7.2 Labor Market in Şanlıurfa

In the light of the analysis of all these structural characteristics, when the labor market in Şanlıurfa is elaborated, it is seen that the Covid-19 epidemic harmed the economic situation of the city with the year 2020, apart from the unemployment caused by the structural problems. Looking at the 2020 workforce reports of İŞKUR, the unemployment rate in the region is more than Turkey average. Moreover, the difference between female and male for labor force participation is considerably high.

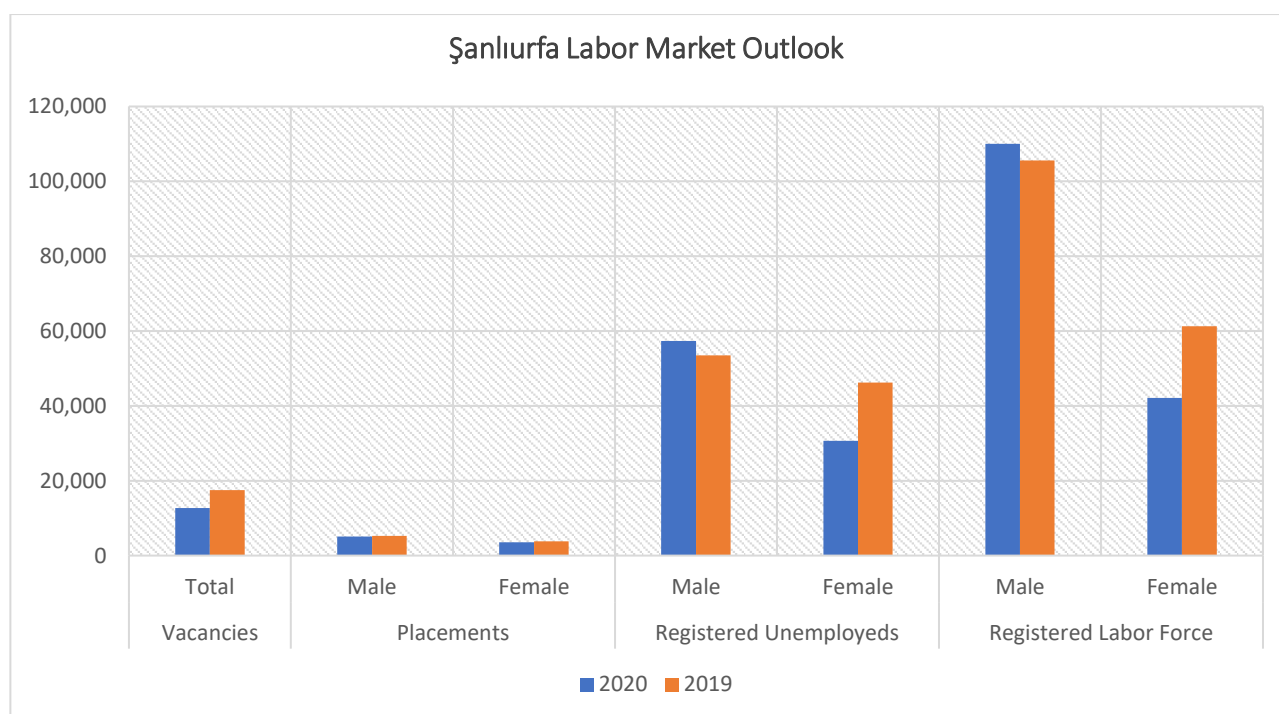
<sup>25</sup> Asylum Information Database, "Country Report: Turkey", 2019



TRC2 (Şanlıurfa, Diyarbakir)	Total	Female	Male
Labor Force (Thousand)	1.100	290	810
Employed (Thousand)	843	237	606
Unemployed (Thousand)	257	53	204
Not in Labor Force (Thousand)	1.265	914	351
Labor Force Participation Rate (%)	46,5	24,1	69,8
Employment Rate (%)	35,7	19,7	52,2
Unemployment Rate (%)	23,4	18,4	25,1

Source: TUIK, 2019, Geographic Statistics Portal

In this context, Turkish Statistical Institution (TUIK) is the reference point as publishes the most reliable data together with İŞKUR. However, while labor force statistics at the provincial level were obtained from TUIK in 2013 and before, the publish of provincial data was left and regional statistics are obtained within the scope of the Turkey Statistical Regional Units Classification. Statistics obtained at the regional level since 2014 are published annually on the website of TUIK. During the Key Informant Interviews with İŞKUR, it was stated that the data for 2020 were not further detailed due to the Covid-19 pandemic. Since the cancellation of the labor contract by companies is restricted during the Covid-19 period, a precise or accurate unemployment rate cannot be explained. However, the prediction and expectation are higher than the unemployment rate for the last two years. However, since the high rate is related to the Covid-19 epidemic, the unemployment rate is expected to decrease to the expected level when the normalization period takes place.



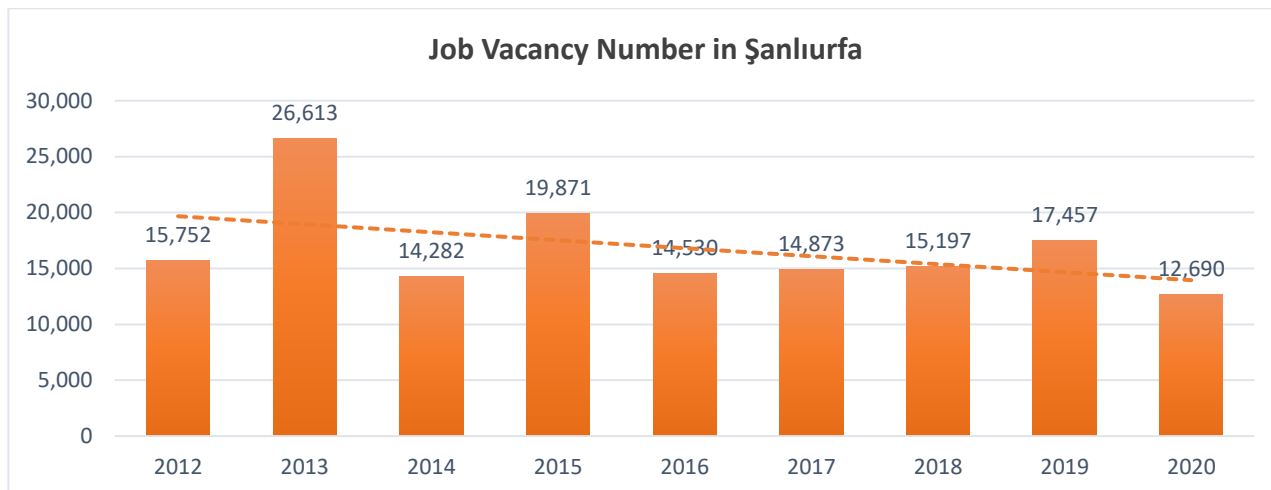
Source: İŞKUR, 2020, Statistics Yearbooks

According to labor market report published by İŞKUR, in the province of Şanlıurfa, the vacant job rate in Şanlıurfa has been determined as 2.2 percent. In Turkey, the vacancy rate is 1.1 percent, and Şanlıurfa province is above Turkey's average in terms of job vacancies. The sector with the highest vacancy rate is the Administrative and support service activities sector with 4.9 percent. The share of vacant jobs that do not require any level of education is 44.8 percent.<sup>26</sup>

<sup>26</sup> İŞKUR, 2020, "Labor Market Research: Şanlıurfa Province 2020 Result Report"

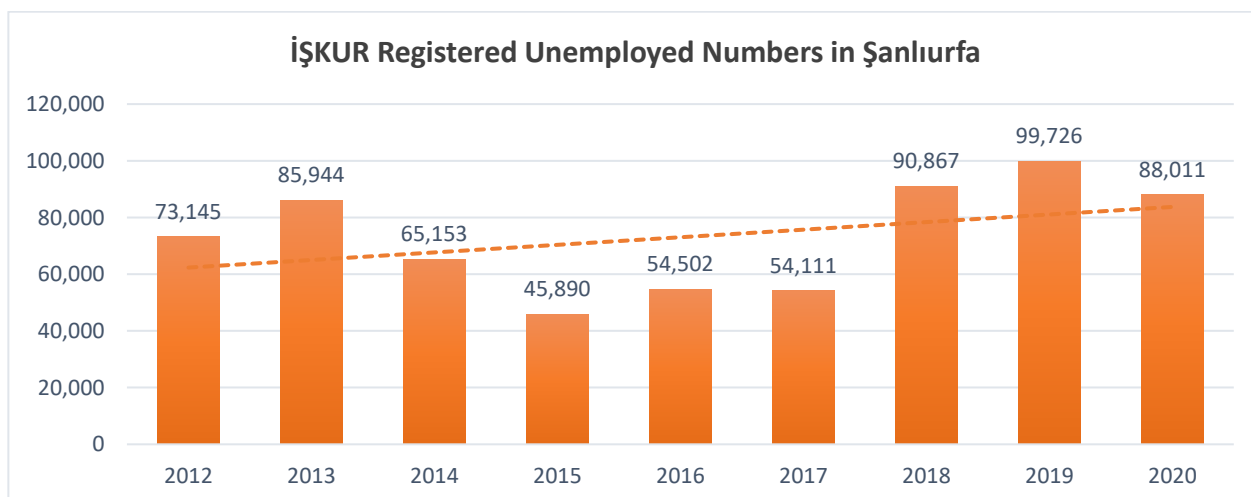


In addition to this context, the number of vacant jobs registered in İŞKUR for Şanlıurfa is seen as an important indicator to analyze the official employment opportunities in the labor market in the city. Şanlıurfa Province Labor Market Research Report published by İŞKUR shared the data until 2020. In this data, it can be seen that there is a standard deviation among the trend in 2013. The number of vacant jobs is highly increased and decreased for the following year. Beyond that, the number of vacant jobs in Şanlıurfa seems more stable, has no fluctuations, compared to other three provinces. There is a downtrend in the data, however, this caused by the deviation occurred in 2013.



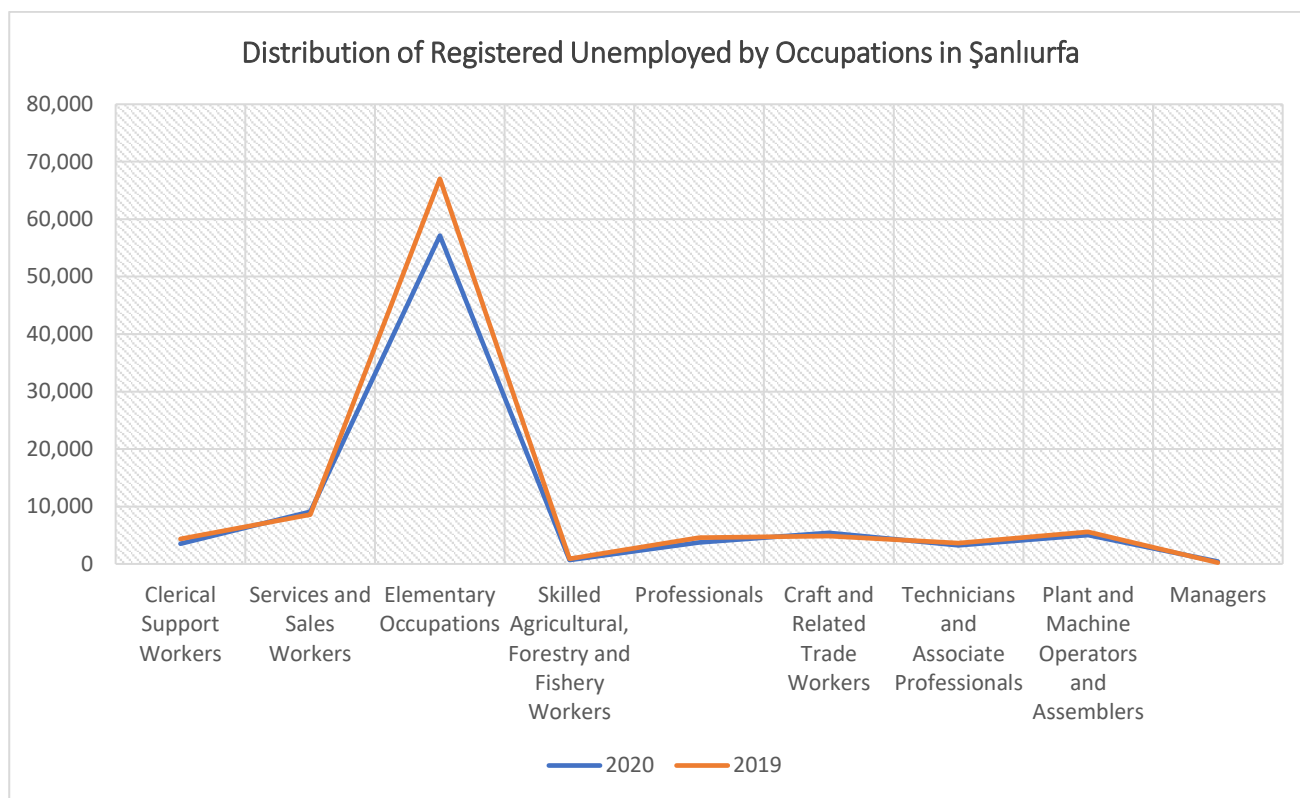
Source: İŞKUR, 2020

The registered unemployed numbers, on the other hand, presents a correlated data along with vacant jobs data. As could be seen in the chart below, the number of registered unemployed was relevantly high during the years of 2012 and 2013. There has been an importance decrease in the number of unemployed numbers in Şanlıurfa. The numbers, however, remarkably increased in 2018, and followed this increase in 2019. The number in 2020 should be taking into account as the number could be higher since the impact of Covid-19 was not cleared yet. Even though, registered unemployed number decreased in 2020, the general trend is rising for Şanlıurfa. However, since there is no available data on the number of registrations with İŞKUR, it is not clear whether this decrease is due to the labor market or the decrease in the numbers for registrations to İŞKUR. In addition, the high increase in the number of unemployed registered with İŞKUR in 2018 was due to the general political, and thus economic risks experienced in Turkey.



Source: İŞKUR, 2020

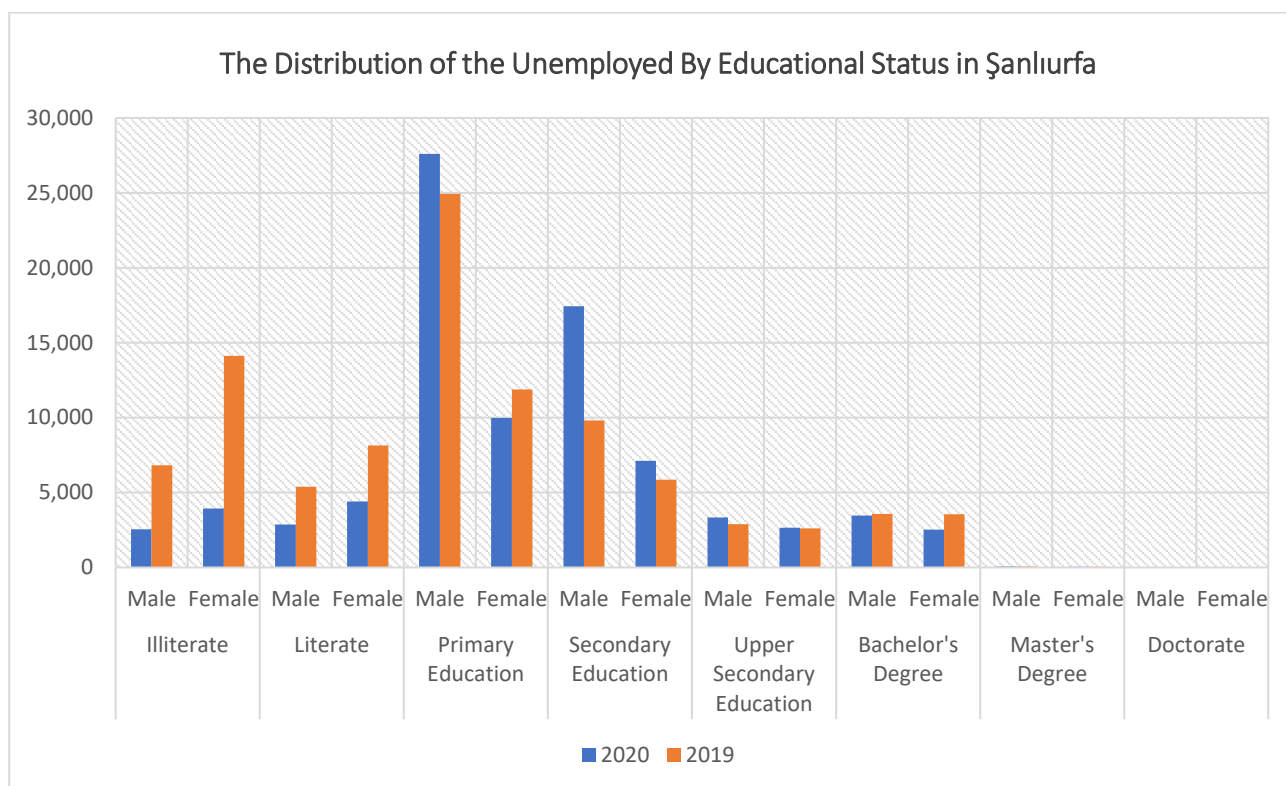
In this regard, it has seen in the statistics of İŞKUR that the registered unemployed is gathered mostly around the elementary occupations. When the number of registered unemployed in Şanlıurfa is examined according to occupations, the profession of Janitor is at the top of the professions with the highest number of registered unemployed, and there are 26,911 unemployed registered with İŞKUR in this profession in Şanlıurfa. It is also possible to see the decrease in the distribution of registered unemployed by occupation chart, presented below<sup>27</sup>.



Source: İŞKUR, 2020, Statistics Yearbooks

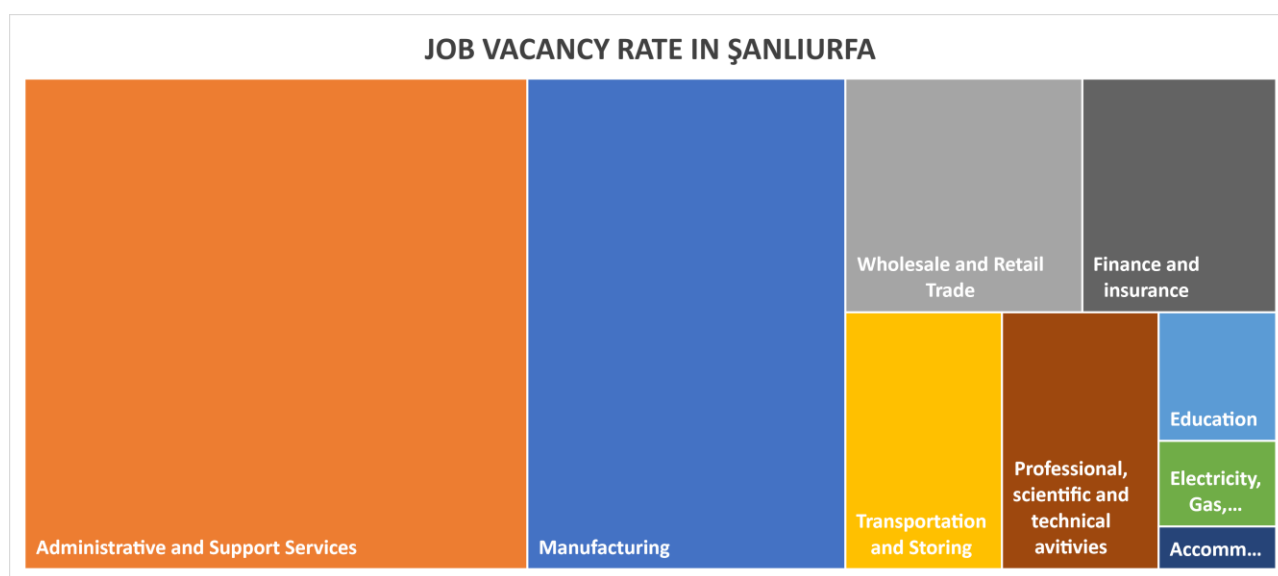
The education carries a vital importance for a labor market. The participation to workforce, including women's participation to workforce, increases directly proportional along with the education level. The education level of Şanlıurfa, charted above, in this regard, seems correlated with the data of unemployed by educational status, charted below. The data elaborates that there is a high intensity in primary and secondary education levels among the unemployed. However, it should be taking into consideration that the unemployed who held bachelor's degree is also higher than it is expected. The reason is mainly based on the lack of labor capacity, and general unemployment rate.

<sup>27</sup> İŞKUR, 2020



Source: İŞKUR, 2020, Statistics Yearbooks

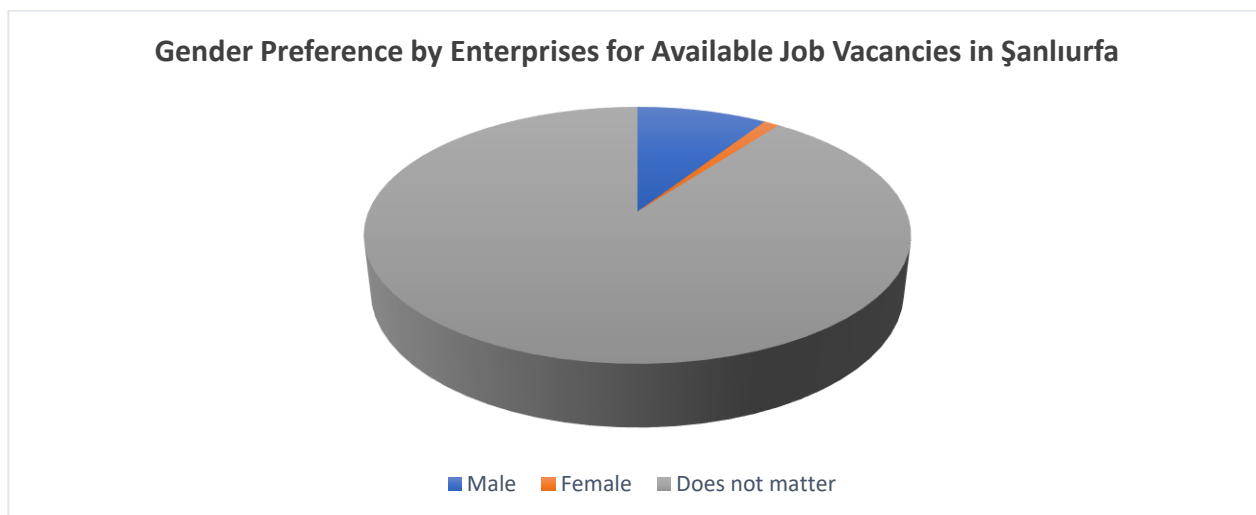
On the other hand, in the analysis made based on İŞKUR data and Key Informant Interviews, the job areas needed in the Şanlıurfa labor market were analyzed according to the sectors by looking at the vacant job statistics. According to these data, it is seen that there are mostly vacant jobs in the fields of administrative and support services, manufacturing, and wholesale and retail trade.



Source: İŞKUR, 2020

In the research conducted within the scope of vacant job statistics, the gender preference rate for the current vacant jobs asked companies is high on behalf of males compared to the rate of females, based on gender. However, the number of companies stating that gender is not important is surprisingly high, and highest compared to other provinces, which is important data on possible increasing female employment. While the rate of vacant jobs in Şanlıurfa, where employers stated that gender is not important, was 89.7 percent, this

rate was 60.3 percent in Turkey. While the proportion of women in the number of employees is low throughout Turkey, most of the employers stated that the gender of the person they will employ in their current vacant jobs is not important. This situation is important in terms of increasing female employment. It was mentioned during the interviews with İŞKUR, that there is a tendency for male especially in the labor-intensive sectors<sup>28</sup>.



Source: İŞKUR, 2020

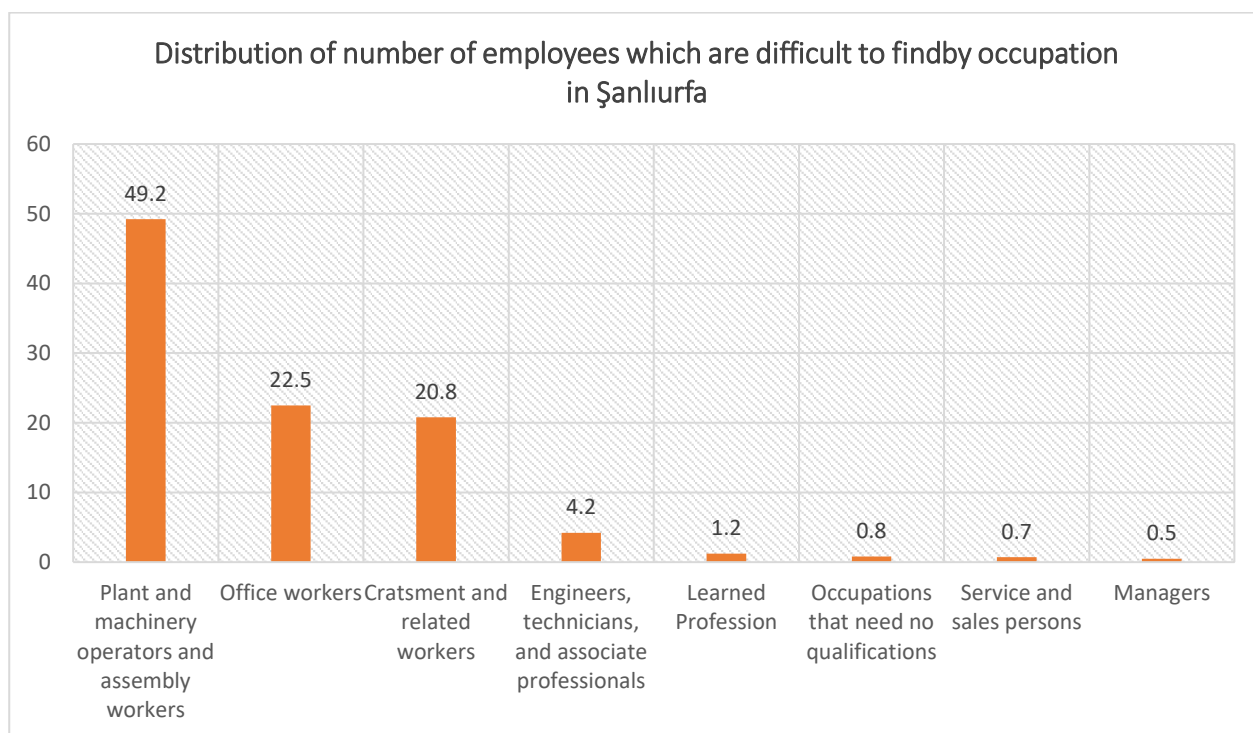
When the priority order of the skills demanded in vacant jobs in Şanlıurfa is examined, the Communication and Expression Ability skill is in the first place. This skill is followed by Computer Use and Analytical Thinking skills, respectively.

Skills	Order of Priority
Communication and Expression Ability	1
Computer Use	2
Analytical Thinking	3
Work Experience	4
Physical and Physical Adequacy	5
Persuasion and Marketing Power	6
Teamwork	7
Sufficient Professional/Technical Knowledge and Experience	8
Problem Solving and Taking Initiative	9
Foreign Language	10

Source: İŞKUR, 2020

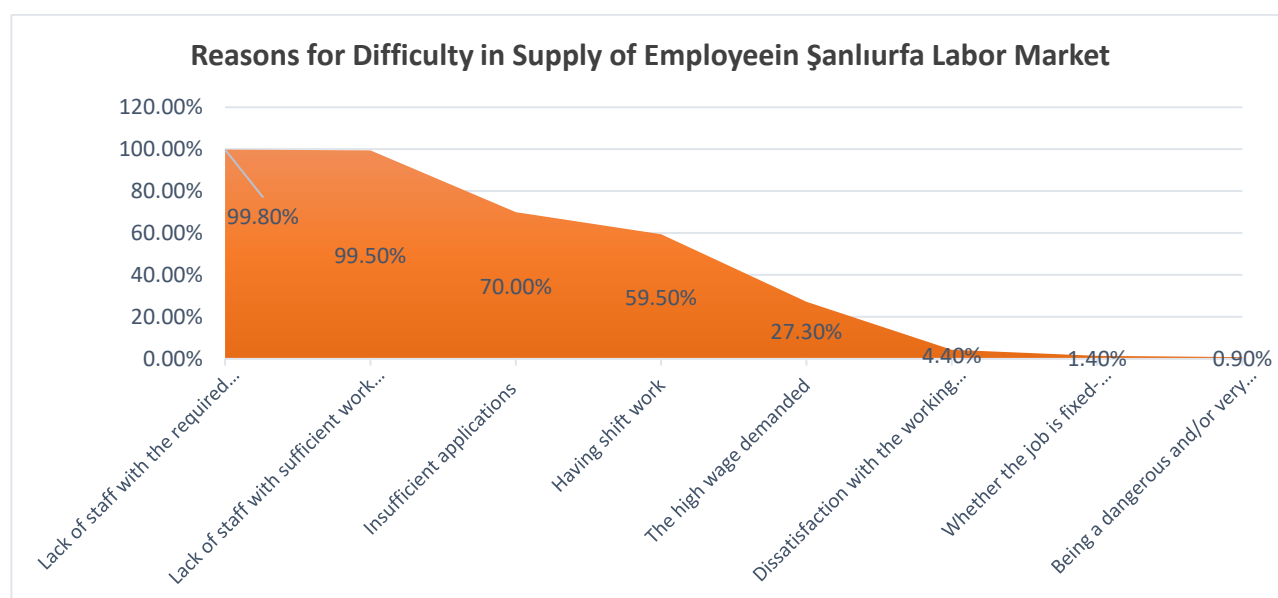
During the Key Informant Interviews with İŞKUR, the data about employees who are difficult to find by occupations in the Şanlıurfa labor market were also shared. According to this, it can be seen that craft professions that require high qualifications come to the fore in the distribution of the number of employees which are difficult to find by occupation. The need for an expert, especially in companies working in the industrial field, as well as operators, assemblers, craftsmen, technicians, and professional occupational groups in different sectors, are among the professions that are difficult to supply in the Şanlıurfa labor market.

<sup>28</sup> İŞKUR, 2020



Source: İŞKUR, 2020

Within the scope of the researches carried out by İŞKUR, it has been examined why there are difficulties in obtaining some business lines although there are already open job opportunities. Accordingly, when it is looked at the reasons for the difficulties in finding specific jobs in Şanlıurfa, the first rank is the inability to find personnel with required professional qualifications and experience. In other words, the lack of a qualified workforce is one of the biggest problems experienced in the labor market in Şanlıurfa, as it is generally revealed both in the Key Informant Interviews with İŞKUR, Karacadag Development Agency, NGOs, and the relevant reports and field observations as well. In this context, labor force demand and supply will be balanced when the right active labor policies are produced to eliminate the causes of difficulties in recruiting, and individuals with the skills and experience required for existing vacant jobs are provided.



Source: İŞKUR, 2020

The main purpose of the Şanlıurfa Labor Market Assessment is to contribute to the development of policies for eliminating the imbalances between labor supply and demand, reducing unemployment and protecting and increasing employment by determining the education and skills of the workforce needed within the framework of the Labor Market Research carried out in the province of Şanlıurfa in 2020. It is seen that most of the unemployed people registered with İŞKUR in Şanlıurfa have occupations that do not require qualifications. In Şanlıurfa, there is a problem of not qualified personnel as well as unemployment. Many employers state that they attach importance to the professional skills and experience of the staff who will work in their vacant jobs and in occupations where they have difficulty in recruiting. This situation reveals the importance of active labor force programs such as vocational training courses in order to meet the demand for qualified personnel. Planning the courses and programs with the studies to be carried out according to the professions that are difficult to obtain as a result of the research will help to increase employment. On the other hand, the sector with the highest number of female employees in Şanlıurfa is the Manufacturing sector. Female employment differs between sectors. The sector with the highest rate of female employees in Şanlıurfa is the Human health and social service activities sector. Along with the indicators explained above, this indicator also shows that women with a certain level of education have a higher chance of being employed in Şanlıurfa<sup>29</sup>.

Finally, when the reasons for the professions that have difficulty in recruiting personnel are examined, it is seen that the difficulties experienced by the employers in finding the personnel they want are mostly having the necessary professional skills / qualifications. It is seen that it is due to the reason that there is no personnel that meet the criteria available. In this context, one of the biggest problems faced by the Şanlıurfa labor market is the lack of qualified personnel. In order to overcome this problem, investment should be placed on education and structural reforms in the long term, and on vocational/technical training and courses in the short term.

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<sup>29</sup> İSKUR, 2020

## VIII. Conclusion

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The Covid-19 epidemic, which emerged as a health problem and cost and endangered many people's lives in the World, has caused and continues to have devastating effects on economies in the global and national scope. The situation becomes even direr when the consequences of the Covid-19 epidemic are also affected on top of the negative economic effects already experienced in Turkey. Analyzing the general labor market in Turkey makes the labor market more understandable, as the effects of the developments in Turkey are felt in all provinces in micro dimensions.

Looking at the labor market in the four communities, it can be seen that the sectors mainly focus on agriculture, food, and textile. There are two important reasons for the current unemployment problem in the four communities. The first is the long-term structural problems, the second is the Covid-19 epidemic, which has affected everything in the last period. The solution of structural problems, which is the first of these, depends on the success of the policies to be implemented in the long term. The solution of the second problem is based on both time and support and projects provided by the state and institutions. In this context, even if it is predicted that the unemployment level due to Covid-19 will decrease with normalization, it is estimated that this will take time. In order to prevent the structurization of the problem during this time, it is necessary to provide support to the labor market.

On the other hand, implementing basic vocational and soft skills training is seen as the most pragmatic solution for the medium and long term. Making the lack of qualified workforce problem through, which is one of the biggest problems encountered in the labor market, can be improved by organizing and supporting vocational training programs in the areas needed. In addition, supporting the areas that will create employment in the communities and encouraging individual entrepreneurship are the best practices in this context as well.

In detail, this report reflects the unemployment rate in the four cities is almost parallel with the unemployment rate in the country. It suffers employment wise especially after the trade activities throughout the border have ended with the Syria crisis. Since most of the population was occupied with border trade, labor market demands on a technical qualified workforce were not met. On technical-wise jobs, the experts varied accordingly with different sectors are mostly needed especially in the Industrial-Organizational Zones.

## IX. Recommendations for Short-Term Implementation

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When this report is analyzed in a holistic approach, the first striking analysis regarding the labor market is the difficulties experienced in the qualified workforce and low employment supply. Therefore, significant support is needed for education, vocational training, and skill training. In addition, support should be given to capacity building efforts of developing sectors.

Suggestions that this assessment finds helpful are as below;

- Supporting the job market for those negatively affected by the Covid-19 period,
- Enabling the sectors to increase their capacities by implementing modern digitalization processes,
- Increasing support for SMEs that are open to provide employment,
- Developing vocational training in areas where women can be employed regularly outside of traditionally women's professions (such as sewing, cooking, hairdressing, etc.)
- Providing training about Turkish law and regulations,
- Integrating Syrian employment into developing sectors,
- Identifying the qualifications required by the labor market and opening training programs accordingly,
- Providing support and grants to successful aspirant entrepreneurs,



- Training of high-level business skills such as CV preparation, computer and software
- Overall, collaboration with public sector entities, especially with local Chambers of Commerce and municipalities and Turkish and Syrian NGOs, creates job opportunities and hires TP beneficiaries who graduate from vocational courses and those with higher education qualifications, providing them with on-the-job training.

This assessment combined theoretical perspectives with practices, reached useful and practical key findings, and provided important analysis for the Labor Market Assessment. From the implementation of key points, livelihood programs are expected to achieve successful results. It is recommended to hold one-on-one interviews and consultations on the labor market, when deemed necessary, to obtain more information and to reach analysis.

The network, training, workshops, briefings, and interviews focusing on developing skills and professionalism are expected to assist especially the young population in finding employment. Entrepreneurship is an important investment that livelihood projects must support. The key point in entrepreneurship is to provide the ability to analyze the relationships between product and market from a technical point of view. These skills provided in trainings can promise capacity development and employment for the labor market.

Last but definitely not least, increasing financing devoted to humanitarian needs in the framework of livelihoods has carried out vital importance. The Covid-19 pandemic process is changed almost everything in Turkey as well as everywhere. In most countries, the economic recession is expected to take place in the following year. As it is mentioned above in the findings of the Covid-19, the uncertainty of the future carries a vagueness for all. For this basic reason, all kind of support should also be maintained in the Post-Covid-19 period.