



International
Labour
Organization

A network diagram consisting of interconnected nodes (circles and squares) and lines. Several nodes contain icons: a group of people, a person with a suitcase, a house, and a person. The diagram is positioned on the left side of the page, partially overlapping the title text.

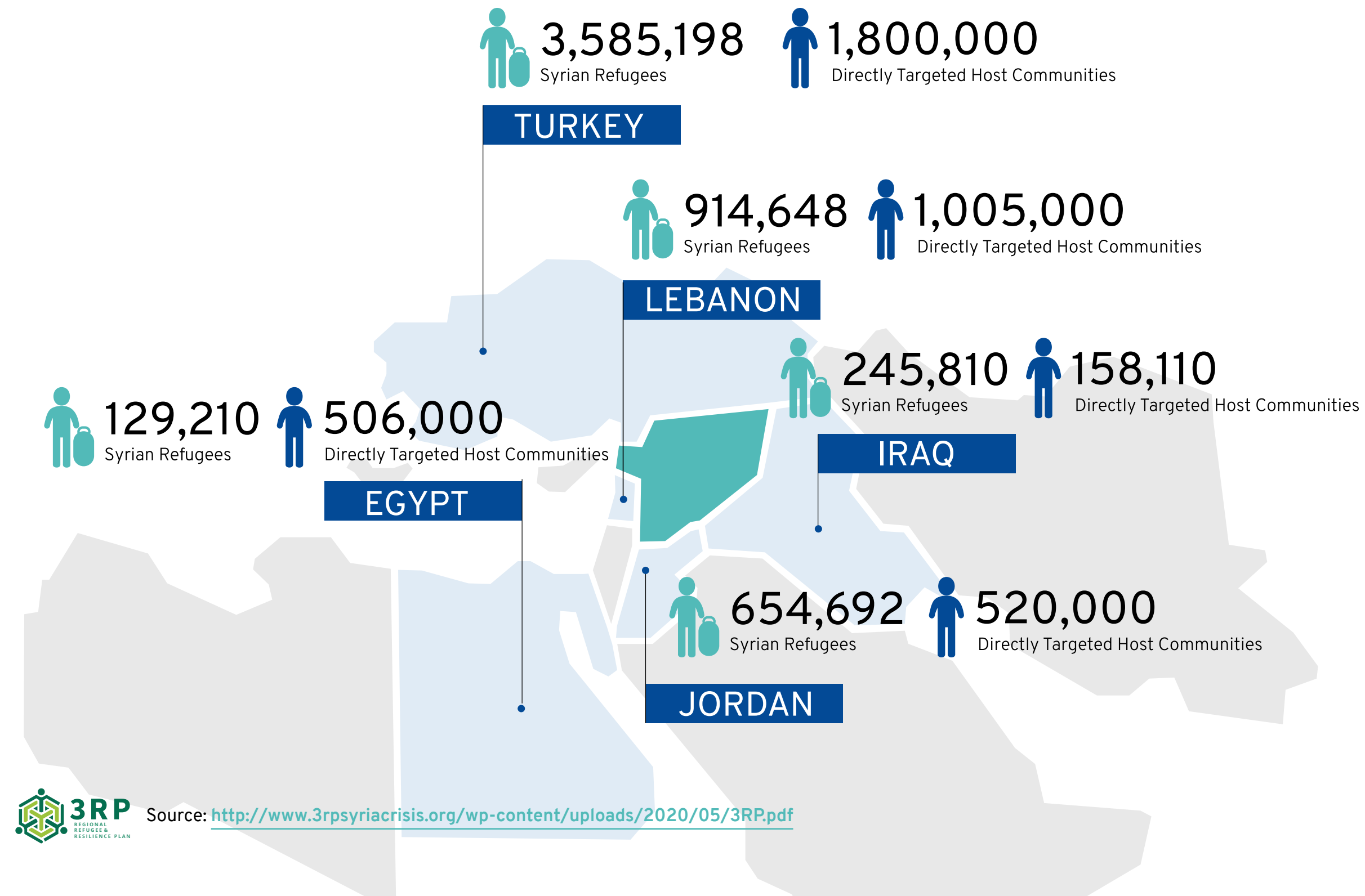
ILO'S SUPPORT TO SYRIAN REFUGEES AND HOST COMMUNITIES

JORDAN, LEBANON, TURKEY, IRAQ AND EGYPT

Access to decent work

ILO'S RESPONSE

The Syrian refugee crisis is one of the most protracted and complex humanitarian emergencies of modern time. Since the onset of the Syrian conflict, nearly 6 million Syrians have been registered as refugees across the region, which include Jordan, Lebanon, Turkey, Iraq and Egypt.



Source: <http://www.3rpsyriacrisis.org/wp-content/uploads/2020/05/3RP.pdf>

Within the framework of the [Regional Refugee and Resilience Plan \(3RP\)](#), the ILO is facilitating equal access to labour markets and promoting decent work for all – prerequisites for enhancing resilience and reducing aid dependency. Building on its universal mandate to promote employment, social dialogue, social protection and international labour standards, the ILO supports the transition to sustainable livelihoods for refugees and host communities alike, transforming displacement into an opportunity for development.



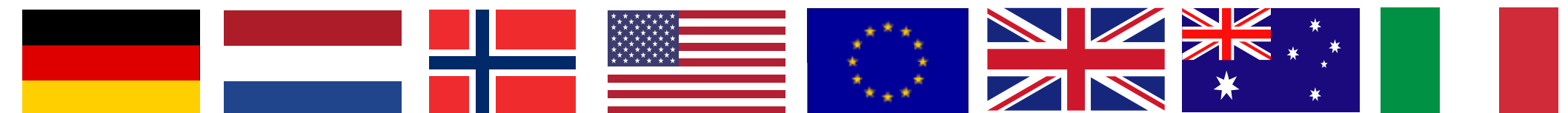
The ILO's activities that aim to support refugees and host communities to access decent work are undertaken in close cooperation with national governments, workers' and employers' organizations, as well as UN agencies, development partners, academia and civil society. By enhancing the opportunities for decent employment for women and men of both refugee and host communities, the ILO contributes to the 2030 Agenda for Sustainable Development, primarily goals 8, 1, 4, 5, and 10. At the same time, the ILO supports the implementation of the Global Compact on Refugees by easing the pressures on host countries and enhancing refugee self-reliance.

The ILO's work is grounded in the [Centenary Declaration for the Future of Work](#) and the [Guiding Principles on the Access of Refugees and other Forcibly Displaced Persons to the Labour Market](#), as well as on [Recommendation No. 205 on Employment and Decent Work for Peace and Resilience](#).

FINANCIAL REQUIREMENTS 2020

	Multi-sector	COVID-19 response
JORDAN	26,500,000	9,000,000
LEBANON	45,000,000	5,000,000
TURKEY	8,676,020	9,525,000
IRAQ	25,000,000	10,000,000
EGYPT	2,000,000	N/A
TOTAL	107,176,020	33,525,000

The ILO's interventions in response to the Syrian refugee crisis in Jordan, Lebanon, Turkey, Iraq and Egypt are funded by a combination of ILO's regular resources and targeted funding from:



And in partnership with:



COVID-19 RESPONSE

The COVID-19 pandemic, in addition to being a health crisis, is a social and economic crisis that has created significant challenges to the 3RP countries. Unemployment levels, already high among Syrian refugees and host communities prior to the outbreak, have increased, making it even harder for vulnerable people to earn livelihoods and access sources of income.

According to [ILO Monitor: COVID-19 and the world of work. 4th edition](#), the estimated drop in working hours in the Arab States is 2.1 per cent in the first quarter of 2020 and 10.3 per cent in the second quarter of 2020. In Turkey, the employment rate in March has decreased by 3.4 per cent according to the Turkish Statistical Institute.

With inadequate social protection systems or limited access to these systems, refugees and vulnerable host community members are facing increasing difficulties to meet their basic needs, and the likelihood of resorting to negative coping mechanisms raises serious concerns.

The sharp slowdown of economies and the closing of businesses threaten to have a disproportionate adverse impact on vulnerable groups, increasing inequalities and worsening existing socio-economic vulnerabilities, especially among refugee and host communities.

Globally, the ILO has adopted a four-pillared approach



In the countries hosting Syrian refugees, ILO response measures include:

RESEARCH AND ASSESSMENTS

- Rapid ILO assessments of the impact of COVID-19 on Syrian refugees and host community members in [Jordan](#), [Lebanon](#) and Iraq, in collaboration with UNDP and other partners.
- Publication of a rapid assessment on the impact of COVID-19 on seasonal agricultural workers, including refugee workers, and initiating an assessment on the impact of COVID-19 on young people who are not in employment, education or training (NEET), including refugees, in Turkey.

BUSINESS CONTINUITY SUPPORT

- Supporting business continuity, resilience and decent job retention for host communities and Syrian refugees in Micro, Small and Medium Enterprises (MSMES) by injecting funds and developing tools that address the agricultural sectors in Jordan and Lebanon.
- In Turkey, to ensure business continuity and retention of employment, 900 small businesses employing up to five employees – 40 per cent owned by refugees – will receive micro grants.

- Development of online training for enterprises in Turkey to cope with the impact of COVID-19.

SKILLS TRANSFER THROUGH DIGITIZATION

- Promoting skills transfer and e-learning in various occupations for host communities and Syrian refugees in Jordan and Lebanon.
- Digitization of skills, language and soft-skills training to continue supporting refugees and host community members to enhance their employability in Turkey.

SOCIAL PROTECTION

- Extension of the Transition to Formality Programme in Turkey. Through the reimbursement of social security premiums and work permit fees, employers are supported to retain formal employment and uphold access to social protection for their workers.
- Promoting a more inclusive social protection framework for vulnerable workers, through technical assistance to establish an Emergency Unemployment Fund in Jordan and an inclusive emergency cash assistance scheme in Lebanon.

SAFETY AT WORK

- Reshaping models of Employment Intensive Investment Programmes (EIIP), to boost employment and develop safeguarding measures to ensure safety at work in Jordan, Iraq and Lebanon.
- Promoting Occupational Safety and Health in COVID-19 responses, by making guidelines accessible to refugees in Turkey and raising awareness and capacity of employers and workers in Jordan and Lebanon, mainly in the agriculture sector.

TECHNICAL GOVERNANCE SUPPORT

- Improving labour market governance in Iraq by building the capacity of the labour inspection and OSH systems in the country and helping to design a holistic national plan in response to COVID-19 at the workplace, inclusive of all workers, including Iraqi nationals as well as refugees.

JORDAN

MAIN ACHIEVEMENTS



LABOUR MARKET GOVERNANCE

Promoting decent work for all

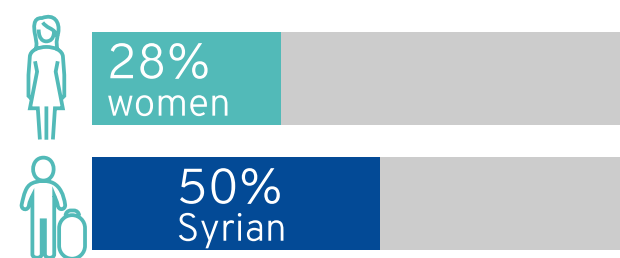
190,000 work permits issued by Jordan to Syrian refugees since 2016

- Advocating the right to work for Syrian refugees and enhancing their access to the formal labour market by supporting policy change and the delivery of work permits, including to those employed in the agricultural and construction sectors.
- Establishing six support offices in collaboration with the General Federation of Jordanian Trade Unions to facilitate issuance of non-employer-specific work permits for Syrian construction workers.
- Launching **mobile work permit units** to allow workers in hard-to-reach areas to apply for and renew work permits at their place of work.

1,500 Syrian agriculture workers apply for and renew flexible work permits at their place of work



1,770 Syrian & Jordanian workers find employment



- Enhancing efforts to **improve living and working conditions for workers on farms**

243 homes of agriculture workers upgraded to enhance sanitation and safety **BENEFITING >**

1,481 Jordanian, Syrian and migrant workers

1,700 agriculture workers were provided with Occupational Safety and Health equipment and training

1,163 agriculture workers received work injury insurance

In 2016, Jordan became the first country in the Arab region to facilitate the access of Syrian refugees to the labour market. This milestone was achieved through the signing of the Jordan Compact, which reduced barriers to the legal employment of refugees in the kingdom. The ILO's Programme of Support to the Jordan Compact promotes economic growth and decent job creation for refugees and members of their host community.

- More than 500 working children or at risk of child labour receive specialized child protection case management services as part of efforts to reduce the worst forms of child labour in the agriculture sector.

400 children provided with transportation to school

1,270 at risk and working children receive remedial education

165 parents and guardians receive livelihoods and employment support

- Improving working conditions in factories under the relaxed Rules of Origin trade agreement through collaboration between the European Union and **ILO's Better Work Jordan Programme**.

PRIVATE SECTOR DEVELOPMENT

Enhancing economic growth

- Since 2017, more than 13,600 Syrian refugees and Jordanian nationals have found jobs through a network of 13 employment service centres set up by the ILO and Ministry of Labour. Two centres are located in the Zataari and Azraq refugee camps in collaboration with UNHCR.



- Establishing **e-counselling and guidance platform** to further facilitate job-matching services for members of both communities.
- Seven companies were certified to export to the EU under the 2016 trade scheme through job-matching services provided by **ILO Employment Service Centres**.

- Raising awareness of some 1,440 firms through sessions on EU-Jordan Rules of Origin agreement, labour matching, legal advice, work permit support and skills-needs identification.

1,440 firms

- Since 2017, 138 women were trained on ways to set up their own small and micro businesses in different sectors. **89 joint business ventures** were established between Syrian refugees and Jordanian men and women.

JOBS CREATION

Promoting the creation of jobs, Developing people's skills

- Thousands of Syrian refugees and Jordanians have benefited from different interventions under the ILO's Employment-Intensive Investment Programme (EIIP) since 2016.

17,000 Syrian refugees and Jordanians

20% women

- Syrian refugees and Jordanians, including persons with disabilities have upgraded their skills through skills development interventions, including Recognition of Prior Learning, on-the-job training, training of trainers and vocational training programmes in manufacturing, agriculture and construction.

19,000 men and women upgrade skills

LEBANON

MAIN ACHIEVEMENTS

Within the framework of the Lebanon Crisis Response Plan (LCRP) 2017 to 2020, the ILO's response to the Syria crisis in Lebanon is focusing on promoting employment and decent work under three key pillars: labour market governance, skills development and job creation.



LABOUR MARKET GOVERNANCE

Promoting decent work for all

- Initiating dialogue with the Ministry of Labour (MoL) for the issuance of flexible work permits for Syrian refugees, in the agricultural sector and including them in labour legislation.
- Advising the Ministry of Social Affairs (MoSA) on the development of a National Social Protection Framework.
- Establishing a harmonized approach to all cash-for-work infrastructure programmes in compliance with international labour standards, ensuring decent working conditions and OSH standards in infrastructure projects.
- Working with MoL to raise awareness around Occupational Safety and Health (OSH), working conditions and conformity with national labour legislation.

 **80**
companies trained under ILO's EIIP

 **300**
government and contractor staff trained on Local Resource-based Technology

SKILLS DEVELOPMENT

Investing in people, developing their skills

- Supporting the government to implement Lebanon's first National Strategic Framework for Technical and Vocational Education and Training (TVET).
- Standardizing approaches to non-formal training with the development of the Non-Formal Market Based Skills Training Guidelines.

Identifying skills in demand in the following sectors:




- Enhancing private sector engagement in TVET by working to establish Lebanon's first Sector Skills Councils in the agriculture and construction sectors.
- Supporting the development of five occupational standards in agriculture and ten competency-based curricula, enhancing the market relevance of training provided.
- Working with the National Employment Office (NEO) and NGOs to improve institutional capacities to provide post-training support services to TVET graduates.

CREATING INCOME AND DECENT WORK OPPORTUNITIES


Through the [ILO's EIIP](#)


 **3,147** Syrian refugee and Lebanese women and men access income opportunities


 **130,000** working days created

 **1,015** Syrian refugee and Lebanese youth trained in Bekaa

 **800** family members sensitized on entrepreneurship and self-employment to create a positive family environment supportive of youth

 **221** business plans submitted to a business plan competition

 **128** jobs created for Syrian refugee and Lebanese youth through newly established MSMEs

 **50% women**

 The report, "[Unlocking opportunities for decent job creation in Lebanon's horticulture sector](#)", was published in April 2020.

IMPACT STORIES



The ILO jointly with [UNDP and UNICEF](#), trained Syrian refugee and Lebanese women and men in Lebanon's Bekaa area through [My First Business](#) entrepreneurship development programme. The programme, aimed at fostering social cohesion and improving the employability of youth in the area, supports youth to choose self-employment as a career option, and promotes joint-business ventures among Lebanese and Syrian refugee youth.

"The first thing that really caught my attention is the principle of partnership. I am now willing to join my Syrian partners in a better and trusting way," said one of the young Lebanese entrepreneurs who attended a boot camp on entrepreneurship.

TURKEY

MAIN ACHIEVEMENTS

In Turkey, refugees under temporary and international protection have, since 2016, the opportunity to obtain work permits through their employer. Under its Refugee Response Programme, the ILO has been supporting refugees and vulnerable host community members to access decent work focusing on three key pillars. The main achievements since 2016 include the following:



SKILLS DEVELOPMENT

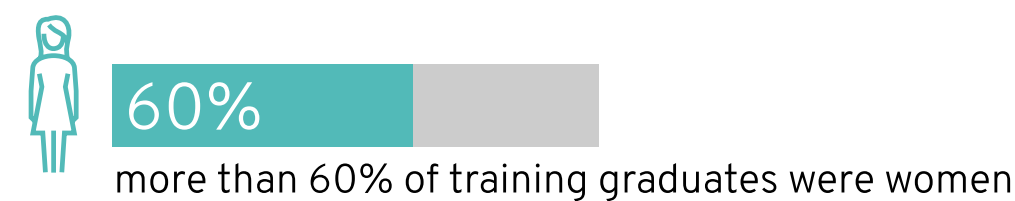
Investing in people, developing their skills

SUPPORTING EMPLOYABILITY THROUGH SKILLS DEVELOPMENT

- The employability of more than 20,000 refugees and host community members was increased through vocational, language and soft skills training.



- Through a workplace adaptation programme, Turkish and Syrian workers are paired to follow a training programme together on labour legislation, occupational safety and health regulations and gender equality norms.
- Women are encouraged to participate in skills and language training



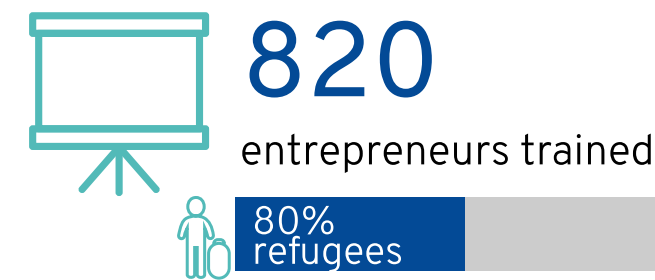
- Skills matching has been enhanced through an increased focus on work-based training (on-the-job training, apprenticeship).

JOBS CREATION

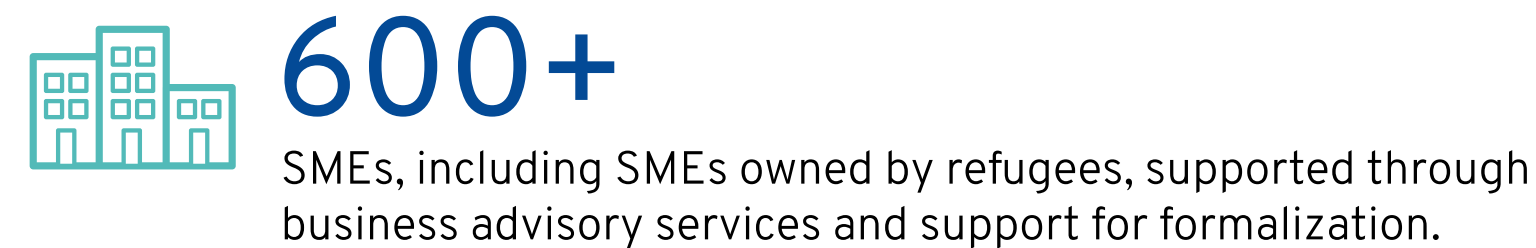
Enhancing economic growth

SUPPORTING THE CREATION AND RETENTION OF FORMAL JOBS

- Assessments have been carried out on the employment potentials for refugees. For example, the shoe-making industry in Konya, as well as the furniture-making industry in Hatay have shown that refugees can fill important labour market gaps.



- The first women-led cooperative composed of Syrian, Turkish and Afghan women was established in Gaziantep in March 2019.



- Under the Transition to Formality programme (KIGEP), incentives covering work permit fees and social security contributions provided to employers to employ more than 4,800 refugees and host community members formally (more than 60 per cent refugees).

LABOUR MARKET GOVERNANCE

Strengthening fair and effective labour market governance

PROMOTING DECENT WORK FOR ALL

- The capacity of public officials, workers' and employers' organizations to enhance access to decent work for refugees and host community members was improved.



trained in the legal framework protecting refugees in the labour market

- Service delivery capacity of public institutions improved.
- The ILO conducted awareness raising on the importance of decent work, especially formal work and on the elimination of child labour.

IMPACT STORIES



Peridot Textile is one of several beneficiary companies of the Transition to Formality programme implemented by the ILO Office for Turkey. Under this programme, the ILO reimburses social security premiums and work permit fees for refugees – crucial support for the retention of formal employment at a time where the economy has been hit hard by the COVID-19 restrictions.

Peridot Textile is a manufacturer that produces for international brands, such as C&A and Zara. When the COVID-19 crisis hit the country in March 2020, their orders stopped, so they started to produce protective masks for health institutions. This change in their production ensured that none of their employees had to be laid off. The company currently produces large amounts of Personal Protective Equipment (PPE) outfits, around 10,000 per day.

The company's owners, Nurettin Kivrak and Tülay Kivrak, explained: "We have had several downturns throughout the history of our company, it is inevitable. However, we learned how to keep alive. This time we needed to use all our resources, and find alternative ways to keep on. The Transition to Formality programme helped us minimize our cost and retain our employees." Like many others, Syrian Abdurrahman El Baga, 23, is happy to work formally in the company. Despite the challenges, he remains positive: "I think we are flexible here, producing what the market needs, and we are not working informally, conditions are not bad. We do not have to work in dangerous conditions," said Abdurrahman.

As the country recovers from decades of conflict, there is now an urgent need for jobs, livelihood support and decent work, as well as programmes that support a transition from humanitarian to development work in the country.

In March 2020, [the ILO opened its first Iraq country coordination office in Baghdad](#) to provide better support to the government, workers and employers of Iraq in promoting decent work and increasing employment opportunities. In line with the country's first [Decent Work Country Programme \(2019–2023\)](#), the ILO is supporting:

- > **Private sector development and job creation**
- > **Social protection**
- > **Labour market governance and social dialogue**



Private sector development to support job creation



- The Employment Intensive Investment Programme encompasses a range of activities, from immediate and decent job creation, through graduation pathways to sustainable livelihoods. It aims at increasing access to immediate employment in areas affected by the succession of crises, providing short-term employment linked to skills development and employment services.



- In collaboration with the Ministry of Labour and Social Affairs in Erbil, the ILO will establish five employment support offices to provide job-matching services, career guidance and counselling, as well as referral services to forcibly displaced people and for unemployed host communities members.



- In order to support enterprise development activities, the ILO will provide business development services and financial support to start-up enterprises in Iraq and Kurdistan.

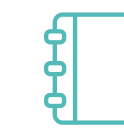


Vulnerabilities in Iraq are reduced through extension and strengthening of social protection to fill coverage and adequacy gaps, and an effective framework to address child labour

- The ILO is working to substantially reduce the worst forms of child labour in Iraq among internally displaced persons (IDPs), refugees and vulnerable host communities, with a focus on the Dohuk and Ninewa areas where the numbers of refugee and internally displaced children are notably high.



Establishing a Child Labour Monitoring System



Developing a National Action Plan Against Child Labour



Ensuring vulnerable children have access to formal and non-formal education

- The ILO is providing technical support in the review of the social security law.

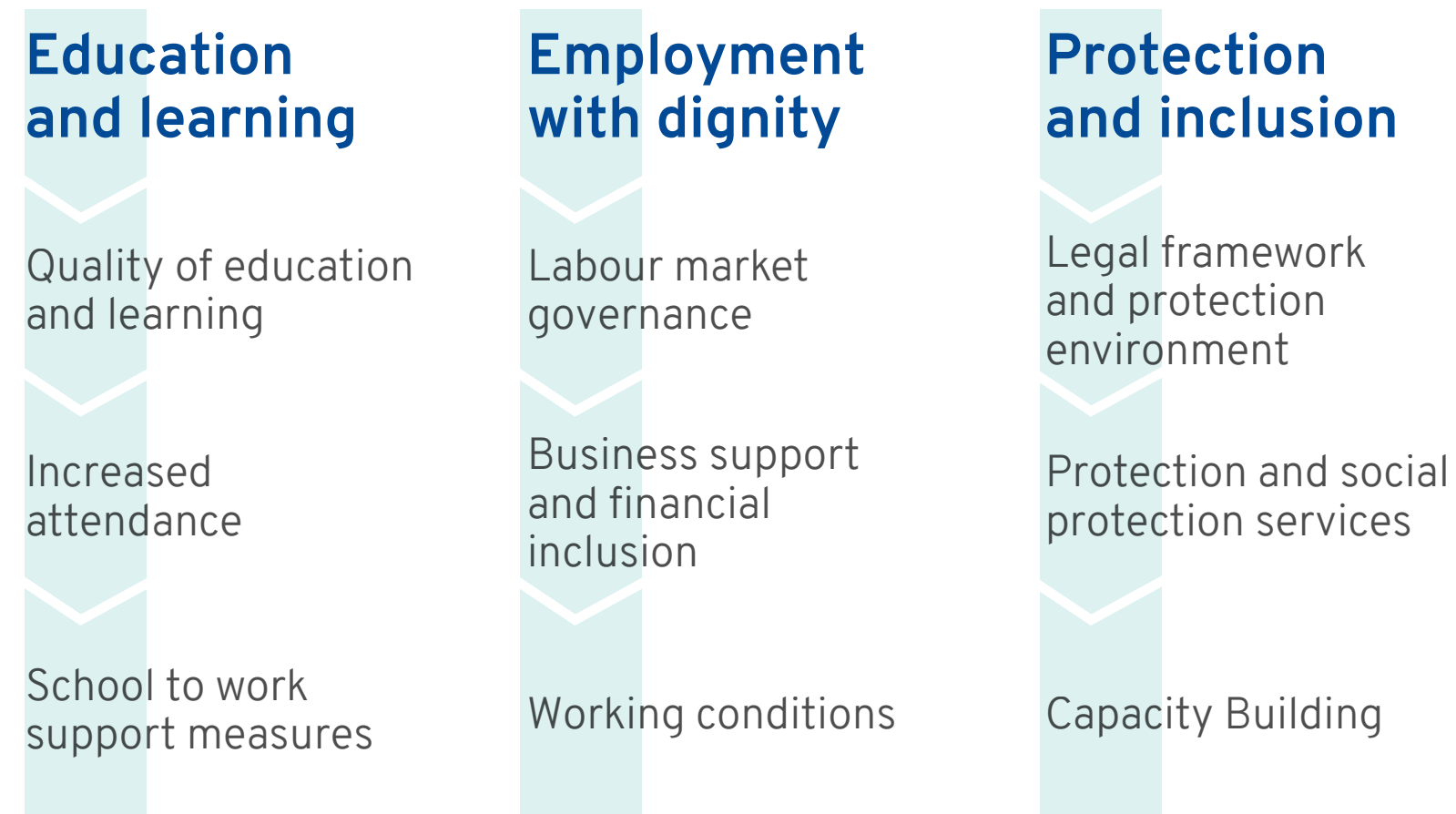


Labour market governance is strengthened in order to promote the realization of Fundamental Principles and Rights at Work through improved social dialogue mechanisms

- A nationwide labour force survey is being conducted in collaboration with the Central Statistical Organization (CSO) and the Kurdistan Regional Statistical Organization (KRSO) to identify key labour market needs and facilitate the development of technical interventions and policy innovations.

The ILO in Egypt is supporting refugees, asylum seekers and host communities in alignment with the Regional Refugee and Resilience Plan (3RP) in response to the Syria crisis (Egypt chapter), the Government of Egypt's Vision 2030, and the Egypt Response Plan for Refugees and Asylum-Seekers from Sub-Saharan Africa, Iraq and Yemen (ERP). The ILO in Egypt aims to improve the living standards and inclusiveness of refugees, asylum-seekers and host communities by expanding socio-economic, education and training opportunities and mainstreaming protection.

With a geographical focus on Greater Cairo, Alexandria, and Damietta, the ILO is working under three main pillars as shown below:



Education and learning focuses on increasing the number of forcibly displaced persons and host communities to access quality education and training. **Employment with dignity** seeks to increase the number of forcibly displaced persons and host communities with enhanced livelihoods and/or employment in decent work through improvements in labour market governance and supporting the transition to employment and formalization. **Protection and inclusion** aims at increasing protection, social protection and inclusion for forcibly displaced persons and host communities through strengthening the legal, policy and enabling environment for protection, social protection and inclusion.

KEY EXPECTED RESULTS

- 

2,000 persons with developed technical and vocational skills
- 

3,000 persons with developed employability skills
- 

1,000 persons benefiting from career guidance counselling and improved job search skills
- 

3,000 persons connected to job opportunities
- 

5,500 persons with access to business development services and entrepreneurial support
- 

3,000 persons with developed social entrepreneurial skills

- 

1,000 Capacity building delivered to national and local partners working on specific needs of forcibly displaced persons and host communities, especially women and children
- 

150 TVET teachers/trainers/providers (formal and informal) with increased skills for social inclusion of vulnerable groups
- 

5 developed/improved curricula and toolkits to encompass refugees and asylum seekers needs

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