



EQ TURKEY FOOD SECURITY & LIVELIHOODS SECTOR

Cash for Work Workshop

30 March 2023
Gaziantep

Meeting Agenda



1. Welcome and introduction
2. DRC Economic recovery program
3. IOM Cash for Work in Turkey
4. FAO Cash for Work in Turkey
5. Experience from NW Syria: Shafak
6. Welthungerhilfe Cash for Work
7. Q&A

Cash for Work



Cash for work (CFW) and Cash for Assets (CFA) are used interchangeably to mean that cash assistance is provided to meet immediate needs of vulnerable groups in exchange for participating in labour.

Cash for Work programmes can address basic needs, prevent negative coping mechanisms, while building or rehabilitating productive assets, reduce the impact of natural hazards and promote climate change adaptation and mitigation, enhance livelihoods resilience to shocks and crises and thus help to address food security in the medium and long term.

CFW can be linked to existing Social Safety Net programmes.

Cash for Work objective

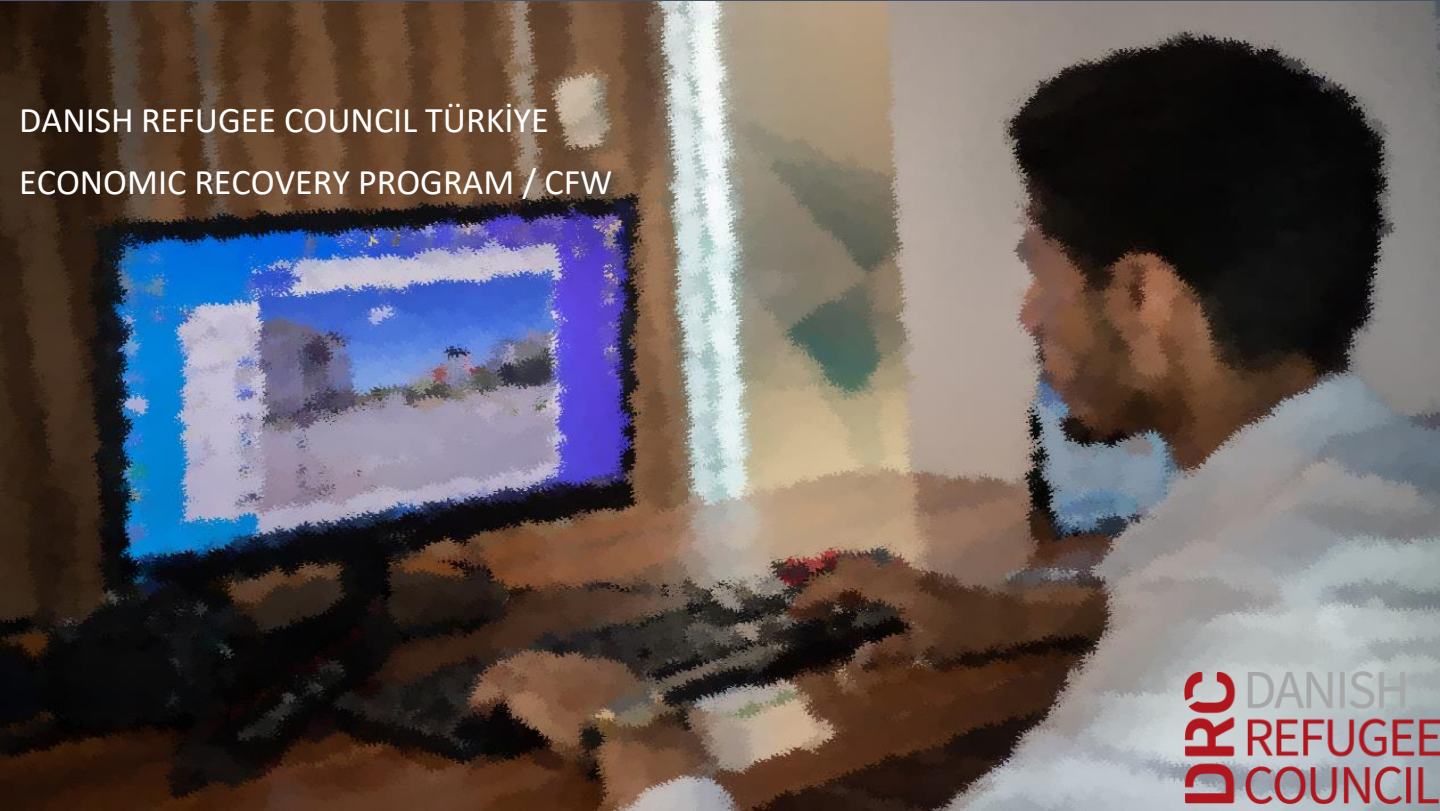
- Provide income support to poor, vulnerable men and women through short term, intensive and unskilled so they can meet their essential needs.
- Build or rehabilitate public/community assets and infrastructure that are vital for sustaining the livelihoods of a community and restoring agricultural activities.

Type of CFW/CFA Interventions

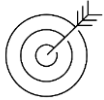


- Rehabilitation of access roads
- Clearing and rehabilitation of irrigation canals
- Upgrade of irrigation canals (adding concrete to reduce the loss of water)
- Afforestation of barren or degraded land (often for water and soil conservation)
- Reforestation
- Restoration of degraded lands
- Planting sapling along river to reduce flood impact on near-by houses and lands
- Erosion control of stream-banks
- Designing CFW activities tailored for women such as cash for attending training (topics to be set in consultation with targeted communities)
- Women can be involved to be part of selection and monitoring process of CFW/ CFA work and beneficiaries, as they are part of the community structure

DANISH REFUGEE COUNCIL TÜRKİYE
ECONOMIC RECOVERY PROGRAM / CFW



Activity Overview



Enhance economic self-reliance of the displacement-affected individuals through short-term employment

Short-term income generation opportunity

Assist in transition to long-term employment with improved skills and work experience.



Implemented since 2021 February in two phases



Şanlıurfa, Kilis, Hatay, Kahramanmaraş

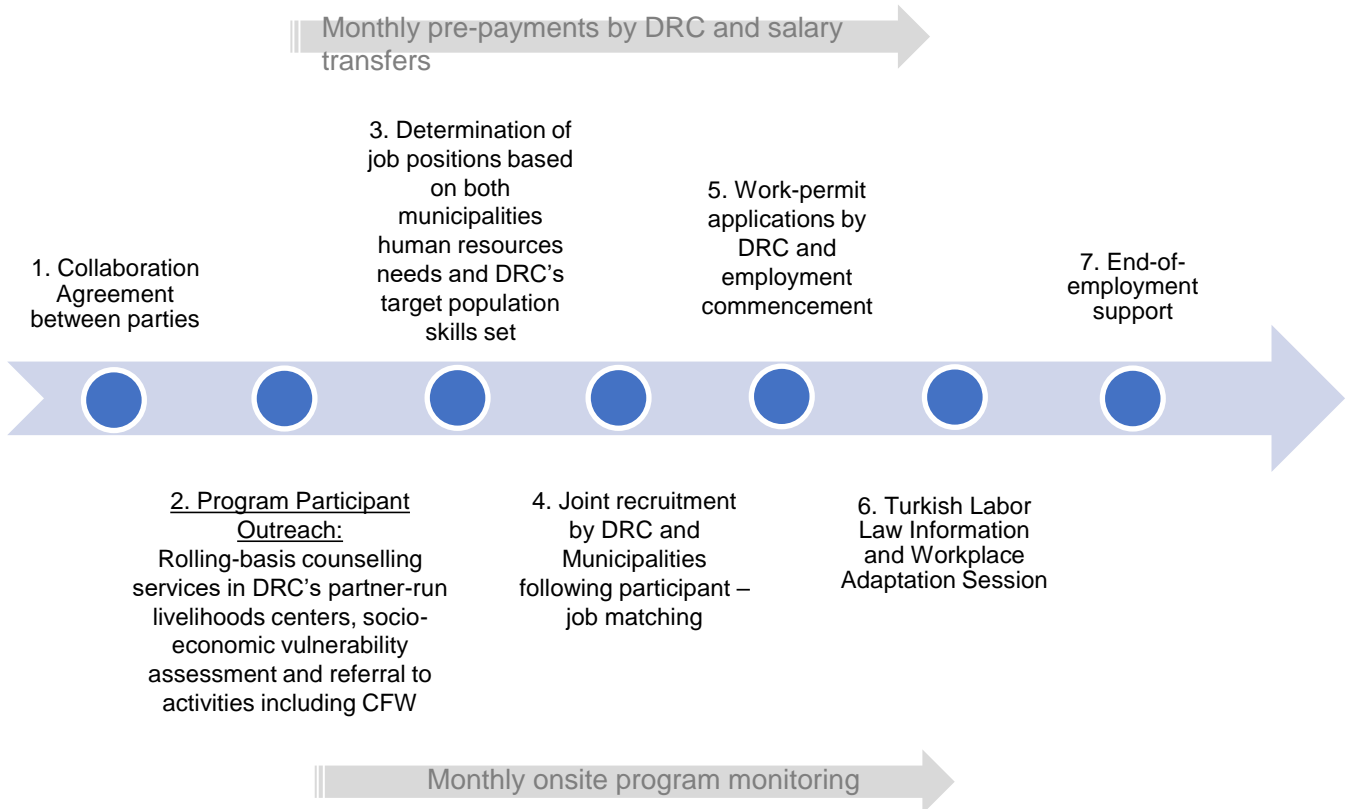


Municipalities (including district municipalities) and local associations/municipality affiliated companies



Reached to more than 700 (50/50 Host community member and SuTPs)

Implementation Scheme



Employment Terms

Duration	3-month employment
Labor standards	Turkish Labor Law
Financial coverage	National minimum net wage payment to employees SSI Work permit fee (<i>for Syrians</i>)
Occupation types	Defined on a mutual agreement between municipalities and DRC's target population's skills set and commonly included; <ul style="list-style-type: none">• Gardening• Technical work• Administrative or Social work• Interpretation• Food services• Cleaning

Outcome

Inclusion:

- 30% women employment
- Average age of program participants:33
- 42 % aged above 35

Employability:

- 61% reported gaining new skills and 64 reported improved prospects for finding a job.
- Women reported higher improvement in their employability aspects than men with 71% vs 57%.

Gender roles:

- 56% of women reported that CFW helped them to increase their decision-making role at household.

Challenges – Lessons Learned

- Complicated legal framework for the inclusion of refugees in public services
- Outreach and job matching difficulties (*mismatch between skills set and job requirements due to attention on placing on jobs which can contribute to skills development*)
- Lack of knowledge about Turkish Labor Law (employee rights and obligations) (*incorporation of Turkish Labor Law information sessions*)
- Administrative workload caused by monthly payment reconciliations (*one time reconciliation can be considered*)
- Impact measurement on contribution to public services due to wide range of positions that program participants are employed in.



DRC DANISH
REFUGEE
COUNCIL

Cash for Work

IOM Türkiye



Summary of cash for work interventions by IOM



- Cash for Work (Shelter Rehabilitation Module)
2019-2020-2023
- Cash for Work (Employment for Parks & Gardens Project-Promotion of Social Cohesion through Gainful Employment)
2020-2021
- Cash for Work (Casual Workers)
2023

Cash for Work (Shelter Rehabilitation Module)

Modality	Cash Transfer
Delivery Mechanism	E-Cash-Debit cards (PTT)
Conditions & Restrictions	Unrestricted-conditional assistance



Reached beneficiaries: **70 workers**



Geographical Coverage: **Sanliurfa-Hatay**



3RP Indicator: LH-1.3.4 # of Refugee or host community members employed through public infrastructure and environmental assets improvement such as cash for work programmes

- Workers selected according to vulnerability criteria are divided into groups according to their professions.
- The primary objective of this project is to offer support to the chosen beneficiaries from both communities by equipping them with induction training, capacity building, tools, and practical experience to enable them to establish their own work in the future.

Cash for Work (Employment for Parks & Gardens Project-Promotion of Social Cohesion through Gainful Employment)

Modality	Cash Transfer
Delivery Mechanism	E-Cash-Debit cards (PTT)
Conditions & Restrictions	Unrestricted-conditional assistance



Reached beneficiaries: **139 workers**



Geographical Coverage: **Kilis.**



3RP Indicator: LH-1.3.4 # of Refugee or host community members employed through public infrastructure and environmental assets improvement such as cash for work programmes

- In cooperation with local entity and selected IP workers has been hired under the project 3-4 months, worked in much needed service provisions namely park cleaning and garbage collection. In addition to salaries of the employees, their BES, income taxes and SGK payments has been made.
- The main aim of this project is supporting the selected beneficiaries from both communities by providing income support to vulnerable men and women through short term employment so they can meet their essential needs by receiving minimum wage salaries and registering them officially to the Social Security Institution, which reflected in a positive way to the social cohesion in the province which hosts a large number of refugees, in addition supporting the municipality to improve the provided services and capacities by increasing the number of general service workers

Cash for Work (Casual Workers)

Modality	Cash Transfer
Delivery Mechanism	Cash in Hand
Conditions & Restrictions	Unrestricted-conditional assistance



Reached beneficiaries: **Ongoing-various number based on the need.**



Geographical Coverage: **EQ, Affected Areas**

- Considering the exceptional situation in the earthquake affected region, and the challenges in accessing financial service providers, and in order to provide financial support to affected population and support the local economic, IOM developed this modality.
- Selected workers receive the assistance after completing certain work (distribution of the relief items and/or moving the kits to the distribution site, etc..)

Follow up methodologies

Cash for work(Constriction workers):

- Payment release after IOM ensure the completion of the construction work.

Cash for work (short term employment):

- Daily attendance record.
- Narrative & financial reports.

Casual workers:

- Attendance sheet.
- Beneficiary Declaration form.

Benefits of Cash for Work



- Economic benefits for beneficiaries
- Social benefits for beneficiaries
- Environmental benefits for beneficiaries
- Impact on the local economy





Thank you!
Questions? Comments?



**Food and Agriculture Organization
of the United Nations**



Bu proje Avrupa Birliği tarafından finanse edilmektedir.
This project is financed by the European Union.
هذا المشروع ممول من قبل الاتحاد الأوروبي.



**Food and Agriculture
Organization of the
United Nations**



**T.C. TARIM VE
ORMAN BAKANLIĞI**



**T.C. ÇALIŞMA VE
SOSYAL GÜVENLİK BAKANLIĞI**

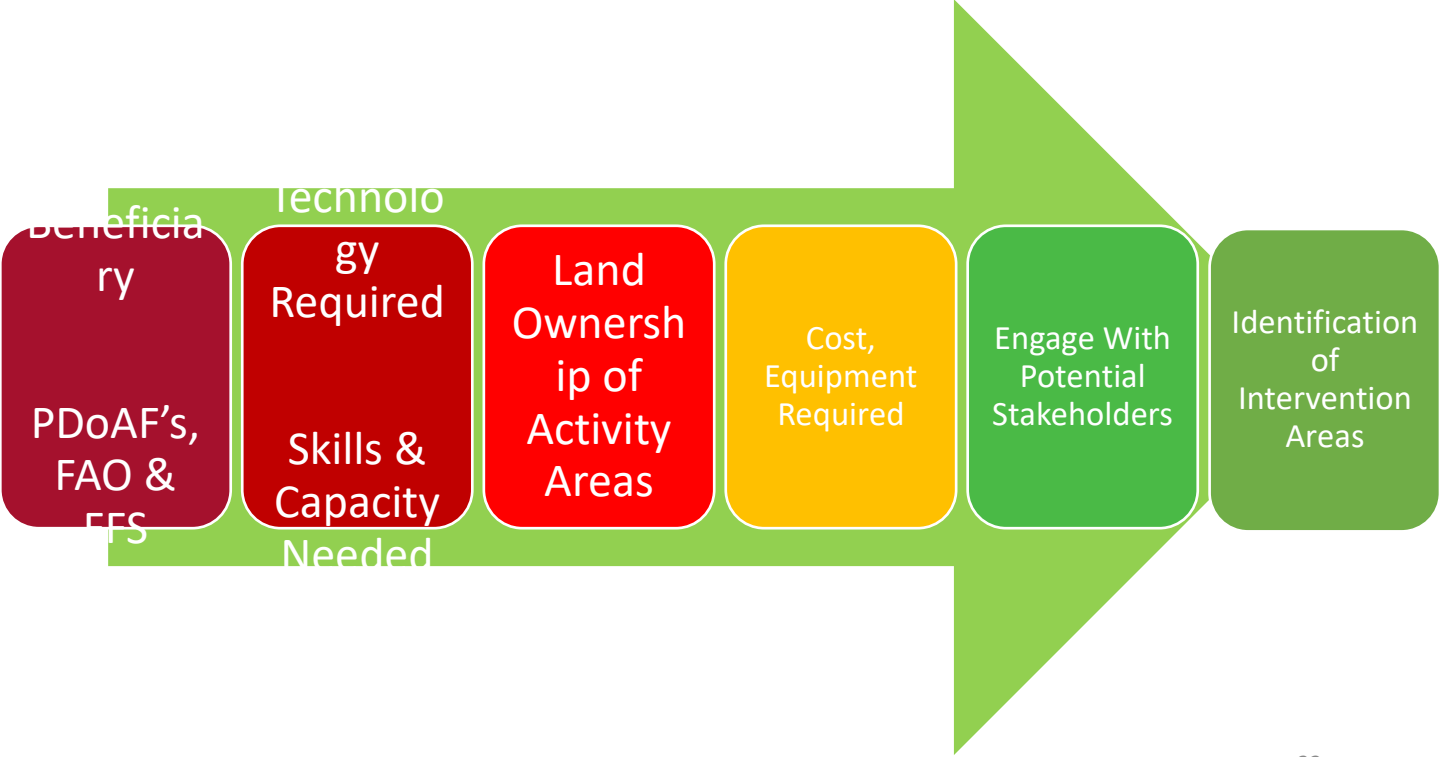
**Building Resilience of Syrians under Temporary Protection
and Host Communities in Turkey through Supporting Socio-
economic Integration and Creating Livelihood Opportunities
(OSRO/TUR/901/EC)**

AGRICULTURAL SKILLS DEVELOPMENT PROGRAM

**Halit CINAR
Agricultural Livelihoods/Livestock Specialist**

- **Objective**
 - **Short term employment**
 - **Income support**
 - **Community Assets**
 - **Skills Development**
 - **Integrated Catchment Management Plans**





Progress

ASDP

- Collaborating stakeholders
 - Regional Directorates for Forestry
 - Municipalities
 - Temporary Accommodation Centers
 - Universities
 - Producer Unions



Beneficiary Selection

- Age 18+
- Unemployed
- SuTP & IPASH

Did not benefit from any other
FAO project

- Able to work safely
- No regular income

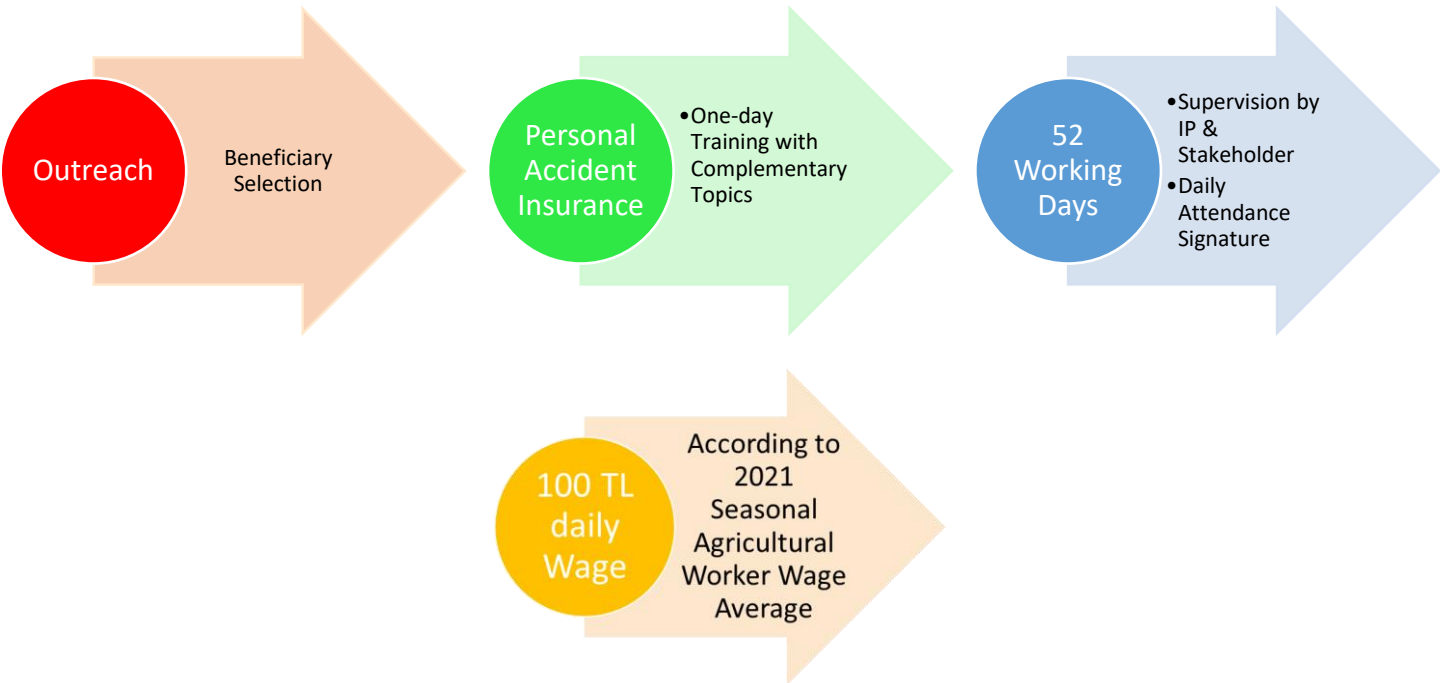
SuTP and IPASH that do not
have access to Kizilay card and
other social support programs.

Willing to work in the
agriculture

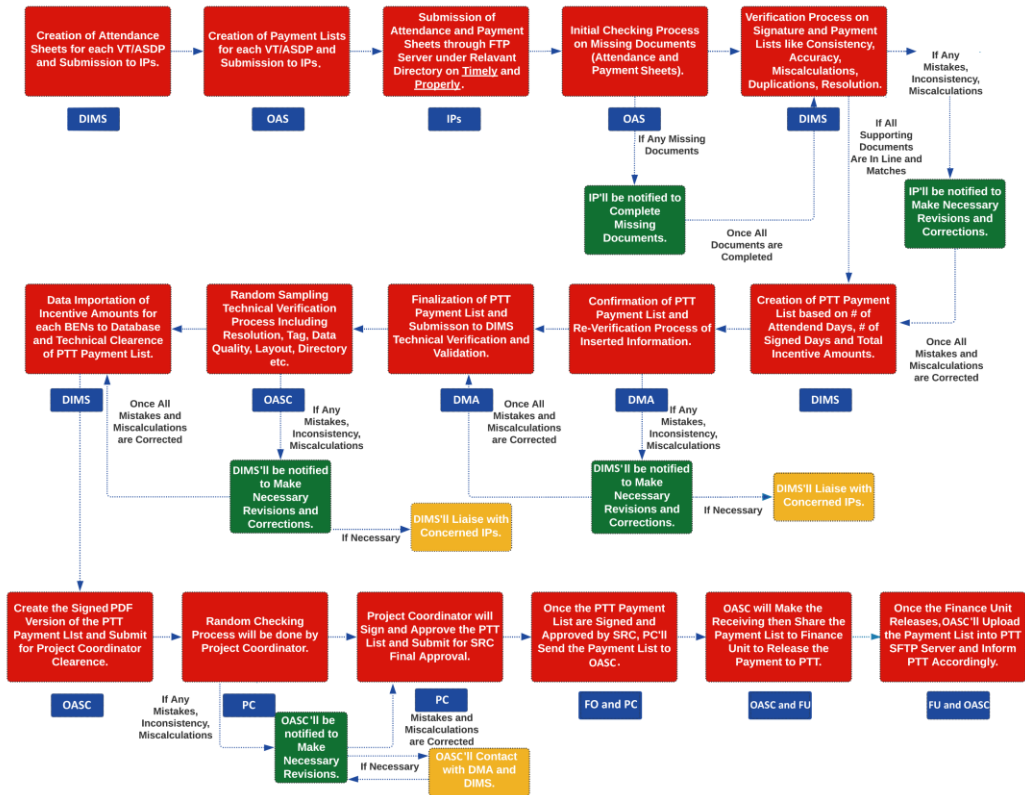
- Low education
- Female applicants
- Have one or more disabled
dependent in the family

Progress

Implementation



Incentive Payment Workflow



Verification and Checking Process

ASDP intervention areas:

- Afforestation & Maintenance
- Sapling/Seedling Production
- Ornamental Plants and Tree Planting
- Medicinal and Aromatic Plants
- Cultivation of Vegetables in Greenhouse,
- Aquaculture Station Rehabilitation and Forestation
- Mulberry Orchard Maintenance



Progress

Achievements



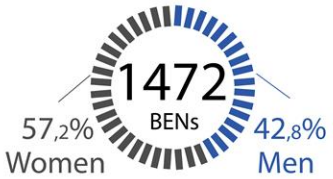
Overall Completion Rate for ASDP

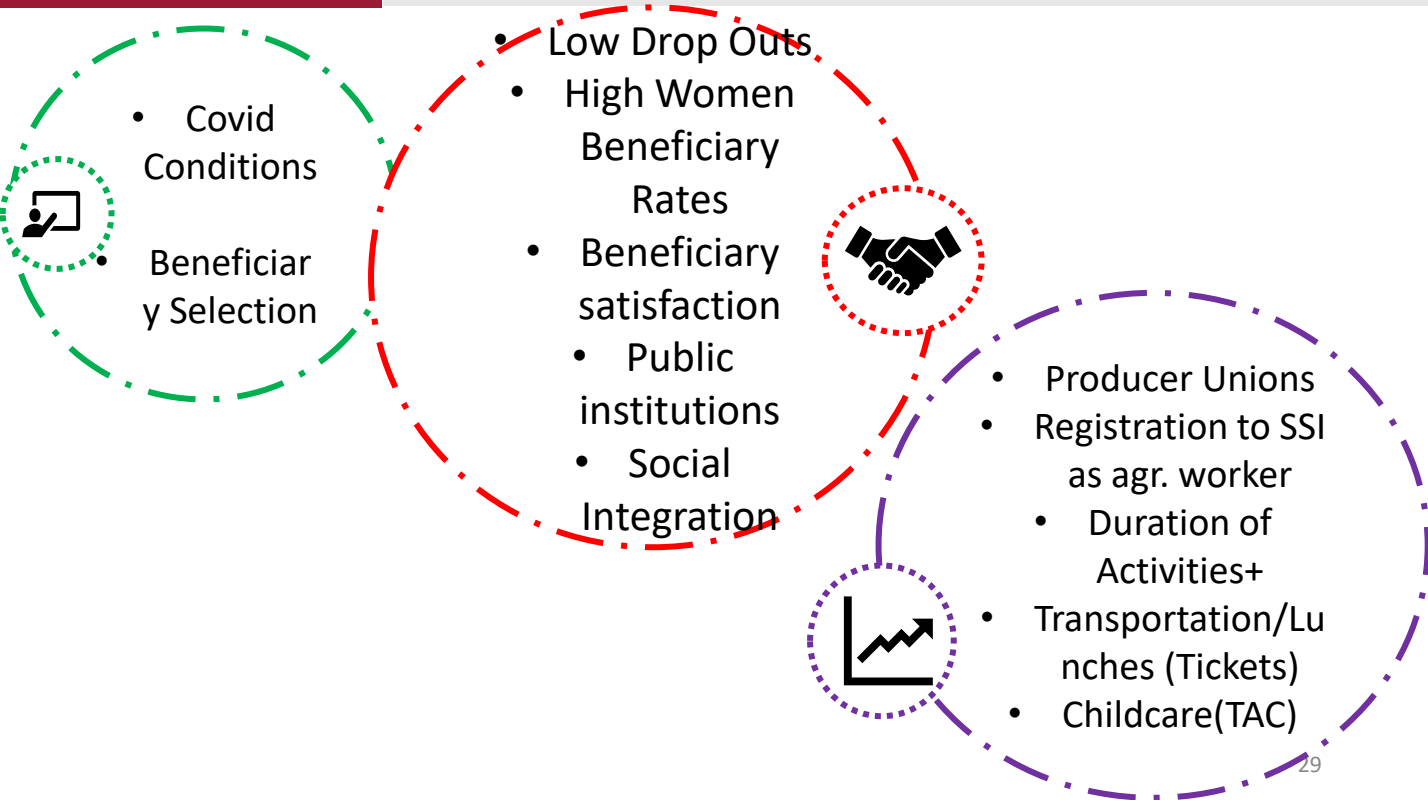


Overall Attendance Rate for ASDP



ASDP Drop-Outs (1,8%)





Does program affect your personal and social relationships with the host community?

	Men (%)		Women (%)		Number of respondents	Total (%)
	#	%	#	%		
Yes, in a positive way	140	49.5%	143	50.5%	283	88.4%
Yes, in a negative way	4	66.7%	2	33.3%	6	1.9%
No	9	33.3%	18	66.7%	27	8.4%
Do not want to share	4	100.0%	0	0.0%	4	1.3%
Total	157	49.1%	163	50.9%	320	100.0%

Income Support

The items that ASDP Beneficiaries spent on most their income from the ASDP program (%)

ASDP Groups	Men (%)		Women (%)		Number of respondents	Total (%)
	#	%	#	%		
Children's expenses	4	12.0%	28	88.0%	32	10.0%
Education	4	66.7%	2	33.3%	6	1.8%
Invoices	12	50.7%	12	49.3%	24	7.5%
Rent	74	53.2%	65	46.8%	139	43.4%
Health	9	63.6%	5	36.4%	14	4.4%
Food expenses	36	52.3%	33	47.7%	69	21.6%
Other	21	58.4%	15	41.6%	36	11.3%
Total	160	50.0%	160	50.0%	320	100.0%

Employment status respondents after ASDP program (%)						
Did you find a job after the program?	Men (%)		Women (%)		Number of respondents	Total (%)
	#	%	#	%		
I did not look for a job	15	16.7%	75	83.3%	90	28.1%
I found a job	44	68.7%	20	31.3%	64	20.1%
I looked for a job but couldn't find it	101	60.9%	65	39.1%	166	51.8%
Total	160	50.0%	160	50.0%	320	100.0%

Challenges for Beneficiaries

Challenges during the program (%)						
Have you faced any challenges during the program?	Men (%)		Women (%)		Number of respondents	Percent (%)
	#	%	#	%		
No	142	46.1%	166	53.9%	308	96.3%
Transportation	6	100.0%	0	0.0%	6	1.9%
Communication	2	100.0%	0	0.0%	2	0.6%
Childcare	0	0.0%	2	100.0%	2	0.6%
Late payments	2	100.0%	0	0.0%	2	0.6%
Total	152	47.5%	168	52.5%	320	100.0%



شفاق

SHAFAK

نعمل من أجل الإنسانية والمساواة
For humanity and Equality We work



THE DEFINITIONS AND PURPOSE OF THE CASH FOR WORK

The primary objective of the program was to provide temporary income to vulnerable households who have no alternative income sources. Activities implemented by labourers under the CFW activities benefit the community by improving productive community assets (e.g. education, health facilities, market access, agricultural infrastructure etc.)





PRINCIPLES OF CFW PROJECTS

- ▶ **LABOR INTENSIVE:** Rather than in the use of machinery and equipment.
- ▶ **TEMPORARY:** CFW is a temporary income-generating opportunity
- ▶ **NON-DISCRIMINATION:** Equal treatment and pay should be granted to all beneficiaries .
- ▶ **GENDER BALANCE :** Achieve balanced participation of men and women

Types of CFW Activities

Under FSL Sector:	Under ERL Sector
<ul style="list-style-type: none">• Firefighting DRR during harvest• Multiplication fields management• Olive Harvesting and pruning• Pest and Vole Control• Irrigation channels cleaning and rehabilitation• Compost manufacturing• Nurseries support• Afforestation• Crops weeding• Water harvesting	<ul style="list-style-type: none">• Basic infrastructure rehabilitation• Schools rehabilitation• Markets rehabilitation• Gardens rehabilitation• Rubble and debris removal• Drainage and sewage cleanings• Access roads in camps• Emergency preparedness team in camps• Referral to market Enterprises• Community based initiatives

PROJECT PHASES

- ▶ **1- NEEDS ASSESSMENT AND WORKSHOPS**
Project team assesses the targeted areas in cooperation with local councils and community bodies Workshops to discuss and explain the idea of the project and train the attendees to write the proposals of the projects / work plan / and labor requirements
- ▶ **2- RECEIPT OF PROJECTS PROPOSED** by the local councils and review it , Final evaluation and selection of scope of work , Signing memorandums of understanding with the local councils
- ▶ **3- PHASE OF ADVERTISEMENT**
 - ❖ Advertising the project
 - ❖ Paste advertising leaflets and brochures
 - ❖ Criteria of beneficiary selection
 - ❖ Methods of Complaints
- ▶ **4- PHASE OF BENEFICIARIES SELECTION ,**
Announcement of activity and criteria and opening the registration , Registering the names of the beneficiaries and the verification process thin selecting beneficiaries , Opening and Receive the complaints
- ▶ **5-PUBLISH AND ANNOUNCE THE NAMES OF BENEFICIARIES**
selected and inform the beneficiaries about the date of starting the first day of work and training sessions and place , Signing memorandums of understanding with the beneficiaries
- ▶ **6- TRAINING ABOUT**
(-the principles of humanitarian work and program standards and the scope and objectives of the project and schedule of daily and weekly and monthly - the mechanism of complaints and accountability - Distribution of clothing safety to workers - Safety procedures
- ▶ **7- START THE IMPLEMENTATION** of the activity
- ▶ **8- PAYMENT OF WORKERS' DUES**
after the end of each working round (Income is distributed to beneficiaries immediately after round finishing)







After



Before



After



Before





تتفق

SHAFAK

THANK
YOU



Shafak Organizatic

Soup Kitchen Project for Earthquake-Affected Communities in Yayladağı, Hatay



Implemented by

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

 **WELT
HUNGER
HILFE**
For a world without hunger



Overview of the Project

Implementing Organizations :

Welthungerhilfe

Donor :

BMZ

Timeframe :

5 Months

Target Group :

20 Direct Beneficiaries

The Rate of the Target Group :

50% Turkish %50 Syrian

Target Meal Distribution:

450,000 Portions

Objectives of Project



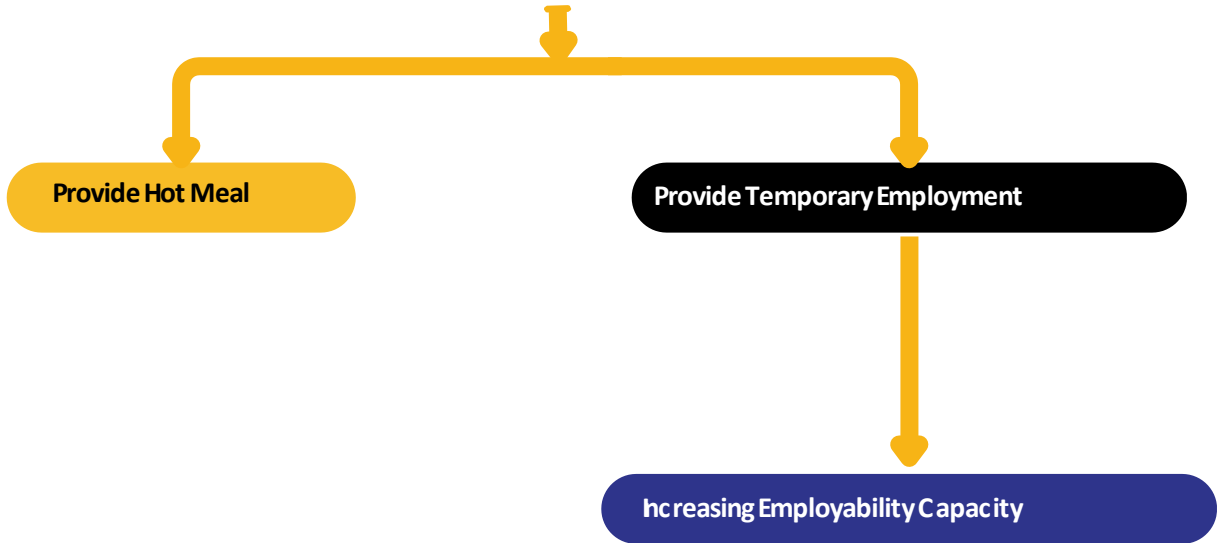
Objective 1:

The project aims to **provide hot meals to earthquake-displaced persons and families, as well as children** belonging to the displaced Turkish and Syrian communities who face serious problems in accessing food.

Objective 2:

To provide **temporary employment and training opportunities to 20 direct beneficiaries** from the Turkish and Syrian communities in the Yayladağı district by enhancing their skills and knowledge in food preparation and increasing their employability capacity.

Project Objective



Employment Terms



Duration of Employment:	5 Months
Type of the Employment:	Trainee/Beneficiary
Duration of Working Hours for each BEN:	90 Hours
Monthly Payment for Each BEN:	Half of the Minimum Wage
Insurance:	Personal Accident Insurance

Locations of Implementation



Expected Outcomes



- 1** The project aims to improve the nutritional status of earthquake-affected communities.
- 2** The project aims to provide temporary employment and enhance skills for 20 direct beneficiaries.
- 3** The project seeks to promote community involvement and ownership of the project.
- 4** The project aims to increase access to hot meals for affected communities.
- 5** The project aims to provide job opportunity through employment and skills.

Thank you!

Any Questions?

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Update / Useful links

- Link to the Inter-Agency Assessment Survey Registry:
<https://enketo.unhcr.org/x/fTCXIA1Z>
- 3W tool
<https://ee.humanitarianresponse.info/x/J8ULy2qM>
- 3W Dashboard
- General information on TUR:
<https://reliefweb.int/country/tur>
- Information on sector activities (including meeting calendar):
<https://response.reliefweb.int/turkiye>



THANK YOU!

1. [Form to subscribe to the mailing list](#)
2. [Link to the FSS TEAMS channel](#)
3. Link to the [WA community](#) which includes:
 - a. [GZT WA group](#)
 - b. [Hatay WA group](#)
 - c. [Adiyaman WA group](#)
 - d. [Malatya WA group](#)
 - e. [Kahramanmaras WA group](#)