

SUPPORTING RESILIENCE AND SOCIAL COHESION WITH DECENT LIVELIHOOD OPPORTUNITIES

TERMS OF REFERENCE FOR EXTERNAL COLLABORATOR TO CONDUCT A FEASIBILITY STUDY FOR THE ASSOCIATION OF RECYCLING WORKERS IN ISTANBUL

Project Overview	
Project Title	TUR/22/01/USA: Supporting Resilience and Social Cohesion with Decent Livelihood Opportunities
Contraction Organization	International Labour Organization (ILO)
ILO Responsible Office	ILO Office for Türkiye
Funding source	The United States Department of State, Bureau of Population, Refugees and Migration (PRM)
Project Location	Türkiye, with project provinces of İstanbul, İzmir, Bursa, Ankara, Adana, Mersin, Şanlıurfa, Kahramanmaraş, Konya, Hatay, Eskişehir, Denizli, Gaziantep, Manisa, and Kilis.

I. Introduction

‘Supporting Resilience and Social Cohesion with Decent Livelihood Opportunities’ Project aims to strengthen the resilience and social cohesion of refugees and host communities in Türkiye by promoting access to decent work and sustainable livelihood opportunities. Financially supported by the U.S. Department of State’s Bureau of Population, Refugees and Migration (PRM), the project will be implemented between 01.04.2022 – 30.11.2024 in Ankara, İstanbul, İzmir, Bursa, Adana, Gaziantep, Şanlıurfa, Mersin, Konya, Hatay, Kahramanmaraş, Eskişehir, Denizli, Manisa and Kilis provinces.

II. Background Information

Currently, over 99 per cent of Syrians under temporary protection live in urban and rural areas across Türkiye’s 81 provinces, while approximately 0,2 per cent are residing in temporary accommodation centres managed by the Presidency of Migration Management (PMM). The majority of Syrian refugees live in the southeast of Türkiye, as well as in metropolitan cities such as İstanbul, Gaziantep, Şanlıurfa, Hatay and Adana.¹

Türkiye also hosts approximately 327,418^[1] refugees from other countries, in majority from Afghanistan, Ukraine, Iraq and including arrivals from Iran.^[2]

^[1] [Bi-annual fact sheet 2022 09 Türkiye | UNHCR](#)

^[2] <https://www.goc.gov.tr/uluslararası-koruma-istatistikler>, as of end of 2022

¹ <https://www.goc.gov.tr/gecici-koruma5638>, as of 05.10.2023

The challenges and barriers refugees face in accessing livelihood opportunities, ensure self-reliance and decent work conditions remain. These challenges can be grouped into three categories: (a) Low level of skills and employability of refugees, (b) Lack of formal jobs and income opportunities, and (c) Insufficient labour market governance and enforcement.

Based on its close relationship with the Turkish Government over the years in strengthening the enabling environment for decent work and social justice, the ILO has supported refugees' access to decent work opportunities since 2015 guided by a Programme of Support spanning over the years. The ILO adopted a comprehensive, holistic, and integrated Refugee Response Programme promoting short- and medium-term employment-rich measures. Currently, two projects are implemented under the Refugee Response Programme targeting most Syrian refugee-hosting provinces and satellite cities accommodating non-Syrian refugees. The ongoing and forthcoming interventions under the Refugee Response Programme are also underpinned by lessons learned² and good practices over years of experience. The ILO strategy employs three integrated pillars, reinforcing crosscutting actions to facilitate the entry of refugee and vulnerable HC members to the labour market at the local level. The three pillars of the Refugee Response Programme are: (1) Increase the availability of a skilled, competent and productive labour supply to facilitate access to decent work for refugees and Turkish host communities; (2) Support local economic development in specific sectors and geographic locations to stimulate job creation and stimulate entrepreneurship opportunities for Syrian refugees and Turkish host communities; (3) Provide support to strengthen labour market governance institutions and mechanisms to assist Türkiye in implementing inclusive development strategies.

III. Scope of the Project³

The project's overall objective is to strengthen the resilience and social cohesion of refugees and host communities in Türkiye by promoting access to decent work and sustainable livelihood opportunities. The Project has been built on three integrated pillars complementing each other to build resilience and strengthen social cohesion among the refugee and host communities through the promotion of decent work and sustainable livelihood opportunities, and by (a) investing in a skilled and competent labour supply (b) stimulating job creation and business development, job retention and (c) strengthening labour market governance institutions and enforcement. The activities detailed below are categorized under these three objectives as an integrated approach targeting all actors in the supply, demand, and governance sides of the labour market through different interventions proven to contribute to more sustainable solutions.

The Project design is grounded on the ILO's rights-based approach to migration, its standard-setting role, and its tripartite structure. The Project concept was developed in consultation with the representatives from the workers' and employers' organizations, the public authorities, and the non-governmental actors. Reflections and discussions of the periodic coordination meetings with the DG for the International Labour Force have been reflected in the Project design and will be further embedded during implementation.

IV. Scope of Work

Based on the ILO's experience as part of its interventions to strengthen refugees' and host communities' resilience through inclusive socio-economic development, the cooperatives' promotion is a successful way to enable the target groups' access to livelihood opportunities. Being the unique UN Agency having

² [Lessons learned from the ILO's Refugee Response Programme in Türkiye - Supporting livelihood opportunities for refugees and host communities, 2019](#)

³ Please see annex for details at the level of outcomes and outputs.

a mandate in cooperatives and ILO's experience of more than a hundred years shows that cooperatives enable effective and inclusive access to social protection, education, and enhanced economic opportunities for end beneficiaries. Based on this, the cooperatives or potential community groups to establish a cooperative will be targeted based on the market situation. The ones in need of technical and financial support with mixed membership (with refugee and HC members) will be targeted to increase their sustainability.

To achieve project targets on strengthening the financial sustainability of cooperatives and expanding the outreach capacity of them as well as increasing the cooperative members' income levels, the establishment of new cooperatives and the further strengthening and/or expansion of existing ones will be supported through the provision of technical training (in cooperative management, vocational courses, Turkish language, OSH, and work-based learning interventions and similar interventions based on their particular needs) and capacity building training (in key soft and hard skills areas such as financial and organizational management, product development and design, pricing, customer relationship, market research, logistics & stock management, digital marketing, business development, accounting & finance, etc.) and financial assistance (to cover the needs of equipment, rent, consumables, administration, consultancy/labour force, web infrastructure, maintenance, etc.) for refugee and HC members to enable the access to livelihoods under decent work conditions. Cooperatives enable effective and inclusive access to social protection, education, and enhanced economic opportunities for end beneficiaries while strengthening social cohesion. Thus, the interventions will be delivered in cooperation with stakeholders such as municipalities, NGOs, and other cooperatives (to ensure sustainability beyond the project duration), including women, youth, refugees, and PwDs. The interventions towards cooperatives will also be complemented with other related programs such as WAP and KIGEP to contribute to both business sustainability and work peace. The revisions lead to any adverse effects on the cooperatives and the implementation of the Project.

Technical support services will be delivered to establish the new cooperatives and support the existing ones to strengthen their resilience and sustainability. Services will be designed and implemented by taking members' and cooperatives' as well as the labour market's needs into consideration. The estimated cost will cover; needs assessments, developing training modules, trainers/consultants for capacity building training, language facilitation services, local site visits and meetings and other organizational costs.

Financial support will be facilitated to establish new cooperatives and support the existing cooperatives to strengthen their resilience in the labour market through equipment to be purchased to increase and expand their production sphere. To be purchased equipment will be determined based on the assessment conducted per cooperative which will consider market access conditions. Costs will mainly cover equipment and consumables.

Waste pickers make significant contributions to public health, sanitation, and the environment by promoting resource circulation and reducing the number of landfills. Waste pickers range from people rummaging through garbage in search of food, clothing, and other basic, daily needs to informal private collectors of recyclables for sale to middlemen or businesses, as well as organized collectors and sorters of recyclables. The majority of waste pickers deal with municipal solid waste. However, they are often not legally recognized as workers and suffer from poor working conditions and lack of social protection. Besides, waste pickers often belong to socially disadvantaged and vulnerable groups (e.g., migrants and refugees, unemployed, women, children, persons with disabilities, and ethnic and religious minorities). They frequently face stigma, are discriminated against, and are harassed by public and private actors in waste management chains.

The waste pickers in Istanbul face difficult working conditions, with low productivity, insecurity, and lack of occupational safety and health and social protection. The Association of Recycling Workers based in

İstanbul, was established in 2022 with 87 founding members although the organization has existed and been active since 2010. About 70% of the association's members are based in Ataşehir and Ümraniye districts of İstanbul. The rest of the members are in Kadıköy and Beykoz. Potentially, the association have relations with all districts on the Anatolian side of İstanbul and have strong connections on the European side. This strong root of the association allows self-organization among solid waste pickers and increases the demand and potential for a cooperative relying on its decent work capabilities. In 2022, the Waste Paper and Recyclers Association (AGED)⁴ conducted interviews with 1,627 solid waste pickers: the research provides the most detailed quantitative data within the field yet. Most solid waste pickers are male (%94,7) and between the ages of 18 and 34 (%62,3). The results also show that %27,2 are not Turkish citizens. No less than %33,5% of pickers have stated their main reason to have chosen this work is that they lack work permits as migrants, and an additional %12, have only stated that they were refugees.

As member-owned, democratically controlled enterprises, cooperatives are considered among the pathways to transition informal economy workers, including waste pickers, to the formal economy by strengthening their collective voice and representation, securing jobs and incomes, and facilitating access to basic services and social protection. In that sense, an External Collaborator will be hired to explore possibilities of organizing informal waste pickers in İstanbul, geographically focusing on Ataşehir, Ümraniye, Kadıköy and Beykoz districts, into a cooperative toward improving their working conditions. The study would contribute to further project interventions to improve the social-solidarity economy ecosystem in Türkiye, within the scope of responding to the economic empowerment needs of refugees and host community members, with a specific focus on women and PwDs empowerment.

The External Collaborator is expected to work closely, especially with the Livelihoods Officer, Senior Project Coordinator, and Green Jobs Officer, along with other Officers of the project when needed.

V. Duties and Responsibilities

Under the supervision of the Director of the ILO Office for Türkiye and under the coordination of the Project Coordinator and in close collaboration with the Livelihoods Officer, the External Collaborator will carry out the following tasks:

1. Document and review the waste pickers cooperatives in Türkiye and in prominent countries such as Brazil, Argentina, Colombia, and India.
2. Negotiate with the Association and prepare a detailed analysis of the **available resources** such as human resources, capital, equipment, premises, and infrastructure to be able to establish a cooperative.
3. Negotiate with the Association and prepare a detailed analysis of the **necessary resources** such as equipment, premises, human resources, capital, training, partnership with the private sector and the municipalities etc.
4. Prepare a SWOT and a TOWS analysis in case of a **refugee-inclusive** waste pickers cooperative establishment.
5. Prepare a business plan for the potential cooperative, **including but not limited** to governance, production, accounting and cost, marketing, business development, income generation and income distribution alternatives to enable sustainability.
6. Prepare a **final report** including scale-up interventions based on national and international samples.

VI. Minimum Qualifications

⁴ AGED Research Paper on Socio-economic situation on Waste Pickers, 2022.

- Advanced degree in social sciences and/or economics and other related fields.
- Good knowledge of the country context and refugee crisis context, especially in the field of employment and refugee population in labour market.
- Good knowledge of the cooperatives and/or SSE in the Turkish context.
- Previous work experience with cooperatives.
- Strong and proven reporting and communication skills both in Turkish and in English.
- Experience and proven record of accomplishment with research on cooperatives and/or green economy.
- Experience in labour organization is an asset.
- Knowledge of waste management system in İstanbul is an asset.

VII. *Language Requirements*

The working languages of the individual activities included in the scope of this contract are English and Turkish. The final outputs will be submitted in English and Turkish. The ILO Office for Türkiye will not provide any additional funds for translation services.

VIII. *Administrative Requirements*

All activities within the scope of this Terms of Reference will be carried out under the overall supervision of the Director of ILO Office for Türkiye. The External Collaborator will work in close cooperation with the Senior Project Coordinator, Livelihoods, and the Green Jobs Officer.

IX. *Payment Details*

The External Collaborator is expected to work **20 workdays** within the duration of this assignment to fulfil required tasks and successfully execute the deliverables. No travel will be needed to complete the assignment; therefore, travel costs will not be reimbursed under this contract.

Payments will be made upon the final submission of deliverables by the External Collaborator within the specified deadline and approved by the ILO, based on the specified number of maximum working days for the relevant deliverable as specified in Section X. The External Collaborator will fill in a timesheet showing the details of the work undertaken per day.

Starting date: 01.11.2023

Ending date: 08.12.2023

Consultancy Fee: USD 200

Number of working days: 20 working days

The total amount of the contract: USD 4.000 (200 daily rates * 20 days= USD 4.000)

X. *Deliverables and Timeframe*

The External Collaborator is expected to fulfil the required tasks and execute the deliverables in the timeframe given below along with signed timesheets for each deliverable:

Tasks and Deliverables Expected for the Payment	Required Working Days
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Submit a final report in English and Turkish including: a) Analysis of current situation; available and needed resources. b) SWOT and TOWS analysis for cooperative modality along with a road map c) Business plan for the potential cooperative d) Recommendations for scaling up	Max. 20 Working Days
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All payments will be proceeded upon the submission of the deliverables and the timesheet and the approval of both by the ILO.

XI. Other Information

External Collaborator is responsible for completing the new security awareness online training course (BSAFE) if she/he needs to undertake any travel out of her/his city of residence within the course of this assignment. The course is available through registration at <https://training.dss.un.org/user/login>. Additionally, the External Collaborator will be requested to submit a security clearance generated via the web-based "Travel Request Information Process" (TRIP) system before any travel out of her/his city of residence. The TRIP system is accessible through registration at <https://trip.dss.un.org/dssweb>.