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QUESTIONNAIRE 2: THE RIGHT TO WORK FOR SYRIAN REFUGEES IN TURKEY
(for NGOs and labor organizations)

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Interviewer:

Date of interview:

Place of interview:

Duration of the interview:

1. According to the *Regulation on Work Permits of Foreigners under Temporary Protection*, the number of temporary protection beneficiaries working at a specific workplace must not be more than 10 percent of the number of Turkish citizens working at the same place. Also, employers are allowed to have only one foreigner under temporary protection at a workplace where the total number of workers is less than ten.
Does the law prevent Syrian refugees living in areas with a high percentage of refugees from having access to legal employment? (For example, in the border provinces of Kilis, the province with by far the highest percentage of Syrian refugees, Syrians constituted 80.5 percent of the population in May 2019 (Directorate General of Migration Management 2019).
2. The *Regulation on Work Permits* also states that in cases where employers can prove that there are no Turkish citizens to undertake the work to be done by the applying foreigner, the employment quota may not be implemented. Did this ever happen? Did the Turkish authorities ever allow employers not to implement the quota? If yes, where did this happen?
3. If Syrians move from the province where they first registered as temporary protection beneficiaries to another province with a more dynamic labor market (e.g., industrial hubs such as Istanbul, Ankara, and Izmir), they are not allowed to seek formal employment unless they change their registration location. How many Syrians were allowed to change the registration location? Is it difficult to achieve this? What is the procedure?
4. The *Regulation on Work Permits* states – in Article 5(4) – that “foreigners under temporary protection, who will work in seasonal agriculture or livestock works, shall be under exemption from work permit. Work permit exemption applications shall be lodged at the provincial governorate where the foreigners are registered under temporary protection” How many such exemptions have been granted? Do the Turkish authorities automatically permit such exemptions?
5. The *Regulation on Work Permits* also states that “the Ministry may introduce province and quota restrictions regarding foreigners under temporary protection, who will work in seasonal agriculture or livestock jobs.” Were such quota restrictions ever introduced? If yes, where and when?
6. Many Syrian refugees died or got injured in work accidents. Do you know whether they received any assistance from their employers? If yes, what kind of assistance?
7. Do Syrians have any legal recourse when their labor rights are violated?
8. Do Syrians have a trade union representing them?
9. Are employers hiring Syrian refugees without a work permit ever punished?

10. The *Regulation on Work Permits* also states – in Article 7(2) – “the Ministry shall cease to issue work permits for provinces, which are notified by the Ministry of Interior to be risky in terms of public order, public security or public health.” Did this ever happen? If yes, in which province? When?