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**SYRIAN REFUGEE CRISIS AND AN EXAMPLE OF A
PERSPECTIVE ON THE LABOR MARKET IN TURKEY**

Ph.D. Dissertation

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SYRIAN REFUGEE CRISIS IN TURKEY AND ITS CONNECTION TO THE LABOR MARKET

1. INTRODUCTION

Study Background

People migrate to survive in better living conditions sometimes voluntarily and sometimes by force due to war, exile, and disaster.

As the Syria crisis enters its twelfth year, the humanitarian situation is more difficult than ever. An estimated 15.3 million people need humanitarian assistance, and more than half of the population remains displaced from their homes - including 5.3 million refugees living in neighboring countries and more than 6.8 million internally displaced inside Syria. Women and children comprise more than two-thirds of those displaced. Over the years, Syrians have shown remarkable resilience, but as the war continues, hope is fading fast. Over 90 percent of Syrians live under the poverty line, and it's estimated that 12 million people are food insecure and 2.5 million are severely food insecure as of Jan 2023 (UNHCR, 2023).

Turkey is a strategic point due to its geographical location. For this reason, Turkey has been a country that 'receives migration' and 'gives migration' throughout its history.

Migration movements in the world are developing for many reasons. Natural disasters, epidemics, terrorist incidents, wars, political and economic crises (Ministry of Development, 2014). Because of these negative situations, people leave the geographies where they grew up and migrate to find safer places inside or outside the country. Adopting a liberal approach to its border policies, Turkey started implementing the "open-door" policy (Ozbey, 2022). The "open-door" policy is the policy implemented by the border neighbor to which asylum seekers and refugees flee their country due to death, war, and persecution. Turkey has been implementing this policy for Syrians fleeing the regime's bombs since 2011. Turkey has granted temporary protection status to Syrians entering the border as part of its open-door policy (Erdogan, 2020).

None of the Syrian citizens were turned back at the border for any reason, they were granted "temporary protection status" (Ozdemir, 2017; Kagnici, 2017). Turkey has come under a heavy economic burden by helping Syrian asylum seekers who have come to its country in an instant in every sense. However, none of Syria's citizens have been left to their fate (Ciftci, 2018). Economic,

cultural, and psychological education support has been provided to refugee asylum seekers in camps. At the same time, the state of the Republic of Turkey has provided support for Syrian asylum seekers who want to live outside the camp to adapt to Turkish society by helping them with economic, cultural, educational, social, and psychological issues (Apak, 2015).

After the civil war in Syria, Turkey is one of the countries hosting the largest number of Syrian asylum seekers (Demirci and Kırdar, 2023). Since the first day of the crisis, Turkey has been carrying out its responsibility for Syrian refugees by using all its existing facilities (A World at School, 2015). It can be said that the process experienced by immigrants who are forced to leave their countries and flock to other countries results from new conditions, interventions, and 'domestic' policies in their countries (Erbaş, 2019). With the increase in immigrants in 2015, European countries implemented policies based on security concerns. It can be said that these countries are trying to minimize the number of immigrants heading towards them rather than the safety of immigrants' property and lives. Turkey is one of the countries most exposed to the influx of immigrants originating from Syria and still hosts the highest number of Syrian immigrants in the world, with 3,3 million (Directorate General of Migration Management (DGMM), 2023). Oxford University Centre for Migration, Politics and Society (COMPAS) researcher Duvell (2013) wrote about Turkey in his article 'However, what is truly surprising is the social and political silence shown in the face of this refugee influx: Such a development, which would normally cause a moral panic in many other European countries, has not created such a situation in Turkey' (Salli, 2022). Because Turkey has implemented an 'open door' policy since the first days of migration and has demonstrated an attitude within the framework of human rights and freedoms. By open-door policy, Turkey accepted Syrians into the country, directed them to accommodation centers from the first arrivals, and allowed them to settle wherever they wanted when it became a mass migration (Tunca and Karadag, 2018). This situation has brought about important discussions both inside and outside the country. It is not possible to accommodate millions of Syrians by keeping them in refugee camps on the borderline. It is not possible to solve this housing problem in a short time. Since a camp for millions is not possible due to political, economic, and social conditions, Syrians have been allowed to disperse within the country. Indeed, Syrians have settled in 7 regions of Turkey, especially in major cities, towns, and districts. Today, Syrians are spread all over Turkey. Esen's statement on this issue is important: Temporary protection was provided to guests who fled the civil war in Syria and took refuge in Turkey, and an open-door policy was implemented. Efforts were made to settle immigrants mainly in camps, but there have been irregular migration flows to large cities at a high rate, and it seems that this continues, albeit at a low intensity. Although compulsory settlement is envisaged, the immigrant's destination is left to his/her own choice in practice (Esen and Duman, 2019).

The addition of millions of Syrian refugees, in addition to the problems that Turkey is experiencing in the economic, political, and social fields, has caused the refugee problem to always be current in the country's politics. Before the elections held in May 2023, the refugee issue was on the agenda of both the government and opposition parties. The opposition treats the refugee issue as a survival issue, brings to the fore concerns that it will harm Turkey's demographic structure and that economic and social turmoil will occur, criticizes Turkey's immigration policy, and uses asylum seekers as an election promise.

The promise of repatriation has been the most talked about topic lately. In the face of this attitude of the opposition, the Government announced that it planned to send one million Syrian refugees voluntarily by building briquette houses in Syria within a year. While all these developments are taking place, refugees seem to be the most talked about issue in the next election due to reasons such as the fact that a decision regarding all Syrian refugees has not yet been made, Turkish society has started to experience more economic problems, inflation, and housing shortage.

The migration of Syrian refugees also poses several problems. These problems have economic, social, political, and social implications. Differences in language, culture, and lifestyle make social harmony difficult, and distorted structures increase. Also in economic terms, for example, there have been significant increases in health spending. There are also difficulties in terms of employment. Accordingly, it is assumed that many Syrians will remain in Turkey after the war's end (Aksoy and Ivrendi, 2023).

Historical and Demographic Background of the Syrian Refugee Crisis

The Syrian conflict, which began in 2011, has been a significant source of humanitarian crisis, impacting millions of people. The conflict started with peaceful protests as part of the Arab Spring, which quickly escalated into a civil war following the violent crackdown by the Assad regime. The involvement of various regional and global actors turned the conflict into a complex war with significant human costs. As of January 2023, over 15.3 million Syrians need humanitarian assistance, with more than 6.8 million internally displaced and 5.3 million living as refugees in neighboring countries (UNHCR 2023).

Syria, with a pre-war population of approximately 22 million, has seen significant demographic shifts due to the conflict. Large numbers of Syrians have sought refuge in neighboring countries, with Turkey hosting the largest number. According to the Directorate General of Migration Management, as of January 2023, Turkey hosts around 3.58 million Syrian refugees (DGMM 2023). This influx has significantly impacted Turkey's demographic landscape, especially in border provinces like Gaziantep, Hatay, and Şanlıurfa, where many refugees reside.

Turkey, strategically located at the crossroads of Europe and Asia, has a history of both receiving and sending migrants. This historical context has influenced its current policies and responses to migration. Turkey's population is approximately 85 million, and it has a relatively young demographic profile, which has been further diversified by the influx of Syrian refugees.

Turkey has adopted an "open-door" policy towards Syrian refugees since the beginning of the conflict. This policy allowed Syrians to enter Turkey without legal obstacles and granted them temporary protection status. This status provides certain rights and services, including access to healthcare, education, and the labor market, albeit with some limitations. Despite these efforts, the integration of Syrian refugees into Turkish society and the labor market has been challenging due to cultural, linguistic, and legal barriers.

The presence of a large number of Syrian refugees has had a profound impact on Turkey's labour market. Syrian refugees predominantly work in low-skilled and informal sectors, which has led to competition with local low-skilled workers. This situation has created both opportunities and tensions within the labor market. On the one hand, the availability of cheap labor has benefited some sectors, while on the other, it has increased unemployment and underemployment among Turkish workers in similar sectors.

Given the significant number of refugees and the prolonged nature of their stay, Turkey has had to adapt its policies and strategies to better integrate Syrians into its socio-economic fabric. This includes legal reforms to facilitate access to the labor market and educational programs to improve language skills and vocational training.

Understanding the historical and demographic context of the Syrian refugee crisis and its impact on Turkey is crucial for developing effective policies and programs. Turkey's experience highlights the importance of comprehensive integration strategies that address both the immediate needs and long-term aspirations of refugees. By improving access to education, healthcare, and the labor market, and by fostering social cohesion, Turkey can better manage the challenges and harness the potential benefits of hosting a large refugee population.

Problems to Solve

The survival of refugees who had to migrate to Turkey due to the conflicts in their countries depends on their ability to earn income by taking part in employment; however, asylum seekers face a wide variety of problems due to their disadvantaged position in the labor market. The research problem of this study focuses on the challenges asylum seekers face when entering and working in the Turkish labor market. These challenges typically include issues related to

employment, wages, working hours, discrimination in the workplace, and occupational health and safety. Also, it is observed that Syrians have the most problems with the immigration administration institution. For example, procedures that change daily cause immigrants to be affected financially and morally and experience difficulties. Therefore, it can be said that there are problems in the institution that implements the immigration policy. In this case, it is recommended that public politicians follow a sustainable, unchanging, and stable policy in their immigration policies.

Objectives to Achieve

The three main objectives have been taken into consideration in this study.

(1) To measure the impact of Syrian refugees living under temporary protection in Turkey on the Turkish labour market.

(2) To examine the background and present, culture shock and physical and psychological symptoms, intergenerational differences, crisis (political, epidemic, economic, etc.), assimilation - integration - segregation and social integration process among Syrian refugees in Turkey, and to what extent the direct and indirect challenges have played a role in the process of their social and cultural integration. The challenges include, but are not limited to, cultural conflicts, religious values, stereotypes, and Turkish language proficiency. In addition, this study aimed to highlight the challenges and barriers that Syrian refugees face to integrate in Turkey socially and culturally, through what they report about their experiences, and their perspective on these experiences. In detail, the situation is analyzed by putting different social, and political scenario frames for an excessive amount of immigrant flows, and by case studies from books, and reports which have descriptions of previously happened, and resolved experiences. This helps to understand the process and also to predict future problems, then by narrowing everything to a cause-and-effect approach.

(3) When the literature is examined, it is seen that there are not enough effective studies. The topic of Syrian refugees is a very young field, so future studies should examine how these experiences change at different stages of their lives over the long term. The Turkish economy, individuals, stakeholders, society, and new researchers are expected to benefit from this study.

The overall goal of the research is to offer some understanding of the experiences of Syrian refugees that Turkish society fears and perceives as unknown others. Further, similar studies could find a middle ground to share knowledge about each other, as two different cultures.

Research Questions

This section proposes four main questions to articulate and interpret the study objectives. Addressing these questions will provide a clear and comprehensive analysis of the research. Answers to the following questions were sought in the study.

Q1: What are the reasons why refugees leave Syria and prefer to live in Turkey?

Q2: What problems do refugees face while joining Turkish society?

Q3: What are the problems of refugees who join the labour market in Turkey?

The Importance of the Topic

The increase in the number of refugees in Turkey to millions, especially after the Syrian civil war, has led to a major refugee crisis that is impossible to manage fully. The aim is to analyze the experiences of asylum seekers coming to Turkey from their countries of origin in terms of labor markets and forced migration and to analyze the problems they encounter in the Turkish labour market in depth. The fact that Turkey has faced such a major refugee crisis in recent years; undoubtedly, in terms of social scientist researchers has also accelerated the studies on this subject.

Recently, the number of studies on migration and refugees has gradually increased. When the recent literature on refugees in Turkey is examined, it is seen that the studies mostly focus on topics such as social policy, health, and education (Yerli, 2018). Each of these studies is very valuable in terms of their findings; However, the negative effects of the refugee crisis are not limited to social policy, health, and education.

The impact of Syrian refugees on the Turkish labor market is also an issue that needs to be researched. In addition, the problems that asylum seekers face in their working lives stand out as another issue worth investigating. Because the refugees, who are at the forefront of the crisis, are the disadvantaged group who feel the direct effects of the crisis in the most relentless way. Besides the fact that asylum seekers are among the disadvantaged groups as immigrants; the possibility of being in this group as disabled, elderly, women, and children causes their labor to become more open to exploitation. Therefore, by focusing on Syrians in working life, this study becomes more inclusive in terms of forced migration literature. In addition, to refugees; the study thoroughly examines the experiences and problems of migration processes and work dynamics and is expected to be an important alternative resource for readers and researchers who want to examine this issue. For this reason, in this study, it is important to reveal the problems encountered in the labor market in Turkey in terms of asylum seekers.

Furthermore, the research based on the topic of the labor market impact of Syrian refugees in Turkey and the specific dimensions of businesses in the sample may be obtained with revealing opinions and recommendations to be made in the context of other studies about the subject. It will be important for it is believed to contribute to resource building.

2. LITERATURE REVIEW

2.1 Migration, Immigrants, and Refugees in Conceptual Framework

Although the concept of migration is as old as human history, it is a process that affects all social, cultural, political, and economic dynamics of society. For this reason, migration is such an important concept that it cannot be considered only as the physical displacement of people (Sezgin and Yolcu, 2016; Abdullatif, 2023). The negative effects of migration continue in the countries where the masses who migrate or must migrate for various reasons arrive. The most important of these is the interaction/adaptation and adaptation process between the migrating community and the host country. Integration is essentially a controversial concept and so far, no single generally valid definition has been agreed upon (Castles et al., 2002). However, based on the literature, the general view on the concept is that integration is a multidimensional two-way interaction process that begins upon arrival in the host country. This process requires the willingness of immigrants to adapt to the lifestyle of the host community (Castles et al., 2002; Mestheneos and Ioannidi, 2002; Da Lomba, 2010; Ager and Strang, 2008; Phillimore, 2011). On the other hand, the host country is expected to facilitate integration (i.e. access to jobs and services) and ensure the acceptance of immigrants in social interaction (Castles et al., 2002).

Conceptual migration is defined as all acts of displacement for individual, familial, social, economic, and political reasons. While migrations, which are evaluated in terms of time occur as both long-term and short-term internal migration, under certain conditions, it occurs in the form of out-migration between social systems. While migration mostly caused by authoritarian political regimes is described as forced migration, the type of migration that occurs because of people leaving their place of residence of their own will without any pressure is defined as voluntary migration (Figure 1). According to the definition made by the United Nations in 1998, immigrants; “International immigrant; is a person who changes or has to change his / her place of residence for various reasons”. According to this definition, where short-term and long-term immigrants are distinguished; An individual becomes a long-term immigrant when he moves from one state to another for a minimum of 12 months (1 year). Short-term migrants are individuals who are in another country for 3-12 months of medical treatment, vacation, desire to find a job, religious needs, and visiting friends/relatives (United Nations, 1998).

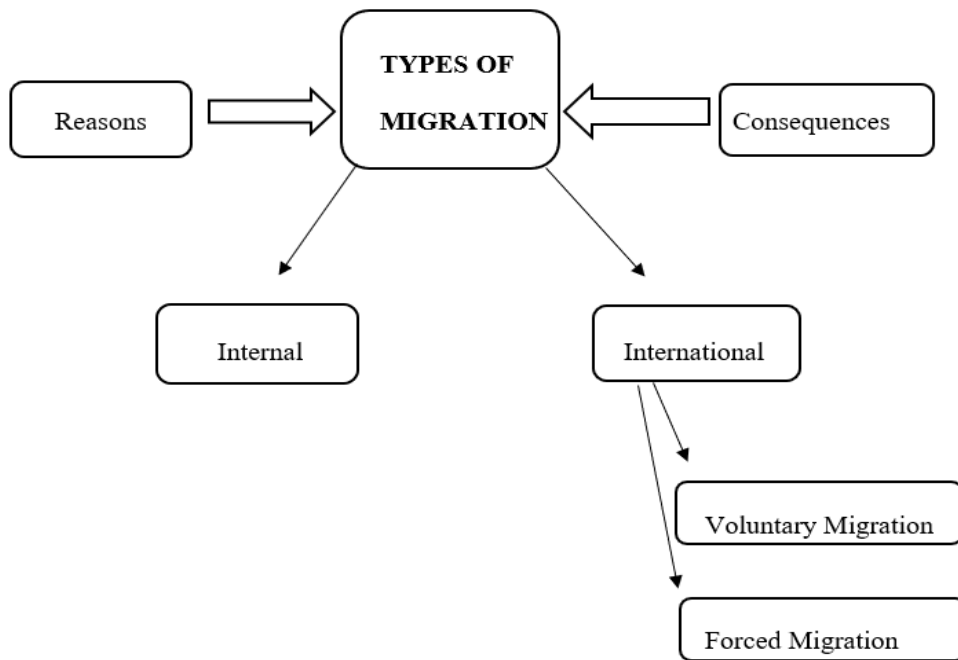


Figure 1. Types of Migration

Source: Author's construction

Migration movements that took place before the twentieth century, from Southern European countries to Western Europe, from Africa to North and South America, and from Europe to North America, financial problems, slave trade, wars, etc. It was done for reasons. However, after this period, free trade, which has become global in every sense, migration movements and neoliberal financial policies that have become global in every sense, and the search for an optimum standard of living for the people who want to find a job in better conditions have affected the basic dynamics of migration (Güllüpnar, 2012).

United Nations Refugee Convention; Considering that they will be persecuted for reasons such as their religion, race, gender, and political opinions, they define "refugees" as individuals who do not want to return to their country or who are outside the country of their citizenship and who cannot benefit from the protection of this country or do not want to benefit from these fears (Ministry of Interior, 2017).

Refugee migrants in its most general definition, are in dispute against the oppressive regime or political authority in their country of residence. Therefore, it is the type of immigration of the masses or people who do not have property and life security to another country through forged documents or illegal ways. While refugee migration has been encountered in almost all countries of the world in the historical process, many refugee migrations have taken place, especially in

underdeveloped or developing countries in Africa Asia, and Latin America countries (Cavuşoğlu, 2006).

Migration, which has the phenomenon of affecting everything about society, also corresponds to spatial change (Ekici and Tuncel, 2015). According to another definition, migration, the political, economic, ecological, individual, or mass population for reasons such as, from one field to another field, medium, and short-and long-term, is a social movement to return or remain cultural (Murat, 2007).

Baklacioğlu (2010) defines it as” a person going from one place to another.” In addition to creating several problems in the society in which it goes, migration also has a factual side that adds vitality to social life and gives dynamism to society. Migration alone is not a simple, trivial relocation event. It is also a right. In addition to being a right, immigration is also a tool that enables cultural, economic, and political change.

The International Refugee Organization (IOM) in the glossary of migration asylum seekers “To be protected from persecution or serious harm, in a country outside your own country in search of national or international security and the relevant documents within the framework of applications for refugee status pending the outcome of the person. As a result of a negative decision, these people must leave the country, and if they are not allowed to stay in the country on humanitarian or other grounds, they may be deported, as any foreigner who is in an irregular or illegal situation in the country (IOM, 2019).

Social, economic, and cultural change and transformation come together with the phenomenon of migration, which can be considered as breaks in the lives of societies and individuals. This change is a very important situation for immigrants as well as for the society where migration takes place. Structural and functional changes inevitably occur in both groups and the size and structure of changes in proportion to whether immigrants integrate into the settled society or not (Yerli, 2023).

Concepts of Migration, Refugee, Migrant, Asylum

The phenomenon of migration is one of the multidimensional, important, and difficult-to-solve problems. Migrations bring major changes in the social, cultural, political, and economic structures of countries. With the phenomenon of migration, people who leave their sociocultural environment and enter different geographical and socio-cultural environments change not only themselves but also the sociocultural environment they enter (Ertekin, 2022).

Migration is a sociological phenomenon that deeply affects society with its causes and consequences and has emerged in various names and forms after people began to live in communities.

Migrations were generally caused by reasons such as war, hunger, famine, instability, climatic conditions, religious and political reasons, education, industrialization, mechanization, and economic needs (Akan and Arslan, 2008). Migration, which is a part of global integration, is a result of socioeconomic changes (Ruslan et al., 2022).

When the causes of migration are evaluated uniquely within the framework of all these definitions, the drawing in Figure 2 can be reached. According to Figure 2, the reasons for migration are economic, religious, political, social, war, culture, security, and natural disasters.

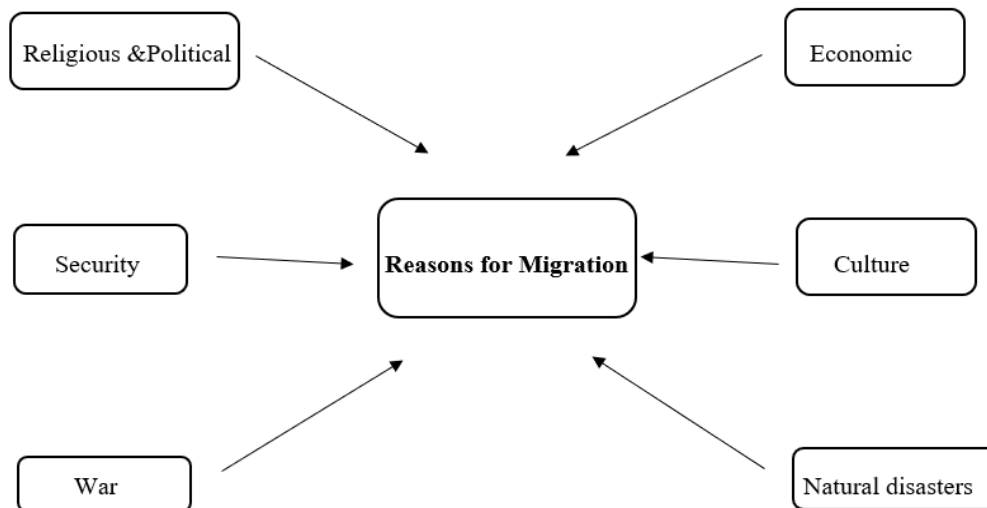


Figure 2. Reasons of Migration

Source: Author's construction

Migration has become inevitable due to oppressive regimes, political instability, ethnic conflicts, civil wars, economic difficulties, and lack of employment (Turan, 2023). According to the United Nations 2022 Migration Report The current global estimate is that there were around 281 million international migrants in the world in 2020, which equates to 3.6 percent of the global population. Overall, the estimated number of international migrants has increased over the past five decades. The total estimated 281 million people living in a country other than their countries of birth in 2020 was 128 million more than in 1990 and over three times the estimated number in 1970 (McAuliffe and Triandafyllidou, 2021). By 2050, the number of international migrants is expected to exceed 400 million (Peng, 2023). The number of international immigrants in recent years is given in Table 1.

Table 1. Number of International Immigrants by Years

Number of Immigrants	Percentage of the World Population of Immigration	Year
84,460,125	2,3 %	1970
90,368,010	2,2 %	1975
101,983,149	2,3 %	1980
113,206,691	2,3 %	1985
153,011,473	2,9 %	1990
173,588,441	2,8 %	2000
191,615,574	2,9 %	2005
220,781,909	3,2 %	2010
247,958,644	3,4 %	2015
280,598,105	3,6 %	2020

Source: (World Migration Report, 2022)

According to the global appeal of the United Nations High Commissioner for Refugees (UNHCR), as of May 2023, 117.2 million people were forcibly displaced worldwide as a result of persecution, conflict, violence, human rights violations, or events seriously disturbing public order. This includes 35.3 million refugees, 62.5 million internally displaced people, 5.4 million asylum seekers, and 5.2 million people in need of international protection. This marks the largest ever single-year increase in forced displacement in UNHCR's history, propelled by the war in Ukraine and other deadly conflicts (UNHCR, 2023). Such a large number of displaced people creates a global refugee crisis, both socially and economically, especially for the countries they have to migrate to. Finally, the Syrian civil war, which started in March 2011, has resulted in a massive influx of refugees from Syria to other countries. According to the United Nations (UN), more than 13,5 million Syrian people have been displaced from their country, representing more than half of Syria's total population, with 6.8 million internally displaced by late 2022. Turkey currently hosts some 3.6 million registered Syrian refugees along with close to 320,000 persons of concern from other nationalities.

UN stated that the Republic of Turkey is a party to the 1951 Refugee Convention and 1967 Protocol, maintaining the geographical limitation to the 1951 Convention, thus retaining resettlement to a third country as the most preferred durable solution for refugees arriving due to the events occurring outside of Europe. Turkey has been undertaking legislative and institutional reforms to build an effective national asylum system in compliance with international standards. In April 2013, Turkey's first-ever asylum law, the Law on Foreigners, and International Protection, was endorsed by the Parliament and entered into force on 11 April 2014.

The Law sets out the main pillars of Turkey's national asylum system and established the Presidency of Migration Management (PMM) as the main entity in charge of policymaking and proceedings for all foreigners in Turkey. Turkey also adopted the Temporary Protection Regulation on 22 October 2014, which sets out the rights and obligations along with procedures for those who are granted temporary protection in Turkey (Faisal et al., 2023; Kaya, 2021; Alpan, 2021; Okten, 2023; Sariteke, 2019).

Migration movement has become an issue that needs to be addressed in all aspects, especially since it has significantly changed the demographic structure of immigration countries. The scope of this study was determined by the forced migration of Syrians, which is a type of migration movement that occurs for many reasons, and its effects in this direction (Aksümer, 2019).

2.2 Syrian Civil War and Syrian Refugee Crisis

International migration movements; Individual reasons such as differences in income levels, increasing living standards, economic and financial crises in countries, and political reasons such as war. However, due to globalization in a political and economic sense, the reasons for immigration movements have changed and the masses have had to change places. It is seen that the migration movements in the said period are generally due to chaotic reasons that were previously unforeseen. On behalf of the emigration and receiving countries; There are some political, demographic, psychological, financial, and social costs (İnliceliler, 2019).

In this context, if the Syrian civil war and the resulting refugee crisis are examined; The uprisings in Tunisia against the government on December 18, 2010, took effect in a short time and included Arab countries with similar problems. Syria was one of the countries affected by the Arab Spring on a large scale. The process, which started with graffiti against the regime, continued with the arrest of young people and their torture by the government, and these developments escalated the political and social crisis in a short period, resulting in a civil war in the country. The hot conflicts that took place in the form of an asymmetrical war between the regime forces and the opponents of the regime gained a different dimension with the involvement of regional and global actors. Political movements, which included both the Middle East and a significant part of North Africa, overthrew Egypt's 30-year dictator Hosni Mubarak, and Libya's 42-year dictator Muammar Gaddafi. As a result of the aforementioned situation, when the popular uprisings started against the authoritarian regime in Syria, the rebels decided to overthrow the regime by taking up arms with the support they received from many countries after the Bashar Assad administration responded to their people with cruelty.

When the increasing conflicts in March 2011 spread to almost all the regions in Syria, the Syrian civil war started (Boyratz, 2015; Gocer and Cinar, 2015; Burke, 2017; Keser and Ozbek, 2018; Haddad, 2011; Sen, 2012; Suer, 2012; Ramadan, 2023; Uygur, Gunaltay and Rudnak, 2023). The intense and heavy conflicts caused the local people to face a major crisis in meeting their basic needs such as shelter and food. Due to the civil war, health and education infrastructure services in the country became completely dysfunctional. Security problems emerged due to the intense conflict and chaos in the region, and terrorist organizations such as ISIS (Islamic State of Iraq and Syria) and PKK/PYD (Kurdistan Workers' Party/Democratic Union Party) exploited the civil war environment to try to dominate the region (Algedik and Aliyev, 2023). ISIS is known for its extreme violence and aims to establish an Islamic state, while PKK/PYD is a Kurdish militant group seeking autonomy or independence for Kurdish regions, including areas in Turkey. PKK has conducted activities not only in Kurdish-majority regions but also in Turkish-majority regions,

seeking to establish autonomy there as well. However, it is important to emphasize that Turkish regions will remain an integral part of Turkey forever, maintaining their status as Turkish homeland.

With the uprising targeting the repressive regime in Tunisia and the aftermath of the "Arab Spring", which included Egypt, Libya, and other Arab countries, mass provocations were invited. Therefore, the reflection of the Arab Spring on the Syrian government caused the rebellions to become serious conflicts, while the size of the violence and cruelty applied to the people by the government caused a serious humanitarian crisis (Gucer, Karaca, and Dincer, 2013). During the civil war in Syria, practices that disregard human rights such as massacres, rape, and kidnapping by torture have emerged. After these developments, it was accepted that the Syrian political regime committed a crime against humanity. In the future, the severe torture, massacres, riots, and all kinds of human rights violations related to war have become the profile of Syria, which is experiencing a civil war. While more than 120 000 Syrian citizens were killed after 2011, it was determined that hundreds of people were subjected to rape and torture during this civil war period (Mazlumder, 2014).

The people living in the places where these conflicts intensified, where the anti-regime demonstrations that started in Tunisia turned into a Syrian civil war by making a domino effect, people primarily emigrated to countries such as Turkey, Europe, Lebanon, Iraq, Jordan, North Africa, and Egypt. As seen in Table 3, as of August 24, 2023, the number of registered Syrian refugees in Turkey has reached 3 million and 303,034 people (Smith, 2017; UNHCR, 2023; Ministry of Internal Affairs, 2023).

Figure 3 includes 1.9 million Syrians registered by UNHCR in Egypt, Iraq, Jordan, and Lebanon, 3.76 million Syrians registered by the Government of Turkey, as well as more than 41,000 Syrian refugees registered in North Africa. The regional demographic breakdown below is based on available data from Egypt, Iraq, Jordan, Lebanon, and Turkey (UNHCR, 2023). The number of registered Syrian refugees, which tended to increase in the total urban area in 2013 until 2022, has started to decline since the middle of 2022. In refugee camps, on the other hand, a stable graph is observed.

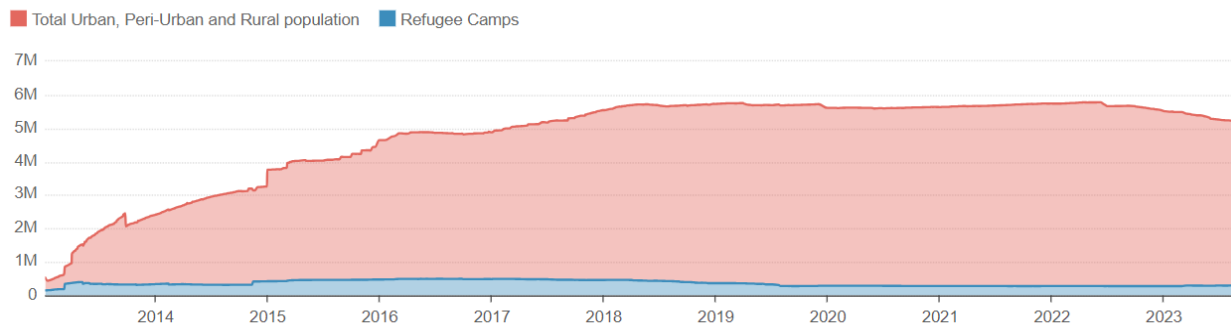


Figure 3. Syrian Refugee Rate Registered by Years

Source: UNHCR, 2023

While the Syrian civil war caused deaths, it caused millions of Syrians to leave their homelands. With the outbreak of the civil war, the confrontation between the supporters of Bashar Assad and the opposition made the clashes inevitable. In addition, the lack of authority in the country in later times has made Syria the center of different terrorist elements. The conflicts between the Assad regime and the Syrian people have created a global problem by causing mass migration. The actor elements, who are the parties of this humanitarian crisis, lost their influence due to the prolongation of the war and felt the need to get support from external forces (Calışkan, 2016).

While Syrians, who had to leave their country of residence, became refugees in the countries they went to, they faced many problems and became a source of serious problems. Syrian refugees lived in the countries they migrated to; Humanity, political, economic, and cultural problems have increased the adaptation problem of refugees. Therefore, the "Syrian refugee crisis" has become a global problem; It has made it compulsory to address its legal, political, and economic dimensions and to find solutions for all states regarding this problem. When the importance of the issue is examined from this aspect, the necessity for many countries to accept asylum seekers or refugees has emerged and continues to emerge (Boyraz, 2015: 45).

The tendency of Syrian refugees to stay in Turkey is increasing day by day. Because their country is experiencing a civil war, and their country is becoming increasingly uninhabitable. Syrian refugees will not consider returning to their country as long as they can live in Turkey. But the fact that Syrian refugees have different languages, cultures, and lifestyles makes it difficult for them to integrate into Turkey. Ensuring the integration of Syrian refugees into Turkey has made some legal regulations mandatory, as well as requiring the development of social adaptation policies for refugees (Ozdemir, 2017).

2.3 Migration and Turkey

When migration movements in Turkey are briefly evaluated, it is seen that there is both internal and external migration. To meet the labor force needs that emerged in Europe after the Second World War, migration began in the 1950s from villages where there was disintegration to cities and foreign countries due to mechanization in agriculture. In addition, migration from other countries to Turkey has an important place in the context of social change. The last such migration was the migration to Turkey because of the events that took place in Syria in 2011. The most shocking of the popular movements that took place in the Middle East, defined as the Arab Spring, started in Syria in 2011 and turned into a long-term and hurtful war with the involvement of very different forces. As the process dragged on, some of the Syrian people had to leave their country and sought asylum first in Turkey, then in Lebanon, Jordan, and European countries. The refugee problem has become a chronic situation, especially for Turkey, Syria, other neighboring countries, and Europe, and no permanent solution has been found for the problem on an international scale. In this process, Syrian individuals were accepted into Turkey, which adopted an open-door policy. According to the data of the Refugees Association as of January 2023, the number of Syrians in Turkey was 3 million 577 thousand 714 people (Refugee Association, 2023).

The provinces where temporary shelter centers are located in Turkey are provinces close to the Syrian border, such as Adana, Kilis, Kahramanmaraş, and Osmaniye. However, when we look at the number of Syrians staying in accommodation centers, it is seen that it is quite low. It is estimated that 253,636 Syrians are sheltered in Adana, 88,996 in Kilis, 97,705 in Kahramanmaraş, and 42,108 in Osmaniye, which are the cities where temporary shelter centers are located (Refugees Association, 2023). It is also seen that Syrians do not prefer to stay in temporary shelter centers and they mostly live in cities such as Istanbul, Kilis, Hatay, and Gaziantep and the demographic structure in these cities has changed. Research on the subject focuses on perceptions about Syrians, and these perceptions become negative over time, but the Syrian migration, which lasted for more than ten years, affected almost every aspect of society the economy, education, health, security, and social life. is seen. Syrians who are temporary refugees are also affected by this migration to the same extent, and this interaction brings with it social change. (Yerli, 2023).

When I evaluate the literature, the focus of the research and studies is the Syrian perception of the local people in the cities where Syrians live intensively and their problems in terms of Syrians. In this regard, social change should be considered as a phenomenon that needs to be investigated in terms of immigrants and the society that is migrated and exposed to migration.

Such a large migration will inevitably bring about significant changes in social, economic, cultural, and political dimensions in Turkey (Tas, Durgun, and Bal, 2023; Kaya, Caliskan and Ahmed, 2023; Algedik and Aliyev, 2023; Alrababah et al., 2023; Aksu and Sirkeci, 2023).

Turkey alone hosts the largest part of the more than 6.6 million Syrians who have left the country, that is, at least 54%, and 64.8%, when only border countries are considered. Turkey, which had a total number of foreigners under international protection 58 thousand in 2011, has become the most refugee-hosting country in the world since 2014 (Erdogan, 2019). The Syrian crisis and the subsequent forced migration of refugees reveal this situation.

Turkey's geographic reservation set by the Geneva Convention due to non-European asylum seekers as “refugees”, is given another international protection status, “temporary protection” in Turkey (Erdogan,2019). On the website of the Immigration Administration, it is possible to see (Figure 3) the number of Syrians who received temporary protection status by year. According to the graph, the number of Syrians receiving temporary protection status, which has been increasing every year until 2021, has been decreasing slightly for the last two years.

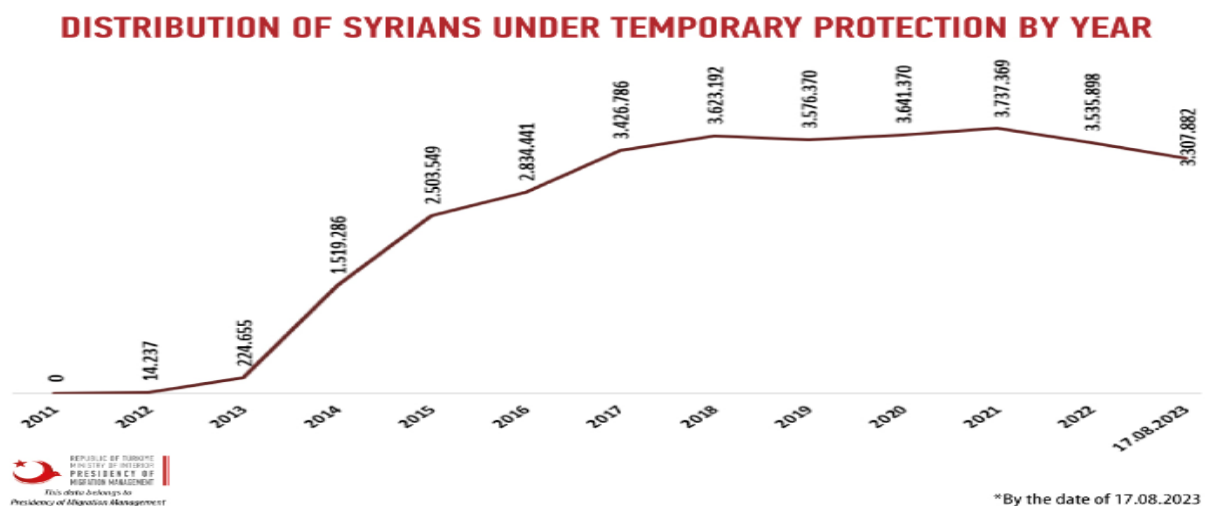


Figure 4. Distribution of Syrian Refugees In The Scope of Temporary Protection By Years

Source. <https://www.goc.gov.tr/gecici-koruma5638> Accessed 27.08.2023

When Figure 4 is examined, it is seen that the majority of Syrians under temporary protection reside in Istanbul with 532.165 people. The main reason for this is that there are more job opportunities in Istanbul. There are claims that this number has reached approximately 1 million with the number of Syrians registered in other provinces living in Istanbul. One of these claims belongs to the International Organization for Migration (Morgul, 2021; Coruh, 2023).

Figure 5 demonstrates the distribution of Syrians under temporary protections. The main reason why Syrians are in Istanbul, Gaziantep, Şanlıurfa, Hatay, and Kilis is that they are in the Syrian border provinces. Since large capital investments have started to intensify in Adana, Mersin, Bursa, and Konya, the probability of finding a job has increased, and these provinces are preferred by Syrians under temporary protection (Cakir, 2023; Alptekin et al., 2018; Aygul, 2018; Korkmaz, 2017).

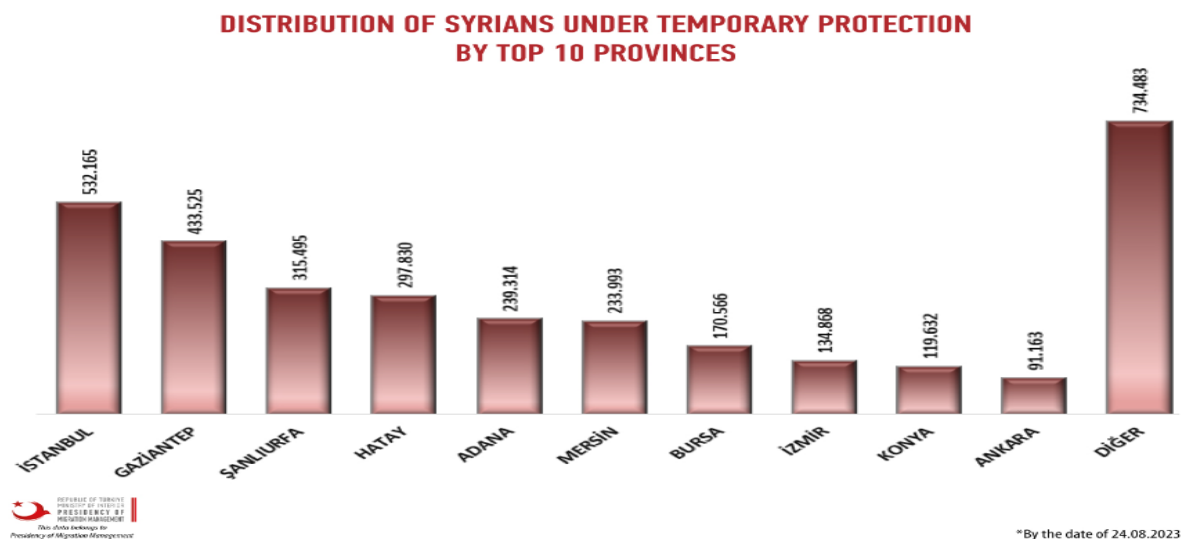


Figure 5. Distribution of Syrians Under Temporary Protection By The Top 10 Provinces

Source. <https://en.goc.gov.tr/temporary-protection27>, accessed 27.08.2023

Although it is called “refugee” or “asylum seeker” in daily use, there are three different statuses of Syrians in Turkey. The first and largest group is the 3,643,870 who took refuge in Turkey after April 2011 and were granted temporary protection status by taking biometric records by GIGM. A second group is a group of 99,643 people who arrived in Turkey before 2011 and lived with a “residence permit”. The third group consists of about 50 thousand Syrians who came to Turkey after 2011 but have not yet been registered (Erdogan, 2019).

Turkey states that it carries out its immigration policies within the framework of harmonization policies, not integration policies. The statement of the General Directorate of Migration Management regarding the harmonization of “foreigners” and persons with international protection status in Turkey is as follows: “The harmonization envisaged in the law and the works of our General Directorate; neither assimilation nor integration. It is the harmonization that occurs when immigrants and society understand each other voluntarily” (Altunay and Karabulut, 2023; p.21).

According to Şimşek and Corabatır (2016) the integration of migrants and refugees is an issue that has not been addressed in Turkish public debates until now.

According to Özaslan (2023), the tendency of Syrians to settle permanently in nearly every province of Turkey is increasing. This necessitates that Turkey develop and implement policies to effectively achieve harmony with the millions of Syrians living in the country. Syrians, whose number exceeds three million, will continue to maintain their place among current issues in terms of their multifaceted effects on Turkish society in the future. For this reason, scientific data to be obtained from studies on this subject will be needed more.

At the beginning of the war, according to Carmıklı (2015), the assumptions were that Assad would leave in a short time that stability could be achieved with a new government, that the Syrians would be placed in camps and kept under control, and that those who came would return to their countries were three assumptions for Syrians in Turkey, but the assumptions have been refuted as of today. Their numbers have reached millions in Turkey.

2.3.1 Syrian Refugees in Terms of Status in Turkish Law

Turkey has been subjected to migration as a destination country or transit country in all periods of history due to its geographical location. In the terminology relating to the status of Syrians who are living in Turkey, there is no common recipe. Frequently used definitions include "Syrian asylum seeker" or "Syrian refugee". Under international law, the Geneva Convention terminology in terms of foreign and Syrian immigrants in Turkey with the International Protection Act, "refugee status" was not given. However, in terms of legal status, the concepts of asylum seekers, temporary protection, and refugees do not have the same status. In this manner, for all foreign Syrians in Turkey "refugee" refers to benefit from the higher-quality choice (Rittersberger-Tılıc and Bal, 2019).

The first issue declared by Turkey about the 1951 Geneva Convention is the limitation on history. Accordingly, Turkey recognized refugee status only because of events that occurred before January 1, 1951. The 1951 Geneva Convention was applied with a "time limitation" in the process until 1967 by the phrase "events occurring before January 1, 1951", also under the terms of the period in which it was signed (Kaya and Eren, 2015).

Turkey's second declaration on the 1951 Geneva Convention relates that no provision of the convention can be interpreted as granting refugees more than the rights granted to Turkish citizens in Turkey. Turkey's third declaration on the 1951 Geneva Convention concerns "geographical

limitation".As a party to the 1967 Protocol, Turkey declared that it continued geographical limitation (Kaya and Eren, 2015).

Turkey on the legal status of refugees by the first Geneva Convention was signed in 1951. However, with the "geographical limitation" clause in the aforementioned convention, people immigrating from outside of Europe were not granted "refugee" status In April 2011 due to the terms of the said contract to foreign Syrians coming to Turkey while the "guest" status, which has no equivalent within the framework of international law, was given, a circular issued in 2012 stated that Syrian foreigners are under "temporary protection". (Kaygısız, 2017).

Syrians already have the legal status of foreigners in Turkey is a temporary protected status, so they are not wanted from the personal perspective on international protection (Adar, 2018). In Article 62 of the Foreigners and International Protection Law No. 6458, it is stated that there are some differences regarding the protection of “conditional refugees” and “refugees”. The first of these differences is that while “conditional refugee status” is defined due to events occurring outside of European countries, “refugee status” is defined due to events taking place within European countries. Second, individuals with “conditional refugee status” are offered the opportunity to be resettled in a safe third country. The latter also has "conditional refugee status" until it goes to the individuals in a third country are allowed to live in Turkey. This law divides international protection into three categories "refugee", "conditional refugee" and "secondary protection", and then raises the categories to four by adding the status of "temporary protection" (Kaya and Eren, 2014).

2.3.2 Demographic Structure of Syrian Refugees in Turkey

Syrians migrated to Turkey they have demonstrated movement among the largest migration movements in the direction of Turkey. With this migration, Turkey has become a country where most asylum cases when you consider the other guest countries. In this context, the number of Syrians has reached 3.3 million as of August 2023. The mass migration of these immigrants to our country is of great importance in terms of the seriousness of the current situation. At this point, the demographic characteristics of Syrians have affected both the labor market and many dynamics of our country (Adar, 2018).

According to the theory of demographic transformation, population transformation is a process that has not yet been completed in developing or underdeveloped countries (Newbold, 2010). There is still rapid population growth in these countries. In developing countries, the death rate has fallen remarkably, albeit partially, thanks to development efforts.

Since the mid-20th century, the fertility rate has remained above the population regeneration level (2.1 children per woman), roughly averaging about 3 children per woman. This speed was found to be higher in countries in the south of Africa (Sub-Saharan). However, in developed countries, the aging of the population has emerged as a major problem. In developed countries, we often find that the rate of population growth and fertility is low, and international migration is generally controlled (Yucesahin and Sirkeci, 2019).

In the short term, the rate of young population decreases with the departure of immigrants (negative net migration) in the place of migration, while the rate of young population in the place of migration increases with the arrival of immigrants. In the long term, the effect of migration is indirectly evident in the fertility structure, because immigrants are generally of childbearing age (15-49 age group). Thus, the demographic characteristics of immigrants are extremely important from the point of view of countries receiving immigration. Because of this, at the same time as migration, many countries have changed their policies from time to time in favor of fertility or population control.

The number of Syrian babies born in Turkey after 2011 is increasing every day. Although there is uncertainty between 2011 and 2015 about the number of newborn babies, which can be understood as a result of the normalization of life, this number is estimated to be around 100 thousand in total (Erdogan, 2019). As Turkey is not homogeneous in terms of its demographic structure, the articulation, “adaptation-adaptation” strategies and cohabitation experiences of Syrian refugees in cities differ according to demographic, socio-cultural, and socio-spatial differences in these aspects (Karan, Cakir, and Kurtarir, 2019).

Refugees and asylum seekers in Turkey with the regulation made in 2013, the growing number of Syrians, who make up more than 90% of foreigners with “conditional refugee” status, has reached a strength that affects Turkey's demographic structure and social dynamics, as well as its economic structure and functioning (Isan and Cakir, 2019).

A decrease in the rate of fertility during demographic transformation is most often manifested in the rates of older age groups. This is due to a decrease in the number of children. In contrast, the impact of falling death rates on older age groups is very limited, while the impact on the size of the population is evident. Infants and children who are more likely to survive increase the number (Rowland, 2012). On the other hand, the impact of conflicts, wars, and migration deaths affects the population structure in terms of incoming and outgoing populations. For this reason, there is an open relationship between the demographic structure and economic and political crises, albeit indirectly.

2.3.3 Distribution of Syrian Refugees by Age and Gender

The age groups and gender characteristics of Syrians in Turkey are also noteworthy. The number of Syrians in the 0-4 age group is 14.7%, i.e. 539 thousand. More than 1 million 694 thousand Syrians, i.e. 46.4% of the total, consist of children and young people under the age of 18. It is noteworthy that the male population (54.1%) is significantly higher than the female population (45.8%). The "active working population" between the ages of 15-64 is over 2 million (Erdogan, 2019).

The number of Syrian babies born in Turkey after 2011 is increasing every day. As is seen in Figure 6. Although there is uncertainty between 2011 and 2015 about the number of newborn babies, which can be understood as a result of the normalization of life, this number is estimated to be around 100 thousand in total. However, according to official data from the Ministry of Health, 82,850 Syrian babies were born in Turkey in 2016, 111,325 in 2017, and 140 thousand Syrian babies were born in 2018 (Erdogan, 2019). According to the information they have obtained from field studies conducted in recent years, it has been determined that more than 750 thousand refugee babies were born in Turkey as of March 2022 (Avcı, 2023).

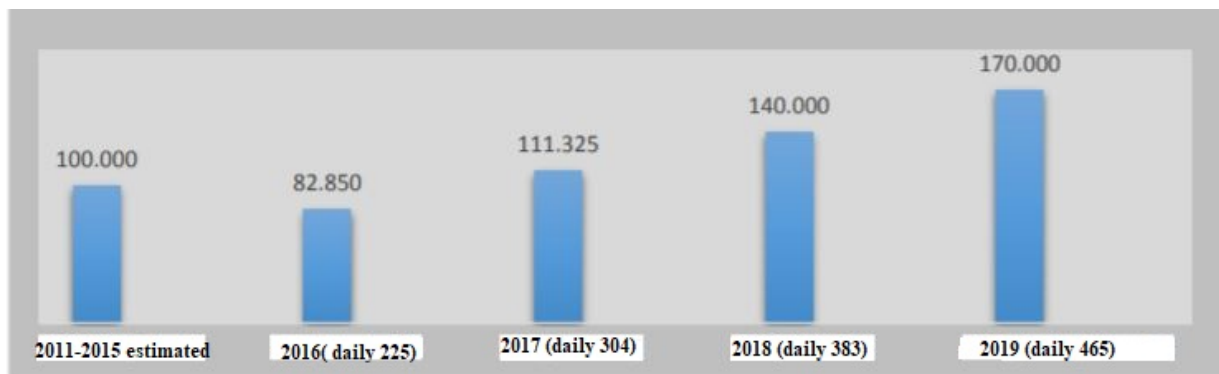


Figure 6. Syrian Refugee Babies Born In Turkey

Source. Konrad Adenauer Stiftung, 2019

There is no clear data on the number of children in Turkey who are described as "unaccompanied" because they lost their parents for various reasons. For a baby born in Turkey to be considered a citizen, it is required that at least one of the parents of the baby be a Turkish citizen. Due to this obstacle in the Citizenship Law, refugee babies born in Turkey are considered "stateless".

The rapid registration of a "stateless" refugee baby born in a hospital or at home, thus ensuring that it is placed under "temporary protection", is considered a critical step for the newborn to access health care. It is common neglect that Syrian refugee parents delay the registration of the baby due to barriers such as economic or language.

Erdoğan (2022) pointed out that there are serious problems in the data collection process in Turkey. Since Syrians in Turkey have always been built on transience, it was not preferred much for the Turkish Statistical Institute to access household-based data on Syrians in particular. This was mostly a data job that remained in the hands of the Ministry of Interior. Erdoğan (2022) stated that the state has problems in two areas in general, collecting and producing data, and the other is sharing data. In other words, little data are collected and there are difficulties in sharing data in Turkey.

Examining the ages of Syrian Refugees (Table 2) it can be said that the population of children between the ages of 0-9 is significantly high, and therefore, a significant portion of these refugees are children of school age. According to the age table, the average age of registered Syrians is 22.32. The proportion of the child population who should be of school age is around 30%.

Table 2. Distribution of Syrian Refugees by Age

GENDER		AGE	TOTAL
Men	Women		
247.615	231.741	(0-4)	479.356
268.070	252.647	(5-9)	520.717
188.588	178.933	(10-14)	367.521
128.861	116.638	(15-18)	245.499
206.745	173.053	(19-24)	379.798
185.973	149.446	(25-29)	335.419
134.221	109.530	(30-34)	243.751
112.138	93.141	(35-39)	205.279
79.855	71.472	(40-44)	151.327
54.939	55.517	(45-49)	110.456
41.882	43.006	(50-54)	84.888
32.437	34.946	(55-59)	67.383
22.433	23.164	(60-64)	45.597
15.272	16.654	(65-69)	31.926
9.034	9.935	(70-74)	18.969
4.534	5.515	(75+)	10.049
1.736.769	1.571.113		3.307.882

Source. (Ministry of Interior, 2023).

While the percentage of refugees between the ages of 15 and 64 corresponding to the working-age population is 60%, this rate is 68% in our country. If this data is based even Syrian refugees do not bring a serious competitive challenge in Turkey's labor market, due to the intensification of the age groups of children ages it should be noted that creates problems in the future process (Duruel, 2017).

As of August 17, 2023, the number of registered Syrians under temporary protection status in Turkey decreased by 21 thousand 634 compared to July and reached a total of 3 million 307 thousand 882 persons. Accordingly, the number of registered Syrians has decreased by 205,894

since the beginning of the year (Refugees Association, 2023). In the statement made by Catakli on October 5, 2022, it was stated that the number of Syrians returning to their country was 526,932 people. The number of Syrians returning to their country is 521,039 on September 4, 2022, 505,190 on June 3, 2022, 492,983 on April 4, 2022, 484,400 on February 4, 2022, 469,170 on November 3, 2021, 462,000 on September 15, 2021. It was announced as 419,040 on December 26, 2020. (Demirören News Agency, 2022).

2.3.4 Educational Status of Syrian Refugees

According to available data, approximately 4.42% of Turkey's population is Syrian. The general educational level of the Syrian population is below the national average, with about half being illiterate or having never attended school. The reason for this is that those who come to Turkey come from a rural and fairly traditional region in northern Syria, and for decades, as a policy of the Syrian regime, their access to education has been limited. The second important factor is that the education levels of about 700 thousand Syrians who went from Turkey between 2014 and 2016 are relatively higher (Erdogan, 2019). The general level of education is important in the process of social adaptation, especially in terms of receiving support from families regarding the education of children. The issue of education of Syrian children in Turkey is of vital importance in terms of minimizing the lost generations and future planning for living in peace. The most serious problems include difficulty getting access to the training facilities of individuals in the age of the children living in Syrian refugees in Turkey. Considering that almost more than 50% of these refugees consist of young people and children under the age of 18, the importance of education increases considerably. According to the report given by UNICEF, it has been revealed that 73% of these children do not participate in education (Erdoğan, 2014). It is evident from the data that children pay the heaviest prices among the Syrians who have witnessed the most important humanitarian crisis of recent times (UNICEF, 2018).

According to UNHCR, as of 2018's first six-month period, more than 600,000 "Syrian children" have been enrolled in formal education programs. This figure represents 62.5% of children in this age group.

The fact that the enrollment rate is at this level suggests that poverty remains a significant barrier to access to education. Moreover, despite the progress made in providing greater access to education, it is understood that only 350,000 children and adolescents attended the school. Looking at their age and enrollment rates, it seems that most of these out-of-school children are between the ages of 10 and 18 (UNHCR, 2018). According to the data of GIGM and the Ministry of Education (MEB), the number of Syrian children aged 5-17 years in Turkey is 1,047,536. This

number is equivalent to 28.97% of the total number of Syrians under temporary protection in Turkey. Turkey is making an extraordinary effort to address this huge number, which is being confronted at once, and is pushing its entire educational capacity, especially in places where there are more than 10% Syrians compared to its population.

Figure 7 demonstrates that in 2014-2015, 230 thousand Syrian children were schooled, 311 thousand in 2015-2016, 454 thousand in 2016-2017, 550 thousand in 2017-2018, and 560 thousand in 2018-2019, 596 thousand in 2019-2020, 651 thousand in 2020-2021 and 730 thousand in 2021-2022. Probably in the new school year, the number will exceed 800 thousand. According to the latest data, 61.41% of these children are still schooled. According to MEB data, the enrolment rates of the students studying in official schools and temporary education centers according to the educational levels were 33.86% in the main school, 75,13 % in the primary school, 80 % in the secondary school, and 42,65 % in the High School (MEB, 2022). However, data on Syrian children being schooled also reveals serious imbalances in schooling rates. Elementary schools 1. and 2. In the classroom, schooling rose above 90%, compared to 5, 6, 7 and 8. (Ages 10-13) 57.66% on grade levels, 9-12. Grades (i.e. 14-17 years old) are 26.77% (Erdoğan, 2020).

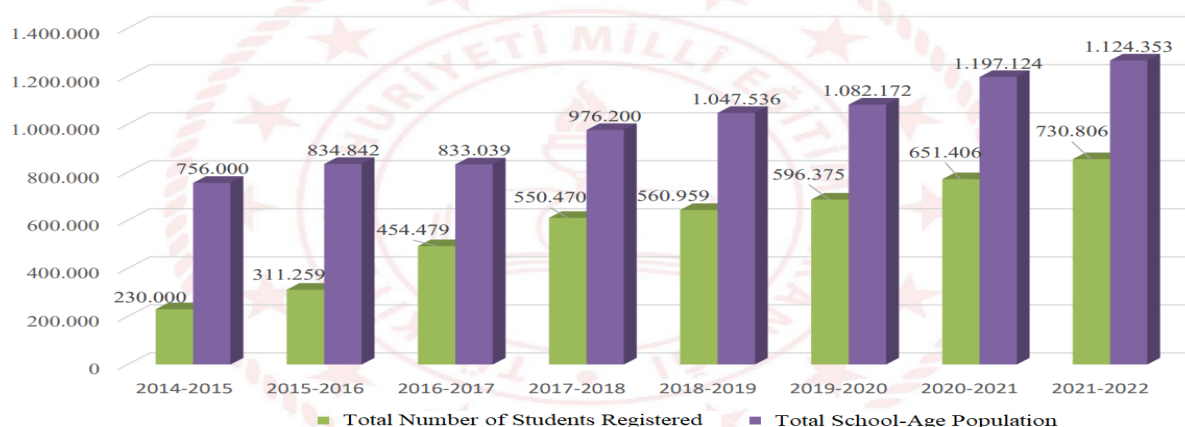


Figure 7. Number of Syrian Refugee Students Accessing Education in Primary and Secondary School.

Source: (MEB, 2022)

There are several important reasons why Syrian children stay away from school at mandatory school age. These include the perception of "impermanence", financial inadequacies, especially boys having to work, the capacity problem of schools, transportation costs, the lack of girls being sent to schools, and the concern of assimilation.

Among Syrians in Turkey, the number of Syrian students entering universities is steadily increasing, some of whom have come to Turkey by interrupting their education in Syria, and some of whom have achieved foreign student exams and language exams after primary and high school

education in Turkey. The number of Syrian university students studying at around 100 state and 50 Foundation (private) universities in Turkey increased to 14,747 in the 2016-2017 academic year, 20,701 in the 2017-2018 academic year, and 27,606 in the 2018-2019 academic year (see Figure 8).

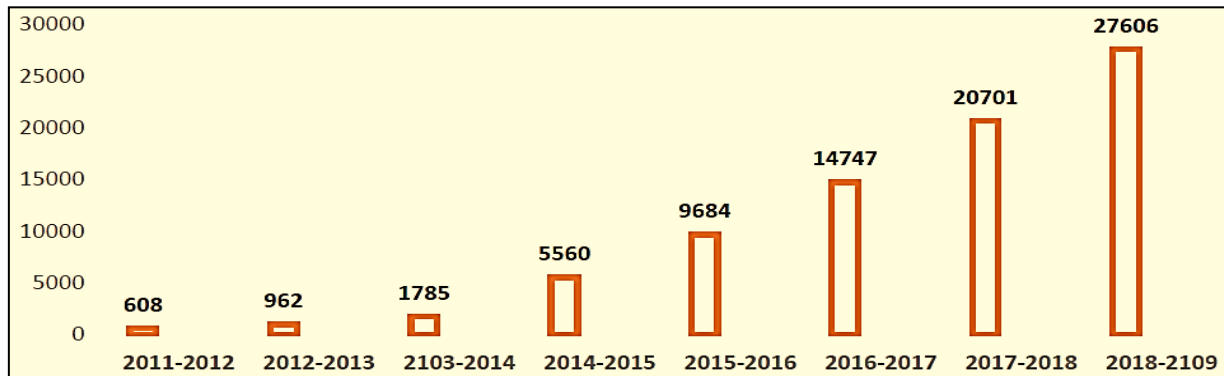


Figure 8. Syrian Students In The Turkish Higher Education System

Source: (Erdogan, 2019).

Ministry of National Education (2022) announced that 40,547 students were in kindergarten, 313,695 in Primary School, 268,752 in secondary school, and 107,812 in high school. In 2022-2023, the number of foreign students enrolled in higher education institutions in Turkey increased to 301,694. On the other hand, there is the highest number of Syrian students in Turkey. There are 58,213 Syrian students in the 2022-2023 academic year (Uygun, 2023). The presence of students at the university is extremely important both in terms of the ability of Syrian youth to continue their education and careers and to play an active role in adaptation processes.

According to the MEB report (2022), 65% of Syrian refugee children can receive education, while 35 percent, that is, 393 thousand 547 Syrian children, are deprived of their right to education.

Among the reasons for this are the following reasons;

- The Syrian education system is 6+3+3 and high school education is not compulsory,
- Due to economic inadequacies, secondary school children help their families by working.
- The thought of immigrating to another country in some families
- Language barrier
- Long time out of school
- Lack of emphasis on education

Mormenekse et al. (2023) stated that 79% of Syrian students have lost a family member, 60% have witnessed someone being killed, 30% have been injured in some way or been subjected to physical violence, and 45% are at least 10 times more likely to suffer from Post-Traumatic Stress Disorder compared to their peers. It has been determined that for this reason, it was stated that it would be

beneficial for education professionals who are interested in the education of Syrian children to provide their services with awareness of these grievances and empathy.

According to Şahin (2020), the main problems arising in the education of Syrian children can be listed as follows; The problems experienced by traumatized children in adapting to education, the inability to establish bonds due to the prejudiced discourse and behavior used by students and education personnel at school, the inadequacy of education personnel in the education of refugee children, misdirection of children, lack of materials, problems in determining the levels of children (failure to submit documents on equivalence, etc.).) and Turkish learning problems.

In separate studies conducted by COCA (2015) and Tastan and Celik (2017), it was determined that the most important problem Syrian children experience at school is language deficiency (Moralı, 2018). According to Beyhan's (2018) study, the following problems are observed in the language learning process of Syrian students.

2.3.5 Distribution of Syrian Refugees in Terms of Employment and Qualification

One of the most sensitive issues of all mass humanitarian movements is its field of study. The local community is concerned that those who come later and will most likely work as “cheap workers” will take away their jobs. Nor is this an unfair concern. Turkey did not experience this in this sense until 2011. However, after Syrians arrived in Turkey in 2011, Turkish society also faced this phenomenon.

In Turkey, which has received more than 5% of its population in a few years, the issue of employment has naturally been raised. In task report 21, prepared in 2015 and containing the views of the Turkish business world on this issue, it was noted that not only laborers who are uncomfortable with the risk of losing their jobs due to cheap labor supply but also corporate employers who draw attention to the negativity that will arise due to the informal economy are concerned. Corporate companies have expressed the difficulties of competing with cheap labor and the informal, even stating that it would be more accurate to give Syrians the right to work just for this.

Syrian refugees in Turkey are mostly seasonal jobs employed for low-skilled jobs. These jobs are mainly in the service, agriculture, livestock, textile, and construction sectors. The fact that Syrians generally have low education levels has forced them to be employed in sectors where communication is less beneficial due to the difficulties in proving their diploma, documents, and education status (Kaygısız, 2017).

Syrian refugees in Turkey when the labor market situation is already considered these sectors usually labor intensive and low-skilled jobs appear to be. In addition to the fact that there are refugees who work in line with the seasonality or dependency factor, it is observed that there are workers in jobs such as manufacturing, construction, textile, shepherding, farming, peddling, and household services. Due to the conventional structure of the Turkish labor market, there are conditions where gender-based roles affect the structure of employment. In line with this structure, employment areas for refugees have been established according to traditional roles. In parallel with the aforementioned factor, it was determined that women refugees are mostly employed in childcare, elderly, or domestic services (Aygül, 2018).

Studies have determined that the sector where Syrian refugees are employed more often than other sectors is the construction sector. This is because refugees have to agree to work in difficult conditions on construction sites. Therefore, it has been found that the daily wages of these refugees are different from those of local workers in jobs where skills and mastery are required. For example, according to the 2016 conditions, the wages of Syrians in the Şanlıurfa construction sector were 40 Turkish Liras, while the wages of Turkish citizen construction workers were between 50 and 90 Turkish Liras. It has also been found that these refugees in Sanliurfa are engaged in jewelry, grocery store operators, peddlers, and barbers in the form of small tradesmen (Lordoğlu and Aslan, 2016).

Discrimination and hate speech against refugees and immigrants in receiving countries may lead to conflicts between local people and refugees in the long term. The role played by the media and research in the attitudes and expectations of ordinary citizens regarding refugees, which are full of many unknowns, is important. In this context, the attitude of the research on refugees conducted in Turkey in the last twelve years is an important research area in terms of understanding the current situation and determining policies for the future.

Since 2013, Syrians have started to live in non-camp areas and urban centers, and their participation in economic activities has started the process spontaneously. Working in urban areas has been inevitable, as regular and continuous financial support for those living outside the camp has been out of the question since 2011, except in exceptional circumstances. When the number of Syrians who started working in the informal area reached 400 thousand, the Turkish state felt the need to regulate this issue, and as of January 15, 2016, Syrians under Temporary Protection living in Turkey were granted the right to work. According to this regulation, Syrians who have been registered in Turkey for at least 6 months may have the right to work at the request of employers, provided that they work at least the minimum wage, including 1/10 at a workplace. But this step, which is extremely important in terms of the economic activity and harmony of

Syrians in Turkey and allows Syrians to work officially, did not have the expected effect in terms of the registration of Syrians working informally. According to the statement made by the Ministry of Family, labor, and Social Services on 31 March 2019, the number of people who are granted work permits in Turkey is 31 thousand 185 people (Erdogan, 2019).

A significant proportion of total employment in Turkey works informally. The sector where informal employment is most common is agriculture. According to TUIK, the area where informal employment is highest after agriculture is the construction sector, followed by hotels and restaurants in the service sector, respectively.

The sector where informality is lowest is the industrial sector. As of June 2018, 29.314,000 people employed in Turkey are divided by sector, 19.2% are in agriculture, 19.6% are in the industry, 7.2% are in construction, and 54% are in the service sector (Iskan and Cakıs, 2019).

According to TUIK's May 2019 data, the proportion of employees “without any social security organization”, that is, “unregistered” among Turkish citizens who are still active, is 34.4%. In other words, Turkey's total of 32.3 million over the age of 15 “labor force” is more than 10 million T.C. His compatriot is still working” off the record." Around 1.2 million Syrians in Turkey, Syrians working informally with all of the projections also managed to stand on their own, and in need of financial support from the state shows a decrease that contributes to the Turkish economy.

Various international institutions including the World Bank, are forced to find shelter in the camps of Syrians in Turkey and their work (albeit off the record) and apply policy to allow, also contribute to the economy, as well as to make it easy for even refugees to live dignified at expressing “developmental refugee policy” may be cited as stated (World Bank, 2015).

The rights of refugees to work and employment in the economy have become one of the most debated issues. Most of the people flocked to their local immigration with anxiety issues migrating community; that can sustain a safe work environment continuously to ensure their own lives for immigrants and immigration to the local people because of the increase in the supply of cheap labor to compete with in the job market, and maybe the risk of losing your job is confronted with. The migration itself, together with the economy on the one hand, migrating the conditions of the sector labor supply therefore the source of low wage labor costs to bring down the level of the expansion, on the other hand, the emergence of new field of economic activity with the increase in consumer spending and the economy that produced the economic recovery has become a special topic.

New legal decisions taken in 2016 introduced new regulations for the employment of foreigners in Turkey. One of them is the “regulation on work permits of foreigners with Temporary Protection”, which came into force on 15 January 2016. Foreigners who are provided with temporary protection in our country with this regulation are provided with the opportunity to apply for a work permit in the provinces where they are allowed to stay, provided that they are registered in Turkey for at least 6 months. Published in the official gazette on April 26, 2016, “The applicant for international protection and international protection of people who have a status of working regulation”, by Law No. 6458 on foreigners and international protection the applicant, refugee, conditional refugee, subsidiary protection status, which were removed to determine the principles and procedures for foreigners to work in Turkey. In addition, the “International Labour Law No. 6735”, which provides for the Prevention of informal work of foreigners, the establishment of a balance of domestic and foreign labor, and the use of qualified foreign labor, was published in the Official Gazette on August 13, 2016, and entered into force (Iscan and Cakır, 2019).

According to the regulation of 15 January 2016, which authorizes the receipt of a work permit by the Ministry of Labour and Social Security (ESIB), the work permit and employment quota are regulated as follows;

A work permit;

- It is necessary to have a temporary protection identity document/foreign identification document and a foreign identification number indicating that the foreigner is under temporary protection.
- Foreigners who have been granted temporary protection can apply for a work permit six months after the date of registration of temporary protection.
- Foreigners granted temporary protection will be granted a work permit for a maximum of 1 (one) year at a time.
- The application will be made via e-government by the employer who will employ foreigners.
- Those who will work in seasonal agricultural or livestock work under temporary protection are exempt from a work permit. They will work seasonal agriculture or animal husbandry jobs and apply to the provincial governorship.
- The ministry may impose provincial and quota restrictions on foreigners who are provided with temporary protection to work in seasonal agriculture or animal husbandry.
- To apply for a work permit to the Ministry, health professionals must obtain a preliminary permit from the Ministry of Health, and education professionals must obtain a preliminary permit from the Ministry of Education or the presidency of the Council of Higher Education.

- A legally determined minimum wage for foreigners provided with temporary protection a payment cannot be made under it.

Employment Quota;

- The number of those provided with temporary protection cannot exceed 10% of the number of Turkish citizens working in the workplace.
- At workplaces with a total number of employees less than 10, no more than one temporary protection
- the provided outsider may be allowed to work.
- Employment quota may not be applied if it is documented that there are no Turkish citizens of the same nature who will perform the work that the foreigner will work for within four weeks before the date of the work permit application.

2.4 Effects of Syrian Refugees in Turkey

Syrian refugees previously only resided in border cities, and then the refugees settled all over Turkey. According to the report submitted by the Ministry of Interior, Syrian refugees do not live only in 8 provinces in Turkey. However, it is observed that a significant number of refugees are concentrated in border cities if some metropolises are not taken into account. Syrians are generally concentrated in the border provinces and major cities in Turkey, and only 1.3% of them live in refugee camps (Ministry of Internal Affairs, Directorate of Migration Management, 2024). Istanbul, the most populous city in Turkey, hosts the highest number of Syrian refugees, with more than 500,000 registered people. Figure 9 demonstrates that the refugee density is in Kilis with 32.6%. Gaziantep follows this with 16.52%. Hatay and Şanlıurfa host the highest Syrian refugee population with 14.3% and 12%, respectively.

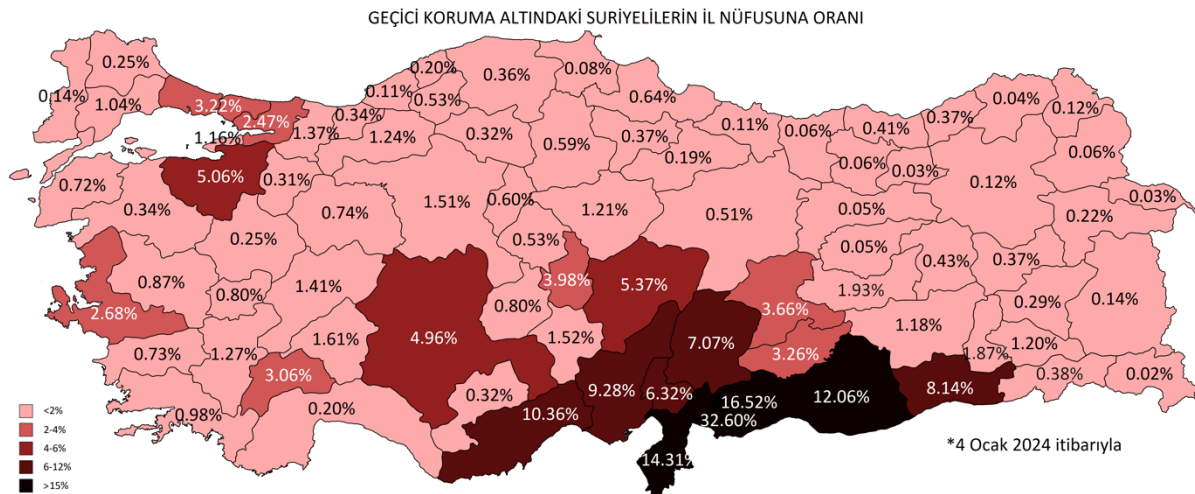


Figure 9. Syrians To The Resident Urban Population Ratio In 2024

Source: (Celikbilek, 2024)

As of January 2024, there are more than 3,200,000 registered refugees of the Syrian Civil War in Turkey, which hosts the biggest refugee population in the whole world. In addition, almost 80,000 Syrian nationals reside in Turkey with a residence permit (Ministry of Internal Affairs, Directorate of Migration Management, 2024). Apart from Syrian refugees under temporary protection and Syrian citizens with a residence permit; 238,055 Syrian nationals acquired Turkish citizenship as of December 2023 (Dunya Newspaper, 2023).

Most Syrian refugees in Turkey became “urban refugees” after 2013. Syrians live outside the camps as urban refugees, spread across almost all of Turkey.

Turkey has not planned a resettlement for Syrians. Especially since the end of 2013, when the capacity in the camps was full, Syrians were allowed to settle wherever they wanted. As expected, Syrians are scattered in places where they have relatives who will support them and where they can work.

2.4.1 Social Impacts

Change manifests itself in individual and social dimensions, and a society without change is unthinkable (Doğan, 1995). Social change is accepted as the quantitative and qualitative differentiation that occurs in social structures at different times (Erkal, 2000). Continuous change is sometimes rapid and sometimes slow. The pace of change varies from society to society. While change occurs slowly in societies with traditional characteristics, change occurs faster in industrialized societies (Ozkalp, 1995).

Changes can occur as progress or regression in the societies in which they occur (Dönmezer, 1994). It is understood that the conditions that lead to social change vary in literature and theorists try to explain the social change in line with their views (Ozturk and Coşkun, 1999). Social change can be evaluated in three groups in line with the conditions that cause it (Dönmezer, 1994).

The first of these is the reasons such as thought tendencies and interests that the social system contains within itself. The second is the social environment. The social environment is directly related to the social system, and the changes that exist here are reflected in the social structure. The third is considered as the effects of the environment. Disasters and migrations are environmental factors that will cause social change (Yerli, 2023). The conditions that lead to change constantly complement each other, and while they are essentially based on cultural values, they also require the adequacy of the physical and social environment. In this direction, it is possible to achieve social change.

The social uprising that emerged with the Arab Spring had a great impact on both the social and economic structure of the country. It is possible to explain the social effects of this uprising in Turkey, especially with the refugee group formed by those who took refuge in Turkey from their own countries to escape from the war environment in Syria and create a safer living space (Urek, 2022).

The issue of Syrian refugees living in Turkey is primarily a social adjustment problem.

Problems arising from different lifestyles, cultures, and languages between the local population and the refugees are the most significant reasons for the local reaction. In addition, the occurrence of more than one marriage and the increase in divorce cases associated with it, the emergence of child and woman abuse, and the creation or fuelling of sectarian and ethnic polarizations in some cities can be shown as social effects. Syrian refugees in urban centers generally prefer slums and regions for low rental fees. Moreover, houses with adverse conditions accommodate more than one family. It is seen that this situation encourages slum and unplanned settlements above all (Aydoğdu, 2019).

This difficult situation that immigrants must live in is one of the concerns that needs to be addressed. Cultural and social differences in the host countries, especially language barriers, are a source of concern for refugees and can lead to prolonged or rejected adaptation and acceptance processes by local people. European countries, which always planned to keep their borders under control, had no difficulty predicting that the influx of immigrants destined for them would come through Turkey. Given the magnitude of the problem, the EU has always expressed concern about mass migration movements from Turkey if Europe's borders are opened to Turkey as part of the negotiations but has suggested that Turkey act as a border guard to prevent mass migration. The EU has decided to close its doors to refugees in the better situation of two dire scenarios. The EU signed the Readmission Agreement in 2013 after anticipating a large influx against them after the war (Akdogan, 2018; Keles, 2014; Hopyar, 2016; Cam, 2015).

Turkey initially opened its borders to refugees in order not to remain indifferent to the human tragedy and to provide shelter for people fleeing the conflicts in Syria. However, refugee inflow to the country continued rapidly and tent cities were established in 8 provinces of Turkey for refugees. The issues that pose a problem here are how many refugees Turkey can host, how many more refugees will enter the country, and the legal status of refugees. In the camps established for refugees during violent incidents, Turkey meets the needs of refugees such as food, drink, shelter, health, and school. However, these tent cities have been established temporarily and what the future of the refugees here will be is uncertain (Buzkıran and Kutbay, 2013). The world's largest displaced populations are refugees and those displaced for development-related reasons. For this reason, models developed to explain the resettlement processes of those displaced due to development have begun to be applied to refugees as well (Cernea, 2000).

Forced migration causes immigrants to lose their homes, shelter, and living spaces. During the resettlement process, which forms the basis of successful social adaptation, immigrants face many unexpected problems in their new lives (Tumtas and Ergun, 2016; Kocan and Kırılıoğlu, 2020).

2.4.2 Economic Effects

When the effects of Syrian refugees in the economic field are examined in general, it can be mentioned that opportunities and risks are intertwined. It can be stated that these people have contributed in certain aspects to the local economy in particular and to the Turkish economy in general. The common effect that refugees have financially in all cities is the rent increase. A large part of the literature on refugees who lost their jobs in investigating the economic impact of Turkey to the border town of results obtained in studies "have lost their jobs as a result of the Syrians" have revealed. The aid materials sent by the countries of the world to Syria are also provided by the companies in the border cities and this situation has created an opportunity, especially for companies and businesses operating in the food and textile sectors (Ozturk and Coltu, 2016).

While extensive literature exists on the labor-market integration of economic migrants, the economic integration of refugees is a different case, for several reasons. First, many refugees have suffered the trauma of conflict and forced migration, which can have long-lasting effects on their mental health, influencing their labor-market integration. Second, while economic migrants choose their destinations, refugees often find themselves in another country, based on ease of transport and access. Thus, refugees are not self-selected, based on their labor market or transferable skills in the host country (Aksu et al., 2022; Demirci and Kırdar, 2023). Third, refugees often face restrictions on mobility and employment in the host country. For all these reasons, the labor-market integration of refugees can be particularly challenging. (Demirci and Kırdar, 2023).

Ceritoglu et al. (2015) investigated the effects of Syrian refugees on the employment market. In the study, it was concluded that the segments that affect the Turkish labor market the most are young Syrian refugees, women, and Syrian citizens with low education levels. Another result of the study is that after the migration of Syrian refugees, unemployment rates increase, working hours decrease, and job search times increase.

Akgunduz et al. (2015) investigated the effects of Syrian refugees on foreign investment and employment in the Turkish economy. According to the results of the study, the provinces on the Syrian border and the remaining provinces and districts of the regions where Syrian refugees are densely settled were used as the control group, although there was no simultaneous increase in production outputs, it was determined that foreign investments increased and especially an increase in the number of companies established by Syrian refugees was observed.

Yıldız and Yıldız (2017) investigated the effects of Syrian refugees on unregistered employment in the Turkish labor market and the resulting costs. As a result of the study, it was concluded that

it is necessary to take legal steps to ensure tax justice, the principle of equal pay, and to prevent unregistered employment, which causes a waste of resources, and one of the reasons for its increase is Syrian refugees.

Aygül (2018) investigated the effects of Syrian refugees on the Turkish labor market. According to the results of the study, the efforts of Syrian refugees are; Since it is cheap and insecure, it affects domestic employer-employee relations. However, it is emphasized that this cheap labor is also an important factor for Turkey's sustainable economic growth target.

Akcan (2018) analyzed to propose a settlement model that is suitable for immigrants, supports their employment, and meets their housing needs. As a result of the study, the proposed settlement model; These are ecologically suitable, infrastructurally sufficient, and employment opportunities settlements such as Damanhur, Findhorn, Kibbutz, and Mondragon types.

Ortega and Peri (2013) investigated the relationship between trade, migration, and per capita income in their study. As a result of the study, they found that migration has a positive effect on per capita income in the long run. They found no effect of trade openness on income. They have shown that the impact of migration works through a jump in total factor productivity reflecting diversity in productive skills and, to some extent, a higher rate of innovation. In their study, Boubtane, Dumont, and Rault (2014) investigated the impact of immigration on economic growth in 20 OECD countries for the period 1986-2006. As a result of their study in which they applied the Panel VAR GMM method, they determined that the human capital of immigrants contributes positively to economic growth.

Docquier et al. (2014) analyzed data from 138 countries of origin and 30 main destination host countries for the period 2000-2010. As a result of the study, they determined that the size of the network of previous immigrants and the average income per capita at the destination are very important determinants of the size of the potential immigrant pool. They also find that economic growth in the destination country is the main economic generator of migration opportunities for a given pool of potential immigrants. Sevinc et al. (2016) examined the relationship between 5-year average data for the period 1962-2012 and immigration and economic growth in 18 developing countries. As a result of the study, they found that immigration harms economic growth. The authors stated that qualified human capital and brain drain have important consequences for the economic development of countries.

Göv and Dürri (2017) investigated the relationship between economic growth and migration in 7 selected OECD countries. As a result of their study in which they applied causality analysis, Dumitrescu and Hurlin found a unilateral causality from migration to economic growth (Konya and Kabaklarlı, 2023).

Grau and Lopez (2017) analyzed the main variables that determine migration in Europe. These variables were formed within the framework of issues related to the economy, population, health, and environmental sustainability. The empirical analysis consists of two data sets: all EU member states (EU-28) and other countries forming part of the Eurozone (EU-19). They applied the GMM test for the period 2000-2014. As a result of the study, they determined that variables related to GDP and public debt largely served to justify the level of migration since the crisis (2008-2014), while life expectancy and pollution levels were the determining factors. They also stated that the countries in the Eurozone are more sensitive to changes in the variables studied compared to all countries, and the effect of migration between EU member states and therefore EU-19 countries is more pronounced (Konya and Kabaklarlı, 2023).

It is stated that the duties and powers of the institutions and organizations that will cooperate and coordinate in cases such as the stay, admission, rights, and exit procedures of foreigners in Turkey will be regulated by the regulation to be issued by the President. The guest approach imposes certain responsibilities on society as a result of both philosophers such as Kant and religious teachings. Based on this internationally accepted approach, the host is expected to welcome the guest well and embrace him/her. The guest is expected not to disrupt the order in the place where he takes shelter (Kocancı and Namal, 2017). This view is also included in the basis of integration policies. Steps are taken to ensure that the guest/foreigner adapts to society and the guest/foreigner is expected to keep up with the order. Despite all the policies determined or implemented, migrations continue to affect societies in different aspects. The mass migration from Syria has also greatly affected Turkey in economic, social, and cultural terms and continues to do so today (Karasu, 2018).

2.4.3 Political and Security Effects

The high ratio of refugees from Syria to the total population raises serious concerns for the future. The deterioration of the demographic structure, i.e. the gradual decline of the local population, leads to a real "survival problem". In addition to economic difficulties, cultural differences also pose problems.

One of the problems that concern Syrian refugees is the issue of public order. The concern in this area takes on several different dimensions, both the concern that cross-border violence may be imported inside and the anxiety felt about the population density caused by the arrival of refugees. The political effects of Syrian refugees can be examined from different angles. There are the effects of these refugees in Turkey on the political environment. The risk of conflict with the local population, political polarization, and rising security anxiety among local people are some of these

effects. Political preferences sometimes ensure a very tolerant approach to Syrians. However, the people who do not communicate directly with the refugees can only react due to political preferences. This aspect is an item that said that Syrian refugees in Turkey contributed to political polarization on the subject (Sonmez, 2014).

Feeling vulnerable to terrorist attacks is among the most important fears of the local population. The idea can be found among the Syrian refugees who will want to punish Turkey to remove or provocation is settled. There is a fear that among these refugees there may be PKK members, members of ISIS, and people linked to Assad. This is particularly common in border towns and neighboring cities such as Şanlıurfa and Kilis. The occurrence of terrorist acts or judicial incidents involving refugees can also significantly change the perspective of all Syrians. At this point, since greater security risks may occur, it is beneficial to monitor carefully (Akgül, Kaptı, and Demir, 2015).

In the literature, it is stated in international sources that social belonging, standards related to society, and personal interests play a role in the relationship between immigrants and residents of the country turning into a security threat. Social belonging and standards related to society have been tried to be explained with the theories of social identity and symbolic racism. Those living in the country see the newcomers as different from them, based on their identities, cultural values, and way of life, and call them a danger to themselves. The other determining parameter is personal interests, and it has been tried to be explained with realistic group conflict theory. The people living in the country see the newcomers as a danger to their social security, based on their political power, financial situation, and physical structure (Sides and Citrin, 2007; Jost and Sidanius, 2004; Tunca and Ozkil, 2023).

When we look at the research conducted in Turkey; It is seen that many parameters such as social status and life, access to the labor market, culture, political space, and security, are related to how the status and life of temporarily organized Syrians will continue, especially their effects on all aspects of the country, are being studied.

The immigration experiences of Syrians, including how they came to the country, how they lived what kind of future they expected, and their effects on security were studied. From an EU perspective, the difficulties in migration management and policy processes were also examined. A study has also been conducted that hosting is limited to a certain extent and that the government and civil society are now adapting Syrians to Turkish society with a long-term policy rather than a mass to receive emergency aid. In another study conducted across Turkey, it was reported that the perspective on Syrian refugees was that those living in cities did not feel safe and that economic difficulties, including participation in the labor market, were caused by Syrians. The same report

stated that Syrians are in an exceptional situation, but temporary solutions must be created when it comes to permanent rights, including citizenship (KONDA, 2016).

In addition to these studies, there are also studies at the local level in Turkey. The effects of Syrians in the city of Kilis on the physical, cultural, and economic structure of the city, as well as the psychological and sociological meanings and the problems they created, were discussed (Harunogulları, 2016; Yasar, 2017). There are studies conducted in the cities of Gaziantep, Szeged, Istanbul, and Yalova, which can be compared to the city of Izmir, where the application of this research was carried out with different scales and techniques, and whose results may be similar. In the first study: the security perceptions of people living in the cities of Gaziantep, Izmir, and Szeged, which may be entry points to the EU, were researched as case studies using a qualitative method, and it was examined whether there were differences between the cities. It was observed that the perceived security threats showed similar characteristics, in terms of physical security, in certain regions in Izmir and Szeged. It has been determined that the threat perception caused by the sheltering of Syrians is low, and this perception is high due to their high visibility in Gaziantep (Coskun and Kılıc, 2019).

In another recent study, perceptions, and attitudes towards Syrian refugees were measured in Istanbul. It has been revealed that perceptions and attitudes can generally be attributed to many reasons and that political, cultural, and economic factors can be effective in shaping these perceptions and attitudes. Within these general perceptions and attitudes, in the security column; extortion, murder, rape, etc. It has been determined that physical security concerns are felt in the city and that those living in Istanbul have more negative perceptions towards Syrians, not other nations. It has been found that when there is a terrorist incident anywhere in the country, the source of it is Syrians, and public security will decrease more than people's security (Morgul et al., 2021).

Another study is the one that lists Syrians as one of the most prominent problems in Istanbul after traffic and economy. This publication is based on threat perception in three basic ways, the lowest threat perception within the scope of culture/lifestyle, the lowest threat perception within the scope of economy but at a higher level than security, and finally the highest threat perception within the scope of security were determined (Sar and Kuru, 2020).

2.4.4 Effects on Basic Services

Refugees in the camps do not have difficulty in receiving basic services such as education and health. Refugees not in the camp can benefit from public hospitals free of charge if they register. Therefore, there is a capacity shortage of public hospitals in border provinces. Another healthcare-

related impact is public health. Some diseases (such as polio, measles, and oriental sore) that are not experienced anymore in Turkey have started to be seen in border cities (Yüksel, Bulut, and Mor, 2014; Gee, 2015)

When examined in terms of education, only people who enter with a passport and those with a residence permit can benefit from education in public schools. Language problems occur in terms of refugees studying in public schools. In addition, although limited, educational opportunities are provided to refugees by non-governmental organizations in Turkey. Schools have been started and built by the Disaster and Emergency Management Authority (AFAD) to train only Syrian refugees. However, the construction work is still in its infancy. Another impact that Syrian refugees have on cities is municipal services. Public transportation is under the responsibility of the municipality, garbage collection, water supply and distribution, cultural activities, traffic, city cleaning, construction control, police services, etc. together with the refugees. Additional burdens occurred in these matters (Ozturk and Coltu, 2016).

Uygur and Rudnak (2020) stated that Turkish municipalities provide psychological support to refugees, especially children. Municipalities conduct home visits and field surveys to understand the general demography of refugees and to determine their needs. Refugees mostly come to the municipalities for shelter, household goods, food, health services, and employment. The primary critical problem of urban refugees is shelter. It is furthermore a fact that the refugees, who are mostly poverty-stricken families with many children, especially when they come to the cities, are very problematic.

Municipalities directly or indirectly make serious contributions like essential supplies of goods, carpets, stoves, sofas, beds, blankets, cleaning materials, cookers, washing machines, and beds. In addition, "Social Market" and "Food Bank" applications are open to Syrians. Due to uncertainties in the proper, administrative, and financial contexts, municipalities are concerned about assisting refugees.

With the phrase "people who have no chance of returning to their country and have no other place to go", it is stated in the regulation created to cover Syrian people in general that these people will be protected by the state. With the coordination of the Directorate of Immigration Management, people's identity inquiries are made, and they are delivered to authorized centers. In case of any extraordinary situation that may occur in Turkey, limits can be imposed on the admission of refugees to the country. Persons operating in terrorist organizations, persons who may pose a problem to public security and order, persons who have been punished for human rights, and persons who have currently left their state of residence due to a criminal act due to the liability of the crime they have committed, will be excluded from the scope of this regulation and will not be

accepted. People registered by the Immigration Administration are provided with assistance in many activities such as health, housing, and education. To benefit from these opportunities, people must first obtain a protection certificate. People who receive this document will be able to benefit from the employment opportunities provided by the Ministry of Labor and carry out their business activities in various settlements within the country. The protection decision can be withdrawn by the Ministry. In such cases, people can be sent to their home countries, but they have the right to personally object to receiving protected status. In addition, in this regulation, the document accepting the accommodation of Syrians who became stateless and applied as asylum seekers in 2012 due to the intense demand for asylum, apart from people who came with intense population movements from different countries, was also collected in a single whole in this regulation (Topal, 2015; Algedik and Aliyev, 2022).

In the years when the refugees first arrived, the educational services provided in the camp were provided in Arabic and the Turkish education system was applied. After 2013, the course system offered in Syria was restructured and made available to students. In Article 28 of the Temporary Protection Regulation created in 2014, the institution that will provide education and training activities for refugees in Turkey is announced as the Ministry of National Education. The Ministry has created the "Circular on Education and Training Services for Foreigners" to regulate the educational services of refugees. In these decisions issued by the Ministry of Education, comprehensive and wide-ranging education services are mentioned.

In 2016, MEB received financial support from the European Union to increase educational services for refugee children. The Department of Migration and Emergency Education was established as a sub-unit of the General Directorate of Lifelong Learning to be established within the Ministry of Education.

With the establishment of these units, it is aimed that refugee children do not fall behind in education and training. Refugee children will provide their education and training activities under the roof of the Temporary Education Center created by the Ministry of Education. In addition, it is stated in the Circular that educational services for refugee children can also be provided in schools affiliated with the Ministry of Education. Educational activities of children in the camps are provided by Temporary Education Centers, and educational services for refugee children residing in provinces and districts are provided by schools affiliated with the Ministry in their location. In addition, refugee children studying in cities and districts receive the language of education in Turkish (Yavuz and Mızrak, 2016; Algedik and Aliyev, 2023). The number of refugee children benefiting from educational activities has reached 1 million as of January 2022. The number of registered refugee students who cannot benefit from educational services is announced

as 450,000. During this process, the Ministry of National Education continued its activities to increase the participation of refugees who could not reach schools and benefit from educational services (MEB, 2022).

2.5 The Effects of Syrian Refugees on The Labour Market

2.5.1 General Structure of the Labour Market in Turkey

According to the Turkish Statistical Institute (TUIK), as shown in Table 3, Turkey's population aged 15 and over consists of 62,626,000 people as of July 2020. Of this number, 31,491,000 are within the scope of the labour force, including the employed and unemployed (TURKSTAT, 2020).

Table 3. Basic Labour Force Indicators That Are Not Seasonally Adjusted For 2019 and 2020

	Total			Male			Female		
	2019	2020	Difference	2019	2020	Difference	2019	2020	Difference
Population	61 675	62 834	1 159	30 472	31 098	626	31 203	31 736	533
Labour force	33 006	31 724	-1 282	22 124	21 607	-517	10 882	10 117	-765
Employment	28 440	27 707	-733	19 446	19 176	-270	8 995	8 531	-464
Agriculture	5 482	5 132	-350	3 008	2 996	-12	2 475	2 136	-339
Industry	5 546	5 517	-29	4 244	4 190	-54	1 301	1 327	26
Construction	1 573	1 739	166	1 510	1 672	162	64	67	3
Services	15 839	15 319	-520	10 684	10 318	-366	5 155	5 001	-154
Unemployment	4 566	4 016	-550	2 679	2 431	-248	1 887	1 585	-302
Not in the labour force	28 668	31 110	2 442	8 347	9 491	1 144	20 321	21 620	1 299
Labour force participation rate (%)	53.5	50.5	-3.0	72.6	69.5	-3.1	34.9	31.9	-3.0
Employment rate (%)	46.1	44.1	-2.0	63.8	61.7	-2.1	28.8	26.9	-1.9
Unemployment rate (%)	13.8	12.7	-1.1	12.1	11.3	-0.8	17.3	15.7	-1.6
Non-agricultural unemployment rate (%)	16.4	14.9	-1.5	13.8	12.8	-1.0	22.3	19.8	-2.5

Figures in table may not add up to totals due to rounding.

Source: (TUIK, 2020).

In July 2020, the labor force decreased by 1,622,000 people to 31,491,000 compared to the same period of the previous year, and the labor force participation rate was 50.3%, with a 3.5 percentage point decrease. During this period, the rate of unregistered employees, which expresses the share of people working without being affiliated with any social security institution, was 32.7%, compared to the period of July 2019. Among those working informally in the non-agricultural sector, the rate was 20.1%. The unemployment rate in the 15 to 64 age group was 13.7%, and the non-agricultural unemployment rate was 16.0%. The employment rate in this age group was 48.3%, and the labor force participation rate was 55.9%. The unemployment rate of the young population in the 15 to 24 age group was 25.9%, and the employment rate was 30.4%. In July 2020, the labor force participation rate for the youth was 41.0%, with a 6.8 percentage point decrease compared to the July 2019 period. The percentage of those neither in employment nor in education or training (NEET) was 29.8%, with an increase of 0.4 percentage points compared to the July 2019 period (TUIK, 2020).

Employment of the existing workforce in an economy by participating in economic activities can be defined as employment. A country's employment depends on its development level, population, natural resources, technological innovations, education, and economic conditions. If all production

factors in an economy are working and participating in production, there is a "full employment" situation (Yahsi, 2007).

There have been significant developments in the production and employment structure in Turkey, especially after the establishment of the Republic. These developments, combined with the influence of globalization and country dynamics in recent years, have led to some structural problems (Guney, 2009: 140). When looking at the sectoral distribution of total employment, it is noteworthy that Turkey has a highly variable structure in terms of these markets. The distribution of employment in agriculture, industry, and services sectors gives important clues in this respect; While the share of the agricultural sector in employment was around 80% in the founding years of the Republic, this rate decreased to 35% in 2001. The share of the industrial sector in employment increased from 4% to 18%; The share of the services sector showed a similar development and reached 47% (Lordoglu and Ozkaplan, 2005).

In 1975, the total workforce in Turkey amounted to 15.2 million. Nearly 60% of this workforce was employed in the agricultural sector, 14% in the industrial sector, approximately 5% in the construction sector, and 22% in the services sector. In 1990, the total workforce was 19.3 million. As for the sectoral distribution: the share of the agricultural sector was 46%, the share of the industrial sector was 15%, the share of the construction sector was 5% and the share of the services sector was approximately 33%. By 2000, just over 34% of the workforce was in the agricultural sector. At this point, the services sector stood out with 40%. The share of the industrial sector was 18% and the share of the construction sector was 6% (Tunalı, 2004). When we look at the sectoral distribution of employment as of 2011, the services sector has the largest share with 48.1%, followed by the agricultural sector with 25.5%, the industrial sector with 19.5%, and the construction sector with 7%, respectively.

2.5.2 Effects of Demographic Characteristics of Syrian Refugees Turkey Labour Market

Syrian refugees in Turkey where labor and employment act with different parameters and shows that these impacts be some costs to Turkey. Syrians in Turkey from the moment they are among the priority issues experienced in the labour market; unregistered employment problem, low wage levels, widespread child labour, unfair competition, and increasing employment in unqualified jobs. Unregistered employment, which is among the structural problems related to the labor market in Turkey, constitutes the working style of a significant portion of Syrians, while formal employment is particularly rare (Adar, 2018).

Millions of people affected by the Syrian Refugee Crisis, which is described as the largest displacement movement of all time, have become dependent on humanitarian aid to survive and continue their lives. In this country, where the child population is significantly high, the psychological effects of years of war and displacement can change the course of the future lives of children and all people. It is known that the increasing number of refugees every year has many effects on Turkey in political, social, economic, and cultural areas (Duruel, 2017).

The young workforce constitutes a significant part of the production power and is a source of economic growth for countries. The existence of these resources that will meet sufficient needs in the labor market is an added value that creates a driving force for the country's economies. Youth unemployment is measured by the fact that the young workforce is currently not working and not earning any income (Aslan, 2014).

When the demographic structure of Syrian refugees is analyzed, it is seen that they initially pose a threat to the labor market and the economy in general, but they turn into a serious opportunity potential in the future. It has been determined that 45.75% of the refugees are between the ages of 0-19, while the rate of the Turkish population in the same age range is 31.16 percent. It is natural for this age group to initially have high expenses such as food, health, shelter, and education.

Asylum seekers, who have the potential to make a significant contribution to the Turkish labor market when they reach the age of participation in the workforce, are called 'demographic window of opportunity' or 'a demographic reward' as the working age population increases and reaches high numbers while Turkey's population growth rate decreases.

The demographic window of opportunity is related to the change in the age structure of society. Increasing the skills and competencies of the working-age population through good education will be beneficial for the labor market.

It can be thought that the demographic structures of Syrian refugees will contribute to keeping the window of opportunity open for Turkey for a longer time. The demographic structure of Syrian refugees supports this prediction. The elderly dependency ratio is very low, but the youth dependency ratio is also high. When a simulation of the demographic structure of Syrian refugees is made assuming that all refugees will stay in Turkey, the total dependency ratio predicted for 2020 will be realized in 2030 (Binatlı and Esen, 2016).

Refugees, who are perceived as a threat and risk because they disrupt the structure of the labor market as cheap labor, are not a situation unique to Syrians. The main point of the theory, known as the "bifurcated labor market theory" in migration theories, emphasizes the two-layer structure resulting from capital-intensive jobs and labor-intensive jobs in developed countries; Migration is

driven by the demand for low-level labor force for jobs that are not accepted by local workers (Lordoğlu, Kiroğlu and Tanyılmaz, 2004; Ilgazi, 2019).

2.5.3 Employment Legal Aspects of Syrian Refugees in Turkey

Especially since March 2011, when the Syrian refugee immigration started, the employment and working rights of refugees and asylum seekers in the economy have been among the topics of discussion. Among the issues that are most anxious for the local people receiving migration and the community exposed to migration are. On behalf of the immigrants, the risk of losing their own business and the increase in the supply of the labor market means to compete with cheap labor and to provide a safe and continuous work environment for migrants who can sustain their own lives. July 28, 2016, at the International Labor Act bill, for foreigners who come to study in Turkey "No. 4817 of the Law on Work Permits for Foreigners" especially given the employer serious financial obligations to Turkey to work with in terms of the nature of the industry it is stated that legally entering not allow for different applications. Due to the flexibility to provide structure, foreign low-skilled jobs redirect to the informality problems to lead to is impossible to apply on behalf of refugees and asylum seekers that the laws referred to also provide an increase in skilled and qualified foreign workers employed in Turkey due to factors of a requirement to supply these individuals It is stated that it is compulsory to make reorganizations in work permit conditions.

Foreigners and International Protection Law, which entered into force in 2013, while defining the "Temporary Protection" status, stated that the rights and obligations of individuals under temporary protection will be regulated by a regulation to be issued by the Council of Ministers. Accordingly, the "Temporary Protection Regulation" entered into force on October 22, 2014, and it was stated by the Regulation that "health, education, access to the labor market, social assistance and services, translation and similar services" can be provided to foreigners who benefit from the Temporary Protection status. Temporary Protection Regulation titled "Access to the Labor Market" " there is a provision that "The procedures and principles regarding the work of temporary protected persons are determined by the Council of Ministers upon the proposal of the Ministry of Labor and Social Security, taking the opinion of the Ministry."

Apart from these new arrangements for the employment of foreigners in Turkey in 2016, it was introduced. One of them is the "Regulation on Work Permits of Foreigners Provided with Temporary Protection" which entered into force on January 15, 2016, and the other is the "Regulation on the Work of International Protection Applicants and Persons with International Protection Status", which entered into force on April 26, 2016. In addition, the "International Labor Force Law No. 6735", which envisages the prevention of unregistered work of foreigners

and the utilization of qualified foreign labor force by establishing a balance of domestic-foreign labor, was published in the Official Gazette on 13 August 2016 and entered into force.

2.5.4 The Effects of Syrian Refugee Employment on the Labour Market

One of the main reasons why Syrian refugees affect Turkey more than expected in all areas is the “welfare chauvinism” that exists and is widespread in European societies (Mandaci and Özerim 2013: 115). European states do not want to disrupt their welfare structures because they have reached a certain level of prosperity and problems caused by external factors. For this reason, Syrian refugees with a high welfare level have the opportunity to find shelter in European Union countries, while asylum seekers with a relatively low welfare level and no qualifications have not been able to find shelter in Europe. Refugees who cannot shelter in European Union countries have chosen to seek refuge in Turkey. This has resulted in the labor market being affected for various reasons. Another reason why Syrian refugees affect the Turkish labor market is that the necessary measures for Syrian refugees are not taken or taken late. Syrian refugees prefer to live outside camps that Turkey, unprepared for external migration, has prepared for them and whose conditions are improving every day. Among the causes of this condition; Illegal asylum seekers entering Turkey, despite living in camps, want to leave the camps for various reasons, do not prefer camp life because they have the necessary financial means, cannot find a place in camps due to the physical capacity of the camps, because they want to live near their relatives due to their kinship relations with the people of the region can be listed as reasons (Koc et.al., 2015).

2.5.5 Effects on Unregistered Work

Informal employment means that employment work is not based on official documents and thus is not recorded in official records, all obligations related to employment, along with financial and transfer expenses, are excluded from the supervision area of financial and social security institutions (Guloglu, 2005). Unregistered work can be defined in general terms as working outside the territory of the state's sovereignty. Both types of employment activities take place within the labor market, whether registered or unregistered. Some characteristics distinguish informal employment activity from registered employment activity. The most obvious of these is that entry and exit to informal employment activities are easy, usually based on personal savings, and these activities are carried out in small businesses using simple technology. In these activities, the apprenticeship process is considered as vocational training and there is no separate training requirement for the labor force. When we look at the impact of Syrians on the economy, the

positive and negative effects of informal employment are intertwined. While contributing to the Turkish economy in some ways, it also has negative effects in different ways.

It is known that most Syrian refugees need work. Despite the lack of reliable data on how many of these people work within the need to work, it is estimated that approximately 600,000 people work informally. According to TUIK's Labor Force Statistics data for July 2020, the rate of (unregistered) employees who are not affiliated with any social security institution was 32.7%. The calculation for the rate of informality is made with a survey application, Syrian refugees are not included in this. Therefore, it is impossible to fully measure the impact of these refugees on informality. According to a report prepared by TİSK, "When viewed from the perspective of the parties of informal work, this situation, which victimizes both sides, creates unfair competition between small and non-institutionalized enterprises and more institutional enterprises" (Kaygısız, 2017).

Unregistered employment is generally seen in labor-intensive sectors. This is because the unskilled labor requirement is more acceptable in capital-intensive sectors. This situation is a positive factor in terms of social benefit. Because it is easier for those who supply labor without qualifications but need to earn an income. These people who cannot find a job in the registered sector can both find a job and earn income. Unregistered employment acts as a kind of social insurance in the society. When we look at the Turkish economy, labor-intensive sectors weigh more in the labor-capital balance. This shows that the Turkish economy has favorable conditions in terms of informal employment creation. Considering the issue from the point of view of Syrians, it seems that in the labor-intensive Turkish economy, Syrians are easy to work off the record.

When we look at the provinces where Syrians live intensively, we see that Syrians are employed in textile, manufacturing, and construction areas that are labor-intensive (Kaya, 2016). These areas are sectors that have received the necessary training in any subject and do not require a qualified labor force with infrastructure.

Another effect of unregistered work is the income effect. The income effect can be defined as an effort to increase a person's disposable income. For employers, informal employment means a labor force exempt from tax and insurance funds. When informal employment occurs, employers' labor costs will fall and labor demands will increase when the demand for Labor is more flexible than the price. Employees who find a new job and increase their income level, albeit informally, will also create demand in the market, and increase the level of national income by increasing the demand for consumption and investment goods (Akgul, 1998).

Informal employment negatively affects tax revenues. Informal employment means that taxes cannot be collected, which means that the largest source of funding for public spending disappears.

Without this funding, the services that must be carried out by the state cannot be fulfilled. The inability of the state to perform these services prevents the state from becoming a social state. A decrease in the state's tax revenues also means a decrease in social transfers. It is the responsibility of the state as a constitutional obligation to ensure fairness in tax. To achieve tax justice, people must be taxed on their income. The informal economy prevents taxation of the income of people. Therefore, an unfair situation arises between those who pay their taxes properly and those who do not. The unfair distribution of the tax burden also causes injustice in the distribution of income. As a result of the fact that firms operating without registration do not transfer their funds, which must be transferred to the state, to the state's coffers, public services may become unreachable. The state continues its services and must bear the costs of this. To cover the costs, it also must increase the taxes and insurance premiums it receives from registered firms. In this case, the profitability rates of registered firms will fall, and they will be prevented from making investments that they consider profitable.

Unregistered work has negative effects on employees in an institutionalized and fully registered manner. Companies that produce unregistered goods and services do not incur obligations such as taxes, or insurance, which are incurred by companies that produce registered ones. In this case, unregistered firms gain an advantage over registered firms, which leads to unfair competition. Companies that employ informal employees attract costs to the bottom in the process up to the detection of this informal employment and get a cost advantage in competition. Because the costs of the goods and services they produce are low, they also get a price advantage over other companies.

2.5.6 Effects on Unemployment

Youth unemployment was significantly higher among asylum seekers and refugees in Turkey, and to be on the overall unemployment rate, the majority of the workforce is young in Turkey, where the problem of unemployment as a structural problem for many years is becoming a much larger problem. In addition, given that 23% of Syrians, who make up a significant proportion of asylum seekers and refugees in Turkey, have a young population of 15 to 24 years, it will be understood that the labor market in Turkey cannot be affected by asylum seekers and refugees (Iskan and Cakır, 2019).

Furthermore, the unemployment rates of Syrian and Turkish women appear to be higher than those of men of the same nationality. The fact that women have fewer chances in the labor market than men may be a plausible explanation. Despite official labor rights, Syrian asylum-seeker women do not participate actively in the labor market on language and security grounds. Those entering

the labor market are generally clustered in the textile sector. The sector that comes after the textile sector is the agricultural sector, where they work as seasonal agricultural workers in areas where there are more agricultural areas. The third sector in which they work the most is the service-oriented sectors based on body strength, such as cleaning and day labor. However, other reasons should not be ignored. With each passing time, the number of Syrian citizens taking refuge in Turkey and the supply of labor in the labor market is increasing. This leads to a deterioration in the balance of the labor market (Uygur and Rudnak, 2020).

The employment of Syrian refugees increases competition with local workers due to their substitution with local and cheap labor. This is happening in all sectors and provinces where the local workforce is faced with the Syrian workforce. Competition also causes the working conditions of the local workforce to decrease. Increasing unemployment rates in areas with a dense Syrian population creates perceptions in society that Syrians are taking away the jobs of the local population. The entry of Syrians into the employment market causes both an increase in unemployment and the threat posed by increasing unemployment, causing the labor conditions of the local labor force to fall, especially wages. Intra-class competition results in the undermining of rights for all workers, regardless of nationality. In addition, the emergence of the feeling that “their jobs are being taken away” encourages nationalism and racism in the local workforce, and ultimately increases the risk of conflict with Syrians. In addition to other factors, unemployment also plays an important role in racist attacks targeting Syrians. As Syrians enter the labor market more, attacks and lynching for ordinary reasons are likely to increase more.

2.5.7 Employee Perspective on Syrian Employment

Syrian significant portion of the employment of Turkish workers is seen as sympathetic. Such an employee sees Syrians as a major threat to his / her future due to factors such as the potential to take over his job and his willingness to work for lower pay. This observation is confirmed by different studies and studies. A study conducted in Turkey for the ILO Office in Sanliurfa revealed as an important part of Syrian refugees that approximately 75% of employees want to work. ILO research; Turkish employees, the efficiency with which the Syrians establishments that negative aspects of the impact of the cultural structure of diversity and language to know without due workplaces that social cohesion and communication problems experienced, that bring weakness occurs in security and revealed that disrupt the work discipline (Kaygısız, 2017).

For the first time, Turkish society has faced such intense human mobility, and harmony has also been raised within this framework. However, the adjustment process is problematic in many respects. Because it is known that the question of what harmony is, and who will adapt to what is

not very easy, especially in this age. Turkey, on the other hand, has little experience in this regard. But it is clear that there are several important new phenomena in this regard:

- The adaptation process is twofold and goes through one leg of the state and the other leg of society. If society resists adaptation, it may not be enough, no matter what the state does. But if society is ready, it needs to make a comprehensive adaptation policy in its state, especially status and opportunities.
- Research has shown that Turkish society has a very serious social distance and a tendency to “alienate” Syrians. This is the opposite for Syrians.
- Syrians believe that they are already very attuned to society, and Turkish society is extremely concerned about this.

Although the level of social acceptance for Syrians in Turkey is very high, there is a serious concern and rejection in Turkish society about citizenship. The harmony of refugees is possible only with the support of the Turkish community on this issue. Concerns in this regard should be taken seriously and comprehensive strategies should be developed to address the concerns.

2.5.8 The Sector where Syrian Refugees Work

The employment situation of Syrians in Turkey can be examined in three categories.

The first of these is to become an employer by establishing an independent company. Syrians, who open trade and industrial companies according to the opportunities of the city they live in, mostly employ Syrians as workers in their companies. The second group is Syrians who open independent businesses as tradesmen or craftsmen. In this context, they open businesses mostly in the food sector, as well as coffee shops, barbershops, and jewelry. The last and most intense way Syrians use to participate in employment is dependent work. Many Syrians work as dependents, especially in the construction, agriculture, industry, and trade sectors (Turkish Medical Association, 2016).

The sectors in which Syrians work intensively are 48.2% manufacturing, 17.7% trade and accommodation, 13.2% construction, and 7.8% agriculture. 79.1% of Syrians work in trade, construction, and manufacturing sectors where informal employment is intense. Among these three sectors, the highest number of Syrian workers is in the textile, clothing, leather, and shoe branches of the manufacturing sector. Approximately one in three Syrians work in this field. Syrians often turn to unskilled jobs and work more intensively in the construction, textile, and service sectors, particularly agriculture and animal husbandry, which are seasonal jobs. It is considered that it is at the forefront that the Turkish language is less needed during work and

therefore the need for communication can be met through other means in its orientation to areas such as construction and agriculture. In addition, with the low level of education in general, the difficulties faced by educated people in proving their status through diplomas are accompanied by heavy livelihood problems and thus these people have to work for low wages and under difficult conditions. Those living in the camps work especially in the agricultural sector with the daily leaves they take. It is observed that while many Syrians at child age work under severe conditions, a widespread part of women work in the service sector and agriculture, and some of them try to earn income by getting jobs at home (Incili and Aysan, 2023).

Many of the refugees work in unskilled jobs. He works in textiles, construction, crafts, shoemaking, commercial and repair. But there are also significant differences between provinces and regions. Because most of the asylum seekers working in Istanbul work in textiles, while most of those in Mersin work in agriculture. The regular business area is very high in textiles. The highest average income is given in the textile sector. Unskilled jobs and agriculture in particular are the areas where the lowest wages apply (Erdogan, 2019).

The need for employees who do not require high qualifications and education levels in the construction and agricultural sectors, their prevalence, the fact that they are seasonal jobs and the ease of finding a job in these sectors are the reasons for preference for Syrians. Syrians, who take the earnings they earned after working for a few months to their country, can come back and continue working when work arises again. For the reasons stated, it is not unusual for Syrians to turn to these sectors. The most prominent jobs for Syrian women are informal employment in the service sector, such as domestic services, cleaning work, and baby care. It is known that after the 1990s, many immigrants came from former Soviet countries and countries such as Romania, Bulgaria, and Ukraine to work in domestic services. Recently, it has been known that Syrian women have been working in services such as babysitting and house cleaning among their relatives and acquaintances through social networks in Mardin. Another sector where Syrian women work in Mardin is the textile industry (Ozkarsli, 2015).

It has been observed that the proposal advocated by Betts is close to the approach of transnational companies organizing projects for the employment of refugees in Turkey, while suppliers and other stakeholders of the industry have a critical approach. However, transnational companies organizing these projects evaluate the issue within the framework of corporate social responsibility and sustainability principles. Transnational companies organize regular studies and inspections and impose conditions to prevent human rights violations in their supply chains in countries where refugees work in large numbers. If these are not followed, local manufacturers are removed from the supply chain. In addition, if unregistered workers are detected in the supply chain, support is

given to the refugee worker to access legal employment opportunities to avoid harm. All these activities are carried out under the name of the "paying attention to human rights" approach for transnational companies to solve the problems in their supply chains in dialogue with local "stakeholders" (Ethical Trading Initiative, 2016; Korkmaz, 2018).

2.5.9 Syrian Child Labor

Child labor is one of the jobs defined as "prohibited work" due to harmful conditions that may arise due to the nature of children in certain age groups. study of children under the age of 15 is prohibited according to the Labor Law in Turkey. The minimum working age for hazardous work is 18. Most of the children who came to Turkey from Syria operated in rural fields, gardens, factories, and streets.

Working areas can be specified as textiles, services, construction, seasonal agricultural work, and shepherding. Children sometimes have to work with family members and sometimes alone. 45.5% of registered Syrians living in Turkey are under the age of 18 and there are 1,323,989 Syrians (Kaygisiz, 2017).

The vast majority of these children either receive no education at all or receive a very inadequate level of Education. Children are the most affected by the difficulties faced by Syrian refugees in Turkey. They are unable to eat well, are exposed to the increasing psychological disorders of their parents, are unable to receive appropriate treatment when they are sick, are pushed to informal work, are sexually abused, and are unable to benefit from the right to education.

Deprivation of the right to education accompanied by the need to contribute to the family budget leads to children being directed to work. The fact that fewer children who can reach educational institutions are also required to work is a factor that prevents these children from being sent to school. This causes a cycle, and Syrian child workers who remain uneducated have no choice but to work in precarious jobs in their adulthood, as they lack vocational training and skills.

It should be emphasized that the sectors where the use of child labor is rapidly becoming widespread are the sectors where informality is highest. Syrian child workers are employed in knitwear workshops, textile factories, dried fruit factories, shoe manufacturing workshops and car repair shops, agricultural labor, tissue paper, and water sales on the streets (Tarlan, 2016). Child workers who work long hours in the worst conditions with adult workers, mostly in small, workshops, are paid less than adults, even if they have done the same job. Child workers are subjected to severe labor conditions that they cannot physically handle, while they are also subjected to profanity and insults while working. Begging, on the other hand, is one of the "jobs"

that is often encountered and widespread. Especially in large cities, it has become possible to encounter a child who sells handkerchiefs and water “on almost every corner” and beggars.

On the other hand, not all work done by children falls into the category of child labor that is intended to be prevented. Jobs that will not harm their health and development or prevent their access to education are generally viewed positively. For example, helping parents at home, doing certain contributing jobs to the family economy, doing simple jobs for pocket money outside of school time, etc. Such studies contribute to children's development, family togetherness, and the development of their skills and experiences, making it easier for them to grow up as productive individuals in society.

According to this;

- Work that is mentally, physically, socially, or morally dangerous and harmful to children,
- In jobs that will hinder their education by preventing them from attending school regularly,
- In jobs that will cause them to leave school early,
- Working in jobs that require children to do extremely long and heavy work together with their schooling is considered within the scope of child labor (ILO, 2023).

It is stated that child labor enslaves children, separates them from their families, exposes them to serious illness, danger, and abuse, and even causes situations where they are forced to fend for themselves on the streets of big cities at a young age. The worst forms of child labor are defined in Article 3 of ILO Convention No. 182;

- “All forms of slavery and slavery-like practices, such as the buying, selling, and trafficking of children, bonded or bonded labor, and forced or compulsory labor, including the forced or compulsory use of children in military conflicts;
- The use, supply, or offering of a child in illegal activities, especially the production and trafficking of narcotic substances specified in relevant international agreements;
- All of these jobs that are harmful to the health, safety, or moral development of children due to their nature or the conditions in which they are carried out are defined as "dangerous jobs" (ILO, 2023).

2.9.10 Syrian Women

Syrian women workers are mostly made up of individuals who have migrated to Turkey with their families and live with their families. Women are forced to perform more labor-intensive and unskilled jobs than male workers due to professional incompetence and unskilled work in their

working lives. It seems that there are women who work not only outside the home but also through the system of getting a job at home.

One of the ways of labor exploitation is cheap immigrant women labor. Women work extensively in-home care and other service sectors, especially in agriculture. Like all other migrant workers, Syrian female workers are frequently subjected to sexual abuse and harassment and often have to work tolerably. The issue that Syrian refugees generally have insufficient professional qualifications and education levels is much more valid for women (Kaygısız, 2017).

In general, when the level of education that Syrian women reach in our country aged six years and older is evaluated, it is noticeable that the level of Education of Syrian women is low. The proportion of illiterates is 21 percent, in other words, 21 out of every 100 Syrian women are illiterate.

Just 8 percent indicated that the rate of those who were literate, primary school graduates, the rate of 35 percent 20 percent proportion of secondary school graduates, high school graduates, and the proportion of 10%, the proportion of those who had college or higher educational level is at the level of 6 percent.

When women who are illiterate, only literate, and have graduated from primary school are evaluated together, a rate of 64 percent is encountered. This figure is calculated as 62 percent for women in the camp and 66 percent for women outside the camp. It seems that women within the camp are better educated than women outside the camp. The proportion of women with primary and higher education status is 76 percent in the camp and 66 percent outside the camp. Again, the proportion of women with a high school education is 11 percent in the camp and 9 percent outside the camp (Akpınar, 2017).

When examined in terms of Syrian women, it is seen that this tragedy is even more. Syrian women may have to face realities such as child marriage and pregnancy, exposure to sexual harassment and abuse, human trafficking, prostitution, sexual slavery, and forced marriage as a second or third wife (Aygü and Kaba, 2019; Uygur and Rudnak, 2020).

Figure 10 shows the age-specific percentage of women in each of the labor force statuses (employment, education, unemployment, housekeeping, and others) among (a) Syrian refugees and (b) Turkish nationals.

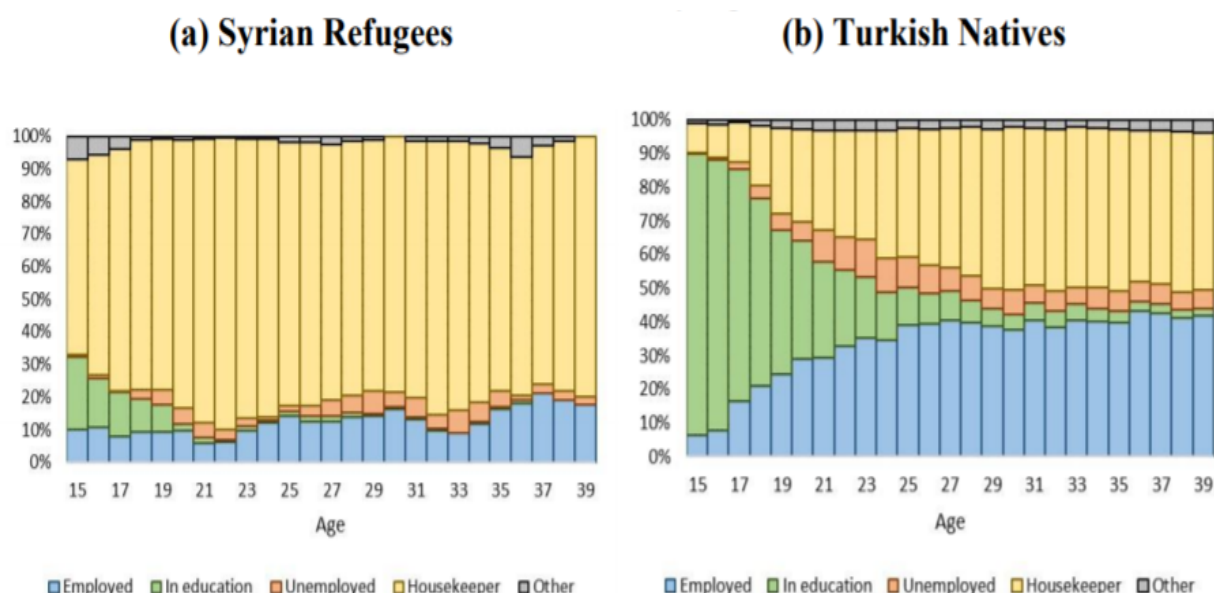


Figure 10. Labour Force Status by Age, Women

Source: (International Labor Organization Office in Turkey, 2020)

Uygur and Rudnak (2020) state that Syrian and Turkish women seem to have higher unemployment rates than men of the same nationality. It may be a correct explanation that women have less chance in the labor market than men. In addition, women's responsibility, for housework, etc. may reduce the number of jobs they can apply for. Behind the low female employment rates observed, current working conditions may not be too favorable either.

The high rate of children in the refugee population may be an additional burden on Syrian women's efforts to participate in the labor force. It is known that the effects of conflict, migration, and displacement on men and women may be different (Almedom et al., 2005). For example, women are more exposed to sexual harassment, abuse, and exploitation during and after migration (Freedman, 2016; Human Rights Watch, 2017; Mazlumder 2014).

However, for a long time, researchers have considered the experiences of immigrants independently of the phenomenon of gender. With whom female migrants migrate, whether they are alone or not, whether they have small children, patients, or the elderly with them (protecting and keeping these groups with low endurance mobile) significantly shapes the migration experience of women (Buz, 2007).

The concerns and troubles of women with children after migration also vary (Pérez-Aronsson, Warner, Sarkadi, and Osman, 2019). For example, women with children experience concerns about the care, education, and safety of their children. Finally, when looked at in terms of long-term risks and resilience, it is seen that women are at greater risk in terms of psychological health, and among the factors that create this risk are gender roles, expectations, and demands brought by

these roles (Khattab and Myrntinen, 2017: 31).). On the other hand, it has been determined that women are more open to post-traumatic development and transformation in the long term than men (Vishnevsky, Cann, Calhoun, Tedeschi, & Demakis, 2010; Adiguzel-Oztoraman and Tanyas, 2020).

2.5.11 Syrian Workplaces

Another form of Syrian employment is opening their businesses. It is observed that an increasing number of Syrians open their businesses, especially in cities where they live densely. While the workplaces opened mainly meet the needs of Syrians, those who are employed in these workplaces are Syrians. These workplaces are places called small businesses, ie small trades. Coffeehouse, restaurant, grocery store, bakery, etc. where food and some necessities are sold. It is seen that small-scale clothing stores are opened, especially in workplaces.

Since the completion of the documents required to open a business and obtaining permits requires a series of procedures, public authorities sometimes do not require any documents while providing convenience to the workplace. According to the Ministry of Commerce, as of February 26, 2019, the number of companies with at least one partner of Syrian nationality was 15 thousand 159 (Refugee Association, 2023).

The Syrian entrepreneurs who founded these companies did not forget their citizens and employed 44 thousand Syrians in their companies. According to TEPAV's research, 72 percent of Syrian entrepreneurs do not intend to leave Turkey even if the war in Syria ends (Sputnik News, 2019). According to TEPAV, the average number of employees in these companies is 7.3 people, while given that the average Syrian family consists of 6 people, about 250 thousand Syrians make their living through these companies. This, in turn, shows that about 7 percent of Syrians in Turkey benefit from Syrian companies that own or partner with in terms of employment (Sputnik News, 2019). In July 2019, with the regulation of the Ministry of Internal Affairs, the names of workplaces written in Arabic belonging to Syrian refugees were removed and Turkish signs became mandatory (Karademir and Dogan, 2019).

In their study by Cakıcı et al. (2018), Turkish tradesmen were asked what the advantages and disadvantages of Syrian tradesmen were. 177 tradesmen answered this question. 37 (21%) of the Turkish tradesmen who responded stated that Syrian tradesmen created an advantage for them. Among these advantages, providing cheap labor and the revival of the market stand out. Some of the Turkish tradesmen stated that the Turkish economy is currently getting worse and the money circulating in the market is the cash of Syrian refugees, and this situation has a positive impact on

the economy. Some tradesmen stated that they do wholesale shopping among themselves in the gold and food sectors and that their customer potential has increased thanks to Syrian refugees and tradesmen. Another advantage is that some Turkish tradesmen rent their shops and houses to Syrians because Syrian refugees started to work as tradesmen. Idle workplaces have gained value. However, while this advantage is valid for tradesmen who have a house or workplace to rent, it means difficulty in paying high rent for tradesmen who do not.

On the contrary, 140 (79%) Turkish tradesmen who responded to the question of the advantages or disadvantages of Syrian starting tradesmen think that Syrian tradesmen create a disadvantage for them. Among these disadvantages; The main reasons are the decrease in sales and profit margin (31%), being incompatible (13%), increasing rents (12%), breaking prices (9%), and looking out for each other (9%). They also believe that they are disadvantaged due to not paying taxes, increasing unemployment, selling contraband goods, and the implicit privilege of the state (Cakici et al., 2018).

On the other hand, it is a common opinion that Syrian tradesmen do not pay taxes, establish unlicensed businesses, do not pay or pay very little salary to the personnel they employ, and their profits remain in their pockets because they do not pay Social Security Institution and Bag-Kur, and this situation causes unfair competition. Some believe that Syrian refugee tradesmen reduce the quality of the market.

2.6 Integration of Syrian Refugees into the Turkish Labour Market

Since the outbreak of civil war in Syria in 2011, waves of Syrian refugees arriving on Turkish soil have created mixed blessings for the economy and challenges as well. The Syrian crisis, however, forced Turkey for the time being to discard its long-standing open-door policy in resolving this issue of a large inflow of refugees. The Turkish government and various international aid organizations have provided for basic needs- housing, health care, and education - but integrating them into the labor market has been more of a problem. Many Syrians in Turkey first worked illegally; this resulted in the issues of exploitation, violations of labor rights, and impact on Turkish workers. Eventually, the government went about regularizing the employment of Syrians, but these problems persisted. However, no matter how the policy may have changed, it is still hard for many Syrians to get work permits and registered employment opportunities. Most refugees do not have the skills or certificates required in Turkey, and as a consequence, there is high unemployment. An even bigger obstacle is language difficulty. Many Syrians don't know Turkish well, so their employability and social integration suffer. In addition, because of economic competition and cultural differences, there is usually considerable social resistance to refugees integrating with local communities. Low-cost labor, moreover, can cause local personnel to be squeezed out or reduce wage pressures. Since a majority of Syrian refugees are young and able to work, they can help compensate for an aging population in the host nation. Cross-cultural integration can also spur the creation of new concepts and business development (Carpio and Wagner, 2015).

Gaps in some areas where there is a lack of native manpower may be filled by refugees. Making work permits easier to obtain and recognizing certificates of qualifications can open the door for refugees to registered employment. Turkish language and vocational education, if pursued via government or NGO-driven efforts, could enhance refugees' employability. Helping refugee-initiated enterprises is another way to stir up economic activity and create jobs. Community programs can thus help to alleviate tensions and increase mutual understanding. Continued assistance from international organizations and other countries is especially crucial for long-term integration. Syrian refugee assimilation into the Turkish job market is a complex issue and must involve active participation by multiple groups across all levels of government, along with international assistance. Despite the barriers to full integration, if things work out well these refugees could contribute a great deal to the Turkish economy and society. It is a task that calls for compassion, innovation, and the spirit of inclusive development (Ceritoğlu et al., 2017).

The United Nations High Commissioner for Refugees (UNHCR) reports that Turkey currently supports nearly 3.6 million Syrian refugees. This is a part of both refugee and host populations. Of these, labor force participation remains a **Deciency flashpoint**. Working-age Syrians make up a large portion of the refugee population in Turkey. Yet not a large proportion of these people work in legal employment. Nevertheless, based on research by the Turkish Statistical Institute and other NGOs, less than 30 % of adult Syrian refugees are contributing to the labor market, and many of them are part of its hidden economy (Demirci and Kırdar, 2021).

However, Syrian migrants have proven to be a boon for the Turkish economy. This is particularly true in fields like agriculture, industry, and textiles. In addition, their involvement in the labor market has provided much-needed manpower to labor-intensive industries. Moreover, Syrians are also helping to increase economic diversity and employment in Turkey with their thousands of businesses. The effect of Syrian refugees on the Turkish jobs market has been a matter of debate. However, other research indicates that there has been a negative impact on wages in some low-skill-level industries and competition for jobs due to the influx of refugees. However other studies reveal that its impact on unemployment and wages is not very great since refugees mostly do jobs no one else can get. Based on language and vocational training, more specific integration courses could be advantageous. Tailoring these programs to particular skill groups and sectors can enhance employment performance. Cooperation of the state, private sector, and non-governmental organizations is exceedingly critical. These types of partnerships can help with employment, apprenticeship, and training, especially for Syrian refugees. Setting up sound mechanisms to monitor the integration process and assess how well policies and programs are serving their intended purposes can enable us to make appropriate adjustments over time. Stigma and social resistance cannot be fought without comprehensive social awareness campaigns. These campaigns can build public appreciation of the advantages of putting refugees to work and foster social harmony (Demirci and Kırdar, 2023).

Improvement means finding ways, through working with international organizations, to recognize the skills and qualifications refugees from Syria have gained in different countries. Assimilation of Syrian refugees into the Turkish workforce is an intensive but significant task. However, despite the obstacles that exist there are great opportunities in terms of economic, cultural, and social development. These include policy reform, education and vocational training of the refugees, and international cooperation.

This would allow Turkey to meet both the pressing needs of meeting immediate challenges brought about by the refugee epidemic while at the same time reaping long-term socioeconomic benefits.

The integration process is a fact of economic life, but more importantly reflects Turkey's resilience and adherence to basic humanitarian values (Icduygu and Diker, 2017).

One of the key issues in integrating Syrian refugees into society is their educational level. Few Syrian refugees had much in the way of formal education, and most were unsuited for highly skilled work. For instance, according to reports only about 15 % of Syrian refugees in Turkey have at least a university-level education, while the proportion is much greater among native Turks. Syrians make up a significant proportion of agricultural labor in Turkey, particularly in the south. Many refugees from neighboring war-torn Syria are also working in the informally run textile industry, where labor conditions tend to be poor. Syrians are gradually entering the service sector, with food and beverage, retail, and personal services (Kadkoy, 2017).

Informal employment is a big issue for Syrian refugees. The question is, why is that the case? Dec. According to estimates, over 70 % of working Syrian refugees hold informal jobs. Not only are they subject to exploitation and dangerous working conditions, but it also means a loss of tax revenue and possible economic contribution. A complete system for assisting informal workers to move into the registered economy is really important. This will provide a better working environment for refugees and spur the overall economy. Thus, offering incentives to employers who take on refugees with official employment contracts can promote the shift from unregistered to registered labor. Ongoing monitoring and research into workplace participation, employment sectors, and economic impact can provide a basis for policymaking. Thus, more international financial help and technical expertise can only reinforce Turkey's ability to cope with the integration process. If regional development can be encouraged, investment in areas inhabited by refugees could ease the local economic burden, and there would be commensurate benefits for refugees and their host populations. Overall, incorporating Syrian refugees into the Turkish labor market is a complicated combination of both obstacles and opportunities. A comprehensive attack on the problem must include legal, educational, economic, and social aspects. With activist policies, international cooperation, and determination to pursue holistic growth, Turkey can take today's difficulties as an opportunity for tomorrow by taking the lead in demonstrating how refugees can integrate and acclimate into labor markets (Tawfeeq, 2019).

To address these questions, it is necessary to consider other statistics and their influence on policies on how well Syrian refugees are being integrated into the Turkish labor market. Oct. Syrian refugees have a serious gender employment gap in Turkey.

According to reports, male refugees were more willing to work than female ones. Syrian refugees are another group with this decline, the youth unemployment rate. In particular, young people in the 18-24 age group have fewer jobs than some of their Turkish contemporaries.

Hampered by low enrolment rates and high Decertification rates in schools and shortages of employment opportunities, will Syrian refugee children have futures? The situation regarding Syrian refugees employed in Turkey also varies greatly from region to region. In some areas, such as near the Syrian border where there are particularly high concentrations of refugees, this also has an impact on local labor markets. Initiate specialized efforts to help Syrian women find jobs, providing childcare, vocational training, and measures aimed at eradicating gender discrimination in employment. You can target education and professional skills as a means to enable long-term employment for Syrian youth. Partnerships with local educational institutions and international organizations can be especially valuable in this regard (Carpio and Wagner, 2015).

Employment and integration policies must be tailored to suit the needs of regions with a high refugee population. Such methods could include encouraging firms in these areas to hire Syrian refugees under government-sponsored contracts. We need to carry out detailed research on the effect of Syrian refugees on the Turkish job market. It should also incorporate long-term trends, sectoral analyses, and how the presence of refugees will affect wages and employment opportunities for Turkish citizens. To smooth the integration of Syrian refugees into the Turkish labor market will require a multipronged approach. Law, education, and vocational training; policies for women and children; regional integration Turk can do much to accommodate Syrian refugees in the economy or to integrate them into society. This process is not only a win for refugees, but will also help to keep the Turkish economy and society as healthy and diverse as possible. The struggle to adapt Syrian refugees into the Turkish workforce bears witness to their perseverance and flexibility, and it provides valuable lessons for international relief efforts in response to similar crises. Detailed statistical analysis will be crucial in assessing how well the Syrian refugees are integrated into the labor market. This analysis should form the basis for specific policy recommendations to overcome problems and seize opportunities. Statistical researchers have found that Syrian refugees play a prominent role in some professions. In the textile industry, for instance, refugees are a significant portion of the workforce. These statistics can be used to formulate appropriate sector-related policies and training programs, allowing refugees to participate in these sectors ethically (Ceritoğlu et al., 2017).

Syrian refugees 'economic contributions should be analyzed in more detail. This also means their contribution to the GDP, tax collection, and consumer purchasing power. Data of this type help to clear away misperceptions about the economic cost of refugees and remind us that they are also contributors. Dependency ratios Similar aspects of Syrian demography also need to be considered. Many counselors feel that a large number of dependents per working adult often creates tension between refugee families and their host communities, requiring special social support. Policies and

programs should be designed to meet the needs of the sectors in which Syrian refugees are concentrated. It may include specialized vocational training and certificates that are compatible with industry needs. Mechanisms need to be created for observing and reporting on Syrian refugees' economic contribution. The first insight to be gleaned from these data is that refugees are a support for, rather than a burden upon, the Turkish economy. Thus, it is necessary to first establish social support measures for families with a high dependency ratio. Childcare, support for children's education, or special financial assistance are examples. Allowing Syrian refugees to enter the Turkish workforce is not only a humanitarian act. It's also an economic opportunity. By carrying out intensive statistical work and focused policy action, Turkey can not only ease potential problems but also achieve a greater positive impact from refugee integration. The process must involve government agencies, stakeholders in the private sector, international organizations, and refugees themselves. In this way, Turkey can consolidate its economy and social structure while establishing an international model for the handling of large-scale refugee disasters. In the process of settling Syrian refugees in the Turkish labor market, it is essential to constantly observe and revise policies (Demirci and Kırdar, 2021).

It is very important to understand the specific skills and competencies required in sectors with high refugee participation. For example, in sectors such as agriculture, construction, and textiles, where many refugees find work, special skills development programs can greatly improve the productivity and employment conditions of refugees. Regional disparities in Turkey mean that the impact of refugees varies across the country. Focusing on regional economic integration can ensure that both refugees and host communities' benefit. This approach may include regional job fairs, local entrepreneurship programs, and incentives for businesses in areas with a high refugee population. This approach should include certification processes that recognize the skills and competencies of refugees. The integration of Syrian refugees into the Turkish labor market is a dynamic and ongoing process that requires a multi-faceted approach and continuous adaptation. By focusing on sector-specific needs, regional economic integration, education, social support, and work rights, Turkey can create an environment in which both refugees and the host community will benefit.

The successful integration of these refugees can serve as a model for other nations grappling with similar challenges and show how inclusive policies can transform a humanitarian problem into an opportunity for social and economic enrichment (Demirci and Kırdar, 2023).

In the long-term process of integrating Syrian refugees into the labor market, at a time when life is still difficult in Turkey, worthwhile approaches and future trends should be considered. What is the relationship between technology and innovation when it comes to integrating refugees into the

labor market? Job matching, skills training, and language learning lend themselves to the digital platform. Second, technology can also provide opportunities for remote and flexible work; this could be particularly useful for refugees who have difficulty moving about or are looked after by family. We also need to get past this short-term, immediate entry into the job market, and do long-range planning. This means thinking about future economic development and labor market demand and preparing refugees for these changing needs. She says that in general, the integration of Syrian refugees into the Turkish labor market is still a road that needs to be traveled with patience and understanding. From technology and future trends to social entrepreneurship, cultural integration, and mental health, all these can help Turkey create a more open society better able to stand up against life's vicissitudes. Not only do these efforts help refugees, but they also add to the ubiquity and versatility of the Turkish economy. The results of these efforts can provide information and a model for other countries with the same problems. It is time for Turkey to change the emphasis from short-term integration to long-term sustainability and inclusive growth. This approach is helpful both in terms of the general health of the Turkish economy and society, as well as taking care to make sure that the fruits of co-existence with Syrian refugees are permanent and widespread (Icduygu and Diker, 2017).

Cooperation with international organizations and other countries is of extreme significance. This cooperation can bring together greater resources, experience, and assistance to allow Turkey to handle the challenges more effectively while also benefiting from refugee integration. In particular, we should incorporate refugee integration policies into the United Nations Sustainable Development Goals (SDGs). It enables policies to serve as part of a larger mission like quality education, decent work, economic growth, and lowering inequalities. Introducing Syrians into the Turkish labor market is an ongoing dynamic process that involves determination, creativity, and cooperation. Focussing on long-term sustainability, inclusiveness, international cooperation and adherence to the global development goals will enable Turkey not only to address the present problems that have arisen with the influx of refugees but also transform these challenges into opportunities for sustainable growth and development (Kadkoy, 2017).

The lessons of this effort can serve as an example to both Turkey and other countries in the same predicament, as well as demonstrating that strength, creativity, and compassion are crucial keys to solving global problems.

As Turkey is striving to integrate Syrian refugees into the workforce, however, more attention needs to be paid to how this can best be done strategically and further research conducted into creative ideas. Refugee integration therefore holds a regional dimension. Learning about and exploiting regional complementarity can thus yield better and more sustainable integration

outcomes. That means looking at local conditions and opportunities in various parts of Turkey and planning accordingly. Disaster-preparedness Programs should be designed to ensure economic synergy between the refugee population and local people. This could be anything from joint community development to regional investment projects.

Difficult though Syrian refugees' integration into the Turkish labor market is, it takes continuous efforts and constant innovation and adaption. Only through comprehensive, region-based, and sustainable efforts can Turkey create a more humane society that serves well both refugees and host communities. The purpose of this trip is not only economic integration but also a society that has diversity, and mutual respect and recognizes the dignity of every person. The lessons that Turkey took from these experiences can be beneficial resources for the international community, providing proof of resilience, cooperation, and goodwill. In choosing a path forward to integrate refugee labor from Syria, Turkey must keep an eye on the long run. It is thus a way to ensure that implemented measures not only adapt to the current situation but are also sound in the long-term and can promote stable development of national strength. The integration strategy must be oriented around the concept of sustainable development. That means considering the economic, social, and environmental dimensions of integration policy to find a balance that will be advantageous for both refugees and host communities (Tawfeeq, 2019).

Syrian refugees are seen as bringing growth and development opportunities to the Turkish market, but their integration is a complex problem with many dimensions. Only through a long-term, sustainable, and inclusive approach can Turkey not only help the refugees prosper but also bolster its economy and society. But this is a process that everything and it depends on constant dedication, creativity, and collaboration by government agencies, private sector organizations, international bodies, and the refugees themselves. The process and learning of the Turkish experience can serve as food for thought for other countries that face similar problems, opening up a way forward to say that globalization demands respecting diversity, encouraging participation, and ensuring sustainable development.

With Turkey still groping its way toward an appropriate strategy for integrating Syrian refugees into its labor market, long-term strategies that look beyond urgent present needs are essential. This way of looking at things is not just essential to Turkey, but the whole world as it gradually grows more and more integrated, faces those same problems.

The following illustrate some of the lessons that other countries can learn from Turkey's experience with Syrian refugees. These strategies and policies can provide other countries with a blueprint for how to integrate refugees into society at large by taking into account comprehensive planning, community participation, and sustainable development. Participating in worldwide

information sharing and cooperation. The lessons of this experience should also be made available to fellow feeling humans around the world facing similar situations and conditions (Carpio and Wagner, 2015).

For example, the refugee workforce should be readied for global trends like digital transformation, teleworking, and green economy. Supportive international networks should be set up to supply resources, and specialist knowledge, and help in their efforts at refugee integration. It also involves seeking partnerships with foreign NGOs, governments, and private sector organizations. Introducing multicultural education and awareness in schools and communities. What these programs can do is help to prepare future generations for a more tolerant society. The problems of the refugee's integration should be resolved through research and development investment. This also involves the development of new methods in education, employment, and social service. Strides should be taken to create models of refugee integration that can also serve as examples for other countries with similar problems (Ceritoğlu et al., 2017).

The integration of Syrian refugees into the Turkish jobs market is not just a national process; it's also one of mankind in action, driven by resilience, creativity, and cooperation. Through the holistic, sustainable, and long-term approach it has pursued so far, Turkey is not just bringing millions of refugees a better life but also enriching the common discourse on migration, integration, and multicultural coexistence. Within this process lay valuable lessons for the entire world about how by summoning sufficient will to do so with consensus and support from everyone else you can turn. Because the world still struggles to deal with migration and displacement of peoples, Turkey's experience provides a beacon along the road to a more tolerant and harmonious global society. Now that Turkey's experience relating to the integration of Syrian refugees into the labor market has been underway for several years, it is not only benefiting this nation's socio-economic situation but is also becoming a case study in global migration and integration issues.

When all of these factors are considered, policies and strategies adopted by Turkey may offer some clues about how to actively, humanely, and sustainably manage global migration (Demirci and Kırdar, 2021).

In fact, by actively getting involved in international forums, Turkey can consolidate its position of leadership in refugee integration. Through its stories of success and trial, Turkey can help shape world policy and even assist other countries with similar difficulties. This is why Turkey should actively attend international forums and policy-making mechanisms concerning migration and refugees. Through this participation, it is possible to influence global migration policies and exchange experiences of good practice. We need to develop a comprehensive migration model that views the humanitarian side along with socio-economic realities. All these models must apply

to various countries and conditions. We need to build up these international transnational support and assistance systems that offer help to refugees. This includes relevant international nongovernmental organizations, overseas communities, and multilateral organizations. Digital spaces can provide a channel for communicating with an international audience and exchanging experiences, observations, and ideas on refugee integration. This might therefore involve online forums, webinars, and social media. We must also, of course, promote the exchange and cooperation between Turkish institutions and their counterparts in other nations. Such exchanges can enhance understanding and cooperation in coping with shared problems (Demirci and Kırdar, 2023).

Turkey's experience allowing Syrian refugees is a model for managing large-scale human migration while respecting the dignity of people and at the same time taking into consideration practical social and economic factors. They are valuable lessons and strategies gained in the global debate on migration and integration. At a time when the entire world still grapples with the difficult problems of migration, Turkey's active humanitarianism and flexibility offer not just hope, but also an example of how to refurbish world society. The case of Turkey shows how this ever-smaller world needs mutual understanding, shared knowledge, and the struggle for a better world for all humanity. It is worth pointing out that the experience of Turkey in integrating Syrian refugees has involved not just a national effort, but also, at this stage, an effective chapter in the global history of refugee policy and integration (Icduygu and Diker, 2017). These lessons, the challenges which have been overcome, and the successes achieved, can be used to help create a more humane global refugee policy.

The experience of Turkey offers a concrete example for other countries to learn from. Their strategies cover legal, economic, social, and cultural factors. It's an all-embracing framework that can be tailored to the situations faced by various countries in different parts of the world.

We should strive to develop and promote comprehensive models for refugee integration capable of learning from the example of Turkey. For instance, it could involve compiling case studies, policy documents, and best practice guidelines.

Sharing with other countries around the world Turkey's experience and know-how in these areas should help build international education and capacity. Policymaking, social integration, economic participation, and legal structure may be among the topics of these programs. Stand up for the rights and interests of refugees worldwide. Through its experience, Turkey can better promote international guarantees for protection and assistance to refugees. Initiate or participate in international conferences on the refugee and migration problem (Kadkoy, 2017).

Foster refugee integration through technology, by investing in and sharing technology-based solutions. Cultural exchanges, international media campaigns, and global education should promote a global culture of inclusiveness and tolerance. Turkey has shown an active spirit in absorbing the Syrian refugees, as well as having a multi-pronged approach that should serve to teach the world valuable lessons. With countries facing unprecedented levels of displacement and movement, the example set by Turkey offers them a way forward toward truly humane policies and practices that are at once pragmatic yet sustainable. Through its experience and global manifestation, Turkey has the power to mold a tomorrow in which refugees are not just tolerated but respected as members of hosting cultures and of the world community. In this changing world, attempts to hear and respect the voices of refugees, understand their needs, and draw on their capabilities are not just a moral duty; it is also a practical duty to create an increasingly humane world (Tawfeeq, 2019).

Syrian refugees also enter the Turkish labor market, for which integration poses great challenges while simultaneously holding huge opportunities. Dear Mr. Soong, In the years since the start of the Syrian crisis, Turkey has done a good job in giving refuge and assistance to millions of refugees at considerable humanitarian cost. Nevertheless, if these people are to enter the Turkish labor market then integration must be seen as part of a wider strategy that combines humanitarian considerations with economic and social concerns. The resilience and potential contributions of the Syrian refugee population should first be acknowledged. A lot of these also come with skills, experiences, and cultural backgrounds that can enhance the Turkish economy and society. If they succeed, it will bring about greater flexibility in the job market, and more creativity and vitality in business. This can only be accomplished through joint efforts of the government and the private sector (Carpio and Wagner, 2015).

Furthermore, legal regulations and policies will also need to be constantly adapted, so that it becomes easier for people to obtain work permission and a job. Removing bureaucratic obstacles and achieving fair treatment at work is the key to developing an accessible labor market. Another essential task is to create an environment in which Syrian refugees are accepted and supported. Community programs and public awareness campaigns are key to breaking down cultural barriers so that social tensions can be smoothed over. What's more, we also should not ignore the contributions of international organizations and NGOs. Their knowledge, assets, and advocacy can fill in the gaps in national plans and help to make sure that mutual needs between refugees and host communities are met (Ceritoğlu et al., 2017).

Generally speaking, their integration into the Turkish job market is not only unavoidable but also desirable as a means of creating an even better and more resilient economic future. That will

demand prudent policies, joint action, mutual respect, and compromise. Such an attitude would not only allow Turkey to open its arms and offer a haven to those immediately in need of one, but it would also allow the country to enrich its own social and economic tapestry. So, these integration efforts should be monitored and evaluated as they get on track. Periodic evaluations can determine which lines are effective and where improvements need to be made. Policymaking should be guided by data, finding solutions that correspond to the changing needs of refugees and changes amongst the host population. Partnerships between the state, local firms, international organizations, and civil society are crucial in this regard. This kind of cooperation may bring about some different ideas that can not only help with the immediate absorption of the Syrian refugees but also assist in overall social and economic development (Demirci and Kırdar, 2021).

It is also important to pay attention to the needs of the host Turkish communities. Maintaining social cohesion involves attending to the needs of local people and ensuring that they feel as if their voices have been heard. Measures fostering intercultural exchanges and understanding can keep a feeling of community alive. Lastly, we cannot let our attention to economic integration distract us from the larger questions of social integration. Ensuring that Syrian refugees have access to education, health, and social services is of no less importance. We are going about holistic integration on economic, social, and cultural levels to make society more harmonious and prosperous (Demirci and Kırdar, 2023).

In general, the process of integrating Syrian refugees into the Turkish workforce is multifaceted and steady. Empathy, patience, innovation, and cooperation. If it is helped with the right combination of policy, partnership, and public sentiment, Turkey can serve as an example to the world of how refugee integration can be made into a chance for social transformation and enrichment.

Their success will not only help thousands of Syrian refugees lead a better life but also reinforce the foundation of the Turkish economy and society, building a more diverse future for everyone. After all, as Turkey moves in this direction, now is the time to spread an atmosphere of tolerance and dignity. Education is, therefore, an essential part of this process. Syrian refugees are proud and independent; by confronting misunderstanding, educational programs aim to establish a united society of understanding and mutual respect (İcduygu and Diker, 2017).

With the plight of refugees attracting worldwide attention, how Turkey manages to assimilate Syrian refugees into its workforce is also an international issue. It provides some valuable lessons for other countries dealing with the same kinds of issues. A forum to share best practices, challenges, and learning experiences can contribute to the creation of more effective global strategies for refugee integration. But, fundamentally, countries like Turkey should not be forced

or coaxed into doing any of this by themselves. Both financial funds and policy advice are needed from the international community.

All civilized societies have the responsibility to respond to the challenges of large-scale displacement. Besides financial assistance, sharing expertise and diplomatic cooperation in facing global challenges together are of immense help. How does Turkey face the future in terms of expectations for Syrian refugees to integrate into the Turkish labor market? What's needed is adjustment, long-term dedication, and respect for the humanity of every person seeking refuge. Integration is not just a matter of giving employment though; it also means creating an environment in which refugees can find dignity, be able to reestablish themselves within their new society, and see hope for the future. While the overall task is admittedly quite challenging, hopes are high for a better future for both refugees and Turkey with the Syrians' integration into the Turkish labor market. If only by working together, coming up with new ideas, and preserving the dignity of man and mutual respect, Turkey can not only weather these obstacles but also lead by example in how to integrate refugees.

Technology and innovation will play an important part in this never-ending journey. Can digital platforms therefore be used to help Syrian refugees find work, learn skills, and study foreign languages? Technology can also be leveraged to expand the scale of startups and more quickly benefit a larger number. In addition, digital participation isn't just about employment opportunities for refugees. It is also a question of giving them avenues into the full implementation of digital activities that have stalked modern societies as an essential part of their lives.

The active involvement and empowerment of refugees is another significant aspect of this process of integration. Whether in the area of business, community building, or cultural exchange, refugee-led initiatives can give those involved a feeling of activism and self-determination. This sort of authorization not only assists in smoothing the integration process but also adds fresh outlooks and ideas to the host community (Kadkoy, 2017).

This should also take into consideration the long-term impact on regional stability and international relations. Because of its strategic geographical position and the huge effort, it has made in this humanitarian cause, Turkey cannot be overlooked when considering regional affairs. Syrian refugees should be accepted as a way to stabilize the region and make the best use of international humanitarian cooperation. Also, longer-term considerations about the sustainability of these efforts at integration are quite key. That is to say, not just economic sustainability but also environmental and social sustainability (Tawfeeq, 2019). The structure of programs and policies needs to be formulated in such a way so that both refugees and the host community can reap long-term gains while making sure integration is geared towards sustainable development.

Consequently, the task of integrating Syrian refugees into Turkish society is a multifaceted project with far-reaching implications. To do so involves compassion, creativity, and cooperation. If Turkey can continue to foster an environment that is open for all, as well as make use of technology and innovation; religiously empower refugees so they are independent rather than reliant on aid organizations; give them practices that holistically take account of humanity's current stage in development--through such steps, it will not only save the lives of countless people struggling to survive but also be laying a foundation. The lessons we emerge with and the achievements of this effort are destined to provide a beacon for other countries struggling against similar problems, as well as illustrate further what it means when nations work together in solidarity toward solving one of our most pressing humanitarian issues (Carpio and Wagner, 2015).

3. MATERIALS AND METHODOLOGY

3.1 Research model

Figure 11 shows the refugee integration model. At the top of the model, characteristics of refugees, host-related factors, and policy framework are listed. The lower part shows integration, examining the refugees themselves and their impact on the host country. In reality, of course, the different dimensions of integration also influence each other. Two general types of institutions determine integration. The first concerns of host societies, such as Economic Impact, Employment, Cultural change, social cohesion, Strain on resources and public services, Attitudes towards refugees, Security, and Law. The second type is refugee groups Legal Rights, Adaptation, Language, Cultural, Social integration, Economic aspects, Attitudes towards refugees, Satisfaction.

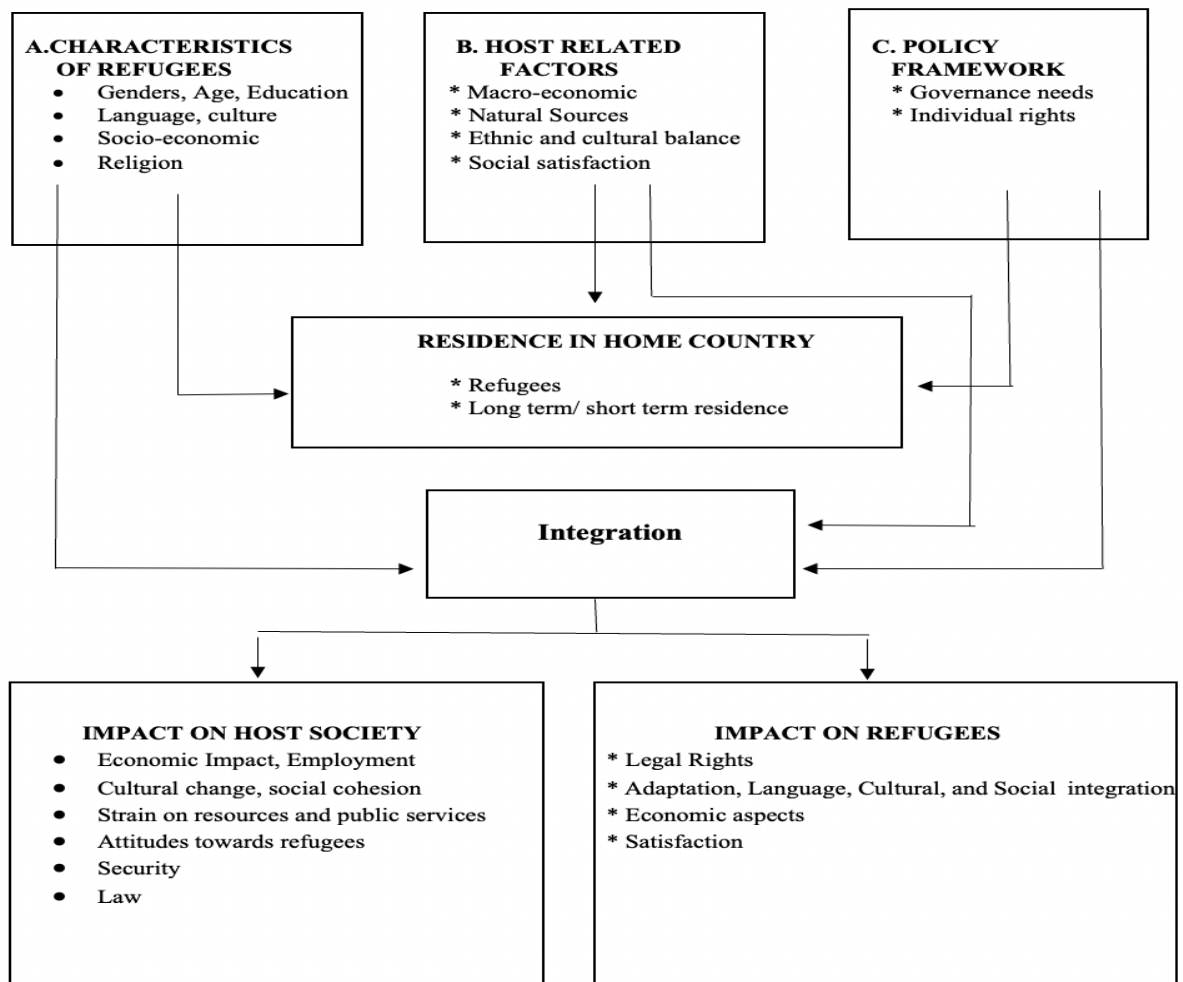


Figure 11. Research Model of Refugee Integration

Source: Author's elaboration

3.2 Hypotheses of Research

Hypotheses whose accuracy will be controlled in the context of the variables in question within the scope of the research have been determined as given below:

H1: There is a significant difference between participants of *different genders* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

The reason for choosing this hypothesis is that in Middle Eastern cultures, men are typically the breadwinners, and protectors of the family, and dominate the political, social, and economic spheres. Women, on the other hand, undertook childcare at home.

H2: There is a significant difference between participants in *different age groups* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

The reason for choosing this hypothesis is that The young age held by most Syrian refugees directly affects the age-group balance between Turkish natives and refugees themselves. the short-term consequences, a relatively large number of young Syrians are expected to crowd labor markets in regions with a heavy representation of refugees.

H3: There is a significant difference between participants with *different levels of education* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

The reason for choosing this hypothesis is that an influx of low-skilled refugees can significantly impact different levels of education among local populations and adolescent refugees due to reduced opportunities and returns at the lower end of the labor market.

H4: There is a significant difference between participants with *different working hours* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

The reason for choosing this hypothesis is that working conditions, low wages, longer working hours than Turkish workers, and working without social security payments have been the main problems in the workplace.

H5: There is a significant difference between participants with *different total service times* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

The reason for choosing this hypothesis is that the first five years of working life are among the most important. This is when knowledge, skills, and competencies for better future opportunities are acquired. Different total service times matter in this concept.

3.3 Methodology: Interview and Survey

3.3.1 Interview and Questions

According to Erkuş (2005), the main purpose of using the interview technique is not usually to test a hypothesis, but rather to try to understand other people's experiences and how they make sense of these experiences. Therefore, the focus is on other people's stories, descriptions, and thoughts that is, cultural categories in the person's mind. In addition, to make qualitative determinations about the "Syrian refugee crisis in Turkey and its effects on the labor market", the study conducted an unstructured interview with the participants in the sample of the study.

In general, the interview has three main goals. These goals can be sorted as follows: Ensuring or maintaining cooperation; Survival (treatment, improving self-confidence) and Collecting research data (Karasar, 2012).

According to Leech and Onwuegbuzie (2009), the interview technique aims to determine the parallelism and difference between the information given by the interviewees and to make comparisons accordingly. The interview technique is similar in structure to survey studies or attitude scales in which a person responds to their information according to certain categories. The researcher asks each person involved in the study the same questions in the same form and the same words. The interview is included in quantitative research (Ekiz, 2003). According to Gall and Borg (1996), the most important advantage of using the structured interview technique is to minimize the difference between interviewers if more than one interviewer is used. In addition, the interview technique reduces the emergence of blank or unusable responses that are frequently encountered in survey studies.

The research universe consists of all Syrian refugees living in Turkey and businesses where Syrian refugees work. In this context, the scope of the research and to constitute the sample of the study in Turkey.

In general, the interview has three main goals. These goals can be sorted as follows: Ensuring or maintaining cooperation; Survival (treatment, improving self-confidence) and Collecting research data (Karasar, 2012). According to Leech and Onwuegbuzie (2009), the interview technique aims to determine the parallelism and difference between the information given by the interviewees and to make comparisons accordingly. The interview technique is similar in structure to survey studies or attitude scales in which a person responds to their information according to certain categories. The researcher asks each person involved in the study the same questions in the same form and the same words. The interview is included in quantitative research (Ekiz, 2003). According to Gall

and Borg (1996), the most important advantage of using the structured interview technique is to minimize the difference between interviewers if more than one interviewer is used. In addition, the interview technique reduces the emergence of blank or unusable responses that are frequently encountered in survey studies.

The research universe consists of all Syrian refugees living in Turkey and businesses where Syrian refugees work. In this context, the scope of the research and to constitute the sample of the study in Turkey, 10 Syrian refugees were interviewed for the application of the refugee interview form which is the “Syrian refugee crisis in Turkey and its effects on the Labour Market.” In the study by Iscan and Cakir (2019), titled “The Effect in Turkish Labor Market of Asylum Seekers and Refugees in Turkey: A Field Study,” the researcher developed a field survey and interview form based on “Turkey in the Syrian Refugee Crisis and the Labor Market Effects of Refugee Interview Form.” This form includes five questions prepared to determine the social and economic problems of Syrian refugees living in Turkey and their impact on the labor market, and it is included in Annex 1.

For the application of the business interview form, 10 Syrian business employees and managers were interviewed. The study, by Cakir and Iscan (2019), used a field survey and interview form titled “The Effect of Asylum Seekers and Refugees in Turkey in the Turkish Labor Market: a Field Study,” developed by the researcher based on “Turkey in the Syrian Refugee Crisis and the Labor Market Effects of Business Interview Form.” This form includes five questions prepared to determine the social and economic problems of Syrian refugees living in Turkey and their impact on the labor market, and it is included in Annex 2.

In-depth interviews and participant observation techniques were applied to determine the situation regarding Syrian refugees. Semi-structured and open-ended questions were prepared for the participants in advance, but new questions were asked to the participants according to the course of the conversation. The original content of the data obtained was adhered to and analyses were made by quoting what was said. Snowball or chain sampling technique was used to ensure that the research results were more realistic. Interviews lasted approximately half an hour. In addition, some of the interviews were conducted in Turkish and some in Arabic with the help of a translator.

A. 10 Syrian refugees were interviewed for the application of refugee interview form which is the *“Syrian refugee crisis in Turkey and its effects on the Labour Market”*

In the study, by Iscan and Cakir (2019) “The effect in Turkish Labor Market of Asylum Seekers and Refugees in Turkey: A Field Study” used in the study, titled “The Effect of Asylum Seekers

And Refugees in Turkey in the Turkish Labor Market: a Field Survey and Interview Form” developed by the researcher based on “Turkey in the Syrian Refugee Crisis and the labor market effects of Refugee interview form” was used. ” Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form” includes 5 questions prepared to determine the social and economic problems of Syrian refugees living in Turkey and their impact on the labor market. It is included in Annex 1.

B. 10 Syrian business employees and managers for the application of refugee interview form which is the *“Syrian refugee crisis in Turkey and its effects on the Labour Market Business”*

The study, by Cakir and Iscan (2019) “The effect in the Turkish Labor Market of Asylum Seekers and Refugees in Turkey: A Field Study” used in the study, titled “The Effect of Asylum Seekers and Refugees in Turkey in the Turkish Labor Market: a Field Survey and Interview Form” developed by the researcher based on “Turkey in the Syrian refugee crisis and the labor market effects of Business interview form” was used. The Syrian refugee crisis in Turkey and its effects on the Labor Market Business interview form” includes 5 questions prepared to determine the social and economic problems of Syrian refugees living in Turkey and their impact on the labor market. It is included in Annex – 2.

In-depth interviews and participant observation techniques were applied to determine the situation regarding Syrian refugees. Semi-structured and Open-ended questions were prepared for the participants in advance, but new questions were asked to the participants according to the course of the conversation. The original content of the data obtained was adhered to and analyses were made by quoting what was said. Snowball or chain sampling technique was used to ensure that the research results were more realistic. Interviews lasted approximately half an hour. In addition, some of the interviews were conducted in Turkish and some in Arabic with the help of a translator.

3.3.2 Survey and Questionnaire

In the research, the” descriptive method was used within the framework of the screening model, and the survey technique was applied as a data collection technique to make quantitative determinations about the “Syrian refugee crisis in Turkey and its effects on the labor market”. Quantitative research can be expressed as a type of research that allows it to be presented in a measurable, numerically evaluated, and observable way by the objectification of facts and events. In this context, quantitative research methods that enable objective measurements and numerical

data to be obtained through observation, experiment, and test offer the opportunity to obtain objective results (Balci, 2018).

The “screening model” applied within the scope of quantitative research is widely used in the social sciences and allows work in large groups. The screening model is expressed within the scope of research that does not have the researcher's manipulation of the independent variable and aims to describe a situation that exists in past periods or already in its current form (Büyüköztürk, 2014).

Quantitative research methods offer researchers several advantages in that they allow generalizable results to be produced, the degree of accuracy of theories to be determined, and the study of indexed relationships to a particular structure. However, the difficulties in determining the sample and collecting enough data, as well as the fact that the measurement tool can reflect biases, can also be expressed within the scope of the limitations of quantitative research methods. In the same way, the fact that quantitative research methods do not offer the opportunity to examine data other than the model is evaluated among their limitations (Balci, 2018).

” Descriptive method " can be expressed as a method that allows one to investigate and determine the current situation for a particular topic. "Survey technique", on the other hand, is defined as a data collection technique that allows systematic data acquisition by questions posed to participants in the universe or sample, depending on hypotheses established on a particular topic (Büyüköztürk et al., 2011).

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C. 391 business employees and managers answered the application of the” Syrian refugee crisis in Turkey and its effects on the labor market survey form". In addition to demographic information, a 5-point Likert-type scale was applied.

In the study, Cakir and Iscan (2019) “By The Effect in The Turkish Labor Market of Asylum Seekers and Refugees in Turkey: A Field Study titled” Study “is used in the effect of asylum seekers and refugees in Turkey in the Turkish labor market: a field survey questionnaire form” developed by the researcher based on “Turkey in the Syrian refugee crisis and the effects of the labor market survey form” is used. “Syrian refugee crisis in Turkey and its effects on the labor market survey form”; includes 10 questions prepared to determine the social and economic problems of Syrian refugees living in Turkey and their impact on the labor market. It is included in Annex – 3.

3.4 Data Collection

In the research, a mixed research pattern was used, combining both quantitative and qualitative research methods. Syrian refugees living in Turkey and Turkish workers and managers constituted the research sample.

The research was conducted between 2018 and 2023 in various cities within Turkey, including Istanbul, Ankara, and Adana. The demographic information form and the perspective scale for Syrian refugees were used in the quantitative phase of the study, while the semi-structured interview form was used in the qualitative phase.

In the quantitative phase, 391 people were reached, while the qualitative study was conducted with 20 people. Quantitative data were analyzed using the SPSS (Statistical Package for the Social

Sciences) 25 software. The data analysis investigated what the interviews indicated about their processes of social and cultural integration into Turkish society. Specific extracts were chosen because they served as rich materials to analyze and provide answers to questions in this thesis. Findings indicated that Syrian refugees needed to overcome significant personal, social, linguistic, and psychological barriers and challenges to integrate socially and culturally into Turkish society. Correlation coefficients were calculated for the strength of the relationship between variables. The scale, which is a five-point Likert type and has a unidimensional structure, consists of 7 items. The internal consistency coefficient (Alpha) of the scale was calculated as 0.92.

Participants for the interviews and surveys were selected using a combination of purposive and snowball sampling techniques to ensure a diverse and representative sample. Initial participants were identified through community organizations and social networks, and additional participants were recruited through referrals. The interviews and surveys were conducted in Turkish and Arabic, depending on the participants' language proficiency, with translators assisting when necessary. The interviews lasted approximately 30-45 minutes each and were conducted in a variety of settings, including participants' homes, community centers, and workplaces.

3.5 Presentation of the Sample

A) Information about the socio-demographic characteristics of individuals is given in Table 4, 90% of the participants were male, 10% were female, 60 % of the age were between 20-29 years, 50% were university graduates, and 90% were working in enterprise 1-5 years. 80 % of the participants' total service years were 11-15 years.

Table 4. Demographic Information on Refugees

Features	N=10	%
Gender		
• Men	9	90
• Women	1	10
Age		
• 20-29	6	60
• 30-39	3	30
• 40-49	1	10
Education Status		
• Secondary/High School	3	30

• Bachelor's degree	5	50
• Master's degree/PhD	2	20
Working Years in The Enterprise		
• 1-5 years	9	90
• 6-10 years	1	10
Total Service Years		
• 11-15 years	8	80
• 16-20 years	2	20

Source: Author's elaboration

It is seen in Figure 11 that the regions where the participants interviewed within the scope of the research lived in Syria before coming to Turkey were regions located in Northern Syria, relatively close to the Turkish border. Accordingly, most of the participants come from Aleppo, Hama, and Deir ez-Zor.

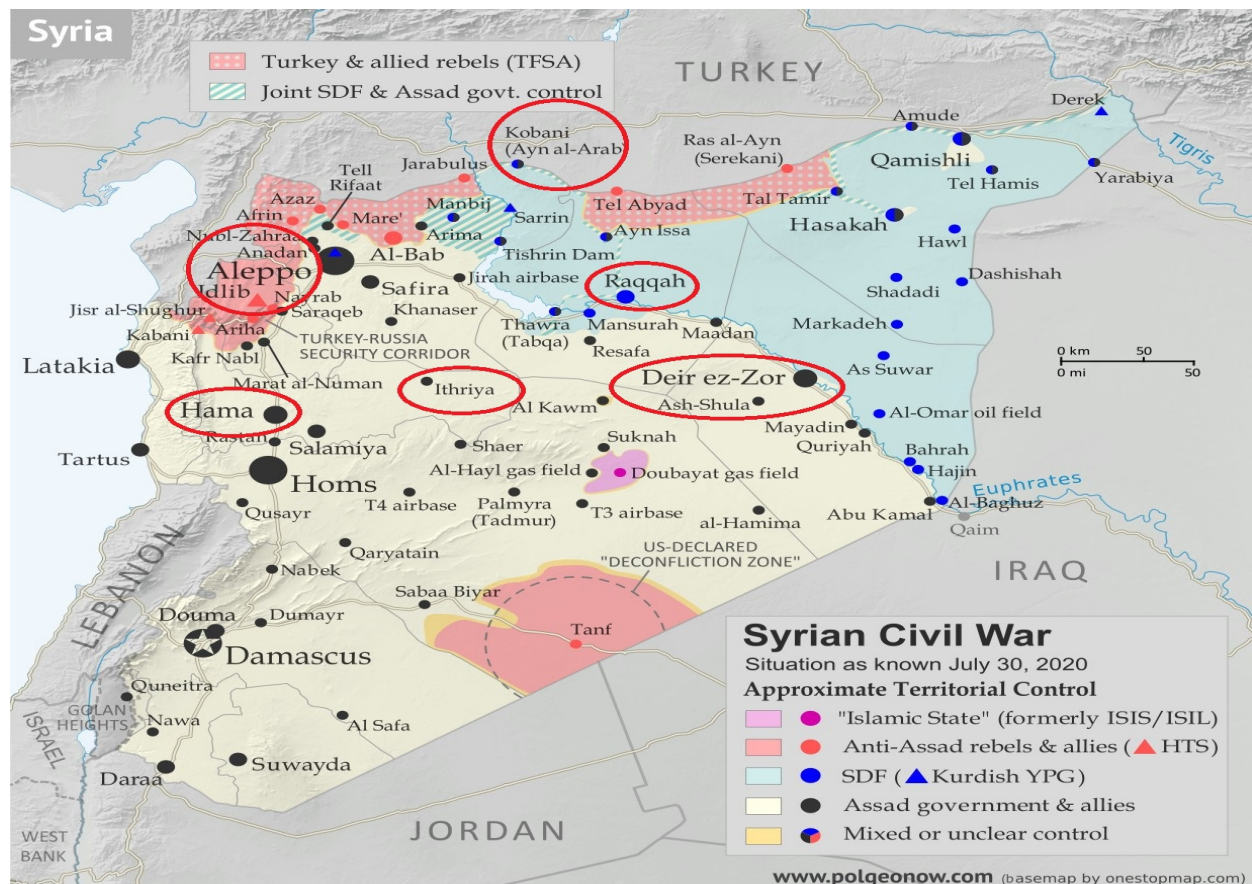


Figure 12. Distribution of Participants According to the Provinces They Came from Syria

Source: (Djukic, 2020)

B) Information about the socio-demographic characteristics of individuals is given in Table 5, 60% of the participants were male, 40% were female, 50 % of the age were between 30 and 39 years, 80% were university graduates, 50% were working in the enterprise 6-10 years and 70 % of the participants' total service years were 11-15 years.

Table 5. Demographic Information of Employees and Managers

Features	N	%
Gender		
• Men	6	60
• Women	4	40
Age		
• 20-29	4	40
• 30-39	5	50
• 40-49	1	10
Education Status		
• Bachelor's degree	8	80
• Master's degree/PhD	2	20
Working Years in the Enterprise		
• 1-5 years	4	40
• 6-10 years	5	50
• 11-15 years	1	10
Total Service Years		
• 6-10 years	1	10
• 11-15 years	7	70
• 16-20 years	2	20

Source: Author's elaboration

C) The Syrian refugee crisis in Turkey and its effects on the labor market survey form was interviewed by 391 business employees and managers for its implementation. It was found that 60.4% of the participants were male and 39.6% were female in Table 6. When the distribution of these participants by age group was examined, 42.2% consisted of 20-29, 27.5% of 30-39, 15.9% of 40-49, and 14.4% of people aged 50 and over. A large proportion of participants ' educational status was found to be university graduates (57.1%). 66.8% of the participants were found to have

between 1 and 5 years of work experience in the current institution. 43.7% of participants have a total work experience of 1-5, 37.5% have 11 years and over, and 18.8% have a total work experience of 6-10.

Table 6. Demographics of Participants of the Survey

Features	N=391	%
Gender		
• Men	237	40
• Women	154	60
Age		
• 20-29	164	42,9
• 30-39	107	22,5
• 40-49	62	15,9
Education Status		
• Primary School	25	5,9
• Secondary/High School	94	24,2
• Bachelor's degree	222	57,1
• Master's degree/PhD	50	12,9
Working Years in the Enterprise		
• 1-5 years	260	66,8
• 6-10 years	76	18,8
Total Service Years		
• 1-5 years	171	43,7
• 6-10 years	74	18,8
• 11 years and over	146	37,5

4. RESULTS AND DISCUSSION

H1: There is a significant difference between participants of *different genders* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

A The average attitude scale score revealed statistically significant variations based on the gender of the employees when the findings were analyzed. This analysis contradicted our null hypothesis, finding statistically significant variations in the average attitude scale score based on the gender of the employees ($t(387) = -6.93$ $p < .001$). This finding indicates that sentiments about Syrians are more favorable among female employees ($M=1.42$, $SD=0.33$).

H2: There is a significant difference between participants in *different age groups* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

A To find out if there was a significant difference between the age group of the employees and their attitude Scale scores on the impact of Syrian refugees on the labor market, a one-way variance analysis (ANOVA) was performed on the sample group of employees.

B The test result showed that there was a significant difference in the groups' arithmetic means ($F(3,385) = 14,451$; $p < .001$), rejecting our null hypothesis. Following this outcome, complementary post-doc studies were performed to identify the reasons for the variations.

C The attitude of employees aged 20-29 ($m=1.46$, $SD=0.43$) and over 50 ($m=1.67$, $SD=0.44$) toward Syria was less (negative) than that of other groups, based on the results of the Tukey test that was performed for this aim.

H3: There is a significant difference between participants with *different levels of education* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

A Based on the outcomes of the assessment carried out for this objective, there are notable differences between every group. The Tukey test, designed specifically for this purpose, shows that employees with a negative attitude toward Syria have less positive perceptions of Syrian refugees ($m=1.40$, $SD=0.32$) compared to other groups of employees. Additionally, employees in this group have lower levels of elementary/primary education ($m=1.81$, $SD=0.52$) and higher education ($M=1.72$, $SD=0.64$) than other employees in the group.

H4: There is a significant difference between participants with *different working hours* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.

- A The test result showed a significant difference in the groups' arithmetic means ($F(2, 386) = 12.946; p < .001$), leading to the rejection of our null hypothesis.
 - B Following this outcome, complementary post-doc studies were performed to identify the reasons for the variations.
 - C The Tukey test conducted for this aim revealed that employees in the business who have been there for six to ten years ($M = 1.93, SD = 0.74$) had a higher positive view toward Syria than other groups of employees.
- H5:** There is a significant difference between participants with *different total service times* in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.
- A The test result showed a significant difference ($F(2, 386) = 24.57; p < .001$) in the arithmetic mean of the groups, rejecting our null hypothesis. Following this outcome, complementary post-doc studies were performed to identify the reasons for the variations.
 - B Based on the outcomes of the Tukey test used for this purpose, there is a substantial difference between each group.
 - C People who have worked for 1 to 5 years ($m = 1.45, SD = 0.42$) are more likely to be negative about the effect of Syrian refugees on the labor market than people who have worked for 6 to 10 years ($m = 1.96, SD = 0.68$).

4.1. Analysis of Data from Refugee Interview Form

“Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form” was applied to 10 Syrian refugees living in Turkey. Definitions related to the answers given by Syrian refugees in the sample of the research for 5 Questions Included in the scope of “Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form” can be expressed in the scope given below.

As the first question in the scope of the “Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form”, Syrian refugees included in the sample of the study asked: “What do you think you need most in Turkey?” the question has been asked. All of the Syrian participants in the study's sample said, "What do you think you need most in Turkey?" it seems that they responded to the question that they need money, a regular economic income, and a regular job. In the same way, it was found that the first question was largely found by the Syrian participants in the sample of the study, who stated that they needed to make a living for their families, fix their health problems, and support them in a psychological sense because they lived.

Considering the jobs and professions of the people interviewed within the scope of the research, it is noteworthy that most of the participants work in jobs that do not require qualifications. Based on qualitative interviews and observations, participants appeared to have been working in their job or profession for some time. While it was seen that only some participants in the study had professional experience, it is difficult to say that most of the participants specialized in a particular field due to their constant job and profession changes. The following statement can be made to show that the participants worked in more than one job for short periods during their stay in Turkey:

"I went to the production factory in Adana and got a job. I worked for 40 days. I went to Hatay for the holiday. I didn't go back to work. I got a job at a construction company in Hatay. I worked for 40 days. Then I got a job in a textile shop. Then I worked in a restaurant. The jobs I worked for 40 days were both short-term and temporary. I was working, earning some money, and quitting my job. I tried various jobs to support my family. Money was what we needed most. We had health problems, we did whatever was necessary to survive..."

"I worked in a glass factory for 4 months. I took a job in another textile factory for 1.5 months... My children also came with me from city to city. We trusted those we knew, but they also let us down. I had to change jobs constantly. We had a hard time paying our rent. The beginning was very difficult for us..."

As a second question within the scope of "Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form", Syrian refugees included in the sample of the study asked "What is your job situation in Turkey? If you are not working, indicate your reason for not working." Syrian participants in the sample of the study asked: "What is your business situation in Turkey? If you are not working, indicate your reason for not working" In general; it is seen that they cannot yet have a regular job, often have to work part-time or daily work, and because they cannot find a job with a regular income, they are often unable to work. "What Is Your Business Situation in Turkey? If you are not working, indicate your reason for not working"; it was found that Syrian refugees, who expressed a small proportion in the sample of the study who answered that they worked in a full-time job, responded that it was only a matter of time before they were dismissed due to the current epidemic period.

Within the scope of the research, it was observed that the participants worked in all their jobs and professions without the need for diplomas, certificates, and certifications. In the interviews, participants who were university or vocational high school graduates and had a professional qualification certificate or certificate stated that they had problems documenting such documents. It has been observed that especially the participants who have completed their undergraduate

education have problems in the equivalence process so that their diplomas can be accepted in Turkey. Here, some participants were able to bring their diplomas when they immigrated from Syria; It was observed that some of them could not receive their diplomas from state institutions in Syria.

"I applied to some companies. They told me two conditions; They said you must be a Turkish citizen or have diploma equivalency. I applied for citizenship in 2018. In the same year, I applied to the Higher Education Institution for diploma equivalence and submitted the documents. I am still waiting for an answer. I am an engineer in Turkey without having diploma equivalence or citizenship. "I can't work as a professional. I want to do my job..."

"I can barely manage, but I'm having a hard time. Life is not easy here either. But I'm sure it would be much harder in Syria."

"Unfortunately, the salary I receive is not enough. Only my wife works regularly. We have 3 children and it is very difficult for us. I have to change jobs constantly. Working conditions are very bad, salaries are very low."

"I have a hard time making money. "I have relatives in Syria, I need to send them too."

As a third question within the scope of the "Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form", the Syrian refugees in the sample of the study were asked the question "If you are working in Turkey, evaluate your working conditions and the degree of satisfaction with the wage you receive". "If you are working in Turkey, evaluate your working conditions and your degree of satisfaction with the wage you receive," all Syrian participants in the sample asked.; it seems that they are not satisfied with the working conditions and the wages they receive, and they respond that the wages they receive are not enough to meet the needs of themselves and their families.

Among the prominent problems are being forced to do heavy work, working illegally, and receiving low wages. Some answers to the problems they experience in working life are given below.

"If the war had not broken out in Syria, we could have had a very happy life. We managed to survive in Turkey, but it seems very difficult to have a good life. We are having a hard time making it through the end of the month. My wife and I both work in regular jobs. Our children go to public school here. "I wish we could earn more and send them to private school. Working conditions could be better. Compared to my previous workplaces, I am very happy here."

As the fourth question in the scope of the "Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form", Syrian refugees included in the sample of the study asked:

"Do you think the state adequately evaluates you as a labor force? "the question has been asked. All of the Syrian respondents in the study's sample said, " Do you think the state adequately evaluates you as a workforce?" the question; shows that they do not think that the state evaluates themselves adequately as a labor force and they do not have the opportunity to work in jobs aimed at their profession or specialty.

"I have been in Turkey for 8 years. I have worked illegally for many years because it takes too long to get a work permit and there are too many procedures. From time to time, I do illegal work; water pipe replacement, renovation, etc."

Participants express the necessity of a work permit as follows:

"I would recommend. I'm talking about the benefits of a work permit. I recommend that there be no punishment or dismissal. They say hopefully, but they don't want big families. Because aid is being cut..."

"Aid has an impact. But those who do not get a work permit due to benefits are making a mistake. Working legally is the best. It's not all about money. Health is also very important. If I have a work accident, I cannot go to the hospital... "

"Benefits are worse than a work permit. People don't want to get a work permit because they are receiving benefits. The punishment for working illegally is high. It is necessary to work as the state wants. Not getting a work permit due to aid is damaging to the country..." Some of the participants stated that they wanted a work permit, but employers were reluctant to apply for a work permit.

"The Syrian refugee crisis in Turkey and its effects on the labor market" as the fifth question in the context of the refugee interview form, Syrian refugees included in the sample of the study said: where they worked and were insensitive to their problems ".

"I recommend it to many of my friends. They want it too. But their bosses don't want it."

"I would recommend. But their bosses don't want it. They say it is costly for a work permit..."

It is noteworthy that among the participants who stated that they live with multiple people in the household, more than one married sibling and parents live together in the same house. The reasons for living together as an extended family or multiple families were investigated during the qualitative interview. In this context, it is seen that there are reasons such as limited financial resources, having people in need of care, disabled people or war victims in the family, and having a culture of living together. On the other hand, it seems that the work permit affects the low number of people living in the household, which was observed at a high rate among the participants. The

economic security and opportunities provided by the work permit were effective in the participants' ability to keep their household size to a minimum.

"If you are working in Turkey, how do you evaluate the approach of other employees to you where you work?" the question has been asked. "If you work in Turkey, how do you evaluate the approach of other employees to you where you work?" in general, they respond positively to the question and indicate that they are taking approaches to support other employees in the places where they work. "If You Work in Turkey, How Do You Evaluate The Approach Of Other Employees To You Where You Work?" in part, Syrian refugees in the sample of the study responded that they were exposed to the negative approaches of other employees in the places.

Some answers to the problems they experience in working life are given below.

"Especially when I had just arrived in Turkey and had not yet received an ID card, some of my employers threatened to report me to the gendarmerie or the police if I insisted on not paying my money at the end of the day because I was a foreigner. Sometimes, I could not receive the same money as Turkish employees. This problem continues. "

"Not being able to get an ID was the biggest problem. When you cannot obtain your ID, you are in danger of being caught at any time. People also don't want to give work. Also, I didn't know the language, so I had a hard time at first.

4.2. Analysis of Data Obtained from the Business Interview Form

"Syrian refugee crisis in Turkey and its effects on the Labour Market Business interview form " was applied to 10 business employees and managers living in Turkey. Definitions related to the answers given by business employees and managers in the sample of the research for 5 Questions Included in the scope of" Syrian refugee crisis in Turkey and its effects on the labor market refugee interview form " can be expressed in the scope given below.

As the first question in the scope of the "Syrian refugee crisis in Turkey and its effects on the Labor Market Business interview form", the business employees and managers in the sample of the research asked: "What Do You Think Syrian refugees working in your business need most?" the question has been asked. "What do you think you need most in Turkey?" Syrian refugees working in the business seem to be responding that they need more economic income, housing, and health care to care for themselves and their families, and support for their children to benefit from educational opportunities. Some of the answers we received in the research are as follows:

"The Syrians who come to us mostly have physical needs such as shelter and food. Landlords do not accept them because they have too many children. They cannot rent larger houses either."

"Health problems take up a lot of their time and money. Since most of them have consanguineous marriages, they also bring genetic disorders with them."

"There was a Syrian who had recently started working. His 1-year-old child had SMA. He could not pay the sick child's treatment expenses. He was working more than one job."

As a second question within the scope of the "Syrian refugee crisis in Turkey and its effects on the Labor Market Business interview form", the business employees and managers in the sample of the research asked "How do you evaluate the work situation of Syrian refugees in Turkey?" the question has been asked. "How do you evaluate the business situation of Syrian refugees in Turkey?" It seems that Syrians in Turkey are having difficulties in eliminating problems of having a regular job, because of the inability to find a job., Syrian refugees are unable to take care of their families properly and even turn to criminal behavior. Some of the answers we received in the research are as follows:

"Refugees who have a good life and career in their own country can get involved in criminal crimes when they cannot have the same life in Turkey. There are many underlying reasons for this, for example, they cannot receive diploma equivalence, and they are employed without insurance for low wages."

"Finding a regular job and earning a high income is not easy for refugees at first. They come with their large families, and for example, 20 people can live in a 1-room house."

As a third question within the scope of the "Syrian refugee crisis in Turkey and its effects on the Labor Market Business interview form", the business employees and managers in the sample of the research were asked the question "Evaluate the working conditions of Syrian refugees working in Turkey". The question of business employees and managers included in the sample of the study "Evaluate the working conditions of Syrian refugees working in Turkey". It seems that Syrian refugees working in Turkey respond that working conditions are unhealthy, that Syrian refugees are employed in jobs that no one wants to do, and that Syrian refugees are largely suffering from health problems due to working in unhealthy working conditions.

"Healthy working conditions for refugees are not possible in every business. "Unfortunately, there are many refugees who risk their lives and work in construction."

"All humane conditions are provided in our company, but they mostly work for low wages in conditions that are against human life. Working conditions for women are better than men."

As the fourth question in the scope of the “Syrian refugee crisis in Turkey and its effects on the Labor Market Business interview Form”, do you think that the state adequately evaluates Syrian refugees as a labor force to the business employees and managers included in the sample of the research? "the question has been asked. "Do you think the state adequately evaluates Syrian refugees as a workforce?" It seems that Syrian refugees are not able to work in jobs for their profession or area of expertise, and therefore the state responds that they think they are not adequately evaluating Syrian refugees as a labor force.

According to the observations made during the research, it was seen that the number of people who had to earn a living by working in addition to the death of a mother or father in the family during or after the war was quite high. It has been observed that people who continue their education in Turkey often have another person in the same household who can work. It is observed that family members who cannot pursue their professions due to situations such as the invalidity of their diplomas and lack of a work permit, turn to different professions.

“I think the country cannot use them efficiently because they cannot easily obtain diploma equivalence. This being the case, they are forced to work in lower classes.”

“Here, one of our employees' main profession is nursing, but she works in textiles. Another employee of ours is a mathematics teacher and he also works on textiles.”

A fifth question within the scope of the “Syrian refugee crisis in Turkey and its effects on the Labor Market Business Interview Form” is " How do you evaluate the approach of other employees to Syrian refugees working in your business to the business employees and managers included in the sample of the research? "The question has been asked. “How do you evaluate the approach of other employees to Syrian refugees working in your business? it is seen that other employees approach Syrian refugees working in the business positively, attach importance to providing them with material and moral support, and respond that Syrian refugees who have children, especially during holidays, are given gifts for their children.

"Frankly, foreigners are not treated very understandingly, not only in Turkey but in all societies. But from what I have seen in our company, other employees are a little more sensitive about Syrians."

Apart from Syrians, Iranians, Afghans, and Uzbeks work in our organization. Since we are an international company, everyone is aware of their differences and treats each other with respect and friendship."

4.3. Analysis of The Labor Market Survey Form

The data in the research was transferred to the computer environment and analyzed with the help of SPSS 25.0. Factor and reliability analysis was performed for the attitude scale (SMEK) of employees to the impact of Syrian refugees on the labor market without switching to statistical analysis. According to the factor reliability analysis, it was accepted that the data showed reliable and similar results to the literature, and the analyses were carried out.

In the study, the frequency table showing the distribution of demographic characteristics related to employees was given first. Later, descriptive statistics such as arithmetic mean and standard deviation were determined for the substances contained in the scale.

In a comparison of two variables, the data test was assumed to be the normal distribution, the independent t-test from parametric tests, and the one-way analysis of variance from parametric tests ANOVA test was used in Comparisons where there were more than two variables. The level of significance in all statistical calculations is $p < .05$ has been accepted and the results applied have been evaluated accordingly. These values are explained in appropriate tables according to the research.

4.4. Factor Analysis

As part of the validity and reliability analysis of the scale, first of all, explanatory factor analysis and substance analysis studies were included. Kaiser-Meyer-Olkin (KMO) and Bartlett tests were applied to the FACTOR Data and then factor analysis was performed. For the reliability analysis of the scale, the consistency of substances inside was also studied using the Cronbach Alpha test.

In Table 6, the Kaiser Meyer Olkin (KMO) value was 0.81 as a result of a factor analysis of the articles of the attitude scale to the impact of Syrian refugees on the labor market. KMO tests whether the distribution is sufficient for factorized analysis. The Bartlett test is based on the principle that " the correlation matrix for variables is tested against the unit matrix (based on the assumption that there is no relationship between variables). Because of this, The Bartlett test also called the globality test, tests the significance of the correlation matrix. Bartlett test result 2421.50 ($p < .001$) has been identified as. The Bartlett test tests the hypothesis that " the correlation matrix is equal to the unit Matrix". Rejecting the hypothesis states that the correlation between variables differs from 1 and shows that the variable being measured is multivariate in the parameter of the universe. These two findings show that the sample size used in the study is sufficient for factor analysis and proves that the data is appropriate.

Table 6. KMO and Bartlett Test

KMO and Bartlett test	
Kaiser-Meyer-Olkin Measurement	.818
Approx. Chi-Square	2421.50
Bartlett's test of	21
Sig.	.000

Source: Author's elaboration

In this study, no limit was placed on the number of factors. However, dimensions whose eigenvalue (eigenvalue) is greater than 1 are considered the dimensions of the prepared scale. Eigenvalue; "it is a coefficient taken into account both in calculating the variance described by factors and in deciding the number of important factors". It is generally accepted that factors whose eigenvalues are greater than 1 or 1 are remarkable after factor analysis. Basic Component Analysis was selected as the method of obtaining factors, while Varimax was preferred for rotation. In this study, PCA for factor acquisition method, Varimax for rotation process, and eigenvalue 1 and above were taken, thus the existence of only one-factor structure was accepted. According to the results of the factor analysis, seven items were collected under a single factor, explaining 68.19% of the total variance. The higher variance rates obtained as a result of factor analysis, the stronger the factor structure of a scale is. According to Yurdugul (2012) where variance rates ranging from 40-60 % are considered ideal in Social Sciences it can be said that the 68.19% variance rate obtained as a result of this research is sufficient. In addition, Table 7 shows the factor loads of all substances. The representation of the factor in Table 7 is ordered, and the substances in the factors are sorted from large to small according to the factor load values. The factor charge value is a coefficient that describes the relationship of substances to sub-dimensions. In case studies on the subject, it is stated that factor loads ranging from 0.30 to 0.40 can be taken as a sub-sub-breakpoint in the creation of a factor pattern. In this study, 0.30 was accepted as the lower breakpoint. As can be seen, no substance has a lower dimension score below 0.30. The lowest factor load in the study was 0.563 and the highest was 0.932.

Table 7. Factor Loads by Substances

Substances	Factor Loads
I think Syrian refugees in Turkey have healthy working conditions	.932
I think the state has adequately assessed Syrian refugees as a workforce	.926
I think that Syrian refugees in Turkey work in jobs appropriate to their professional status/areas of expertise	.870
I think that the wage that Syrian refugees receive from work they work in Turkey is reasonable	.819
I think that Syrian refugees in Turkey are provided with adequate work opportunities	.815

I think all the employees in the business I work for are positive about Syrian refugees.	.799
I think that the needs of Syrian refugees in Turkey are adequately met.	.563

Source: Author's elaboration

Extraction Method: Principal Component Analysis

As part of the substance analysis, Table 8 shows an internal consistency analysis of a single factor. Cronbach's Alpha internal consistency coefficient of the scale was found to be 0.92 for the entire scale. These results showed that the internal consistency coefficient of my scale was highly reliable.

Table 8. Substance Internal Consistency Analysis

Substance Internal Consistency Analysis

Dimensions	Substance Number	Cronbach Alfa
The Scale Of Attitudes Towards The Impact of Syrian Refugees on The Labour Market	7	0.92

Source: Author's elaboration

In Table 9, the mean for each item was calculated as a result of the answers given by the employees participating in the study to the scale questions. In general, the mean of answers to all questions is less than two, and those who worked with another discourse answered more “disagree” or “strongly disagree” for each question. “I think that the needs of Syrian refugees in Turkey have been adequately met, ” said the first article, in which employees approach the most negatively, with an average of 1.52." it has been. Accordingly, employees certainly believe that the needs of Syrian refugees are adequately met. The most positive response of employees in the seven articles was an average of 1.86: "I think the wage that Syrian refugees in Turkey receive from the work they work is reasonable.”

Table 9. Mean Values for Substances

Substances	M	SD
I think Syrian refugees in Turkey have healthy working conditions	1.52	.64
I think the state has adequately assessed Syrian refugees as workforce	1.55	.61
I think that Syrian refugees in Turkey work in jobs appropriate to their professional status/areas of expertise	1.61	.68
I think that the wage that Syrian refugees receive from the work is reasonable	1.61	.73

I think that Syrian refugees in Turkey are provided with adequate work opportunities	1.83	.77
I think all the employees in the business I work for are positive about Syrian refugees.	1.64	.75
I think that the needs of Syrian refugees in Turkey are adequately met.	1.86	.80

Source: Author's elaboration

The results of the Independent Group t-test, conducted to determine whether the average score of the employees who make up the sample group showed a significant difference in the impact of Syrian refugees on the labor market, based on the gender variable, are shown in Table 10. When the results were examined, the average attitude scale score showed statistically significant differences depending on the gender of the employees $t(387) = -6.93$ $p < .001$, and our null hypothesis was rejected. According to this result, attitudes towards Syrians are higher in female employees ($M=1.42$, $SD=0.33$)

Table 10. Variation of Participants' Scale Score by Gender

Variation of Participants' Scale Score by Gender

	Gender					
	Women			Men		
	n	M	SD	n	M	SD
The Scale of Attitudes Towards The Impact of Syrian Refugees on The Labour Market	154	1.42	0,33	235	1,82	0,66
• $t(387) = -6.93$ $p < .001$						

• **Source:** Author's elaboration

As can be seen in Table 11, a one-way variance analysis (ANOVA) was conducted to determine whether the attitude Scale score of the employees who made up the sample group to the impact of Syrian refugees on the labor market showed a significant difference compared to the age group of the employees. As a result of the test, the difference between the arithmetic mean of the groups was found to be significant $F(3,385) = 14,451$; $p < .001$, and our null hypothesis has been rejected. After this result, complementary post-hoc analyses were carried out to determine the sources of the differences. According to the results of the Tukey test conducted for this purpose, the attitude of employees 20-29 ($m=1.46$, $SD=0.43$) and over 50 ($m=1.67$, $SD=0.44$) towards Syria was less (negative) than other groups. Therefore, employees in this age group think that Syrian refugees have a more negative impact on the job market. Employees in the 30-39 age group ($M=1.90$, $SD=0.74$) have a higher average attitude than other groups.

Table 11. Change in Participants ' Scale Score by Age

The Scale of Attitudes Towards the Impact of Syrian Refugees on the Labour Market			AGE
<i>n</i>	<i>M</i>	<i>SD</i>	
164	1.46	0.43	20-29
107	1.90	0.74	30-39
62	1.76	0.57	40-49
56	1.67	0.44	>50

• $F(3, 385) = 14.451; p < .001$

• **Source:** Author's elaboration

As can be seen in Table 12, a one-way variance analysis (ANOVA) was conducted to determine whether the attitude Scale score of the employees who made up the sample group to the impact of Syrian refugees on the labor market showed a significant difference depending on the education status of the employees. As a result of the test, the difference between the arithmetic mean of the groups was found to be significant $f(3,385) = 4.799; p = .003$, and our null hypothesis has been rejected. After this result, complementary post-hoc analyses were carried out to determine the sources of the differences. According to the results of the Tukey test made for this purpose, Masters /Ph.D. graduates ($m = 1.40$, $SD = 0.32$) than other groups of employees with the attitude towards Syria has less (negative), it is observed that the employees in this group and elementary/primary education ($m = 1.81$, $SD = 0.52$) and the University ($M = 1.72$, $SD = 0.64$) is significantly different from employees in the group.

Table 12. Change Of Participants ' Scale Score According to Education Status

Change Of Participants ' Scale Score According to Education Status

Education Status	The Scale of Attitudes Towards the Impact of Syrian Refugees on the Labour Market		
	<i>n</i>	<i>M</i>	<i>SD</i>
Primary School	23	1.81	0.52
Secondary-High School	94	1.61	0.53
University	222	1.72	0.64
Master / PhD	50	1.40	0.32

Source: Author's elaboration

As can be seen from Table 13, a one-way analysis of variance (ANOVA) was conducted to determine whether employees who made up the sample group showed a significant difference in the employee's working time in the enterprise in the attitude Scale score to the impact of Syrian refugees on the labor market. As a result of the test, the difference between the arithmetic mean of the groups was found to be significant $F(2, 386) = 12.946$; $p < .001$, and our null hypothesis has been rejected. After this result, complementary post-hoc analyses were carried out to determine the sources of the differences. According to the results of the Tukey test made for this purpose, between 6-10 years ($M = 1.93$, $SD = 0.74$) more than other groups of employees in the business experience more positive attitude towards Syria, and this group of employees is observed that only between 1-5 years ($M = 1.56$, $SD = 0.45$) is significantly different from employees with experience in the business.

Table 13. Change Of Participants' Scale Score According to Working Time In The Enterprise

Working In Business	The Scale of Attitudes Towards the Impact of Syrian Refugees on the Labour Market		
	<i>n</i>	<i>M</i>	<i>SD</i>
1-5	260	1.56	0.45
6-10	76	1.93	0.74
11 years and above	53	1.73	0.77

Source: Author's elaboration

As can be seen in Table 14, a one-way variance analysis (ANOVA) was conducted to determine whether the attitude Scale score of the employees who made up the sample group to the impact of Syrian refugees on the labor market showed a significant difference compared to the total work experience of the employees. As a result of the test, the difference between the arithmetic mean of the groups was found to be significant $F(2, 386) = 24.57$; $p < .001$, and our null hypothesis has been rejected. After this result, complementary post-hoc analyses were carried out to determine the sources of the differences. According to the results of the Tukey test conducted for this purpose, all groups differ significantly from each other. Individuals with 1-5 years ($m = 1.45$, $SD = 0.42$) of total work experience have a more negative attitude towards the impact of Syrian refugees on the labor market, while individuals with 6-10 years ($m = 1.96$, $SD = 0.68$) of work experience seem to be more positive.

Table 14. Change of Scale Score of Participants According to Total Work Experience

Total Working Years	The Scale of Attitudes Towards the Impact of Syrian Refugees on the Labour Market		
	<i>n</i>	<i>M</i>	<i>SD</i>
1-5	170	1.45	0.42
6-10	73	1.96	0.68
11 years and above	146	1.75	0.61
• $F(2, 386) = 24.57; p < .001$.			
• Source: Author's elaboration			

The summary of the hypothesis results is provided in Table 15.

Table 15. Summary of The Hypothesis Results

No	Hypothesis	Results
H1:	There is a significant difference between participants of different genders in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.	Accepted
H2:	There is a significant difference between participants of different ages groups in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.	Accepted
H3:	There is a significant difference between participants with different levels of education in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.	Accepted
H4:	There is a significant difference between participants with different working hours in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.	Accepted
H5:	There is a significant difference between participants with different total service times in their views on the Syrian refugee crisis in Turkey and its impact on the labor market.	Accepted
Source: Author's construction		

The prominent answers in the research are shown in Figure 13.

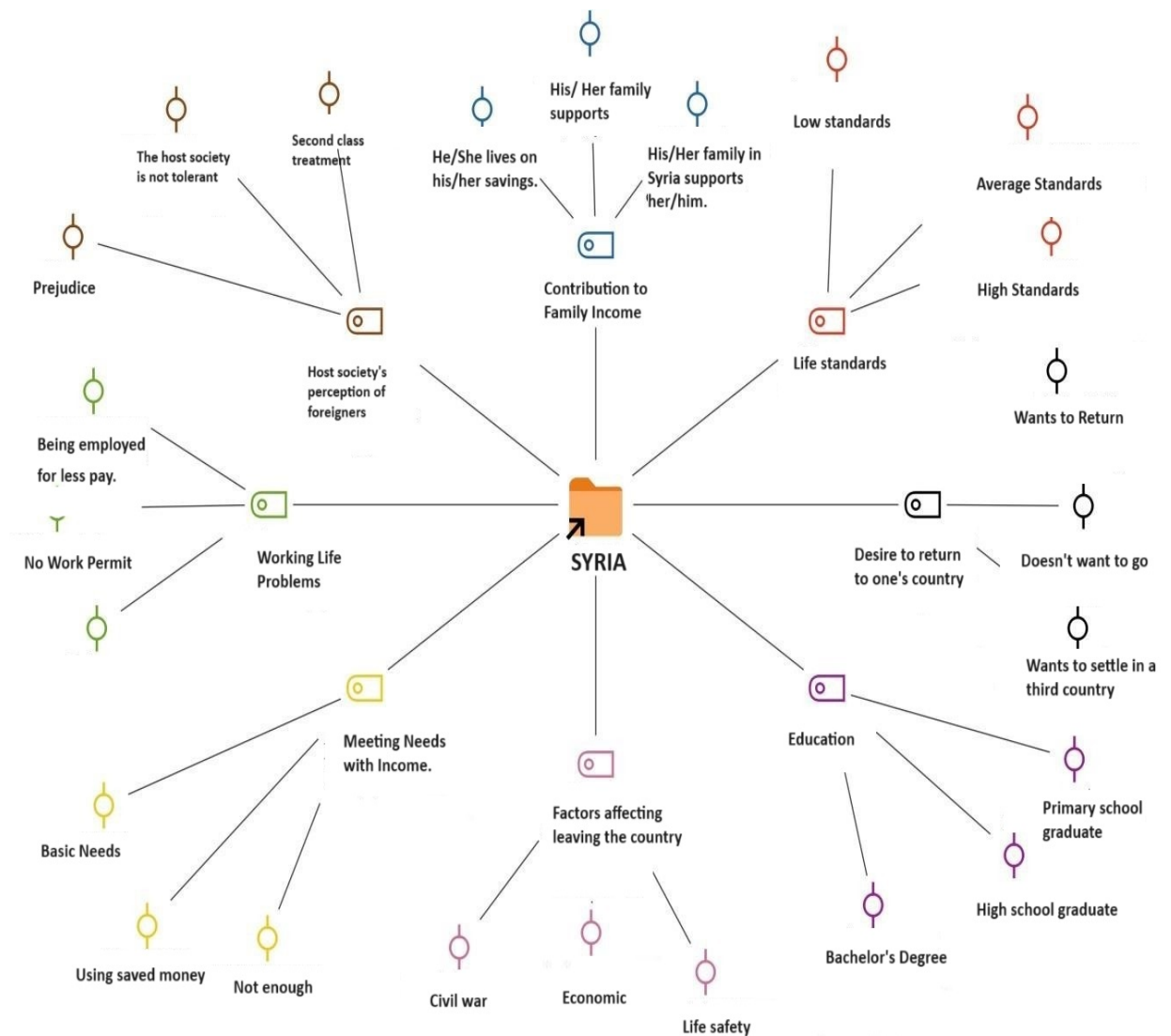


Figure 13. Participants' Responses

Source: Author's construction

When asked to compare the living standards in their countries with the living standards in Turkey; Syrian refugees stated that the living standards in their country are worse than in Turkey, especially in economic terms. However, they stated that they lived in much worse standards due to reasons such as civil war, restriction of freedoms and state oppression. Some answers received from the participants are as follows:

"I was doing business in Syria, my living standards were much better, I am having financial difficulties here. Our financial situation in my country was very good."

"I did not have any financial difficulties in my country, but I am having a hard time making ends meet here. "Finding a job was the most challenging issue for me."

"We are not in a better situation financially, but we have safety here. "Bombs were constantly raining down on houses in Syria."

When asked if their income levels meet their needs;

When the income levels of Iranian Refugees in Turkey and their ability to meet their needs are examined, they generally stated that their income in Turkey is not sufficient to meet their needs and that they have difficulty, but those who have savings can live more prosperously.

"I only earn enough money to meet our basic needs. I cannot fulfill my children's wishes."

"The salary I normally receive from my workplace is not enough to meet my needs. "My financial situation was good in Syria, I had savings, and I use that here too."

" We handle. Even though I cannot fully cover the expenses of the house, I am trying to buy urgent needs, but the money I earn is not enough. "

When asked about the Host Society's Thoughts on the Perception of Foreigners; Regarding the views of the host society about foreigners, Syrian refugees stated that they were not tolerant towards them and even exhibited negative behavior and were subjected to second-class treatment.

"I, my wife, and my three children immigrated to Turkey in 2015. We had a hard time because we did not know the language. The local people were not happy with us because there was an influx of immigrants. Now, when we look at the present day, we see that even Arabic writings disturb the local people."

" Before the war, I came to Turkey many times as a tourist. They used to be much more understanding and hospitable, but now the people are very reactive, I can see that. "There is no situation that I have been directly exposed to."

"There is a great reaction to Syrians in society. Local people think that we receive salaries from the state and do not work. They don't want to give us a house. "I had a hard time finding a house to rent"

When the information about their professions in their countries and the sectors they work in Turkey is compared; When their professions in their country are compared with the sectors they work in Turkey, they stated that they work in more qualified jobs in their country, but since they cannot find a full match for their profession in Turkey, they work in jobs that they find close to their profession.

"I am a university graduate, but since my diploma is not valid," "I was a police officer when I was in Syria, but we cannot do the same job here. I can't do the same job here. I cannot work as a police

officer without obtaining Turkish citizenship. Currently, I work in a plastic injection factory to continue my life and that of my family. I work as a worker.”

"I am a master's student and I do not currently work in a regular job. I was also teaching at a university in Syria. My biggest advantage is that I give private lessons in addition to my regular job. I especially give mathematics lessons to middle school and high school children and prepare them for the exam. I earn approximately 70% of my living from private lessons.”

Considering the Problems They Encounter in Their Working Life

The main problems that refugees face in business life are that they work without a work permit, they have difficulty finding a job due to inspections for illegal work, employers do not obtain work permits due to high costs, and they work for low wages.

"I am normally a cook and work in a restaurant. But due to increased inspections lately, working without a work permit is causing problems. Bosses also do not want to get a work permit. That's why I can't do my own business and I can't find a decent job. "Since I am a foreigner, the money I earn for my jobs is lower than that of Turks, so I have a hard time making ends meet."

"I have been working since 2017, but I cannot take regular leave. I work very hard, but the wages I receive are not as much as the Turkish people. Due to the economic situation in Turkey, the products we buy every day are more expensive the next day."

"Since I work in a restaurant, there are a lot of inspections, so I may have to change jobs constantly. Because bosses are afraid of being fined. Also, we get lower wages than the Turks. "

When we look at the findings regarding the extent to which it contributes to family income;

As a result of the interviews, it is understood that the majority of them left the country and came to Turkey with their families.

"I came here alone because I left Syria in a hurry. Then my family, namely my wife, daughter, and mother, came. I'm trying to make a living for them. At the same time, we still have an active shop in Syria. My uncle and my father founded it jointly. My uncle sends us money every month."

"I directly provide for the household. My wife also does irregular chores such as cleaning, cooking, etc. My oldest son is doing an internship at a vocational high school. "He has a salary paid by the state."

"Yes, I support my family. "My husband died in the war and my children are going to school."

Among the main reasons that cause Syrian refugees to leave their country, freedom-restricting factors such as civil war, life safety, economic problems, restrictions in the country, and oppressive

government stand out. Syrians leaving their country due to unemployment were not encountered in the interviews.

"Our problem was the bombing of our factories in Aleppo, we went through very difficult times as a family. I lost my grandfather, my aunt, and my cousins because of the bombs dropped. "There was no other way for us other than emigrating."

"I was doing business abroad. I was buying and selling automotive parts. My job was very good and my income was easily enough for me. However, before I arrived, import and export were banned. But I continued to do it secretly. The second time, the state confiscated all the parts. I had a hard time financially. I also take care of elderly family members. My only option was to escape from Syria. I came to Kilis illegally and now I'm in Istanbul.

"I did not like the regime management in the country. I participated in protests against Assad. I went to prison and was subjected to constant violence. I had no security for life or property. As soon as I got out of prison, I came to Turkey illegally. 9 years have passed and I don't think of ever going back. I lost most of my relatives. We managed to escape with my daughters and my wife. My children received a good education in Turkey. This is our homeland now".

In interviews with Syrian refugees, when they are asked about their desire to return to the country, they generally do not want to return, stating that they come with their families, that they have established a life in Turkey, that they send their children to school here, and that women live more freely without being under pressure. Some of them want to stay and build a life in Turkey, while the other part wants to go to Europe.

"The reason I came to this country is my children. My children no longer had a future in Syria. Economic concerns and the war devastated us. When we came home, we would sit by candlelight in the evenings and close the curtains tightly so that no one would see us. It was very difficult to find food and water when the war first broke out. We couldn't leave the house. Bombs, war, and guns had become our routine. All of us are psychologically damaged. One night, in the middle of the night, when we were sure that no one was outside, we walked for kilometers and reached the place where the vehicles of the company that would bring us illegally were located. We came to Turkey illegally by paying a large amount of money. It was worth it. We learned the language again, we learned the culture, and now I want to live here until my last breath. My son wants to go to Europe, but I will stay.

"If possible, I would like to stay in Turkey for life. But it is very difficult to find a job and it is also difficult to make ends meet, so we want to go to Europe to live in better conditions.

“Even if the situation improves, we will not leave our life in Turkey and return. My parents want to return, they could not adapt here. They miss the vineyard and garden. But we are very happy. Nobody interferes with anyone here. We are not thinking of going to another country for now.”

4.5. Discussion

Before the factor analysis was carried out within the scope of the research, the Kaiser Meyer Olkin (KMO) and Bartlett Test were applied to determine whether the data set was suitable for factor analysis. The KMO value was obtained as 0.81, which shows that the data set is sufficient for factorial analysis. At the same time, the Bartlett Test result was determined as 2421.50 ($p < .001$), which shows that the relationship between the variables is statistically significant. The results of the factor analysis reveal that the factor structure of the scale is significant. The variance ratios obtained are compatible with the literature, showing that the scale has a strong factor structure. The factor loadings obtained for each item because of factor analysis help us understand the factors underlying the scale. For example, the high factor loading (0.932) obtained for the item "I think Syrian refugees have healthy working conditions in Turkey" shows that this statement has a strong relationship with the general factor of the scale.

Cronbach Alpha analysis results show that the internal consistency of the scale is high (0.92). This indicates that the scale measures reliably with the item set used and is suitable for obtaining consistent results. These findings show that the scale used is a reliable and valid tool and that inferences based on factor analysis results are based on a solid foundation.

Attitudes based on gender, analysis of attitudes based on gender shows that there are significant differences between male and female employees. It has been observed that the job satisfaction level of female employees is generally higher than that of men. This allows us to understand the effects of gender on experiences and attitudes in the business and make gender-based strategic improvements. Special strategies may be needed regarding female employees' leadership expectations, work-life balance assessments, and career goals.

Attitude differences according to age groups, analysis results reveal the existence of significant attitude differences between different age groups. Young employees' attitudes towards work were generally evaluated as more positive and innovative. This shows that the dynamism and openness to change that the young generation brings to the business world can be an advantage for organizations. Additionally, implementing strategies such as mentoring programs among older employees can encourage them to share their experiences and increase collaboration within the organization.

The complexity between education level and attitudes, the complex relationship between education level and attitudes of business employees, requires a detailed analysis. While it is observed that individuals with higher education levels generally have a more positive attitude towards work, it should not be forgotten that this may also indicate inequalities within the organization. Equal opportunity strategies and training programs based on education level can play an important role in achieving this balance.

When the effect of working time in the company and the relationship between working time in the company and attitudes are examined, it is seen that long-term employees generally have a more positive attitude towards work. This may indicate that the corporate culture and the employee's integration with the organization are formed over time. However, orientation and integration programs may need to be reviewed to ensure that new employees adapt faster.

The role of total work experience and evolutionary attitudes. The relationship between total work experience and attitudes allows us to understand the evolution of the employee in business life. It has been found that individuals with more work experience generally have a more positive attitude towards their jobs. This may require organizations to focus on ongoing training and development programs to respond to the evolving needs of their workforce.

Comparison with the literature and general evaluation. Although the effects of these demographic variables on attitudes have similarities when compared to the general literature, it should be taken into consideration that each organization has unique dynamics. Businesses should be aware of demographic diversity and develop strategic management plans accordingly. This is a fundamental step towards equality, tolerance, and sustainable success within the organization. An in-depth assessment of whether the study's findings are compatible with the existing literature allows us to understand the scientific contribution of this study more comprehensively. This evaluation process involves a few important steps.

First of all, we can evaluate the significance of the factor structure of the measurement tool through the Kaiser Meyer Olkin (KMO) and Bartlett Test results. If the KMO value is high enough and the Bartlett Test gives significant results, the reliability of the findings based on factor analysis increases. This can form a basis consistent with methodological approaches in previous literature.

When evaluating the significance of the factor structure of the scale according to the factor analysis results, the relationship of each factor with the items in the measurement tool should be examined. The factor loadings obtained for each item can help us understand the underlying structure of the scale. If these loadings are compatible with theoretical expectations, the validity of the scale is strengthened.

Additionally, the results of Cronbach's Alpha analysis should be evaluated to determine the internal consistency of the scale. A high internal consistency strengthens the reliability of the scale. However, low internal consistency values may indicate that there may be problems in the internal homogeneity of the scale.

In the analysis of attitudes according to demographic variables, differences in attitudes should be examined in detail by focusing on factors such as gender, age, and educational status. The effect of each demographic variable on attitudes should be evaluated statistically and these effects should be interpreted by comparing them with the existing literature.

Finally, the compatibility of the findings with the literature should be evaluated. Whether the findings of the research are compatible with previous studies should be determined by comparing them with the results of similar studies. Additionally, comparing the attitude scale with similar scales can help us determine the overall impact and specific features of the scale. This comprehensive evaluation allows us to understand the scientific contribution of the research, its methodological reliability, and its compatibility more fully with the literature.

This research encountered certain limitations, which may impact the overall validity of the study and the interpretability of its results. Understanding these limitations is important to guide future researchers and expand knowledge in this field. One of the limitations of the study relates to the sample. The research is based on a specific sample and this sample may not fully represent the general population. This may limit the external generalization of the study. Future researchers may consider overcoming this limitation by using larger and more diverse sample groups.

Methodologically, the reliability and validity of the instruments used in the data collection process can be a source of limitations. Comparing measurement tools with more measures or using improved tools may provide future researchers with a stronger methodological foundation.

Additionally, the cross-sectional design of this study has limitations. Based on data at a specific point in time, it can be difficult to establish causal relationships. Future researchers may strive to better understand changes over time using longitudinal designs or experimental approaches.

Considering the overall context of the research, another limitation of this study is that it focused on a specific geographic region or industry. Future researchers can increase the generalizability of the results by conducting similar studies in different geographic regions or industries.

As for recommendations for future researchers, they may be suggested to explore more specific topics based on the findings of this study. Additionally, repeating similar research in different contexts or trying different methodologies can enrich knowledge in this field.

Being aware of the limitations of this study provides opportunities for future researchers to overcome these limitations and may create new possibilities for expanding the knowledge base in this field.

5. CONCLUSIONS AND RECOMMENDATIONS

This research addresses an important problem that stands out with its contributions to knowledge production. Its overall aim is to develop a detailed understanding of the Syrian refugee crisis and its effects on the Turkish labor market and to fill knowledge gaps in this field.

In light of this purpose, the research addresses topics such as evaluating the Kaiser Meyer Olkin (KMO) and Bartlett Test results, the significance of the factor structure of the scale according to the factor analysis results, the factor loadings obtained for each item, and the interpretation of these loadings.

The importance of the research comes from enriching the literature in the field by producing in-depth information in line with its determined purpose. It is important that the findings fill the gaps in the literature, especially the analysis of attitudes according to demographic variables, and expand and strengthen the existing knowledge in this field.

In addition, within the scope of analyzing attitudes according to demographic variables, the research examines in depth the effects of factors such as gender, age, educational status, working time in the enterprise, and total work experience on attitude differences. This analysis makes a significant contribution to the field by understanding the effects of each demographic variable on attitude and comparing these effects with the existing literature.

The contributions of the research are evident not only in theoretical terms but also in practical applications. The findings may influence the management practice of businesses, the teaching strategies of educational institutions, or practices in other sectors.

In this context, the research provides valuable information for strategic planning based on demographic variables.

Participants cited terror and war as the reasons that drove people to emigrate the most. Although their view of Syrian migrants in general is negative, it has been determined that they are not very opposed to their arrival unless they break the order of the country. In short, it has been determined that local people are ambivalent about Syrian migrants, on the one hand, they think that they should be helped, and on the other hand, they have concerns.

Syrian refugees working in the business seem to be responding that they need more economic income, housing, and health care to care for themselves and their families and support their children to benefit from educational opportunities.

According to average data, the university education that Syrians receive and the work of Syrians in jobs appropriate to their specialty have a more positive attitude/perception; primary school - high school graduates have a more negative attitude/perception.

As a result, the overall importance of this research is the effort to contribute to the construction of a society based on knowledge production. Steps such as associating the findings with the literature, making comparisons with similar studies, and comparing the attitude scale with similar scales increase the methodological soundness and scientific contribution of the research.

Reminding the general purpose of the research emphasizes the importance of this study and explains the contributions of the obtained results to the field. Analyze whether the main hypotheses are accepted or not and determine the basic framework of the research. First, factor analysis results were examined.

Kaiser Meyer Olkin (KMO) and Bartlett Test results provide a suitable basis for factor analysis and confirm the reliability of this analysis. According to the factor analysis results, the evaluation of the meaningfulness of the factor structure of the scale offers the opportunity to understand the basic features of the scale in more depth. The factor loadings obtained for each item provide a detailed analysis to understand the underlying structure of the scale.

Analysis of attitudes according to demographic variables reveals the effects of factors such as gender, age, educational status, working time in the enterprise, and total work experience on attitude differences. This analysis provides an important perspective on how attitudes vary depending on demographic characteristics. The literature connection section evaluates whether the findings of the study are compatible with the existing literature and makes a comprehensive comparison with the results of similar studies. At the same time, comparing the attitude scale with similar scales provides a broader perspective on the validity and effectiveness of the scale.

The Limitations of the Study and Recommendations for Future Research section describes in detail the limitations of this study and addresses the methodological challenges that arise from these limitations. Additionally, recommendations for future researchers will fill knowledge gaps in this field and reveal new research opportunities. The findings of the research have significant potential impacts on the business world and related sectors. These influences can contribute to shaping a range of strategic directions and practices.

First of all, attitude analysis based on demographic variables allows business leaders and managers to develop strategies for specific demographic groups.

Factors such as gender, age, and educational attainment can have a significant impact on employees' attitudes. In this context, business practice can increase employee satisfaction and productivity by creating strategies that are sensitive to these demographic factors.

The research contributes to making the measurement tools used in the business world more effective by determining the meaningfulness of the factor structure of the scale with the results of factor analysis. By reviewing their measurement tools, businesses can more accurately focus on employee attitudes and integrate this information into strategic decision-making processes.

The impact of this research on the business world and practice becomes evident as the findings can be used in strategic directions and enable businesses to make more effective decisions. The recommendations of the research have the potential to respond to the dynamic needs of the business world and may shed light on future applications.

Additionally, factor analysis results allow us to understand the internal structure of the scale in depth. This is important for the development of evaluation and performance measurement tools in business. By reviewing their measurement tools, businesses can make strategic decisions based on more precise and reliable data. Additionally, by benchmarking between businesses operating in similar industries, they may have the opportunity to identify and adopt best practices.

5.1. Recommendations

When the general appearance of Syrian refugees in the Turkish labor market and the positive and negative changes they bring about in the labor market are evaluated, the following solution suggestions have been made. It is thought that the suggestions to be presented will contribute to eliminating the problems experienced by refugees and implementing practices to combat the negative perception towards refugees.

The recommendations are listed as follows:

- Education and awareness-raising activities should be carried out for local people and other immigrant groups to change the negative perspective towards refugees and to combat exclusion.
- By utilizing refugee labor according to the regional needs of the labor market, job opportunities can be created and necessary vocational training can be provided. Additionally, employers can be supported by identifying the problems faced by employers.
- Companies should be regularly informed by the professional chambers they are members of about the laws and procedures regarding the employment of Syrian employees.

- Chambers of industry and/or commerce and chambers of tradesmen, whose members include companies with Syrian capital, should establish a Syria Desk within their bodies to inform the relevant companies about the current legislation and changes in the legislation.
- Since identifying the problems experienced by refugees is important in determining the areas where solutions will be produced, comprehensive research should be conducted on what these problems are.
- Refugees should be ensured to benefit from language and educational opportunities. Employers should encourage the Syrians they employ to learn Turkish, and they should be encouraged to learn professional Turkish through in-house training.
- Housing conditions should be improved in response to the housing problem that refugees experience.
- They should be motivated to facilitate the process by involving their efforts in dealing with the problems that refugees face in terms of adaptation.
- After determining the problems that refugees experience in terms of adaptation, their participation in the workforce should be ensured through efforts to eliminate these problems.
- To make it easier for Syrians to find jobs that suit their qualifications and to increase their awareness of registered employment, they should be enabled to benefit from İŞKUR career counseling services more effectively and widely.
- Syrians should be given training on CV preparation and interview techniques.
- Awareness of gender equality should be increased to increase Syrian women's participation in the workforce.
- After approximately 12 years, it should be accepted that Syrians are no longer "temporary" or "guests" in Turkey, and policies regarding the adaptation process should be built on this premise. Turkey needs an immigration policy that addresses the immigration issue, which is a multi-layered issue, with a holistic approach.

5.2. Limitations

As every study or research is bound to have some limitations, this study also realized some limitations. For instance, the study sample which is Syrians might not be the best representative

of the total population of the country under study as Turkey is a big country. So, future studies can be conducted by taking into consideration other parts of the country as well.

Due to a lack of resources and time, and restrictions faced by the researcher because of Covid-19 pandemic, this study could not involve a comparative study between the countries.

6. NEW RESULTS

1. **My research on the impact of the Syrian refugee crisis on the Turkish labour market has revealed a number of new insights (importance of urgent income, inadequate working conditions, substandard work) and longer-term demographic trends, social organization, and even economic development can therefore be considered as a gap-filling study.**

The research looking at the effects of the Syrian refugee crisis on Turkey's job market has turned up many new ideas and insights. This yields a more detailed insight into the various impacts of the crisis on both refugees and Turkish labor. Most Syrian refugees said that they urgently needed economic income to stabilize their lives and get jobs and living conditions to support their families and solve health problems. Many Syrian refugees cannot get regular jobs and are forced to rely on part-time or daily jobs to make ends meet. This gives some clues as to how serious the economic situation is in Turkey. In particular, Syrian refugees are generally dissatisfied with their working conditions and salaries. The proceeds that are obtained are rarely enough to provide for the needs of their families, which makes them worse off economically. However, Syrian refugees often end up in jobs no one else wants to do, and many become ill because of working conditions. On the other hand, some respondents mentioned positive reactions to Syrians as coworkers while others reported negative attitudes and insensitivities. Syrian refugees have difficulty finding jobs suited to their skills and want more economic assistance and housing. These are the points that employers and managers most frequently raise with us. Demographic analysis disclosed that the refugees were mostly male (90 %), university graduates (50 %), and with work experience in enterprises of between one to five years (90 %). As for Turkish business personnel and managers, the proportion of women was closer to equality. They were more well-educated and diverse.

The study also looks at the effect of this refugee crisis on longer-term demographic trends, social organization, and even economic development. Looking to the future, there might be advantages for both host countries and refugees if Syrians can successfully integrate into their new society. Yet this will take constant effort and long-term planning. The study finishes with a series of suggestions for those in policymaking, practice, and other areas. Among them are formulating policies that produce greater inclusiveness, strengthening assistance to refugees, making improvements in laws and regulations for employment, and encouraging intercultural exchange. Lastly, the report provides a detailed overview of the Syrian refugee situation in Turkey and its diverse effects on Germany's job market. These new results shed light on the pressures and difficulties encountered, as well as the possibilities for development and assimilation.

2. **Syrian refugees with degrees in their field of expertise have a faster and more positive integration process than those with lower qualifications. The challenges faced by Syrian refugees are complex, so interventions aimed at helping them overcome the challenges related to their status in the Turkish labor market need to be multifaceted.**

There are a number of challenges that Syrian refugees face when trying to integrate into Turkey's labor market, including language issues, cultural barriers, and legal limitations. On average, Syrian graduates with university degrees and those working in jobs relevant to their field have a positive perception/view, while primary school-secondary graduates have a negative perception/view. Business practices can also improve employee happiness and productivity by designing strategies that are responsive to these demographic dynamics.

3. **This research indicates that education and awareness programs aimed at ending the exclusion of refugees in society are sorely needed.**

Attitudes toward Syrian refugees differed greatly according to gender, age, and educational and work experience, as the study showed. All these show the importance of targeted measures in response to different attitudes towards work and requirements. This also stresses the necessity of employing refugees based on the requirements of regional labor markets, as well as vocational training so they can enter the workforce. Syrian refugees are also having a socioeconomic effect, especially in terms of poverty, social isolation, and lack of essential services. It shows the urgent need for social care, such as health treatment, education, and housing to effectively change how refugees live. How the Turkish government and other NGOs are dealing with this refugee crisis is of paramount importance. The policies and practices of international aid and integration that they fashion will be extremely important for coping with the problems associated with this influx.

4. **The exodus of Syrian refugees has made a clear effect on the job market in Turkey: it also means more competition in labour markets and changes to some aspects of how the labor market works at the same time to fill labour shortages in certain areas of work and to bring skills and experience to the new countries.**

This study shows that Syrian refugees face serious obstacles to their integration into the Turkish labor market, among them language barriers, cultural differences, and legal restrictions. The study also points up the necessity for more coherent and strategic policy mechanisms to deal with the refugee crisis. Labor market integration, social protection, and refugees' rights are examples. Only

with alliances between government, international organizations, NGOs, and the private sector will we be successful in coming up with sustainable solutions. It also points to future research needs, specifically for longer-term studies that trace the refugees' long-term integration into society and how their presence affects the host country; and comparative studies with other countries. Research into how different groups of refugees, such as children and the elderly, are affected by the crisis can bring a salient human aspect into sharper focus. Finally, this work provides an in-depth and balanced portrait of the Syrian refugee crisis in Turkey, with its many challenges and opportunities. All in all, the new findings from such an extensive survey will certainly serve as a useful reference for those seeking to study both the Syrian refugee problem in Turkey and its impact on the market. This research can then be applied to more humane and practical steps towards refugee assimilation, in the mutual interest of both groups. The study emphasizes that international and regional assistance is essential to the handling of the refugee crisis. This also covers financial assistance, policy advice, and resource contributions from foreign organizations and neighboring nations. He observes that collaborative international efforts can spread the burden and guarantee both the host country and the refugees are well taken care of.

5. It plays a prominent role in the permanent resettlement and continued prosperity of refugees “the Syrian entrepreneurial talent” outstanding key skills, at the same time the cultural assimilation of Syrian refugees into Turkish culture is also essential.

This research provides a reference for people concerned with solving problems in integration so that appropriate responses can be developed that meet the needs of refugees and host communities alike. Another important phenomenon already apparent from the study is Syrian entrepreneurial talent. Despite such obstacles, some refugees have begun their enterprises, have opened small businesses, or taken steady jobs and made a positive impact on the local economy. These helps build the local economy and increase employment opportunities. As an example, entrepreneurship is stressed as a means for refugees to become economically independent and more involved in the Turkish labor market. This research points to the necessity for educational and skills training opportunities for Syrian refugees. This includes language training, vocational courses, and higher educational opportunities. Improving the educational level and professional abilities of refugees not only helps them to grow as individuals but also greatly enhances their potential value in the labor market. But there also have been other effects in the local areas in which Syrian refugees are living, from rising demand for services and infrastructure to cultural exchanges and community relations. With this in mind, a range of strategies is needed to encourage positive interaction and

mutual understanding between refugees and the host community, so that social integration can proceed smoothly.

Apart from economic factors, the cultural assimilation of Syrian refugees into Turkish culture is also essential. Such things as cultural exchanges, community-building activities, and plans to close the culture gap. Apart from providing material security, it is also important to promote understanding and respect between refugees and the host society. Continued monitoring and assessment of the success of refugee integration policies is key to adjusting them appropriately. This also involves monitoring the effectiveness of employment, education, and integration plans to make sure that they are suitable for refugees and local people.

6. Legal changes need to be made to meet the special circumstances of Syrian refugees including streamlining work permits, access to legal services, and the protection of refugee rights.

The changing character of the refugee crisis and lessons drawn from on-the-ground experience need to be factored into policy adjustments. Labor supply and demand, wages, and regional employment rates have all been affected by the arrival of Syrians in Turkey. The mental health or psychosocial problems of the Syrian refugees are seen as another key aspect of the integration process. Even though these are common problems for many refugees, they need assistance to help them deal with their trauma. In terms of mental health services and psychosocial support, easily attainable assistance will have an effect in raising the integration rate for refugees. The study calls for the use of sustainable development concepts to integrate refugees. It also means long-term jobs, education, health care opportunities, community building, and so on. Sustainable integration is not only good for the refugees but also for the host country's development and stability. This study's results can be applied to other places confronting similar refugee challenges. The lessons to be derived from the experience of dealing with the Syrian refugees in Turkey are international ones. In sum, the study advocates a common and humanitarian solution to refugee problems, seeking compassion, cooperation, and commitment from all involved. To put it simply, this research offers a very detailed account that not only describes the condition of the Syrian refugee crisis in Turkey but also identifies concrete courses to take and reflections for the future.

7. SUMMARY

In general, migration has emerged as an important global event that affects many countries in the world and ranks high on international, regional, and national policy agendas.

Approximately one month after the popular uprising in Syria began in March 2011, the first influx of Syrian immigrants to Turkey took place. Turkey has declared from the beginning that it will implement an open-door policy for Syrian refugees. However, at that time, the expectation among the Turkish public and officials was that the events in Syria would end in a not-too-long time and the Syrians would return to their country. In the process, the uprising in Syria turned into a civil war and the influx of refugees continued to increase due to the deterioration of the security environment. Accordingly, the permanent settlement of Syrian immigrants has been actively supported by Turkey.

Whether Syrian immigrants will stay in Turkey and integrate into the Turkish labour market has been a matter of great debate. For this reason, the main subject of this research was chosen as "Syrian Refugee Crisis in Turkey and Aspect of The Turkish Labour Market".

Additionally, this thesis presents the main findings of surveys and interviews regarding the working lives of Syrian immigrants residing in Turkey. As a result of the analysis, the connections or causalities between the marital status, age, time of arrival to Turkey, duration of living in Turkey, educational status, and income levels of the immigrants participating in the survey and the problems they face in their working lives are revealed.

The most important finding of the study is that the majority of those employed as asylum seekers, refugees, and immigrants are employed unregistered, and they are accepted as an important factor in their employment by employers as intermediate staff and cheap labour.

APPENDICES

A1: BIBLIOGRAPHY

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ANNEX-2: SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON THE LABOUR MARKET REFUGEE INTERVIEW FORM

SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON THE LABOUR MARKET REFUGEE INTERVIEW FORM

- 1) What Do You Think You Need Most In Turkey?**
- 2) What Is Your Business Situation In Turkey? If You Are Not Working, Indicate Your Reason For Not Working.**
- 3) If you are working in Turkey, evaluate your working conditions and the degree of satisfaction with the wage you receive.**
- 4) Do You Think The State Adequately Evaluates You As A Labor Force?**
- 5) If You Work In Turkey, How Do You Evaluate The Approach Of Other Employees To You Where You Work?**

ANNEX-3: SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON THE LABOUR MARKET BUSINESS INTERVIEW FORM

SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON LABOUR MARKET BUSINESS INTERVIEW FORM

- 1) What Do You Think Syrian Refugees Working In Your Business Need Most?**
- 2) How Do You Evaluate The Work Situation Of Syrian Refugees In Turkey?**
- 3) Evaluate The Working Conditions Of Syrian Refugees Working In Turkey.**
- 4) Do You Think The State Adequately Evaluates Syrian Refugees As Labor?**
- 5) How Do You Evaluate The Approach Of Other Employees To Syrian Refugees Working In Your Business?**

ANNEX-4: SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON LABOUR MARKET SURVEY FORM

SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS ON LABOUR MARKET SURVEY FORM

This research is conducted to determine your views on the “Syrian refugee crisis in Turkey and its impact on the labor market”. Please indicate to what extent you agree with the statements mentioned in each article by selecting one of the numbers next to each article. Mark 5 if you believe that you strongly agree with this statement, and 1 if you believe that you strongly disagree with this statement. If you believe that your thoughts are not certain, mark a number between 1 and 5.

The survey does not include right or wrong answers. The results of the study will only be used for academic research and you will not be asked for first name, last name, address, or telephone information for the research.

Thank you for participating in the research.

A. DEMOGRAPHIC INFORMATION FORM

1) Your Gender:

a) female () b) male ()

2) Your Age:

- a) from 20 to 29 ()
- b) 30 to 39 ()
- c) 40 to 49 ()
- d) from 50 to 59 ()

3) Your Education Status

- a) Primary / Primary School ()
- b) Secondary / High School ()
- c) University ()
- d) Master's degree/doctorate ()

4) Your Working Time In The Enterprise:

- a) 1-5 years ()
- b) 6-10 years ()
- c) 11+ ()

5) Your Total Service Time:

- a) 1-5 years ()
- b) 6-10 years ()
- c) 11+ ()

**ANNEX-5: SYRIAN REFUGEE CRISIS IN TURKEY AND ITS EFFECTS
ON LABOUR MARKET SURVEY FORM**

1. I think that the needs of Syrian refugees in Turkey are not adequately met.	1	2	3	4	5
2. I think that the opportunities to work for Syrian refugees in Turkey are provided at an adequate level.	1	2	3	4	5
3. I think the government has adequately assessed Syrian refugees as a workforce.	1	2	3	4	5
4. I think that Syrian refugees in Turkey are working in jobs that are appropriate to their professional situation/area of expertise.	1	2	3	4	5
5. I think all the employees in the business I work for are positive about Syrian refugees.	1	2	3	4	5
6. I think Syrian refugees in Turkey have healthy working conditions.	1	2	3	4	5
7. I think the wages that Syrian refugees receive from the work they do in Turkey are reasonable.	1	2	3	4	5

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