



This project is funded by the European Union.  
Bu proje Avrupa Birliđi tarafından finanse edilmektedir.  
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Agricultural Employment for Refugees and Turkish Citizens  
through Enhanced Market Linkages Project

Geliştirilmiş Pazar Bağlantıları ile Mülteciler ve Türkiye Vatandaşlarına  
Kayıtlı Tarım İstihdamı Desteđi Projesi

مشروع دعم توظيف يد عاملة مقيدة في مجال الزراعة موجهة للاجئين  
والمواطنين الأتراك باستخدام صلات وصل متطورة مع السوق

# RECRUITMENT OF CONSULTING FIRM FOR THE SOFT SKILLS TRAINING MODULES DEVELOPMENT TERMS OF REFERENCE

JANUARY 2022



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**AGRICULTURAL CREDIT COOPERATIVES OF TURKEY**

**FORMAL AGRICULTURAL EMPLOYMENT SUPPORT FOR REFUGEES AND TURKISH CITIZENS  
THROUGH ENHANCED MARKET LINKAGES**

**(PROJECT No: P171543)**

**PROCUREMENT OF CONSULTING SERVICES FOR SOFT SKILLS TRAINING MODULES  
DEVELOPMENT**

**31.01.2022**

**TERMS OF REFERENCE**

<b>Project Component/Section:</b>	Component 1: Enhancing employment opportunities through contract farming
<b>Project Sub-Component/section:</b>	Sub-Component 1.1: Improving the skills and employability of agricultural workers.
<b>Procurement Plan No:</b>	CS1.1-03b
<b>Name of Assignment/Task:</b>	Provision of services for the development of Soft-Skills Training programs for agricultural workers
<b>Objective of Assignment/Task:</b>	Design of a Training Plan; Module Descriptors and Curriculum materials for the soft-skills training of agricultural workers
<b>Duration Assignment/Task:</b>	75 days
<b>Type of Procurement /Consultancy:</b>	Consulting Services – Consulting Firm
<b>Procurement/Selection Method:</b>	Consultant's Qualification-Based Selection (CQS)
<b>Ex-Ante Review:</b>	No

## DEFINITIONS

EU	European Union
CFC	Contract Farming Contract
ACC	Agricultural Credit Cooperatives of Turkey
Contracting Authority	Central Union of Agricultural Credit Cooperatives of Turkey
PIU	Project Implementation Unit
FriT	the EU Facility for Refugees in Turkey
SuTP	Syrians under Temporary Protection

### A. BACKGROUND

The civil war which broke out in Syria in 2011, as a result of the fierce response of Syrian regime to the civil uprising, has resulted in the emigration of civilians. The first group of Syrians arrived in Turkey on April 29, 2011. Since then, the number of Syrian refugees in Turkey has grown increasingly. None of the Syrians who arrived in Turkey has been sent back, but “temporary protection status” has been granted to them. This prolonged stay of Syrian refugees in Turkey has evolved into a migration crisis with multi-dimensional economic, social, cultural and security implications. Turkey has managed the refugee crisis by taking initiative throughout the Syrian refugee crisis.

One reason for the increased tendency of Syrian refugees to stay in Turkey has been the aggravation of the civil war in their country, keeping them in Turkey for approximately nine years now. However, the different language, culture and living styles of Syrian refugees make it difficult for them to integrate with Turkey. Ensuring the integration of Syrian refugees requires certain legal arrangements in addition to development social cohesion policies targeting refugees. In this scope, the EU has provided funds, in two tranches, within the framework of the Facility for Refugees in Turkey (FRiT) to help Turkey’s response to the refugee crisis.

Based on the Request for Proposal issued by the EU within the framework of FRiT II on March 1, 2019<sup>1</sup>, Agricultural Credit Cooperatives (ACC), in cooperation with the World Bank, submitted a proposal for a project planned to take 4 years, and the project proposal has been accepted. The so called “Agricultural Employment Support for Refugees and Turkish Citizens through Enhanced Market Linkages Project” aims at;

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<sup>1</sup> [https://ec.europa.eu/neighbourhood-enlargement/news\\_corner/migration\\_en](https://ec.europa.eu/neighbourhood-enlargement/news_corner/migration_en)

(a) Improving the employability of Turkish citizens in rural host communities in addition to refugees in selected provinces and facilitating their access to employment opportunities through its Component 1,

(b) Strengthening the value chain for contract farming and boosting employment through its Component 2, and

(c) Providing implementation support and capacity development for ACC through its Component 3.

The project will be implemented in 6 provinces. These provinces are:

- Adana
- Adiyaman
- Bursa
- İzmir
- Gaziantep
- Mersin

Agricultural Credit Cooperatives of Turkey are subject to Cooperatives Law No. 1163 and Agricultural Credit Cooperatives and Unions Law No. 1581. ACC has a holding structure consisting of a Central Union, 17 Regional Unions, 1625 Primary Cooperatives and 13 subsidiaries. The Central Union is responsible for maintaining the necessary relations to support ACC and providing the Cooperatives and Regional Unions with financial resources, goods, instruments, and basic production-consumption materials, in line with the principles of cooperatives. Central Union of ACC is Project is the implementing agency together with the Agricultural Credit Cooperatives in selected provinces and the Regional Unions to which these Cooperatives are members.

The World Bank has experience of 70 years in providing governments with multi-sector solutions in coping with various socioeconomic challenges. The World Bank is providing funds and technical assistance to help reduce poverty and contribute to the welfare of communities/countries hosting refugees and displaced people. Under the project, the World Bank will be responsible for the management of the grant provided under FRiT on behalf of the European Commission and will act as technical assistance provider for the design and implementation of the project.

## **B. SCOPE AND OBJECTIVE OF THE SERVICES**

The scope of services is related to Component 1 activities, which aims to support existing and potential rural workers in host communities to improve their employability. To do so, the project will support the implementation of a comprehensive training program linked to agricultural market needs and tailored to the existing conditions of eligible workers.

Low levels of education and skills and language barriers pose challenges to refugees in accessing the formal labor market. Available evidence suggests that the education and skills levels of refugees are low, for example, with around 15 percent having at most a high school degree among Syrian ESSN beneficiaries, and the majority of these degrees are from Syria. Additionally, among ESSN beneficiaries, 14 percent have no formal education and 39 percent have only attended primary school. However, many refugees may have gained skills from informal work experience: most refugees work in the informal sector, particularly those in rural areas and the agricultural sector. The Turkish Red Crescent (TRC) Livelihoods Survey (2018) found that around 86 percent of the refugee population works in informal jobs.

The skill levels of current workers in agriculture is low: over 70 percent having completed at most five years of schooling as compared to 29 percent on average in other sectors, and only 11 percent with a high school degree or above as compared to 52 percent on average in the other sectors. (Source: Turkish Statistical Institute Household Labor Force Survey, 2018). Farmers are finding it increasingly difficult to attract Turkish workers to the sector and report that those who are willing to work lack the relevant skills for the task, which leads to crop losses. (based on field research with farmers as part of project preparation).

The project will ensure that employers participating in contract farming will have access to a pool of skilled (certified) workers, which is expected to boost productivity of farms. At the same time, greater employability through better skills is likely to enhance workers' options to find formal jobs.

One of the expected key outputs of the “Formal Agricultural Employment Support for Refugees and Turkish Citizens through Enhanced Market Linkages” project, is to develop a trained and qualified labor force. Consequently, the objective of component 1 of the project is to support existing and potential rural workers in host communities to improve their employability. To do so, the proposed project will support the implementation of a comprehensive training program including the theoretical and practical trainings linked to agricultural market needs and tailored to the existing conditions of eligible workers. The training program should be able to be delivered in classroom settings.

### **C. ACTIVITIES AND RESOURCES IN SUPPORT OF THE SERVICES**

The following activities have been conducted or are underway in connection with improving the skills and employability of agricultural workers;

- Outreach, Pre-Profiling and Profiling worker registration to the project in six project provinces being carried out by the PIU, Primary ACCs and Turkish Red Crescent (TRC)

- When filling the pool of workers, ACC is reaching out, pre-profiling, profiling and registering host community members. These activities are being carried out in cooperation with Turkish Red Crescent. Turkish Red Crescent Community Centers, is carrying out these activities through a field staff and registration desk staff in each province to outreach, pre-profile and profile refugee workers in 6 project province. Through outreach and pre-profiling following activities are being implemented;
  - information sharing / dissemination and awareness raising about the project with vulnerable groups, in particular;
  - implementation of a “social assistance strategy ” which aims at reaching out potential beneficiaries to inform them about opportunities available under the project in rural areas of selected project provinces;
  - completion of the pre-profiling and registration procedures of beneficiaries in the profiling and matching module;

Profiling activity of the project aims to achieve following goals;

- Registering eligible individuals to matching module so that they can benefit from the project;
  - Information will be collected regarding registered individuals for the later stages of the project cycle (trainings, method of placement to jobs, working conditions, employment requirements [age limit, work ethics, code of conduct towards other employees], and
  - Identifying skill gaps so that relevant trainings will be provided to workers.
  - Referral of ineligible beneficiaries to Turkish Red Crescent, Government or NGO services if possible;
- Signing contract farming and project participation contracts between the primary ACCs and farmers
  - A comprehensive Training Needs Analysis was conducted to define the Technical Training Needs of Workers and Farmers per Contract Farming Crop, and the Soft Skills of Agricultural Workers (host community and refugees) and the Language Needs of Refugee

Agricultural Workers in the Field. This document forms the basis of the training programs to be developed and is a key reference document for this consultancy. It is attached at Annex 2

The following activities remain to be carried out in support of improving the skills and employability of agricultural workers:

- Development of Training Modules based on the findings of the Needs Assessment
- Outreach, Pre-profiling, and Profiling of Project beneficiaries by ACC
- Provision of technical, soft skills and language training to beneficiaries by third party providers. Provision of trainings will be carried out through separate tender.
- Linking workers' skills and working preferences with demand from farmers (matching) by the ACC.

The primary aim of the “Formal Agricultural Employment Support for Refugees and Turkish Citizens through Enhanced Market Linkages” project is to efficiently match workers to farmers based on the workers' skills and preferences, and the farmers' needs. For potential workers who cannot immediately be matched to vacancies, the Project will offer technical training, soft skills, and language training. Technical and Language Trainings are the subject of separate tenders. *Those contractors bidding for this contract are free to bid also for either or both of the others.* Through this tender, it is essential to ensure the development of high quality training modules. Once the modules have been developed, delivery of the training will be the subject of a separate recruitment exercise.

To this end, soft skill training modules should be developed by prioritizing the skills that can facilitate access to higher paying jobs for workers and lead to higher labor productivity for farmers, as identified from the needs assessment, particularly in a contract farming setting.

The training modules must take into account the World Bank's sector-specific Environmental, Health, and Safety Guidelines<sup>2</sup> and international good practices in terms of environmental and social aspects.

Additionally, while developing the soft skill training modules gender perspective should be one of the essential reference points for the firm. The Firm should pay particular attention to develop specific skills for women to tailor them to potential occupations.

#### **D. EXPECTED OUTPUTS OF THE ASSIGNMENT**

The objective of the soft skills training is to improve worker adaptation to the agriculture context and on-the-job behaviors that are expected by Turkish employers. The Needs Analysis Report prepared in October 2021 and attached at Annex 2 should be taken into consideration while developing soft-skill training modules.

The Consultant is expected to produce the outputs listed below:

- Develop 8 training modules to meet the goals and objectives of the Project.
- Training modules should be designed to develop practical skills rather than simply being theory-based. Each design should stress that teaching and assessment materials should encourage practical learning and assessment.
- Each 'training module' should include the following:
  - a module descriptor, specifying the learning outcomes that trainees should achieve, ie, the knowledge, skills and understanding that an individual needs to be competent at the task
  - Teaching and learning materials to support trainers to deliver each training module. Support materials might include, but should not be limited to: training handbooks, demonstration models, multimedia visual aids, computer tutorials, and reference works etc. in line with the determined instruction method.
  - Training plans which propose instructional methods, utilizing knowledge of specified training needs and the effectiveness of such methods, eg: group

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<sup>2</sup> [https://www.ifc.org/wps/wcm/connect/topics\\_ext\\_content/ifc\\_external\\_corporate\\_site/sustainability-at-ifc/policies-standards/ehs-guidelines](https://www.ifc.org/wps/wcm/connect/topics_ext_content/ifc_external_corporate_site/sustainability-at-ifc/policies-standards/ehs-guidelines)



instruction, lectures, demonstrations, conferences, meetings, and workshops considering the trainee profile differences in project provinces. Training plans should take the language ability of refugee workers into consideration. The delivery language should be as simple, clear and concise as possible without sacrificing the essential meaning.

An assessment strategy and evaluation methods and tools based on the learning outcomes specified in the module descriptor. The assessment of each module should be able to lead to a certificate of competence.

In the course of delivering the outputs, the Contractor should take into account the following:

- The training modules developed should be delivered to the Contracting Authority for approval and a presentation on the development should be made.
- The consultant must revise the draft training modules based on consultation and feedback from farmers, training providers and trainees. Project Implementation Unit will facilitate access to these stakeholders.
- All training materials should be prepared in Turkish, Arabic, and English. It is expected that approximately 30000 workers will participate in trainings.

The complete training packages - module descriptors, support materials, training plans and assessment strategies and instruments - should be submitted to the Contracting Authority in soft and hard copy. While developing the training packages the Consultant should base its work on the findings of the Need Analysis conducted previously. In addition to the Needs Analysis, the firm should utilize best practices and relevant literature from Turkey and other countries while developing the soft skill training curricula, training materials, instructional methods etc. Such skills can be developed through the training methods and support materials developed.

The following training modules will be developed within the scope of this service;

No	Name of the Training	Target Group
1	Gender Sensitivity in a Workplace Training	Turkish, SuTP Workers
2	Child Rights Training	Turkish, SuTP Workers
3	Social Cohesion Workshops	Turkis and SuTP Workers
4	Communication and Problem Solving Skills Training	Turkish and SuTP workers

5	Employment Rights Training	Turkish and SuTP workers
6	Conflict Resolution and Social Mediation in the Workplace Training	Turkish and SuTP workers
7	Psychological Resilience and Psychological First Aid	Turkish and SuTP workers
8	Basic Life Skills at Work	Turkish and SuTP workers

## E. RESPONSIBILITIES AND QUALIFICATIONS OF KEY STAFF

Position	Number
E.1 Curriculum Development Expert	1
E.2 Communication Specialist	1
E.3 Employment Rights Specialist	1
E.4 Social Cohesion Specialist	1
E.5 Child Rights and Gender Specialist	1
E.6 Measurement and Evaluation in Education Specialist	1
E.7 Arabic-Turkish Translator	1
E.8 Psychologist	1

### E.1 CURRICULUM DEVELOPMENT EXPERT

#### General Responsibilities

- As a contact person he/she will ensure the communication/coordination between ACC and contracting firm
- Preparation of inception report
- Formulating training outlines and contributing to the determination of instruction, and assessment and evaluation methods.
- Revising the modules based on the feedbacks from ACC, workers, farmers and instructors.

- Creating training aids with the inputs from sector-specialists
- Preparing final report

#### Qualifications

- Have minimum bachelor's degree in one of the fields of curriculum development, educational sciences or relevant disciplines in related fields preferably having a graduate degree.
- Having an academic career is an asset
- Having at least 7 years of working experience after graduation
- Having preferably at least 5 years of this experience in curriculum development
- Good command of English language
- Ability to use MS Office and MS Project applications

### E.2 COMMUNICATION SPECIALIST

#### General Responsibilities

- Contributing to the preparation of inception report
- Contributing to the development of "Communication and Problem Solving Skills Training Module".
- Supporting the preparation of training aids for "Communication and Problem Solving Skills Training Module"

#### Qualifications

- Have minimum bachelor's degree in one of the fields of communications or in related fields
- At least 5 years of relevant professional experience in communications at the national or international level,
- Experience in providing trainings and/or developing training modules in communications is an asset
- Experience in delivery of trainings to refugees and/or disadvantaged groups is an asset.
- Good command of English language
- Ability to use MS Office application

### E.3 EMPLOYMENT RIGHTS SPECIALIST

#### General Responsibilities

- Contributing to the preparation of inception report
- Contributing to the development of "Employment Rights Training"
- Supporting the formulation of training aids for "Employment Rights Training"
- Revising the modules based on the feedbacks from ACC, workers, farmers and instructors.

### Qualifications

- Have minimum bachelor's degree in Law, Business Law, Finance or relevant disciplines in related fields.
- Having at least 5 years of working experience after graduation
- Preferably, having at least 2 years of experience in conducting employment rights trainings
- Having specific knowledge on SSI regulations in Turkey regarding refugees would be an asset
- Good command of English language
- Ability to use MS Office.

## E.4 SOCIAL COHESION SPECIALIST

### General Responsibilities

- Contributing to the preparation of inception report
- Develop training curriculum and relevant materials with inputs of the issues of social cohesion and the local context in Turkey for Social Cohesion Workshops and develop module for "Conflict Analysis and Social Mediation in a Workplace Training"
- Supporting preparation of training aids for "Social Cohesion Workshops", "Conflict Resolution and Social Mediation in a Workplace"
- Revising the workshop training aids and content of the workshops based on the feedbacks from ACC, workers, farmers and instructors.

### Qualifications

- Have minimum bachelor's degree in one of the fields of Social Sciences, Sociology, Conflict Analysis, Law, or relevant disciplines in related fields
- Having at least 5 years of working experience after graduation
- Having at least 2 years of experience in conducting social cohesion workshops and/or developing training related to social cohesion
- Having at least 2 years of experience in delivery of trainings related to social cohesion is an asset.
- Good command of English language
- Ability to use MS Office.

## E.5 CHILD RIGHTS AND GENDER SPECIALIST

### General Responsibilities

- Contributing to the development of Gender Sensitivity in a Workplace Training Module",

#### “Child Rights Training Module”

- Creating training aids including but not limited to training presentations for “Gender Sensitivity in a Workplace Training Module”, “Child Rights Training Module”,
- Contributing to the preparation of inception report
- Revising the modules based on the feedbacks from ACC, workers, farmers and instructors.

#### Qualifications

- Have minimum bachelor’s degree in one of the fields of Law, Political Sciences, Gender Studies, International Studies or relevant disciplines in related fields
- Having at least 5 years of working experience after graduation
- Preferably, having at least 3 years of experience in conducting trainings or developing training modules regarding child rights, gender, and social rights in Turkey.
- Having at least 2 years of experience in working areas related to the social rights for refugees
- Good command of English language
- Ability to use MS Office.

### E.6 MEASUREMENT AND EVALUATION IN EDUCATION SPECIALIST

#### General Responsibilities

- Supporting the creation of training aids including but not limited to training presentations.
- Contributing to the preparation of inception report
- Contributing to preparation of training outlines and to the determination of instruction, assessment, and evaluation methods.
- Revising the measurement and evaluation methods of modules based on the feedbacks from ACC, workers, farmers and instructors.

#### Qualifications

- Have minimum bachelor’s degree in one of the fields of educational sciences, curriculum development, statistics or relevant disciplines in related fields
- Having at least 5 years of working experience after graduation
- Having at least 3 years of experience in measurement and evaluation of training modules
- Good command of English language
- Ability to use MS Office.

### E.7 ARABIC-TURKISH TRANSLATOR

### General Responsibilities

- Converting training module contents in the Turkish language to equivalent concepts in the Arabic language
- Revising the translation of training aids based on the feedbacks from ACC, workers, farmers and instructors.

### Qualifications

- Have minimum bachelor's degree in one of the Arabic Language or relevant disciplines in related fields
- Having at least 5 years of working experience after graduation in translation
- Excellent command of Arabic and Turkish languages
- Ability to use MS Office.

## E.8 PSYCHOLOGIST

### General Responsibilities

- Contributing to the development of following modules;,, “Psychological Resilience and Psychological First Aid” , “Basic Life Skills at Work Training”
- Creating training aids including but not limited to training presentations for following modules;,, “Psychological Resilience and Psychological First Aid”, “Basic Life Skills at Work Training”
- Contributing to the preparation of inception report
- Revising the modules based on the feedbacks from ACC, workers, farmers and instructors.

### Qualifications

- Have minimum bachelor's degree in Psychology (MA degree is preferred).
- At least 2 years working experience in related field disciplines
- Previous training on case management is an asset.
- Preferably, having at least 2 years of experience in conducting trainings or developing training modules regarding “Psychological Resilience and Psychological First Aid”, “Basic Life Skills at Work Training” and/or similar trainings
- Ability to use MS Office.

## **F. REPORTING OBLIGATIONS OF THE CONSULTANT**

1. Preparation of Inception Report indicating the timeline and brief content of training module development(15 days)  
Inception Report indicating the timeline, name of the training modules to be provided, and brief content of training modules to be developed, will be prepared and submitted to the ACC for approval.
2. Soft Skills Training Modules will be submitted (30 days)  
Soft Skills Training Modules and training aids; including but not limited to presentations (in English Arabic and Turkish) will be developed and submitted to the ACC for approval.
3. Revision of Training Modules (15 days)  
After development of training modules, based on the feedback from agricultural workers who has attended trainings, revisions may be requested by the ACC. Revisions will be made and submitted to ACC for approval.
4. Final Report will be submitted. (15 days)  
After revision of Training Modules, Final Report will be submitted to ACC including but not limited to; indicating the process of module development, developed modules, rationale behind the selected teaching methods, measurement and evaluation methods.

## **G. SERVICES and FACILITIES TO BE PROVIDED BY THE ACC**

Provision of Need Assessment Report and Project Operational Manual will be done by the Contracting Authority.

## **H. SUPERVISION OF THE STUDY BY THE CONTRACTING AUTHORITY**

ACC might conduct ad hoc audit to service provider, and based on audit results, if necessary ACC can request a report on the current situation from the service provider which has to respond to this request in 10 days. ACC's requests will be delivered with official reports. ACC may request revisions to unacceptable modules, by providing justifications thereof. Feedbacks can be received from the trainees and instructors regarding developed trainings' content.

## **I. DURATION, LOCATION, TIMING OF ASSIGNMENT**

It is anticipated that services will begin on February 2021 and will be completed by May 2022.

Any kind of expenditures that will be occurred during the curriculum development process are included in procurement budget and no separate budget will be allocated for these expenses.

**J. QUALIFICATION CRITERIA REQUIRED FOR THE CONSULTING FIRM**

1. Have been operating at least 3 years in the consultancy sector (providing soft-skills trainings)
2. Having experience in working with international institutions such as World Bank, UN Agencies, etc.
3. Having experience in working with vulnerable groups such as agricultural workers, refugees, etc.
4. Having experience in training module development for agricultural sector (workers, farmers, etc.)

**K. PAYMENT PLAN**

1. Preparation of Inception Report indicating the outline of proposed activities (% 15)  
15 percent of the Contract Value will be paid upon approval of inception report by the Contracting Authority
2. Submission of Soft Skills Training Modules (% 55)  
55 percent of the Contract Value will be paid upon approval of training modules and training aids by the Contracting Authority.
3. Revision of Training Modules (% 15)  
15 percent of the Contract Value will be paid by the Contracting Authority upon approval of revised training modules
4. Final Report Submission (%15)  
15 percent of the Contract Value will be paid by the Contracting Authority upon approval of final report.

**Annex – 1: Work Plan**

<b>Activities</b>	<b>15 days</b>	<b>30 days</b>	<b>15 days</b>	<b>15 days</b>
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Inception Report				
Soft skills training modules development				
Revision of Training Modules				
Final Report Submission				

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## PREFACE

Turkey is hosting the highest numbers of refugees in the world with 3.710.497 Syrians under temporary protection. Looking at the Syria's neighbors, it can be easily seen that the biggest host country is Turkey. It's known that the majority of Syrian's are living at the cities in Turkey. Even though, Syrians in Turkey are called refugees, they have legally temporary protection (TP) status. This is a legal status that gives them the right to stay in Turkey for a temporary period and provides benefits such as free access to health, education and public services.

It is critically important that the providing integration to the society and understanding basic needs of SUTP refugees who has reached demographically significant number 4.48% of Turkey's total population. With the social acceptance of the large number of Syrians to Turkey, the Syrian immigrants have become one of the dynamics of the Turkish labor market economically and have begun to affect the working conditions in the labor market.

Registered Agricultural Employment Support Project for Refugees and Turkish Citizens with Enhanced Market Connections (FESAS) is carried out in 6 pilot cities of Turkey (Adiyaman, Gaziantep, Mersin, Adana, İzmir ve Bursa). The Project targets the official agricultural employment opportunities for Turkish workers, Syrians under TP and other immigrants, improve their current living and working conditions, raising awareness of farmers about contract production, and increasing the productivity and diversity of products by improving the institutional capacities of ACC Regional Unions, in the field of crop production in the field of agriculture. The success of the project will both improve the living conditions of Turkish agricultural workers, who have been struggling with various difficulties for years, and pave the way for permanent employment, and will also create sustainable job opportunities for SUTP refugees.

The FESAS Project Needs Analysis Report was prepared as a result of face-to-face focus group and survey studies which are conducted in April-June 2021, in the pilot implementation provinces of the project, for potential stakeholders and target groups. This summary report has been prepared to disseminate the outputs of the FESAS project Needs Analysis Report, highlighting the issues that need to be especially emphasized and quickly resolved during the project. Our recommendation is for the readers to examine the Needs Analysis Final Report, which directly includes the results of the field work, according to the headings for which they will develop solutions, so that they can make a holistic assessment.

## 1. EXECUTIVE SUMMARY

The FESAS Project has been implemented in 6 provinces of Turkey; Adana, Adiyaman, Bursa, İzmir, Gaziantep and Mersin. Needs Analysis field research processes was carried out in these provinces.

The ongoing turmoil that took place in Syria in 2011 caused a large refugee movement, which affected the whole world at different levels. Irregularities in the region have had a significant impact on Turkey, which has a border with Syria, both socially and economically. Migration to Turkey from Syria is seen as one of the largest and transit migration waves in the history of our country (Erder, 2007; Kirişçi, 2008; İçduygu, 2010; Tuna and Özbek, 2012). This migration has made Turkey the country hosting the highest number of refugees in the world. Current estimates indicate that 6.6 million Syrians have been internally displaced and at least 5.6 million have migrated to nearby countries (UNHCR, 2018). According to the data of 30 June 2021 published by the General Directorate of Migration Management of Turkey, the number of Syrian refugees under protection in our country is 3,685. It is declared as 839. Gaziantep (452.453), Adana (254.025), Mersin (230.713), Bursa (180.341), İzmir (148.681) and Adiyaman (22.434) are the

target provinces where FESAS project applications are made, according to the records of the Migration Administration.

The agricultural sector is the third main sector in Turkey as well as in the world (TUIK, 2018). As in the rest of the world, seasonal agricultural workers constitute the main workforce of the agricultural sector in Turkey. Seasonal agricultural labor is a worker who is a citizen or immigrant of that country, at any stage of agricultural production activities such as planting, growing, spraying, harvesting in his or someone else's agricultural field, with or without a contract, in return for paid or daily wages or in kind payment. It is called as mobile seasonal work (Sarper, 2009). Although the labor rate in the agricultural sector is gradually decreasing due to development, agriculture remains an important sector in meeting the basic needs of the population, especially nutrition (Orhan, 2017).

There is limited information on the foreign migrant workforce working in seasonal agricultural work in Turkey, and it is known that a significant part of these are Syrians fleeing the internal turmoil in Syria. Recent studies by national and international organizations show that agricultural work is the main source of income for SUTP Syrian refugees. Turkey has a strong agriculture and food industry, employs 20% of the country's working population and accounts for 5.8% of the country's GDP according to 2018 data. Especially in the provinces of Adana, Gaziantep, Kilis and Sanliurfa in the southeast region of our country, the agricultural sector is one of the main sources of income and employment for Syrian refugees and the local Turkish communities hosting SUTP (FAO, 2020).

The results of the FAO (2018) research, aid and training activities for Syrian refugees and local people in the agricultural sector have not yet been published, however, training programs have been organized in different provinces for Syrians employed in agricultural production. In these training programs, 50-75% Syrian and 25-50% local farmers were trained, and agricultural workers were trained in this context. The aim of these training programs is to increase the vocational skills of the Syrian and local population working in the agricultural sector. To date, 900 people have been trained in Gaziantep, Adana, Mersin, Sanliurfa and Isparta provinces. In addition to these training programs, FAO has also conducted various researches on the agricultural labor market and the Syrian and local population working in agriculture.

Another issue that needs to be emphasized is agriculture, which is one of the main sectors in Turkey, and the dimensions and functions of agricultural supports. Support policies have an important place in order for agriculture, which has an important place in the economies of countries in the global world, to fulfill the functions expected from it and to develop. In addition, with government interventions in the agricultural sector, producers gain competitiveness in international markets. The total amount of subsidies for the agricultural sector and the amount per farmer in Turkey is behind EU countries. Tunçer and Günay (2017) in their research, the share of the agricultural sector in the EU's GNP is not even 2%, it has been stated that a significant part of the union's budget is allocated to the European Common Agricultural Policy (CAP). It was emphasized that the share should be at least 2.5%.

Within the scope of CAP expenditures, which have a share of nearly 40% in the EU budget, direct support payments, market measures implementations and rural development supports are made to the member states. Thanks to the agricultural supports applied, significant progress has been made in production and productivity from the past to the present, and agricultural production has become largely self-sufficient. As in every developed and developing country, the agricultural sector for Turkey; Considering its share in the economy, it is very important in terms of the active population working in the sector and the fact that it is the sector that both provides raw materials for the industry and produces basic necessities. When the said data are analyzed, it clearly reveals the importance of financial support for agriculture in Turkey. As in other EU member states,

The findings determined in the Needs Analysis studies carried out within the scope of the FESAS project are presented below, in summary and in articles.

### **FARMERS:**

- 91% of the farmers participating in the study have been engaged in farming for 10 years or more. 57% of them are producing on 50 decares or more. 69% of them are engaged in irrigated agriculture, 8% in dry farming, and 23% in both types of agriculture. The most produced products; cucumber, barley, pistachio, cotton, wheat, corn, tomato and banana. When the status of analysis is examined, 37% of them have soil analysis and 18% of them have fertilizer and water analysis. At this point, the awareness of the farmers about the analysis and their awareness of the environment are not at a sufficient level.
- 63% of the farmers make contracted production with private companies and Turkish Agricultural Credit Cooperatives.
- When the answers of the farmers to the basic problems they most often experience are analyzed: 53% lack of capital and credit, high input costs 34%, product sales at a lower than expected price by 32% were the most striking responses. At the beginning of the problems they encountered with the workers were the way they work with a rate of 53% and then communication problems with a rate of 35%.
- In questions about the financial management status of the farmers, 85% did not work with an accountant, as a producer and employer but when their level of legal responsibility (occupational safety regulations, social insurance, registered employment, child labour responsibilities etc.) was examined, it was determined that they knew the issues and had awareness at the rate of 73%.
- It has been observed that 1 out of every 2 farmers has a problem in agricultural finance management. The farmers in the province of İzmir, who had the most problems in this regard, were the farmers in the province of Gaziantep who had the least problems. When the status of receiving support for agricultural finance management is examined, it is seen that 2 out of every 3 farmers receive support. It was determined that the farmers in

Adiyaman province received the most support in this regard, and the farmers in Mersin province received the least support. Support for agricultural financing is provided by the Turkish Republic Ministry of Agriculture and Forestry, ACC unions and banks. In addition, there were farmers who provided financial support from FAO and EU-funded projects carried out in the region. When the sales channels are examined, it has been determined that they mostly sell through intermediaries.

- Farmers' when their education levels were examined, 83% stated that they received training on the product they produced, and 61% stated that they wanted to benefit from up-to-date trainings about the products they produce and other trainings within the scope of the FESAS project.
- It has been determined that the farmers are satisfied with the cultural processing technical skills of the agricultural workers they employ at an average of 60%, and they are less satisfied with the processing of the products, packaging skills and OHS information, compared to the other skills, at the level of 40-50%. Farmers were examined in the areas where they needed workers, and answers were obtained for harvesting with 55%, sowing and planting with 47%, hoeing with 42% and threshing with 36%. The areas where male workers are most preferred are irrigation with 72%, use of agricultural equipment with 69%, fertilization with 68%, and pesticide application with 63%, and the most preferred areas for women are; sowing and planting with 52%, hoeing with 47%, processing of products with 25% and harvesting areas with 24%. While the need for men appears to be higher in all provinces, female workers are more preferred in sowing-planting and hoeing in Izmir, sowing-planting, hoeing and storage in Bursa, hoeing in Adiyaman, and in sowing-planting, pruning, threshing, harvesting and processing of products in Mersin.
- It has been determined that the awareness of the farmers on environmental protection and sustainability is not at a sufficient level. When the analysis status is examined, 37% of them have soil analysis and 18% of them have fertilizer and water analysis. At this point the preparation of educational content with materials based on cause-effect relationships will be important in terms of creating awareness.
- It has been determined that the awareness of the farmers about soil and water analysis is not at a sufficient level. Especially in agricultural trainings to be given to increase product efficiency and product quality, the preparation of training content based on cause-effect relationship and visual (photograph, video, etc.) materials will be valuable in terms of raising awareness.

### **SUTP REFUGEES:**

- When the data of the group interviewed within the scope of field research on SUTP refugees were examined, it was determined that 70% of them lived in Turkey for 5 years or more, 63% of them lived in rented houses and 34% of them lived in tent cities. 43% of the group consists of female workers and 57% of male workers. The province where SUTP refugee male workers work the most is İzmir with 68%, and the province where female workers work the most is Bursa with 54%.

- Age distribution rates of SUTP refugee workers participating in the studies; 28% were 18-24 years old, 27% 25-34 years old, 24% 35-44 years old, 20% 45-64 years old and 1% 65 years old and over. Gaziantep is the province that employs the highest 3% of SUTP refugee workers aged 65 and over. The province that employs the youngest (18-24 years old) SUTP refugee workers is Adiyaman with 60%.
- 47% of the SUTP refugees stated that they also work in the agricultural sector in the country they come from. In Turkey, it has been determined that they work in the fields of threshing with 73%, sowing-planting 65% and packaging 64%. 70% of them work in agricultural labor for 90 days or more per year. In terms of working hours, 76% stated that they work 6 to 9 hours a day. It was determined that 61% of them had knowledge about agricultural tools and equipment, and 55% of them learned from farmers and sergeants.
- While SUTP refugee workers consider 52% of the information and equipment provided by farmers sufficient, 48% do not. They communicate with the farmers through sergeants at a rate of 75%.
- SUTP refugee workers stated that their daily wages could not meet their subsistence needs at the rate of 86%. In terms of their daily wages, 67% stated that there are gender and nationality-based differences in daily wages. It has been determined that they have difficulties in financial management because they are unregistered. Their wages are low, and they are faced with irregular and late payment of their daily wages, such as seasonally, except for daily, weekly or monthly periods. It is thought that training on labor and worker rights will be beneficial for refugees.
- They stated that the SUTP refugees who participated in the study were worked 7 days a week, between 08:00 in the morning and 17:00 in the evening, under heavy working conditions for 9 hours a day.
- 98% of the SUTP refugees who participated in the survey stated that they did not experience adaptation problems related to communication, cultural and social adaptation. However, SUTP refugee workers usually maintain their dialogue with the farmers through their day chiefs or sergeants. It has been determined that most of them do not know Turkish at a sufficient level. It is thought that the training of SUTP refugees to improve their basic and technical Turkish language skills will contribute to the social cohesion processes in terms of developing dialogue and communicating.
- SUTP refugee workers look at formal employment with reservations in order not to cut the financial support they receive under the SAA.
- The living spaces of many SUTP refugees is in a very bad condition. SUTP refugees work as seasonal agricultural workers in some provinces who stay in tents and cannot access areas can not meet their basic needs (kitchen, toilet and bathroom, etc.) in proper hygiene conditions. Also, SUTP refugees who stay in rented houses have to share the home with several families because of



their financial difficulties. The studies regarding to improve the living conditions of SUTP refugee workers are so important.

- Many of the SUTP refugee children do not have access for adequate educational conditions so they work as agricultural workers with their families. In addition, there are difficulties in accessing health facilities in the regions where they work.

### **TURKISH CITIZEN WORKERS:**

- 51% of the Turkish workers interviewed within the scope of the Needs Analysis fieldwork were 35 years and older. The youngest Turkish workers, 70% of whom are between the ages of 18-24, participated in the province of Gaziantep. It has been determined that there are still working Turkish workers in Adana, Bursa and İzmir despite their 65 years of age and over.
- 60% of the participating Turkish workers are women and 40% are men. The provinces where all workers in Mersin are male and female workers participate the most are Bursa with 91%, İzmir with 70% and Gaziantep with 82%.
- 93% of the Turkish workers surveyed had previously worked in agriculture. While all of the participants in Adiyaman have experience in the field of agriculture, 63% of them have been working in the agricultural sector for more than 10 years.
- It was observed that Turkish workers worked at most 88% hoeing, 82% harvesting and 82% planting respectively. Also, it is stated that 87% of Turkish workers' technical skills are important for pruning works.
- To the question of how many days they work as agricultural workers in a year, 83% of them answered 90 days or more. In terms of working hours, 51% stated that they worked 6-9 hours, and 42% stated that they worked 9 hours or more.
- 62% of the Turkish workers who participated in the survey have knowledge about agricultural tools and equipment, while 68% of this group stated that they learned this information from their families.
- In terms of their daily wages, 40% of them work on a daily wage. It has been determined that the remaining 60% are Turkish workers who work with monthly and quarterly payments. It has been determined that there is a gender-based difference between the wages of Turkish workers. These differences are presented in Table-3.
- The vast majority of Turkish Citizen workers have a green card, etc. They prefer to work informally because they benefit from social supports. For this reason, they may have to work under low wage conditions depending on gender and the work they do.

- Turkish national workers also work under the head of the labor brokers in many regions and do not communicate directly with the farmer. They stated that they had to work under heavy conditions such as working hours exceeding 8 hours a day, 7 days a week during the production season.
- Turkish citizen workers also stated that they had to receive their wages at irregular intervals, and because they had to shop on credit, their purchasing power gradually decreased and they could not make a living.
- It has been determined that Turkish citizen workers are more reliable workers for farmers in terms of their working discipline and agricultural knowledge and experience. Turkish national workers stated that they learned a lot of agricultural know-how from their families or farmers. It is thought that arranging trainings that will increase their agricultural technical skills, depending on the production processes they work, will be beneficial and contribute to the quality production process.
- Turkish citizens do not have sufficient knowledge and awareness about Occupational Health and Safety. It is thought that it would be beneficial for them to receive training on this subject.
- It has been determined that Turkish citizen workers also need areas (kitchen, toilet, etc.) to meet their basic needs in the fields during their daily working processes. It is important to carry out studies on this issue in order to improve working and hygiene conditions.
- It is thought that Turkish citizen workers do not have sufficient knowledge about basic labor rights, and it would be beneficial for them to receive training on labor and worker rights.
- Turkish national workers stated that they had difficulties because they worked in harsh physical conditions and that they could not get enough wages, so they directed their

children to work in areas other than agricultural production. It was also emphasized in the interviews made by the farmers that there are very few Turkish workers in the current situation and that the number of Turkish citizens will decrease gradually in the near future.

## 2. THE SCOPE OF NEEDS ANALYSIS STUDY

The investigated subjects of the Needs Analysis study within the scope of the FESAS Project that carry out in six pilot cities of Turkey **Adana, Adiyaman, Bursa, İzmir, Gaziantep** and **Mersin** are presented at below in groups:

Table-1: The Scope of Needs Analysis

## 3. METHODS USED IN THE NEEDS ANALYSIS RESEARCH

Within the scope of the project's needs analysis research, methods were determined to make use of qualitative and quantitative methods in order to provide evidence-based understanding of the data (Nigel, 2010; UNHCR, 2016). Within the scope of the mixed research method, focus group interviews and survey application constitute the two basic research methods.

### 1. FOCUS GROUP MEETINGS

#### 1. METHODOLOGY

Generally, focus group discussions can realized with minimum 4 and maximum 14 people in varying attendees and although, there is not a definite view, the meetings shouldn't organize more than 2 hours and minimum than 45 minutes (Doody ve ark., 2013; Plummer-D'Amato, 2008). The research method was applied by a leader with pre-prepared semi-structured questions to learn the participants' attitudes, perspectives, beliefs, thoughts, and experiences on related issues during focus group meetings (Then et al., 2014). According to this information, focus group interviews were applied with semi-structured questions created with literature resources and expert opinions to a minimum of 4 and a maximum of 14 participants from each province within the scope of the Project. Meetings were realized with farmer groups, Turkish and refugee agricultural workers and related governmental and non-governmental organizations. The attendees were found with the references of ACC unit departments at project pilot provinces. The interviews were limited to an average of 45-60 minutes. The key words "agricultural skills, life and language skills, current situation, needs etc." determined to carry out effectively and realize conversations to prevent from shifting to different points. Some questions of focus group meetings are listed at below;

To Farmers:

- What are your expectations from the agricultural workers you employ or will employ?
- Can you give information about your agricultural activities? What kind of cultural applications do you realize?

To Agricultural Workers (Turkish Citizen and Refugees)

- Have you worked in the agriculture sector before?
- If yes, what did you do? Which agricultural skills did you apply?

During the focus group discussions, a leader was selected from the field research team as leader of group discussions and the management was provided. Before the field survey, the team that will work in the field was informed about the project and their orientation was completed. Expert agricultural engineers, statisticians and expert psychologists from the project team took part during the field survey. Also, with the interviews with translators for the refugee interviews, the incomprehensible points were eliminated, and the targeted data was obtained in a healthy way.

Province	Farmer		Turkish Worker		Refugee Worker	
	Aim	reached	Aim	reached	Aim	reached
Adana	6	6	5	4	4	5
Adiyaman	3	6	2nd	5	2nd	4
Bursa	6	11th	5	7	4	5
İzmir	10	8	6	9	5	7
Gaziantep	7	14	6	8	5	9
Mersin	5	8	5	10	4	22
<b>Total</b>	37	<b>58</b>	29	<b>35</b>	24	<b>47</b>

**Table-2:** Number of People in Focus Group Interviews by Province

\* The orange background coloring used in the table shows the number of people reached less than the target, and the green background coloring shows the number of people reached in a higher number than the target.

\*The reason why the targeted numbers could not be reached in Adana and İzmir provinces was due to the risk of COVID-19 and the funeral of some families.

Focus group meetings were held in the provinces within the scope of the project in the form of in-depth interviews between 12 April 2021 and 22 April 2021. Province-based implementation calendar is shown in Table-3.

Province	Date	Meeting Place	Interviewed Audience	Project Team
Mersin	April 12, 2021	Kel Ahmet District ACC Unit- Tarsus	-Farmer -Turkish Worker -Protected Refugee Worker	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)

Adana	13 April 2021	Adana Karataş – Unit Cooperative	-Farmer -Turkish Worker -Protected Refugee Worker	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)
Gaziantep	14 April 2021	Gaziantep Sahinbey ACC	-Farmer	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)
		Gaziantep Kapcagiz ACC	-Farmer	
		Nizip ACC	-Farmer	
		Nizip ACC	-Protected Refugee Worker	
Adiyaman	April 15, 2021	Akpinar Unit ACC	-Farmer	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)
		Adiyaman TTK	-Protected Refugee Worker	
		Besni TTK	-Protected Refugee Worker	
			-Turkish Worker	
İzmir	April 19, 2021	Bag TTK	-Farmer -Turkish Worker -Protected Refugee Worker	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)
		Subasi TTK	-Farmer -Turkish Worker -Protected Refugee Worker	
Bursa	21 April 2021 & April 22, 2021	Iznik TTK	-Farmer -Turkish Worker -Protected Refugee Worker	-Agricultural Engineer (1) -Statistician (1) -Psychologist (1) -Translators (2)

**Table-3: Focus Group Meetings Implementation Plan**

## 2. THE RESULTS OF FOCUS GROUP MEETINGS

The focus group meetings was carried out with farmers, agricultural workers and governmental – nongovernmental organizations at Project target provinces. The detailed interview notes were presented in the FESAS Needs Analysis Current State Report and Final Report detailly. The provincial based differences and common points are presented in this report

- Finding permanent agricultural workers difficulty has been stated in all provinces. The main reasons of this situation are:

- The decrease in the need of labor force due to the regionally grown products and the fact that workers have to go to work at other cities due to the decrease in daily wages,
  - Generally, the distribution of agricultural workers are realized by “labor brokers”, (Labor brokers direct workers to the farmers how they want.)
  - The farmers can’t communicate directly with the workers because of the communication between the farmers and workers are carried out by labor brokers.
  - *Farmers stated that, they need different agricultural workers regarding to the cultural applications they need.* For instance, they need different worker profiles for pruning and harvesting. Because of that not just the migration due to the wage changes according to the season, the need of cultural application skills is effective on worker change.
- 
- It has been stated that the project target groups can frown on to the support implementation for permanent employment of agricultural workers registered with SSI in all provinces. The main reasons of this situation.
    - Due to the need for workers with different technical skills depending on the season, the recruitment process cannot be applied to the farmers as registered agricultural workers in the status of permanent employee,
    - Even if financial support is provided within the scope of the FESAS project, the farmers will have difficulty in meeting the compensation and monthly SSI costs arising from the registered employment of the workers after the project.
    - They stated that workers prefer daily wage or lump-sum work, rather than formal employment, due to the different social benefits they receive from the government.
    - In the first two-year period of the FESAS project, which will provide financial support for three years, the farmers and the workers stated that they might want to be included in the project system after seeing how the project support payments realized.
    - The problems between farmers and agricultural workers are another factor to hesitate from permanent employment. Especially the difference of the Syrian workers’ working disciplines and insufficiency on their technical qualifications for agricultural and cultural applications are not at the same level as the Turkish workers.
  - *According to the field observations, it has been determined that children between the ages of 9-17 are working. The children workers earn the same wages as adult workers.* While children and female workers are preferred for jobs that require hand works, male workers are preferred for the need of physical strenght works.

- The language problem generally is not occurred due to the refugee workers communicate via the labor workers. Just in some pilot provinces like Gaziantep, some farmers stated that tface with language barrier.
- It has been stated that in all pilot provinces, Turkish workers show high performance and working discipline with comparison of the refugee workers. Another reason of this situation is Syrian refugees working discipline and hours at their own countries.
- Farmers teach how to realize agricultural applications to workers during the season. But because of the workers migrate to the other cities with the direction of labor workers, the farmers have to teach them same job to different workers every year. Sometimes, labor brokers and experienced workers can show the agricultural skills to the new workers.
- There is a need for awareness raising activities for contracted agriculture in all pilot provinces.
- Farmers stated that they received support from Agricultural Engineers through the pesticide dealers generally in all pilot provinces. It was noted that there were no governmentally supported agricultural engineers.
- Generally, the living conditions of agricultural workers are quite bad conditions in all regions. They don't have access for basic hygiene and accommodation. In addition, they cannot let their children to g oto the school because they must migrate between seasons.
- Workers stated that they did not receive any agricultural technical training and they worked with traditional farming methods generally in all target provinces.
- Since workers are not subject to formal employment, they also do not have health insurance and have paid access to health services in all pilot provinces.
- In the focus group meetings with the workers, they stated that they want registered employment in all provinces.
- In general, it is seen that there is no communication-based problem between Turkish and Refugee workers. It has been determined that Turkish and refugee workers have different wages for the same work in İzmir and Mersin provinces. Details are presented in Table-3.



Şekil-1: Odak Grup görüşmelerine katılan çiftçilerin illere bağlı sözleşmeli üretime katılma isteği

**Figure-1: The willingness of the farmers who participated in the focus group meetings to attend in contracted agriculture depending on the pilot provinces**

Adıyaman – The farmers stated that less amount of product was purchased by ACC compared to the production in the region, and if the quantities of purchasing increased in satisfactory levels, their willingness to participate in the project will increase. (not Türkçesindeki yazım hatasını gidebilir miyiz, ürün – ürün)

Adana – Farmers stated that if the ACC increase the purchasing limits, farmers will prefer them more.

İzmir – Farmers carry out contracted agriculture with ACC and private companies. Farmers prefer ACC, since the private companies offer lower prices with the comparison of ACC.



Bursa – It has been observed that, there is not an awareness for contracted agriculture in İznik where the focus group meetings organized. Generally, farmers have prejudice about contracted agriculture give harm to them.

Gaziantep – Farmers stated that they are open to new product trials and contracted agriculture raw material support.

Mersin – Farmers stated that they don't prefer contracted farming with ACC since they can sale all their products to private dealers.



**Şekil -2: Odak grup notlarına göre illere bağlı üretim sezonu süresi ve daimi SGK'lı işçi ihtiyacı durumu**

**Figure-2: The duration of the production season depending on the pilot provinces and the need for permanent SSI registered workers according to the focus group meetings**

Adıyaman – The production is carried out for 12 months. They have some hesitations regarding to SSI registered employment but they need permanent agricultural workers.

Bursa - The production is carried out for 12 months. While, they have 12 months worker need for green house production, they don't need for 12 months workers for field production.

Adana – The production is carried out for 7 months actively. They hire workers seasonally and frown on permanent worker employment.

İzmir- The production is carried out for 12 months. It is stated that, since the workers have different social governmental supports, they prefer to work daily or lump sum basis instead of registered employment.

Gaziantep – The worker need is for 10 months. They are thinking as sustainability of registered employment after the FESAS project support finished can be difficult.

Mersin - The production is carried out for 12 months. The farmers complain about can not find qualified workers. They lean to permanent employment if they can find qualified worker.



Şekil-3: Odak Grup görüşmelerine göre il bazlı farklılıklar

Figure – 3: Province based differences regarding to the focus group meetings

Adıyaman – The awareness regarding to the social analysis is so insufficient. The access to water is a general problem at the region.

Adana – Child labor is very common in the region. The awareness should be sustained regarding to the environment consciousness and waste management.

İzmir – Upgrading the contracted agriculture conditions and it is stated that packaging, cold atmosphere storage, logistic planning is needed to be developed at the region

Bursa – The awareness studies for pesticide application and waste management should be carried out at the region. And, there is a need for informing and application for contracted agriculture.

Gaziantep – The basic training is needed about pesticide application, fertilizer application and basic cultural agricultural practices. It has been stated that there is a communication problem with refugees and priority can be given to language training.

Mersin – Agricultural production yield, correct harvesting techniques, sales and marketing are the some of the important needs of Mersin. The increasing awareness studies should be carried out regarding to the waste management and environmental protection.

- As a result of the Focus Group Discussions, the wages of Turkish citizen and SUTP refugee workers in the project pilot provinces are presented in Table-4. According to the data obtained in the field study, it was determined that SUTP refugee workers in Mersin and İzmir provinces work for lower wages than Turkish citizen workers. In addition, it has been determined that there is a difference between the income levels of male and female workers in Bursa and İzmir.

Province	Turkish Citizens		SUTP Refugee		Working Field
	Woman	Man	Woman	Man	
Bursa	80-100 TL	100-110 TL	80-100 TL	100-110 TL	Agricultural Applications
	-	150 TL	-	150 TL	Pruning
Gaziantep	80-90 TL	80-90 TL	80-90 TL	80-90 TL	Agricultural Applications
İzmir	88 TL	102 TL	70- 90 TL	70- 90 TL	Agricultural Applications
	-	170 TL	-	170 TL	Pruning, Transportation
Mersin	100-110 TL	100-110 TL	75 TL	75 TL	Agricultural Applications
Adana	80-100 TL	80-100 TL	80-100 TL	80-100 TL	Agricultural Applications
Adıyaman	80-100 TL	80-100 TL	80-100 TL	80-100 TL	Agricultural Applications

**Table-4:** Provincial based daily wage distributions of Turkish citizen and SUTP refugee agricultural workers according to their fields of duty.

- The products that are recommended to be grown in 2021 and in the coming years are given in Table-5 within the scope of contracted agriculture within the scope of the focus group meetings. The results of the survey interviews also provided a source for updating the data in this table. Detailed data is presented in the FESAS Needs Analysis Final Report.

No.	City	ACC Contracted Agricultural Products				Focus Group Farmer Recommendations
		Year 2018	Year 2019	year 2020	year 2021 (suggestion)	
1	Adana	Barley, Sunflower, Pea, Grain Corn, Bread Wheat, Chickpea, Orange, Soy, Scallion	Cereals	Peanuts, Grain Corn	Pepper, Cucumber, Tomato, Pomegranate, Orange, Tangerine, Melon, Watermelon, Eggplant, Lemon, Onion, Potato, Peanut, Grain Corn, Soy	No additional suggestions were made to the lists.
2	Adiyaman	Pistachio, Almond, Chickpea, Forage Barley	Almond	Grain Corn, Barley, Chickpea, Almond, Pomegranate, Pistachio	Pomegranate, Almond, Pistachio, Raisin, Walnut, Persimmon, Mulberry	Olive, Watermelon, Melon, Greenhouse Cucumber, Tobacco, Cotton, Lentil
3	Bursa	Plum, Quince, Bean Gum, Nectarine, Pea, Pepper, Grain Corn. Pear, Olive, Peach, Fig, Capia Pepper, Cauliflower, Eggplant, Celery, Kidney Bean, Cherry,	Grain Corn, Barley	Tomato for Paste, Pea, Grain Corn, Rice, Silage Corn	Pepper, Tomato, Cucumber, Eggplant, Zucchini, Apple, Peach, Plum, Apple, Nectarine, Olive, Vegetable Group Products, Peas, Tomato	Greenhouse Cucumber, Brussels Sprouts, Edible leaves (spinach, leek, lettuce, parsley),

		Medlar, Cucumber, Tomato Paste, Silage Corn, Apple, Forage Barley, Forage Wheat, Fresh Beans			Paste, Pear, Kiwi, Quince, Grape, Cherry	
4	Gaziantep	Chickpea, Pistachio, Forage Barley	Grain Corn, Wheat, Pistachio, Almond, Legumes, Dried Pepper, Tomato, Dried Eggplant	Durum Wheat, Raisins, Bread Wheat, Grain Corn, Silage Corn, Pepper Paste, Barley	Pistachio, Almond, Peanut, Pepper, Garlic, Grape	Cotton, Cherry, Mint
5	İzmir	Grain Corn, Olive, Raisin, Pomegranate, Sialj Corn, Field Tomato, Gherkin, Forage Wheat	gherkin	Tomato Paste	Pepper, Tomato, Tomato Paste, Potato, Olive, Eggplant, Cucumber, Avocado, Bean	Cotton, Edible leaves (spinach, leek, lettuce, parsley), edible flowers and flower heads (artichoke, okra, broccoli, cauliflower), peas, celery, black pepper
6	Mersin	Banana, Orange, Olive, Soybean, Peach, Oil Sunflower, Walnut	Citrus	Banana, Tangerine, Tomato, Cucumber, Pomegranate, Lemon, Pepper, Orange, Eggplant, Soybean, Sunflower, Corn, Wheat, Pumpkin	Pepper, Cucumber, Tomato, Pumpkin, Eggplant, Banana, Melon, Watermelon, Pomegranate, Citrus, Apple, Peach, Plum, Olive, Avocado, Soy	Nectarine, Onion, Fresh Potato, Purslane,

Table-5: Products Purchased by ACC with a Contracted Farming Model

*\*The recommendations of 2021 products are results of the survey and focus group applications.*

The total amount of agricultural products grown in the project target regions are 67, according to the data provided by ACC. 36 of the products are taken within the scope of contracted production. The data in this table are presented within the scope of the FESAS Needs Analysis Final Report, by preparing product-based training suggestions, considering the cultural process requirements and field findings.

## **2. SURVEY STUDY**

### **1. METHODOLOGY**

The survey was carried out with the Farmer group, Turkish Citizens and SUTP refugee agricultural workers working in agriculture and to be newly employed. The questions of the survey were prepared to understand the "agricultural skills, life and language skills, current situation and needs of the target group. At the same time, it has been strengthened with the findings obtained as a result of focus group discussions with farmers and public institutions and organizations. Questions; It was prepared as Open Ended, Closed Ended, 2-point Likert, 3-point Likert, 5-point Likert, Yes-No, Sorting, Multiple Choice. Survey questions are presented in the appendix to this report. Involved in field work mislead and direct the target audience of its personnel, etc. Orientation trainings were also organized by the project team so that they do not take any action.

The target audience of the FESAS Project, Farmers aged 18-70 years, SUTP consists of Syrian and other refugee and Turkish Citizen agricultural workers. Within the scope of needs analysis, the target group is Farmers living in Adana, Adiyaman, Bursa, Gaziantep, İzmir and Mersin, SUTP Refugees and Turkish Citizen workers based on the statistical figures. The number of farmers registered in the ACC for farmers, the number of refugees registered with the immigration administration in refugees, and the TUIK Labor Force Statistics 2020 report data for agricultural workers are based on.

The number of farmers registered in the ACC for farmers, the number of refugees registered with the immigration administration in refugees, and the TUIK Labor Force Statistics 2020 report data for agricultural workers are based on. Stratified Sampling Method was used to determine the number of target audience. The basis of this method is to divide the universe into various substrata before selecting the sample, and then to select the samples from these strata.(Onwuegbuzie and Leech, 2005). The target provinces of the project, Farmer-Turkish Worker-Refugee workers and persons over the age of 18 were taken into account in the formation of the strata. In this study, the sampling error was reduced, and the population was represented more. At the same time, attention was paid to include each unit in the group it belongs to, according to the feature considered in the stratification process. The number of samples to be selected from each stratum was determined by using the "heap ratio" formula according to the representation ratio of the strata in the sample (Kadılar ve Cıngı, 2004). In the selection of the samples, no special application was made for the provinces, only the relevant population numbers in the provinces and the determined strata were taken into account.

The following formula was used to determine the sample size (Yamane, 1967).

$$n = \frac{N \cdot \sum (N_h \cdot S_h^2)}{N^2 \cdot D^2 + \sum (N_h \cdot S_h^2)}$$

In this formula;

n: Sample size,

N: The number of units in the population,

N<sub>h</sub>: the number of units in the h<sub>h</sub> layer,

S<sub>h</sub><sup>2</sup>: variance of the h<sub>h</sub> layer,

$$D^2 = (d^2 / z^2),$$

d: Maximum error amount that can be accepted by the researcher or the difference between sample mean and population mean,

z: This is the z value in the standard normal distribution table according to the margin of error.

The number of samples to be selected from each stratum was determined using the bulk ratio formula according to the representation ratio of strata in the sample (Schmidt and Hunter, 2014). In this method;

n<sub>h</sub>: population size of each stratum,

N: The number of units in the population,

N<sub>h</sub>: the number of units in the h<sub>h</sub> layer,

n: Sample size,

$$n_h = \frac{N_h}{N} \cdot n$$

The statistical error margin of this study is ± 5% at a 95% confidence interval.

Statistical information used in sample calculation in Table 4, and the number of target groups included in the province-based study of the methods applied within the scope of needs analysis are shown in Table 5 and Table 6.

<b>Farmers</b>	
The number of farmers registered at the Farmer Registration System in 6 provinces	79.076 People
The representative rate of farmers in 6 provinces to the total number of registered farmers in the Farmer Registration System	0.100
<b>Refugees</b>	



Total Number of Refugees Living in 6 Provinces (ACC statistics)	1.251.063 People
The representative rate of refugees in 6 provinces to the total number of refugees in Turkey	0.335
<b>Agricultural Workers</b>	
The number of people working in the agricultural field, TURKSTAT- Labor Force Statistics report	4.515.000 People
The representative rate of agricultural workers in 6 provinces to the total number of agricultural workers in Turkey	0.054

**Table-6:** Statistical Information Used in Sample Calculation

**The farmer** data registered in the Farmer Registration System in 6 provinces shared by the ACC is shared.

**Refugee** data from 6 provinces shared by ACC is shared.

**For Agricultural Workers**, the number of people working in the agricultural field according to the Labor Force Statistics 2020 report by TURKSTAT is used.

Province	Farmer		Turkish Worker		Refugee Worker	
	Aim	reached	Aim	reached	Aim	reached
Adana	55	56	32	33	35	40
Adiyaman	10	10	8	11th	3	10
Bursa	85	85	46	46	26	28
İzmir	31	31	67	69	22	22
Gaziantep	19	19	26	27	66	66
Mersin	65	76	26	27	32	36
<b>Total</b>	265	277	205	213	184	202

**Table-7:** Provincial-Based Survey Application Target Audience Number of Persons Reached

*\*The green background coloring used in the table shows the number of people reached higher than the target.*

The survey was carried out using PAPI (Paper and Pencil Interview- Face to Face Interviews Using Paper and Pencil) method between 31 May 2021 – 18 June 2021. During the data collection process, 20 team members who are expert agricultural engineers, expert psychologists,

statistics experts, translators and interviewers from the project team took part. Before conducting the survey, information about the project was given, and then data collection permission was obtained when necessary, in Article 11 of the Law on Protection of Personal Data 6698 (“Law”). Field personnel mislead and direct the target audience, etc. did not engage in any such activity. Province-based implementation calendar is shown in Table-2.

Province	Dates	Destined District	Target group
Mersin	June 1, 2021 June 2, 2021	-Aydincik - Bozyazı	Farmer
	June 1, 2021 June 2, 2021	-Aydincik - Bozyazı	Turkish Worker
	11 June 2021	-With boiler -Mezitli Kızılay -Red Crescent 1. Collection Center	Refugee Worker
Adana	June 3, 2021 June 4, 2021	- Yuregir -Seyhan	Farmer
	June 3, 2021 June 4, 2021	- Yuregir -Seyhan	Turkish Worker
	12 June 2021	-Kızılay Community Center -Bahçeköy -Aydincik	Refugee Worker
Gaziantep	June 7, 2021	-Nizip	Farmer
	8 June 2021	-Doganpinar	Turkish Worker
	8 June 2021 June 9, 2021	-Your car	Refugee Worker
Adiyaman	June 9, 2021	-Kahtan	farmer
	June 9, 2021	-Centre	Turkish Worker
	June 10, 2021	-Centre	Refugee Worker
İzmir	14 June 2021	-Bagged -Flourishing -Adolescent	Farmer
	15 June 2021	-Bagged -Flourishing -Odemis	Turkish Worker
	15 June 2021	-Bagged	Refugee Worker
Bursa	17 June 2021	-Karacabey -Karacabey (Bakırköy) -Mustafa Kemal Pasha -Mustafa Kemal Pasha (Çeltikçi)	Farmer
	18 June 2021	-Karacabey -Collated	Turkish Worker
	17 June 2021	-New city	Refugee Worker

**Table-7:** Survey Implementation Plan

All participants within the scope of field studies participated with the guidance of FESAS project field coordinators and ACC regional departments. In cases where the number of participants was not sufficient, the agricultural chambers gave support.

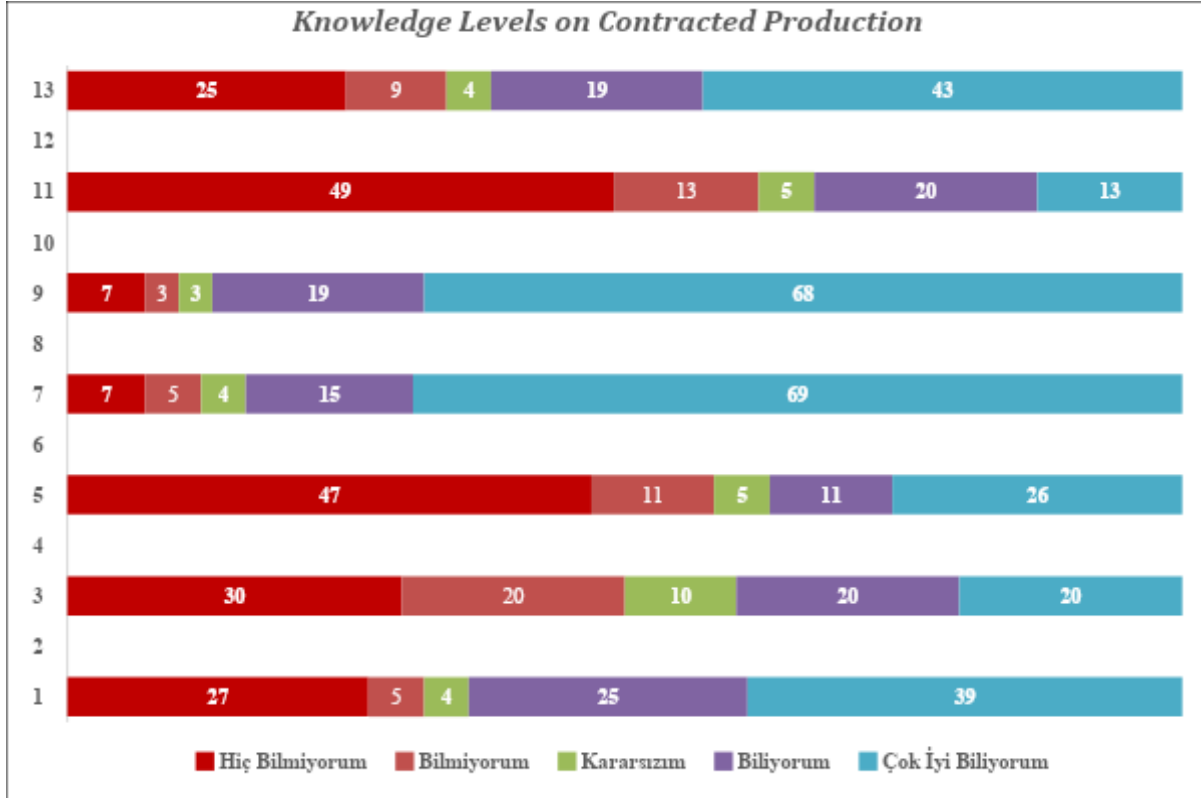
The analysis of the quantitative data obtained as a result of the research was made with the SPSS (Statistical Package for Social Sciences for Windows Version 24.0) program, which is a statistical analysis tool. While analyzing the obtained data, methods such as frequency and percentage were used. The obtained data were also visualized with graphical representation. In the analysis of qualitative data, the "NVivo" program was used. All data were analyzed in detail, both on a general distribution and on a provincial basis.

## 2. SURVEY OUTCOMES

Survey interviews were carried out with farmers and agricultural workers in all target provinces of the project. Detailed interview notes are presented within the scope of the FESAS Needs Analysis Final Report, in which differences and common points are presented by provinces.

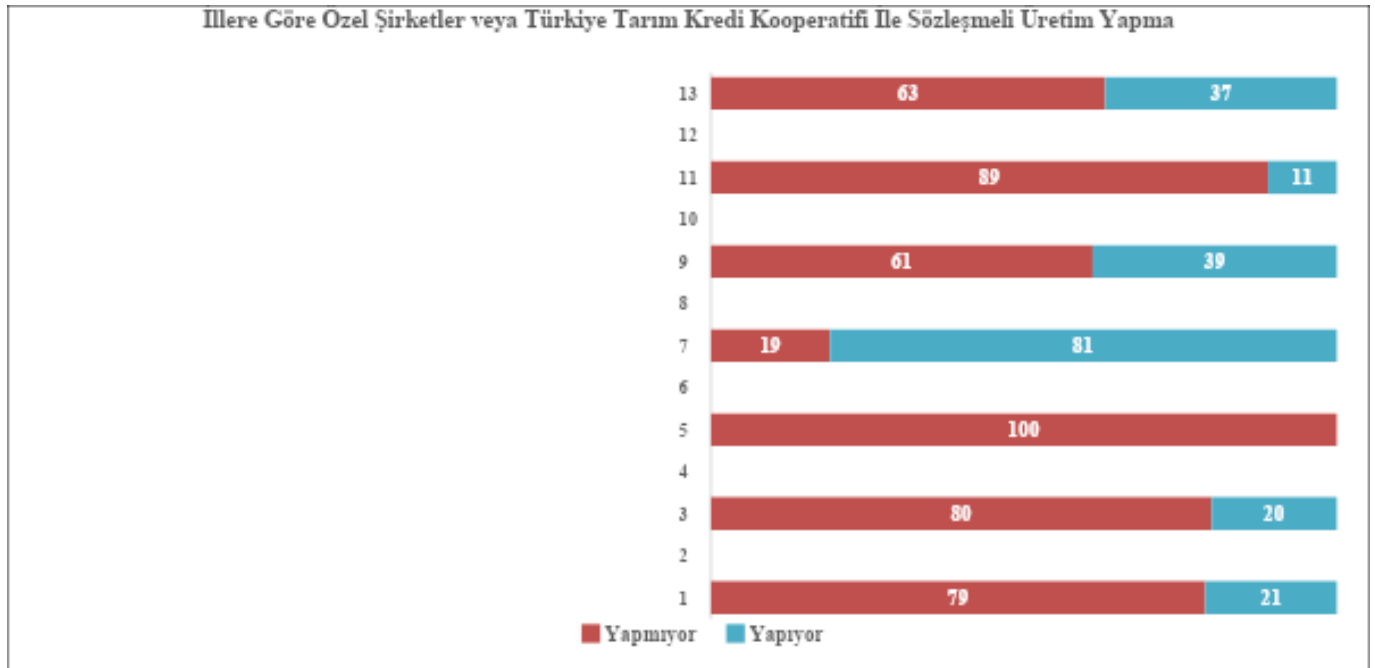
### *Knowledge Levels on Contracted Production*

- When the farmers participating in the project in all target provinces are examined, it is seen that İzmir (68%) and Bursa (69%) state that they know the most. The provinces where contracted production is least known are Mersin with 49%, followed by Gaziantep with 47%. In line with the results obtained, in accordance with the purpose of the project, trainings can be given on what contracted production is, what its applications and legal responsibilities are in provinces where contracted production is not known enough or not at all, misunderstood parts and not applied. The answers given by provinces are given in Graphic-1 at below.



Graphic-1: Knowledge Levels of Farmers Participating in Field Studies About Contracted Production

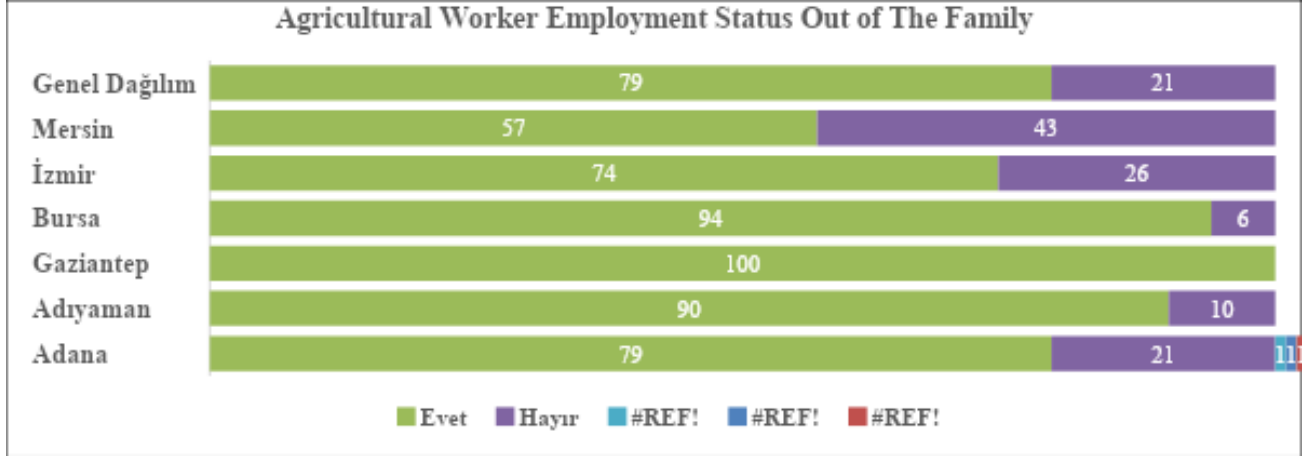
When the contracted production status of farmers with private companies or Turkish Agricultural Credit Cooperatives is analyzed across all provinces, Bursa has attracted attention as the province with the highest contracted production with ACC a rate of 81%. On the other hand, Gaziantep province has no contracted production realize with ACC, and the province where remarkable results were obtained. The status of contracted production with private companies or Turkish Agricultural Credit Cooperatives by province is given in Graphic-2.



Graphic-2: Contracted Production Status of the Farmers Participating in Field Studies by Province

### *Agricultural Worker Employment and Current Situation*

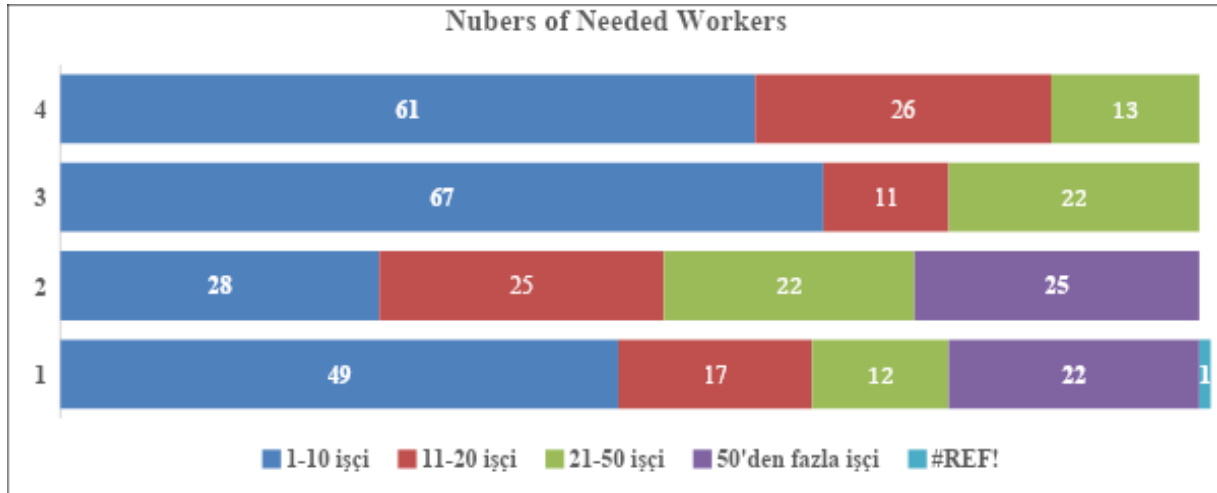
It has been determined that 79% of the farmers participating in the FESAS project Needs Analysis field surveys in all the target provinces of the project employ agricultural workers other than family members. These workers vary as daily, seasonal, full-time or part-time workers. On the other hand, 21% of the farmers do not employ workers outside the family and they do all the work together with their family members. Agricultural worker employment distribution by provinces is given in Graphic-3. Especially, Gaziantep province with the ratio %100, Bursa province %94 and Adıyaman province %90 took attention with agricultural worker employment. According to these results, most of the farmers employ the workers out of their families. This situation is important according to the FESAS project objectives can sustain employment of agricultural workers by giving technical skill trainings.



**Graphic-3:** The Conditions of Employing Agricultural Workers by Provinces of the Farmers Participating in Field Studies

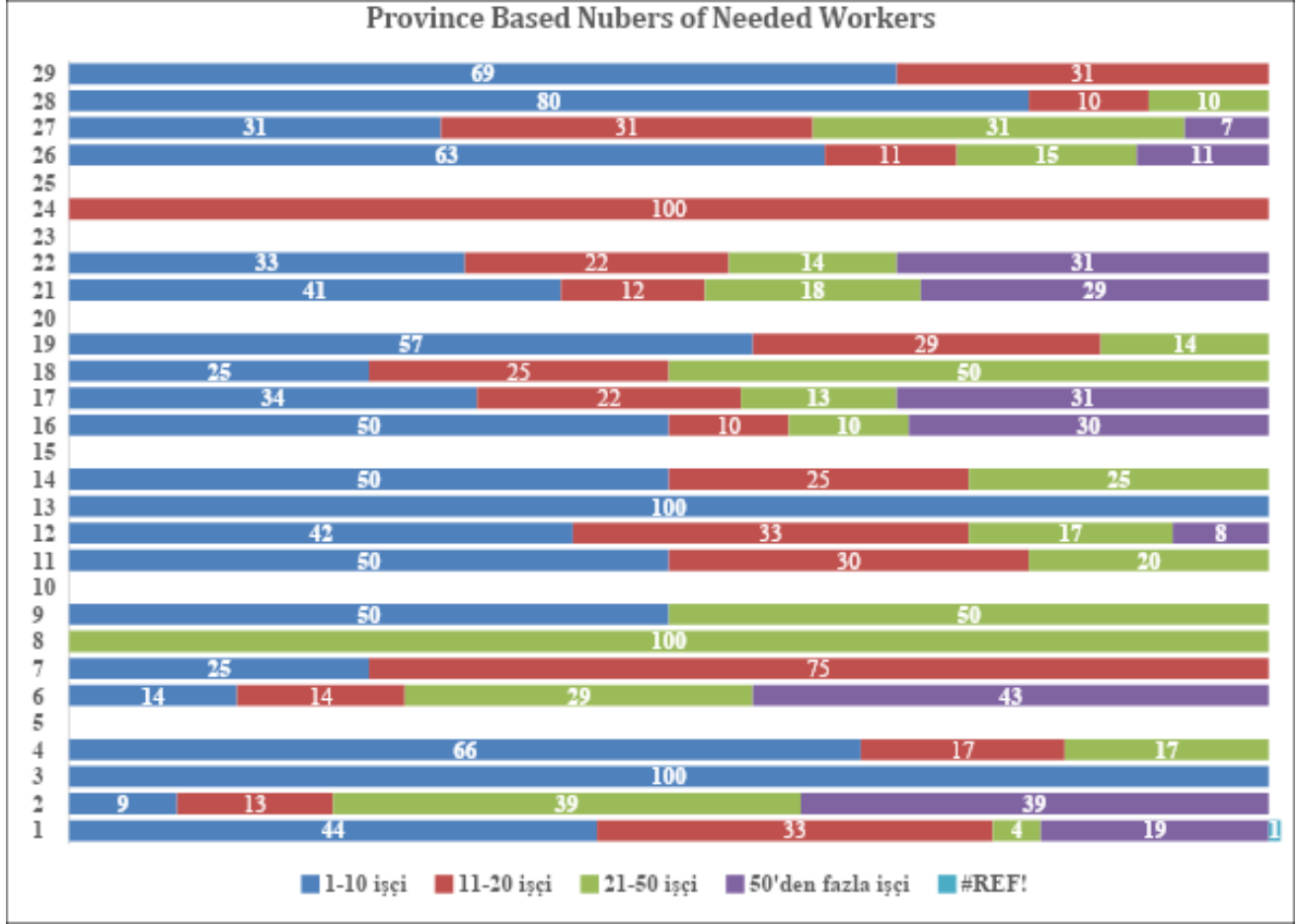
#### *Number of Needed Workers*

When the number of workers required by the farmers participating in the FESAS project Needs Analysis field surveys in all target provinces of the project is examined; It has been determined that they need part-time and 1-10 workers at the rate of 67%, full-time and 1-10 workers at the rate of 61%, 1-10 daily workers at the rate of 49%, and seasonal workers between 1-10 workers at the rate of 28%. Highest need for 11-20 workers, 26% full-time workers, highest need for 21-50 workers, 22% seasonal and part-time workers, and the highest need for more than 50 workers as seasonal were determined with 25%. According to these results, with the line of the project objectives, farmers can be motivated to prefer contracted production and by this way with worker technical skill trainings, farmers can find agricultural workers easier. Within the scope of Graphic-4, the number of workers needs responses are presented according to their working hours. The number of workers needed on the basis of provinces is given in Graphic-5.



Graphic-4: The Need for Agricultural Workers of Farmers Participating in Field Studies

When the answers given by the participants in all provinces are examined; 39% of Adana province has more than 50 seasonal workers and 19% more than 50 daily workers, 75% of Adiyaman province has 11-20 seasonal workers and 43% more than 50 daily workers, Gaziantep 33% of the province of Bursa are 11-20 seasonal workers and 30% of them are 11-20 daily workers, 31% of Bursa province is more than 50 seasonal workers and 30% is more than 50 daily workers, 29 of them are more than 50 seasonal workers and 29% of them are more than 50 daily workers, while 31% of Mersin has 21-50 seasonal workers and 11% of them is more than 50 daily workers. Detailed information is presented in Graphic-5.

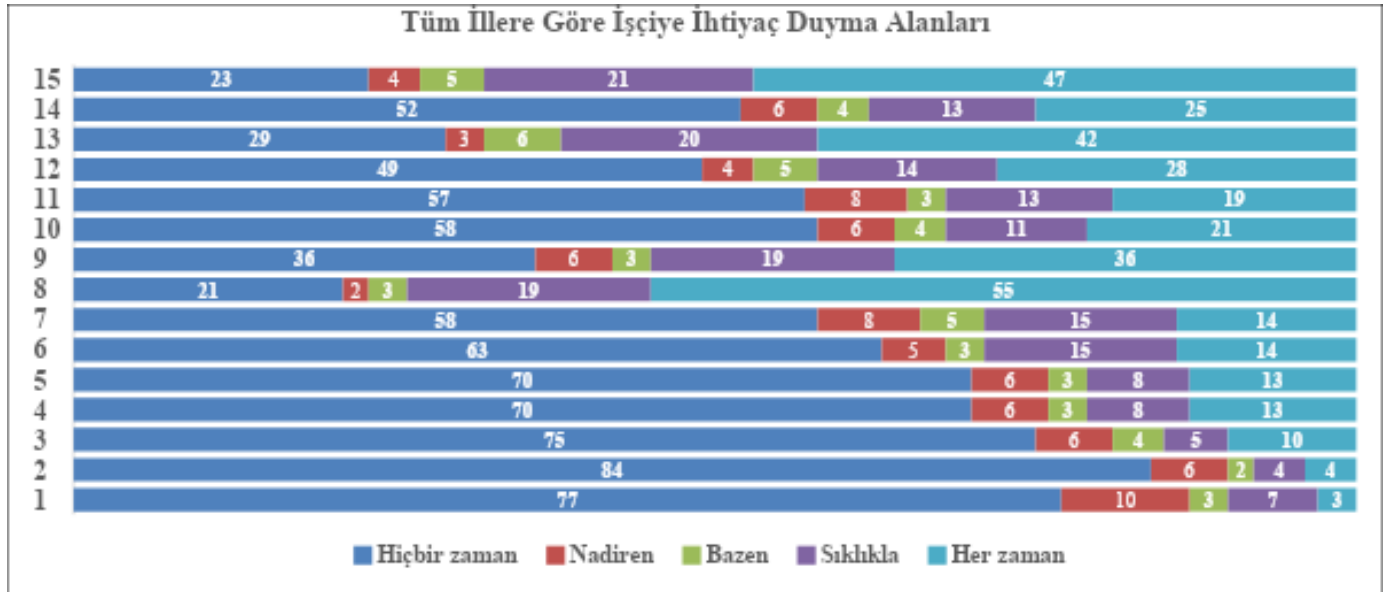


Graphic-5: The Need for Agricultural Workers by Provinces of the Farmers Participating in Field Studies

#### *Areas where workers are needed*

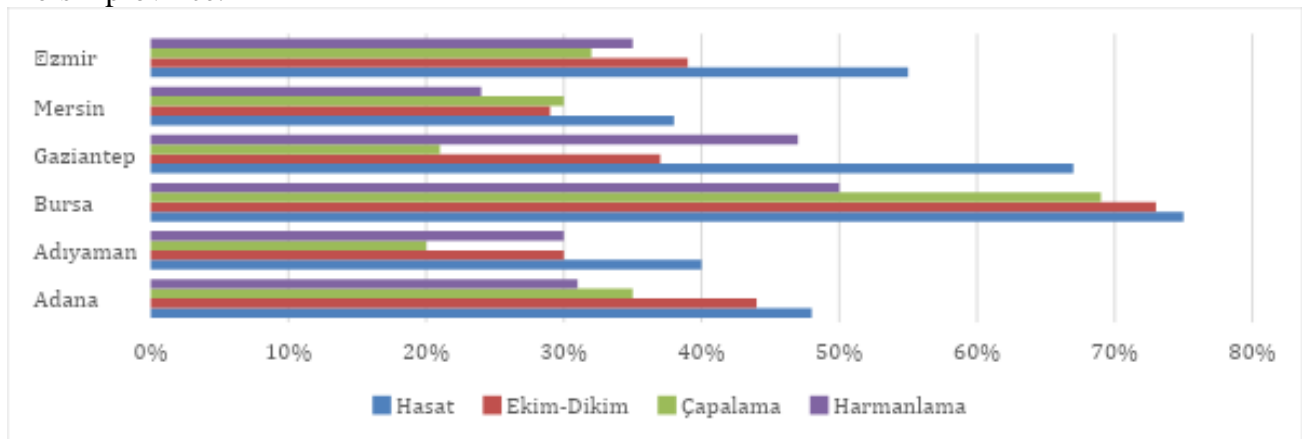
When the farmers participating in the FESAS project Needs Analysis field surveys in all target provinces of the project are in need of workers; It has been determined that they need workers in the fields of harvesting with 55%, sowing and planting with 47%, hoeing with 42% and threshing with 36%. The areas where they do not need workers are; It was determined as 77% basic farm management, 84% accounting/bookkeeping, 75% processing of products and 70% storage and packaging. The detailed results are shown in Graphic-6. These results find out the training fields for the workers. The needed skills and training suggestions are presented at the 4th section of this report. The answers to which workers and how often are needed on the basis of provinces are given in Graphic -7.





Graphic-6: Areas in which Farmers Participating in Field Studies Need Workers

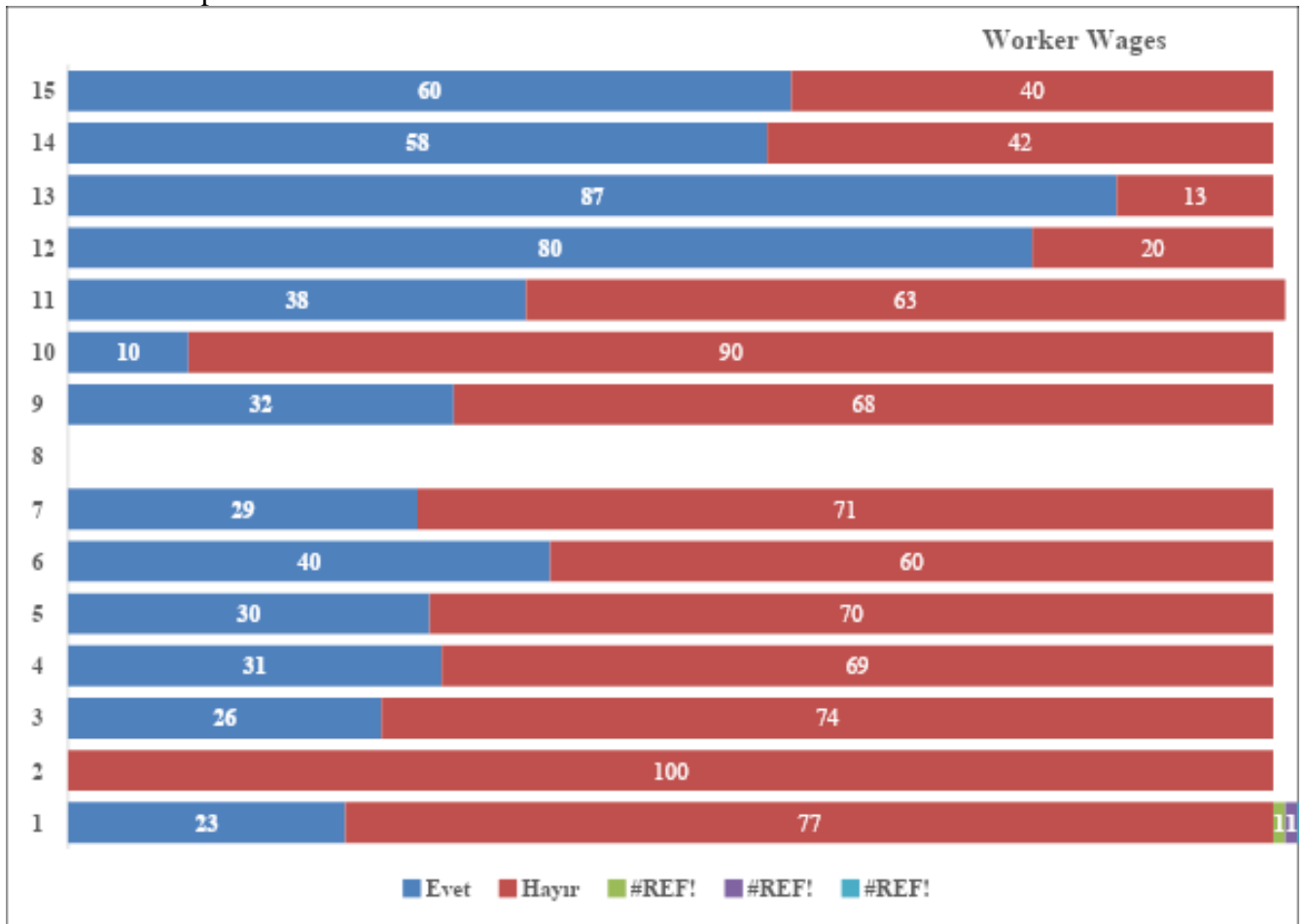
In the province of Adana; harvesting with 48%, sowing and planting with 44%, hoeing with 35% and threshing with 31%, in Adıyaman; harvesting with 40%, sowing and planting with 30%, hoeing with 20% and threshing with 30%, in Gaziantep; harvesting with 67%, sowing and planting with 37%, hoeing with 21% and threshing with 47%, in Bursa harvesting with 75%, sowing and planting with 73%, hoeing with 69% and threshing with 50%, harvesting with 55%, sowing and planting with 39%, hoeing with 32% and threshing with 50%. It has been determined that they need the most workers in threshing with a rate of 35 and harvesting with a rate of 38%, sowing and planting with a rate of 29%, hoeing with a rate of 30% and threshing with a rate of 24% in Mersin province.



Graphic-7: Areas in which the Farmers Participating in Field Studies on Provinces Need Workers

### Investigation of Difference in Worker Wages

When the gender and nationality-based difference of the worker wages paid by the farmers are examined; farmers stated that the wages changed according to gender in 60% ratio, while did not change in 40%. When asked about the difference between the wages of GKAS refugees and Turkish citizen workers, they replied that there was no change in wages at the rate of 29%, while it changed at the rate of 71%. Distributions by provinces are given in Graphic-8. It is noteworthy that there is a gender wage difference of 87% in İzmir, 80% in Bursa, and a nationality-based wage differential of up to 40% in Mersin.

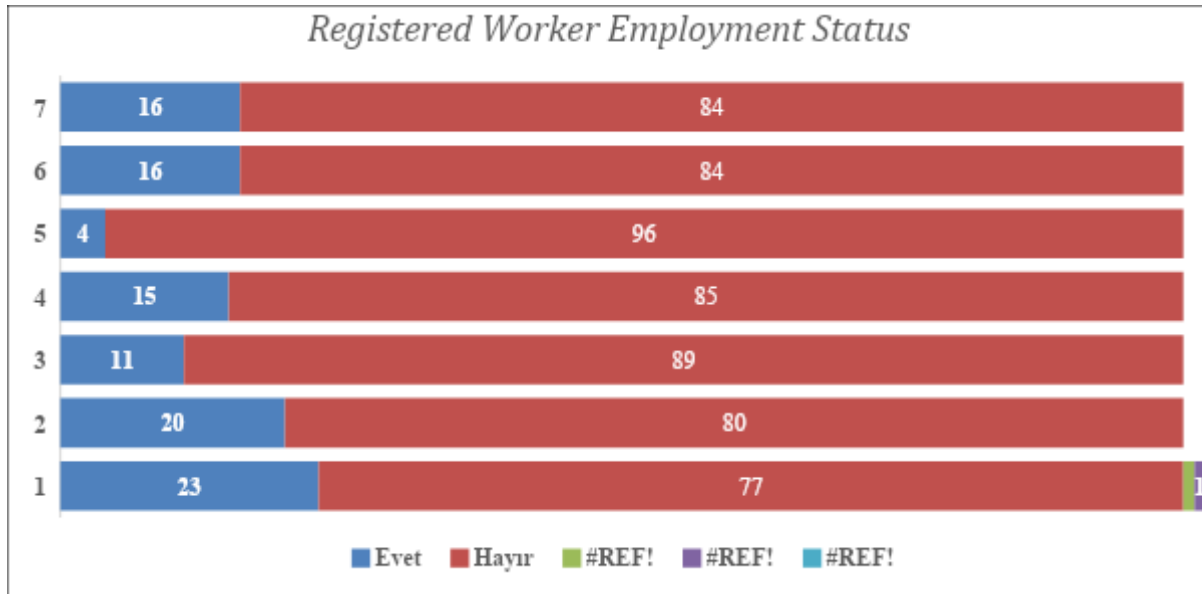


Graphic-8: Responses of Farmers to the Differences in Wages Given to Workers in All Provinces

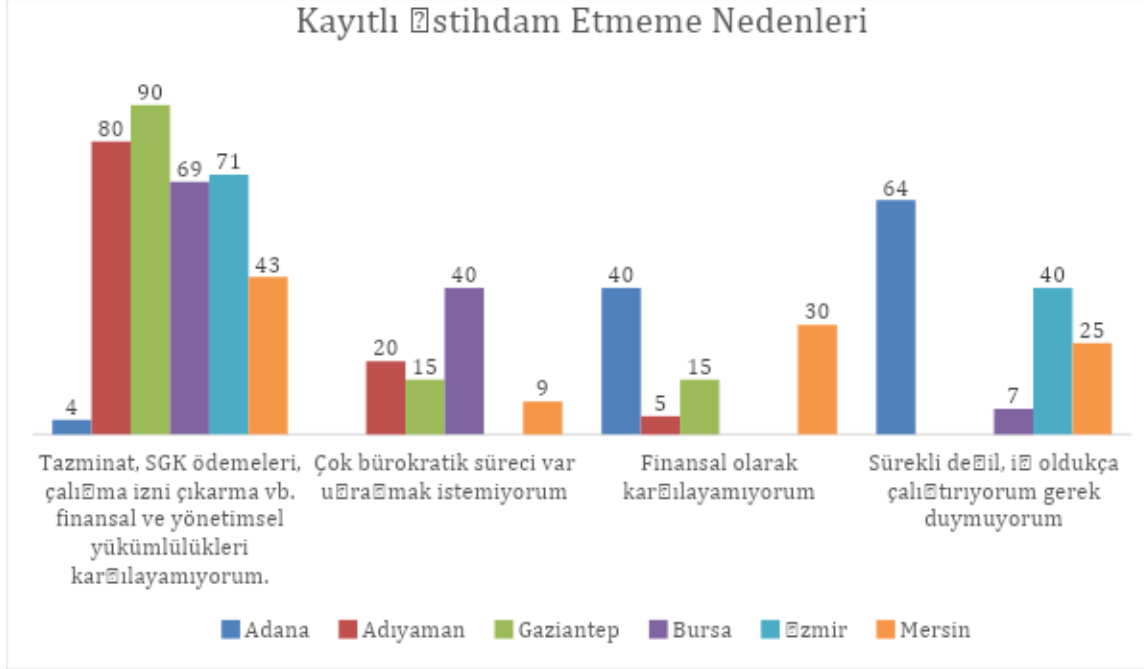
### Registered Worker Employment Status

When the farmers are examined whether the workers they employ are registered or not; it was determined that while 16% of their workers registered, 84% did not. Whether or not workers are

registered by provinces are given in Graphic-9. In the question set in what are the reasons for informal employment of agricultural workers by farmers were investigated. 94% of farmers answered as "I do not work all the time, but as long as there is a job", while 18% answered "I cannot afford it in terms of financing" and "I cannot meet administrative obligations" at 15%. According to these results, the implementation of the objectives of the project on the relevant farmers can both meet the worker's wages financially and manage it by improving the social skills of the workers.



Graphic-9: Registered Employment Status of Farmers in All Provinces

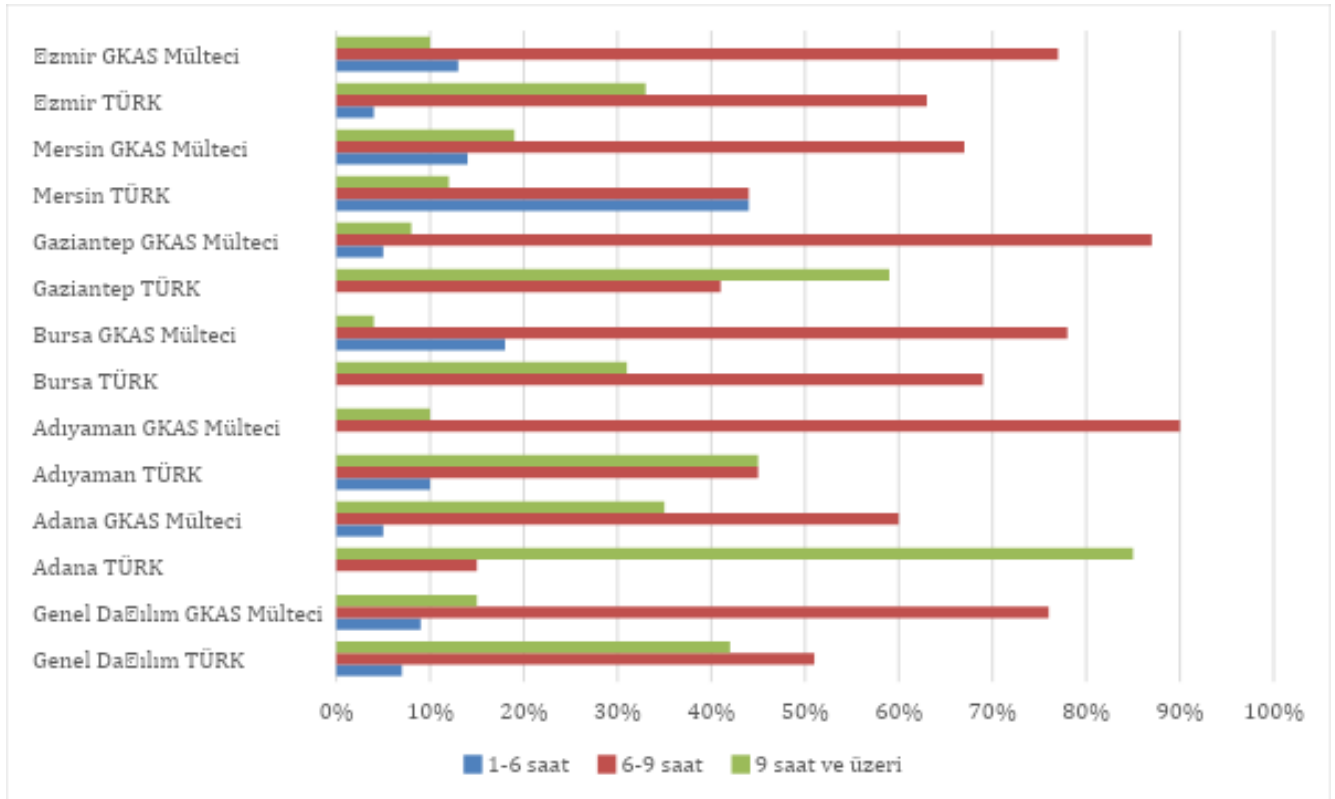


Graphic-10: Reasons of Informal Employment Agricultural Workers by Province

#### Average Daily Working Hours

Average working hours per day of Turkish citizen and GKAS refugee agricultural workers during the production season are given in Graphic -11. Across all provinces, it was determined that 2% of the participants worked for 1-3 hours, 5% for 3-6 hours, 51% for 6-9 hours and 42% for more than 9 hours. Adana with 85% and Gaziantep with a rate of 59% draw attention at the beginning of the provinces where the most people work more than 9 hours. According to the responses of GKAS refugee workers, Adana province drew attention with 35% and Mersin with 19%, while Adıyaman province took the lead with 90% between 6-9 hours and Gaziantep with 87%.

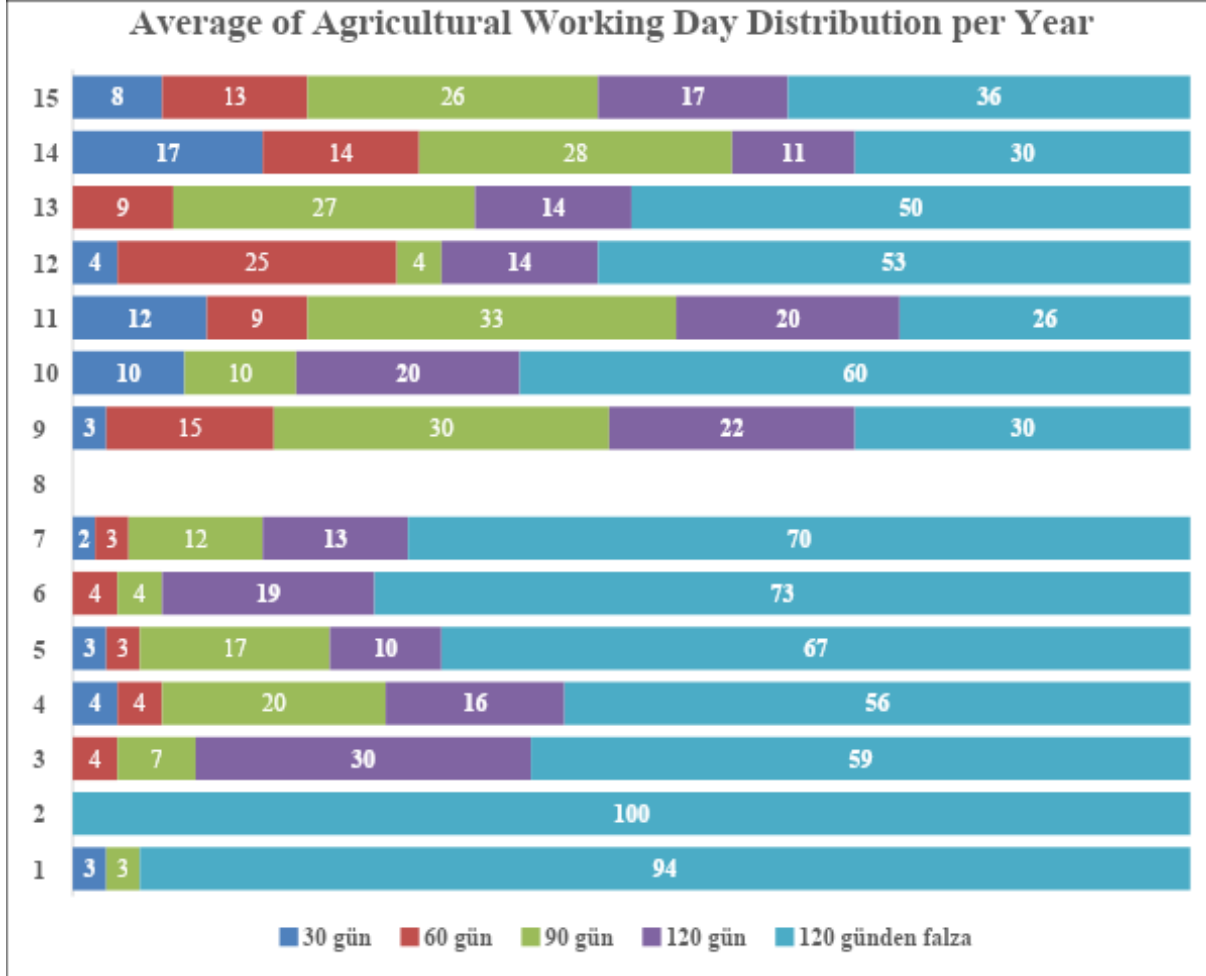
It has been determined that SUTP refugee workers work an average of 52.3 hours per week, almost four or five hours more than registered and unregistered Turkish national workers. In addition, more than half (53.7%) of SUTP refugee workers work more than 50 hours a week, while 34.7% work 60 hours or more per week (ILO, 2020).



Graphic-11: Average Working Hours of Turkish Citizens and SUTP Refugee Agricultural Workers by Province in the Production Season

### The Average Number of Working Days for Agriculture Annually

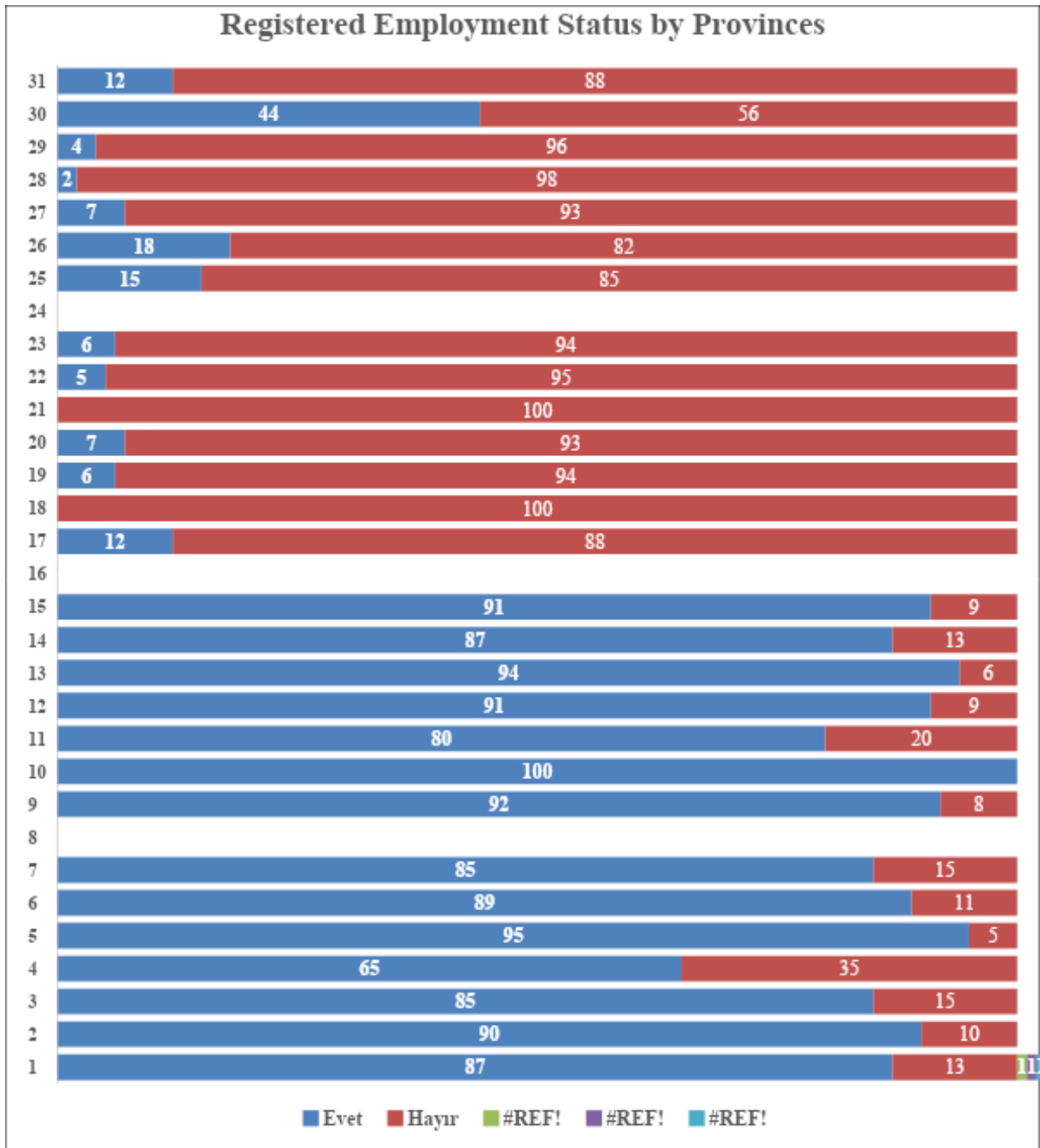
The distribution of the annual average number of agricultural working days for Turkish citizens and SUTP refugee workers are given in Graphic-12. When the data is examined, Adıyaman with 100% of Turkish citizen workers in all provinces with more than 120 days and then Adana with 94% average draws attention. Among the GKAS refugee workers, Adıyaman with 60%, followed by Bursa with 53% draws attention. These results show how few days workers spend in the field. Although there are many reasons for the low number of days spent in the field, the most important reason is that the farmer's need for agricultural labor is only in seasonal periods. The financial and qualified worker support to be offered to the farmer for the relevant periods can be extended, and the worker, who is employed by the farmer and who is not financially burdened, can be used in different cultural transactions.



**Graphic-12:** Annual Average Number of Days of Agricultural Work by Turkish Citizens and SUTP Refugee Workers Participating in Fieldwork on the Basis of Provinces

**Registered Employment Status**

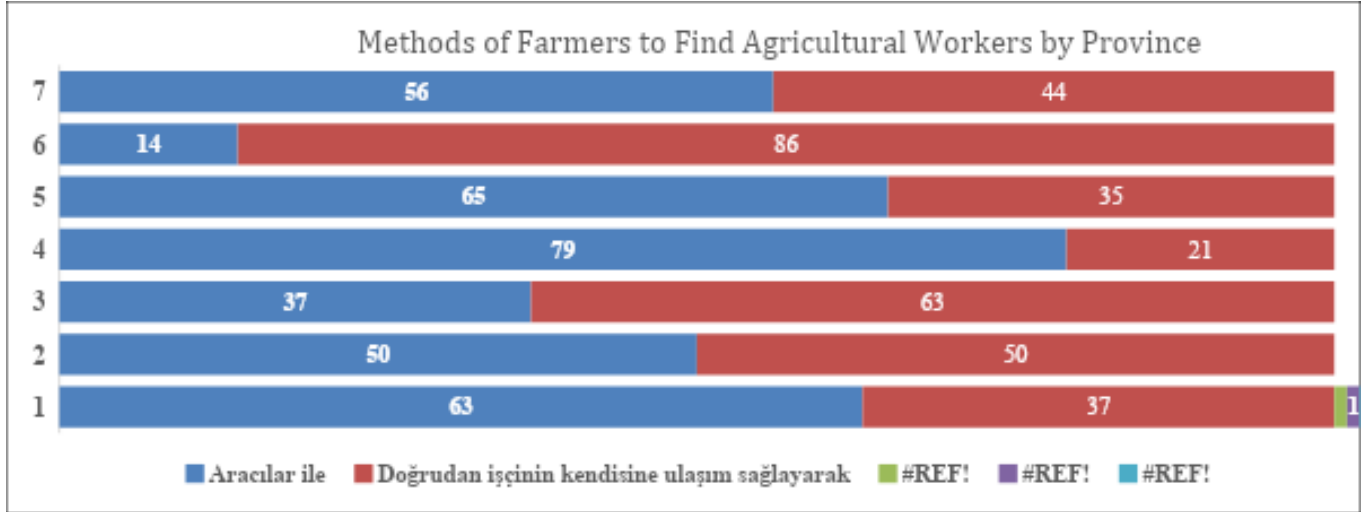
The registered employment status of Turkish citizen and refugee workers in SSI is given in Graphic-13. When the answers given were examined, it was determined that 88% of the health insurances of Turkish citizen workers and 94% of SUTP refugee workers were not covered by their employers in all provinces. Across all provinces, 91% of informally employed Turkish citizens and 85% of SUTP refugee workers stated that they would like to have registered employment and health insurance. While Mersin stands out as the province with the highest number of Turkish registered agricultural workers with a rate of 44%, Bursa is the province where the least registered employment response is given with a rate of 2%. The results show that registered employment is necessary, and this employment is desired by the workers. These results may facilitate the implementation of the project objectives in the target provinces.



Graphic-13: Registered Employment Status of Turkish Citizens and SUTP Refugee Workers on the Basis of Provinces

### Agricultural Worker Finding Method

Farmers' answers regarding to the question about how they meet the needs of workers; 56% were provided by labor brokers and 44% by directly with the worker. Within the scope of Graphic-14, province-based responses can be seen. Bursa with a rate of 79% and İzmir with a rate of 65% are among the provinces with the highest number of labor brokers. The effect of the labor brokers in the process is remarkable across all provinces.



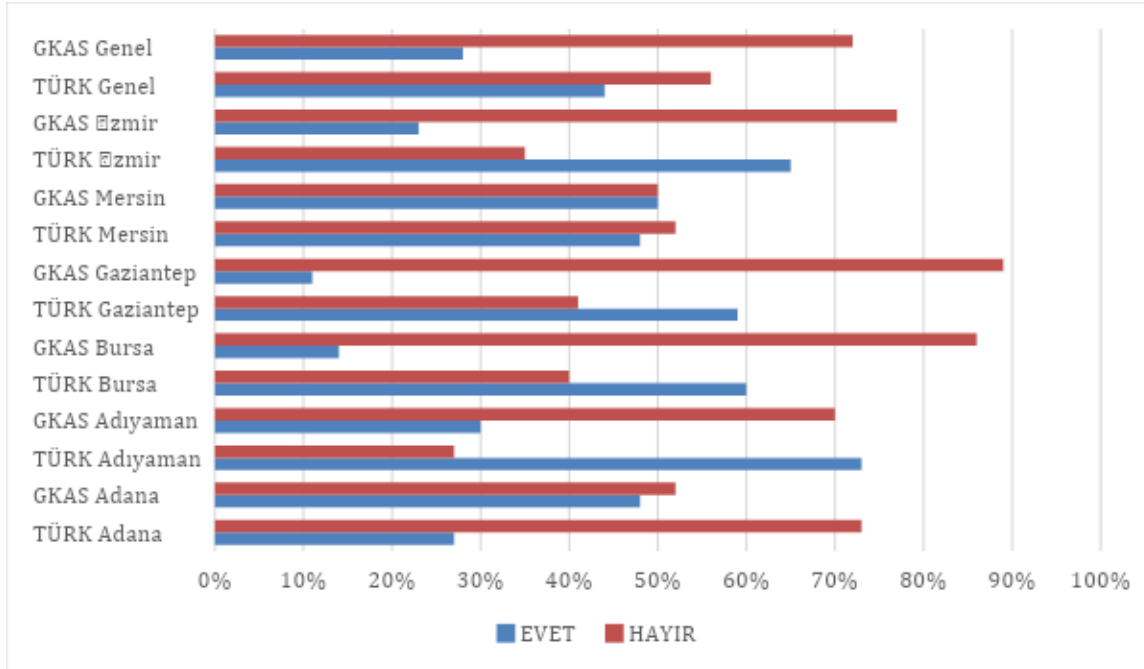
Graphic-14: *Methods of Farmers to Find Agricultural Workers by Province*

### Educational Background About Agricultural Production

Türk vatandaşı ve GKAS mülteci işçilerin, daha önce tarımsal üretim ile ilgili eğitim alma durumlarına yönelik verdikleri yanıtlar Graphic-15'te sunulmaktadır. Bu grafiğe göre Türk vatandaşı tarım işçilerinin Adıyaman ilinde %73, İzmir ilinde %65 oranındaki ile GKAS mülteci işlerin %50 Mersin, %48 oranında ise Adana illerindeki eğitim alma oranları dikkat çekicidir. Eğitim oranlarının düşük olduğu illerde kültürel uygulama eğitimlerine genel olarak tüm illerde ise sosyal beceri eğitimlerinin daha fazla uygulanması görülmektedir.

The answers of Turkish citizen and GKAS refugee workers regarding agricultural production training background are presented in Graphic-15. According to this graph, the rate of education of Turkish citizen agricultural workers is 73% in Adıyaman, 65% in İzmir, 50% of SUTP refugee jobs in Mersin and 48% in Adana. It is foreseen that cultural practice trainings will be applied more in provinces with low education rates, and social skills training in all provinces in general.

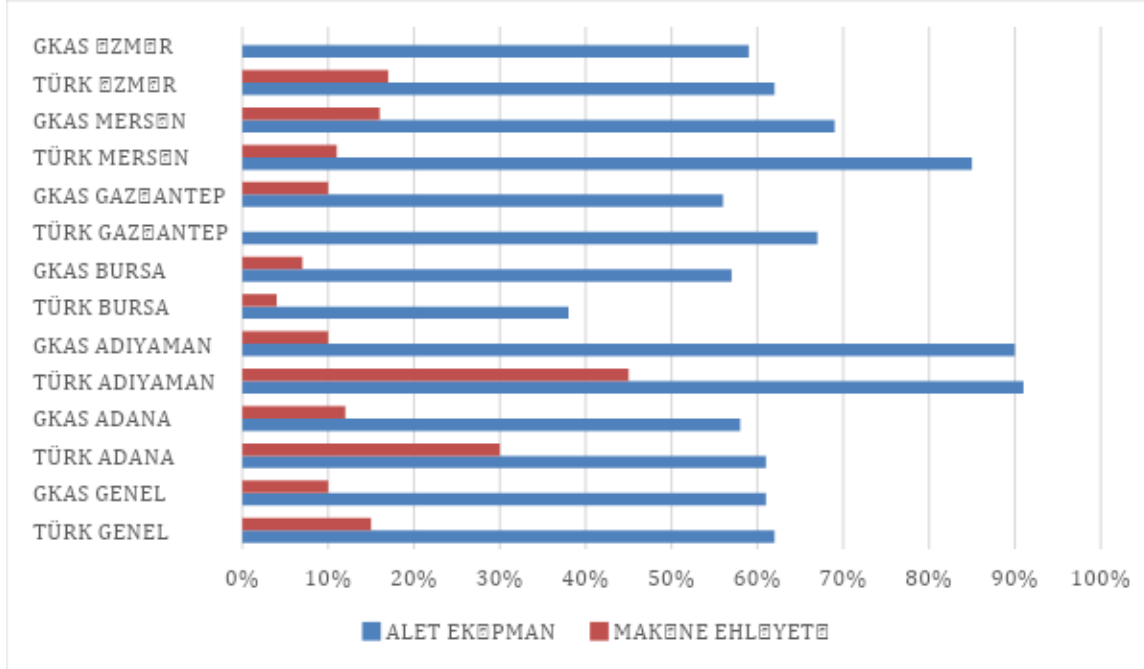




**Graphic-15: Previous Agricultural Education Status of Turkish Citizens and SUTP Refugee Workers Participating in Fieldwork on the Basis of Provinces**

### Knowledge of Tools and Equipment Used in Agricultural Production and Having Machinery License Situation

When the distribution of Turkish citizen workers having sufficient knowledge about tools and equipment was examined, it is observed that they had the highest knowledge about agricultural tools and equipment in Adıyaman with 91% and then in Mersin with 85%. It is seen that SUTP refugees have the highest level of knowledge in the answers they gave in Adıyaman with 90% and again in Mersin with 69%. Having the license to use Agricultural Machinery has emerged as a need in all provinces in general. While none of the Turkish workers in Gaziantep have a driver's license, they replied that it is 4% in Bursa. SUTP refugees answered that while they do not have any machinery license in İzmir, it is 7% in Bursa. Answers are presented in Graphic-16.



**Graphic-16:** Status of Knowledge Level on Tools & Equipment and Possession of Agricultural Machinery Licenses of Turkish Citizens and SUTP Refugee Workers Participating in the Fieldwork on the Basis of Provinces

#### 4. TRAINING PROGRAM SUGGESTIONS

Within the scope of this section, training program and method suggestions are presented according to the needs of the FESAS project, in order to maximize the skill acquisition of the target group. The training needs identified within the scope of the FESAS project needs analysis also include elements that both result from lack of knowledge and require behavioral change in workers and farmers. For this reason, it is recommended to carry out trainings with the right methods and contents to ensure the sustainability of the project in the future. The summary outputs of this section, which is presented in detail within the scope of the FESAS Needs Analysis Final Report, are presented in this report.

##### 1. AGRICULTURAL TRAINING PROGRAM SUGGESTIONS

Within the scope of the FESAS project, agricultural training title suggestions for the project target groups in the provinces of Adıyaman, Gaziantep, Adana, Mersin, İzmir and Bursa are presented below.

Training	Target Group	Justification According to the Needs Analysis
Precision Agriculture Training	Primarily farmers *Specialized according to the target groups	According to the results of the studies carried out within the scope of the needs analysis, it was determined that 71% of the target group participated to the field studies could not use smart agricultural tools. Smart agricultural tools contribute to production efficiency and quality monitoring processes. Sensor technologies that make irrigation programs, fertilization systems, sensor systems required to measure humidity and temperature in the field, efficiency and sustainability are the subjects within the scope of "Precision Agricultural Practices Training". It is thought that with the trainings to be given, the productivity of the farmers in agricultural practices will increase and less input costs will be provided. When the response rates to the survey questions are examined; Adana 75%, Adiyaman 70%, Gaziantep 78%, Bursa 73%, İzmir 74% and Mersin 68%, all target provinces seem to need Smart Agricultural Practices Training.
Food Safety Training	Primarily farmers *Specialized according to the target groups	According to the findings in the Needs Analysis field studies, 46% of the farmers apply pesticides at their fields to control weeds, insects and diseases. However, these practices must be carried out at controlled levels and in accordance with the rules in order to ensure food safety. When the answers given by the province-based farmers are examined, Adana 66%, Adiyaman 80%, Gaziantep 53%, Bursa 67%, İzmir 62% and Mersin 55% apply pesticides and plant protection products. In all provinces, training should be provided for workers, especially farmers, on this issue.
Hygiene Training in Agriculture	All target groups	According to the findings in the Needs Analysis field studies, the farmers think that 43% of the workers do not have enough awareness about hygiene management across all provinces. 63% of SUTP refugee workers and 87% of Turkish citizen workers think that hygiene training is important. When the province-based answers of the farmers are examined, 52% in Adiyaman, 49% in Bursa and 54% in İzmir stated that they are dissatisfied with the hygiene management. It is recommended to ensure the participation of all target groups in hygiene education in agriculture.
Contracted Production Training	Farmers	According to the findings in the Needs Analysis field studies, 34% of the farmers have little knowledge about contracted production, and 50% of the farmers did not produce within the

		<p>scope of contracted production. Farmers should be raised awareness on this issue by providing basic trainings in the field of contracted production, such as the contracted production legislation in Turkey and the contracted production model implemented by the Turkish Agricultural Credit Cooperatives. When the answers given by the farmers regarding contracted production are examined, Mersin draws attention as the provinces with the lowest awareness with 72%, İzmir 58%, Gaziantep 79% and Adana 66%. Contracted production trainings priority should be given according to these provinces.</p>
Business Law Trainings	Farmers	<p>It has been observed that 27% of the farmers do not know their legal responsibilities as employers. Increasing the awareness of farmers in the field of labor law in order to ensure the widespread implementation of registered employment and contracted production are also very important for the sustainability of the project.</p>
Storage and Packaging Trainings	Primarily workers *Specialized according to the target groups	<p>According to the findings during the Needs Analysis field studies, 33% of the farmers consider the storage and the packaging 30% as unimportant. It has been determined that 48% of Turkish citizen workers have very poor experience in packaging and 54% in storage. When the answers given by the farmers on the basis of provinces are examined, Bursa; 56% of storage and packaging, Gaziantep; 80% warehousing, 63% packaging, Adıyaman 63% packaging, Adana 50% warehousing and packaging, Mersin 41% packaging, 33% stated that they are dissatisfied with the competence of the workers. In addition, storage and packaging are thought to be important in agricultural production in terms of providing hygiene and preserving food values in the process until the product reaches to the end user.</p>
Waste Management Training	*Specialized according to the target groups	<p>It was determined that 34% of the farmers burned their agricultural wastes and 17% threw them away. The issue of underutilization of agricultural waste, which corresponds to 51%, is actually an important environmental loss. 31% of SUTP refugees find waste management very important and in 11% ratio as unimportant. On the other hand, 32% of Turkish citizens find waste management very important and 17% unimportant. Waste management training is recommended in terms of increasing sustainable agriculture and environmental awareness.</p>

\*Specialized for Target Groups: Training tailored to the needs of the project target groups: Farmers, SUTP Refugees, Turkish Citizens Workers.

Table-8: Training Implementation Plan

## PRODUCT BASED CULTURAL PROCESSES TRAINING

While offering product-based cultural operations training, the training priorities are grouped and presented according to the criterias at below.

### Scaling Criteria for Product Based Cultural Processes Training:

As a result of the needs analysis, the prioritization criteria for product-based cultural process trainings are presented at below. While determining these criteria, the objectives of the “Agricultural Employment Support Project for Refugees and Turkish Citizens with Advanced Market Connections” and the general scope of the needs analysis results were taken into consideration. Within the scope of prioritization, high labor demanded products, contracted agriculture products, currently purchasing products by Turkish Agricultural Credit Cooperatives, and finally, products widely grown in target provinces were determined as criteria. In addition, the climatic and agricultural season conditions of the regions were also taken into account while prioritization of the proposed product-based trainings, but evaluated within the limits of the other four priorities.

#### ***1- High Labor Force Demanded Products:***

Increasing the agricultural employment support was planned as an important goal within the scope of the project, products with high labor demand were evaluated at the first priority class for product-based trainings.

#### ***2- Products Purchased Under Contracted Agriculture:***

Since the agricultural employment support will be provided within the scope of the products within the contracted production, the products supported purchased under the contracted production was determined as the second priority for the trainings to be given.

#### ***3- Products that are currently planned to be purchased by the agricultural credit cooperatives***

The products, which are planned to be purchased within the scope of the contracted production and increasing the institutional capacity evaluated as third level priority.

#### ***4- Widely grown products***

Widely grown products according to the region are also products with high labor demand. It is foreseen that the workers who will work in the production of these products will be more qualified with the trainings that will increase the agricultural productivity. Under this scope, widely grown products according to the regions were evaluated in the fourth priority class.

## Product-Based Cultural Transactions Trainings Prioritization 1st Group

Name of Education	Target Group	Priority Criteria
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Vegetable Cultivation Training With Onions (Garlic)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Vegetable Cultivation Training with Eaten Fruits (Okra)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Pomegranate Fruit Growing Training (Pear, Quince, Apple, Medlar)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Hard Seed Fruit Growing Training (Cherry, Nectarine, Peach, Plum)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Hard Shell Fruit Farming Training (Pistachio, Almond)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Grape Fruit Farming Training (Grape)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production

Citrus Cultivation Training (Lemon, Orange)	Mandarin,	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Mediterranean Fruit Cultivation Training (Banana, Olive)		Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Warm Climate – Legume Cultivation Training (Faba Beans, Beans)		Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Vegetable Cultivation Training with Eaten Fruits (Pepper, Cucumber, Eggplant)	Tomato, Zucchini,	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production

## Product-Based Cultural Transactions Trainings Prioritization 2nd Group

Name of Education	Target Group	Priority Criteria
Grape Fruit Farming Training (Mulberry)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions -Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Vegetable Cultivation Training with Eaten Fruits (Watermelon, Melon)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions -Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation

Flowers and Vegetables, which are eaten from the flower tray, education (Broccoli)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions -Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Oil Crops Cultivation Training (Sesame)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions -Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Medicinal and Aromatic Plant Breeding Training (Mint, Basil)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions -Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Hard Seed Fruit Growing Training (Jujube, Apricot, Cherry)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions
Grape Fruit Farming Training (Strawberry)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions
Citrus Cultivation Training (Golden Ball)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions
Mediterranean Fruit Cultivation Training (Figs, Pomegranates)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production
Vegetable Growing Training with Eaten Tubers and Roots (Celery)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production



Flowers and Vegetables, which are eaten from the flower tray, education  (Cauliflower)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production
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### Product-Based Cultural Transactions Trainings Prioritization 3rd Group

Name of Education	Target Group	Priority Criteria
Hard Shell Fruit Farming Training  (Chestnut)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions  <i>* According to the size and structure of the field, this product can be harvested by mechanization.</i>
Vegetable Growing Training with Eaten Tubers and Roots  (Carrot, Radish, Yam)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions  <i>* According to the size and structure of the field, this product can be harvested by mechanization.</i>
Vegetable Growing Training with Edible Leaves, Shoots, Stems and Stems  (Dill, Spinach, Cabbage, Lettuce, Chard, Leek, Arugula)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions  <i>* According to the size and structure of the field, this product can be harvested by mechanization.</i>
Forage Crops Breeding Training  (Clover)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions
Grape Fruit Farming Training  (Kiwi)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation

Mediterranean Fruit Cultivation Training  (Avocado, Persimmon)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation
Cool Climate - Legume Cultivation Training  (Broad Beans, Peas)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions - Products purchased within the scope of contracted production
Vegetable Growing Training with Eaten Tubers and Roots  (Potato)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products that are currently planned to be purchased by the agricultural loan within the scope of product evaluation  <i>* According to the size and structure of the field, this product can be harvested by mechanization.</i>
Mediterranean Fruit Cultivation Training  Pitaya (Dragon Fruit)	Turkish Workers, GKAS Refugees, Farmers	- Products with high labor demand - Commonly grown crops in the regions
Vegetable Cultivation Training With Onions  (Onion)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production  <i>* According to the size and structure of the field, this product can be harvested by mechanization. Also for fresh onion harvesting labor workis needed.</i>
Cool Climate Cereals Cultivation Training  (Barley, Wheat)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production  <i>* According to the size and structure of the field, these products can be harvested by mechanization.</i>

Warm Climate Cereals Cultivation Training (Sweetcorn)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production  <i>* According to the size and structure of the field, these products can be harvested by mechanization.</i>
Oil Crops Cultivation Training (Sunflower, Soybean, Peanut)	Turkish Workers, GKAS Refugees, Farmers	- Commonly grown crops in the regions - Products purchased within the scope of contracted production  <i>* According to the size and structure of the field, these products can be harvested by mechanization.</i>

## 2. LIFE SKILLS AND SOCIAL ADAPTATION TRAINING SUGGESTIONES

Within the scope of the FESAS project, recommended training topics for life skills and social adaptation of Turkish citizen workers and SUTP refugee workers are presented according to the target provinces; Adıyaman, Gaziantep, Adana, Mersin, İzmir and Bursa.

Training	Target Group	Priority Criteria
Gender Training	Common	According to physical skills in the agricultural sector, female workers are preferred by farmers as much as male workers. According to our survey results, the areas where female workers are most preferred are; sowing and planting with 52%, hoeing with 47%, processing of products with 25% and harvesting with 24%. It has also been determined that female workers receive lower wages than male workers according to the regions (See Table-3). According to these determinations, it is thought that it would be beneficial to provide “Gender Training” for all project target groups in

			order to ensure that women employees benefit from social and financial rights equally.
Child Rights Training		Common	It was determined that 49% of the farmers employed workers under the age of 18 at the Needs Analysis field studies. Not only the farmers but also the families of the workers are responsible for this situation. Children cannot continue school education due to agricultural work; they work in unequal conditions where they are violated, and they cannot build a different future for themselves. It is necessary to raise awareness about children's rights in all target groups of the project.
Social Adaptation Workshops		Common	It was determined that improving the communication between Turkish citizen workers and SUTP refugee workers is so important at the focus group meetings. It is also important in terms of productivity and satisfaction level that Turkish Citizen and refugee workers working together in the field work in social harmony.
Technical Agriculture Language Training (Turkish)		Common	It has been determined that 35% of the farmers are moderately satisfied with the understanding of simple agricultural instructions in Turkish by SUTP refugee workers, while 10% are not satisfied at all. Understanding simple instructions is 67% important for Turkish national workers and 76% for SuTP refugees. It is especially important for farmers that GKAS refugees understand simple Turkish instructions. During the focus group discussions, it was observed that Turkish citizen workers and farmers wanted to learn some agricultural technical words.
Daily Course	Turkish	SUTP Refugees	For farmers, reading Turkish with 43% ratio and writing Turkish with 42% ratio is important. According to the focus group interviews and the results of the survey, especially SUTP refugee workers want to receive Turkish education very much.
Financial Training	Literacy	* Customized for the target groups	47% of the farmers stated that their incomes never cover their expenses, and 32% of them stated that it differs according to the month. 77% of the SUTP refugees stated that their incomes never cover their expenses, and 15% stated that it varies by month. 51% of Turkish citizens stated that their incomes never cover their expenses, and 90% of them stated that they differ according to the month. It is recommended to organize training to raise awareness and awareness about budget management.
Financial Management	Risk	**Farmers	1 out of every 2 farmers has problems about financial management and when their having support situation for

		agricultural financial management is examined, it is determined that 2 out of 3 farmers receive support.
Occupational Health and Safety Training	**SUTP Refugees, Turkish Workers	71% of the farmers say that they take precautions regarding OHS, 29% say that they do not take precautions about OHS. While 43% of SUTP refugees find OHS regulations very important, 7% find OHS regulations unimportant. Turkish citizen and GKAS refugee workers stated that they mostly provide OHS equipment themselves. While 54% of Turkish citizens find OHS regulations very important, 12% find OHS regulations unimportant.
Communication and Problem Solving Skills Training	Farmers, SUTP Refugees and Turkish Citizen Workers	One of the most important problem faced by the farmers with the workers is the way of work with 53%, followed by communication problems with 35%. On the other hand, the most important problem faced by Turkish Citizen workers during working is the way they work with 9%, followed by communication problems with 37%. In addition, as a result of focus group interviews and field observations, the fact that SUTP refugees and Turkish workers have communication problems with each other, they generally want to work in different fields rather than as a group in the field, and that the problems experienced in farmer-worker interaction are solved by intermediaries shows that their communication and problem-solving skills are weak.
Digital Marketing and E-Commerce Training	Farmers	It has been determined that 81% of the farmers realize their sales through brokers. They can sell directly to the end consumer via the online marketplaces of the farmers or by establishing their own platforms. It is recommended that farmers should get digital marketing and E-Commerce training to raise their awareness.
Management Skills and Communication Trainings	Farmers	7% of SUTP refugees have difficulties in terms of their working style and 7% communication problems. On the other hand, the most important problem faced by Turkish Citizen workers during their work was the way they work with 9%, followed by communication problems with 37%.
Social Rights Training	SUTP Refugees and Turkish Citizen Workers	It has been determined that 94% of the SuTP refugees do not work in formal employment. 85% of workers who do not have health insurance want to have health insurance and 15% want not. On the other hand, the daily needs of 85% of the workers are not met by the employer. It has been determined that 88% of Turkish citizens are not employed formally and their health insurance is not met. 91% of the workers whose health insurance is not met want to have health insurance and 9% not to have it. On the other hand, 70% of the daily needs of the workers are not met by the employer.

\*Specialized for Target Groups: Training prepared according to the needs of the project target groups: Farmers, SUTP Refugees, Turkish workers.

\*\* This training will be given by the relevant institution that will provide technical support through the Turkish Agricultural Credit Cooperative.

Table-10: Life Skills and Social Adaptation Training Advice

## 5. OVERALL ASSESSMENT

Comprehensive data obtained as a result of the FESAS project Needs Analysis study is presented within the scope of the final report. Within the scope of this summary report, the results according to the priorities of the ACC and the World Bank are discussed.

- When the age distributions of the farmers participating in the FESAS Needs Analysis field studies are examined; It has been determined that the young population (18-34 years) is 14%, the middle-aged (35-44 years old) 20%, the upper middle and elderly group (45-65 years) 66%. The proportional and numerical scarcity of young Turkish farmers in the near and mid-term future draws attention. Encouraging and supportive studies should be carried out to raise new generation farmers, especially for the young population and in farmer families.
- When the general education level of the farmers participating in the FESAS Needs Analysis field studies is examined, 55% primary school, 11% secondary school, 34% high school and above. Encouraging and supportive studies should be carried out to increase the education level of current and next generation farmers.
- When the income levels of the farmers are analyzed, they stated that they have a monthly income of 63%, almost as much as the minimum living wage (0-5,000 TL). About 35% of them have an income between 5.000 TL and 25.000 TL which can be considered as middle-income level. As a matter of fact, the question of meeting the expenses of the income of the farmers also coincides with this data. 27% of the farmers stated that they never met, and 46% stated that it varies according to the month. Especially in Gaziantep and Adana provinces, the number of farmers who say that they cannot afford Daily needs is higher than in comparison with other provinces. 86% of the farmers continue farming because it is a family profession. In the surveys on the satisfaction of farmers within the scope of needs analysis, 35% stated that they were not satisfied with "Future Job Security", 26% with "Time Allotted for Things They Want to Do" and 22% with "Livelihood Level". In fact, job security and the time they devote to the things they want to do are directly related to their income levels. It should be ensured that the farmers have at least a middle-income level by introducing support mechanisms to increase their income level and subsistence conditions. Thus, it is thought that the farming profession may become more attractive for young people.

- Adiyaman province stands out as a province where 80% of 101 decares or more is cultivated and 50% of both irrigated and dry farming techniques are applied more equally than comparison with the other provinces. Other provinces engaged in agriculture on an area of 101 decares or more, respectively, are Bursa with 63% and Adana with 57%. The size of the agricultural area brings with it the need for agricultural workers. The variety of agricultural types applied is directly proportional to the need for workers in different periods. Therefore, it may be beneficial to move forward by selecting pilot farmers for the employment of more agricultural workers in the strategies to be implemented on a provincial basis. As a matter of fact, in the focus interviews, farmers in Adana, Adiyaman and Bursa stated that they find it very difficult to find permanent workers. Again, the farmers in Bursa stated that they had difficulty in finding permanent workers, they were very satisfied with the Afghan workers, they were not satisfied with the Syrian workers, and there were hardly any Syrian workers in the region.
- It has been determined that farmers do not have water and fertilizer analysis at 80% and above, and soil analysis at 60% and above ratio in all provinces. It is very important to have water and soil analysis done in order to reduce agricultural inputs, increase efficient production, and ensure the sustainable protection of soil and water resources. It is necessary to increase the awareness level of farmers on this issue. Ensuring that they receive training in this direction and the implementation of incentive support mechanisms is inevitable for agricultural sustainability.
- It has been determined that the awareness level of the farmers in the evaluation of agricultural wastes is quite low. It is understood that they use 18% by burning, 17% by throwing them away, and 34% by other means, that is, 69% of agricultural wastes cannot be evaluated. In particular, Gaziantep is the province that uses "burning" the most with a rate of 79%. In order to reduce the environmental damage caused by the indiscriminate burning of agricultural wastes, it is necessary to increase the awareness of the farmers on this issue. It is recommended to ensure that they receive training in this direction and to implement encouraging support mechanisms.
- Although 65% of the farmers received support for financial management, 51% stated that they had problems in financial management and 50% of the main problems they encountered were "Capital and Credit Deficiency". This data determination is interesting because, in another question, farmers also stated that the support mechanism they used the most was Bank Supports with a rate of 68%. They benefit less from the production supports given by the state with the rate of 44%. In particular, with the focus group meetings, the farmers made demands to diversify and increase incentives and supports. At this point, while the support and capital mechanisms are being created, it is also important that the financial management is done correctly, that the farmers can increase their individual income levels, that they can employ more agricultural workers and that they can produce better. It is recommended to apply training in the field of financial management for farmers.

- The main constraints that farmers encounter most while producing are respectively; 97% fertilizer, 90% pesticide, 88% fuel oil and 78% seed prices were determined. These are also basic agricultural inputs and directly affect the final product cost. The rate of fertilizer and pesticide use can be reduced in the future with analysis applications. However, unless sufficient production of these inputs is realized in our country, it should be kept in mind that there are economic data that are directly affected by exchange rates, as there is dependence on import-related items.
- It is noteworthy that 33% of the questions asked to evaluate the losses experienced by the farmers in the process from the harvest to the sale stage are due to "unskilled workers" and 20% due to "insufficient number of workers". Correct and qualified worker referral mechanism within the scope of FESAS project can prevent these losses. In addition, the farmers stated that they experienced "product-related deterioration" at a rate of 38% and that they needed a "storage and packaging facility" at a rate of 46%. It would be beneficial for farmers to receive training about "storage and packaging" and "how to extend the shelf life of post-harvest products". Based on this need, it has been added as a subject to the product and province-based training contents proposed within the scope of agricultural training modules. It is recommended that ACC Regional Unions evaluate regional storage and packaging facility strategies by putting them on their agenda according to province-based data.
- Farmers stated that throughout the target provinces of the FESAS project, 81% of their sales were made through intermediaries / brokers, they stated that they had ACC at a rate of 9%, private market chains at a rate of 3% and Exporters' Associations at a minimum level. The fact that the farmers prefer direct intermediaries, and the sales are low through the ACC channel is another reason why they do not prefer contracted production. In the current system, intermediaries earn more than producers. In particular, producers who are insufficient in terms of financially by undertaking all the difficulties and risks, and they see the sale to intermediaries as more secure due to the concern of not being able to sell their products. At this point, it is very important to raise awareness of farmers about Contract Production and Agricultural Products Sales Channels.
- Farmers are very willing to receive training about the products which they grow. While 86% of the farmers stated that they received training, 61% stated that they wanted to receive up-to-date agricultural technical training. The preferences of the farmers for suitable training time varied according to the provinces. 61% of the farmers in Adana use the November-December period and 52% of the training hours are 16.00 and after. 53% used the January – May period, 31% after 9.00 in the morning and 31% before 16.00, the farmers in Gaziantep province, 43% the November-December period and 43% the afternoon as training time. 16.00 and later, 56% of the farmers in the province of İzmir, January - May period and 44% of the training hours, 16.00 and later, 58% of the farmers in the province of Mersin, the June-July period and 56% of the training hours, 16.00 in the afternoon and later.

Turkish Citizen workers' preferences for agricultural technical training programs; For Adana province, 39% ratio for the January – May period and 33% November-December period, 36% late morning 9.00 and later, for Adıyaman province 55% November-December period and 27% late morning training hours. From 9.00 and after, and the early and late afternoon period at a rate of



27%-27%, for Bursa province, the period of November-December at a rate of 49%, and after 9.00 in the morning at a rate of 29% as training time, for Gaziantep province at a rate of 52% in January-May period. 41% of the training hours are late 9.00 in the morning and after, for İzmir province, 41% are January – May and 33% are November-December, and 36% are 16.00 and later in the afternoon as training hours, for Mersin province. On the other hand, 48% are June-October periods and 52% are the hours of education as 16.00 and later in the afternoon.

SUTP refugee workers' preferences regarding the agricultural technical training program; For Adana province, 55% is November-December period and 59% is 9.00 in the morning and before, for Adiyaman province, 90% is November-December period and 50% as training time is 9.00 and before, for Bursa province, % 61 percent of the time, November-December period, 60% as training hours and before 9.00 in the morning, for Gaziantep province, 38% for the January-May period, 59% as education hours, 9.00 and before, for İzmir province, 72% for November-May. The period of December is defined as the training hours as early as 9.00 in the morning with a rate of 59%, for the province of Mersin as 42% January – May, 44% as the November-December period and 61% as the training time before 9.00 in the morning.

The variation in the months and hours that preferred by target groups can be associated with the agricultural work where they are assigned to. During the training implementation periods, making provincial and product-based programs seems to increase the participation rate.

- According to the answers given by the farmers, it is seen that they think that they have knowledge about their legal responsibilities with a rate of 73%. However, it has been determined that 85% of them do not work with an accountant. The low level of working with the accountant can actually be considered as an indication that they do not have enough awareness in terms of their financial legal responsibilities. Because, while the rate of farmers producing on 101 decares or more in Turkey is 40%, it can be said that the farmer who produces in this area is at a level that requires the management to work with an accountant. It is recommended to include basic accounting and legal responsibility issues under the title of financial management education.
- Farmers stated that they are 65% willing to grow products that will have higher financial returns. It was determined that Bursa and İzmir (at 50% level) were less willing to grow new crops across all provinces, comparison with the others (65% and above). It can be said that this situation is directly related to the income level of the farmer. For example, when the answers given are examined, the income-expenditure levels of the farmers in Adiyaman province are higher than the farmers in other provinces, and the most positive response was given in Adiyaman province with a rate of 80% regarding the desire to grow new products. This is also an indication that the farmer can immediately put it into practice when he grows an alternative and better yielding product.

- Another finding that draws attention during the needs analysis studies of the FESAS project is the labor brokers in the agricultural worker recruitment system. It has been observed that there are positive and negative effects of labor brokers on the system according to the provinces. Across all provinces, 78% of the farmers stated that they were satisfied with their labor brokers, while 22% stated that they were not satisfied.

#### Negative effects:

- Due to the Labor Broker's own commission, agricultural workers receive lower wages,
- It is an obstacle to permanent employment of agricultural workers, as Labor Brokers choice of farmers and wages to earn more seasonal income,
- Agricultural workers can not convey their own needs directly to the farmer, they have to communicate via labor brokers, and therefore having difficulty in the process of expressing and ensuring their social rights,
- Due to the fact that Labor Brokers earn more from seasonal agricultural work, they do not care about permanent employment and workers life quality or social rights,
- Despite the fact that workers are generally employed with a daily wage, they receive their wages monthly or seasonally,
- Because of the workers distribution is realized by the labor brokers, farmers cannot guarantee which worker will come back to their fields if they have trained. As a summary the dependency of the process to the labor brokers is the main problem.

#### Positive effects:

- Farmers don't live language problem with SUTP refugees while their employment,
  - The farmer does not have to deal with the transportation and other needs of the worker,
  - The payment process of the worker is made by labor brokers,
  - The agricultural workers do not have to look for a job, the labor brokers conduct them to the farmers,
  - It can be summarized as the farmer's access to seasonal temporary workers, especially through the labor brokers, when they need it.
- 
- Within the scope of the Needs Analysis study, the farmers were examined in the areas where they needed workers, and answers were received as 55% of harvest, 47% of sowing and planting, 42% of hoeing and 36% of threshing. While creating agricultural technical training proposals, suggestions were made to include cultural processes in every stage of the product based trainings. In addition, the most preferred areas for men; while irrigation with 72%, use of agricultural equipment with 69%, fertilization with 68%, and pesticide application with 63%, the most preferred areas for women are; It was determined as sowing and planting with 52%, hoeing with 47%, processing of products with 25% and harvesting with 24%. The cultural process in which both male

and female workers were preferred the most was the harvest with a rate of 26%. While the need for men appears to be higher in all provinces, female workers are employed in sowing-planting and hoeing in İzmir, sowing-planting, hoeing and storage in Bursa, hoeing in Adıyaman, and in sowing-planting, pruning, threshing, harvesting and processing of products in Mersin. found to be more preferred. Physical skill competency and the fact that female and male workers reasoned with different wages may also be a factor in job-based gender preference. In particular, farmers in the provinces of İzmir (87%), Bursa (80%) and Mersin (59%) stated that wages are varied according to the gender.

- Tüm iller genelinde kayıtlı işçi (%16) istihdamı çok düşüktür. Kayıtlı istihdamın tercih edilmeme nedenleri araştırıldığında; %94 oranında “Sürekli değil, iş oldukça çalıştırıyorum, gerek duymuyorum” cevabı verilmiştir. Ayrıca odak grup görüşmelerinde hem çiftçilerin hem de işçilerin kayıtlı istihdama yönelik kaygılarının sebepleri:

- GKAS mülteci işçilerin Türk Kızılay’ı ve devletten aldıkları ek maddi yardımların kesilecek olmasından korkmaları,
- Türk vatandaşı işçilerin yeşil kart vb. desteklerden yararlandıkları için maddi yardımlarının kesilecek olmasından korkmaları,
- Çiftçilerin daimî işçi yerine mevsimlik işçiye daha çok ihtiyaç duymaları, bu nedenle kayıtlı işçinin maddi yükünü (aylık SGK ek prim ve işten çıkarma tazminatları vb.) taşımadan kaygı duymaları,
- Kayıtlı istihdamın bürokratik süreçlerinin fazla olduğunu düşünmeleri şeklinde belirtmişlerdir.

- Employment of registered workers (16%) is very low across all provinces. When the reasons for not preferring registered employment are investigated; The answer was 94%, "Not constantly, as long as I work, I don't need it". In addition, the reasons for the concerns of both farmers and workers about formal employment in the focus group discussions are:

- o SUTP refugee workers worry about the additional financial aid they receive from the Turkish Red Crescent will be cut off,

- o Green card etc. of Turkish citizen workers. Fear that their financial aid will be cut because they benefit from the support,

- o Farmers need seasonal workers more than permanent workers, so they are worried about carrying the financial burden of the registered worker (monthly SSI additional premium and dismissal compensation, etc.),

- o They stated that the bureaucratic processes of formal employment are excessive.

According to the focus group notes, since there is alternating production in provinces such as Adıyaman and Bursa, studies for long-term employment can be emphasized. Detailed interview notes and survey results are presented in the FESAS Needs Analysis Final Report.

- When the answers of the farmers are examined, it is determined that they are generally satisfied with their lives at the rate of 72%, while their satisfaction with the time they can allocate for the work they want to do for themselves, their future job security and their level of livelihood remained at 50% and below. The number of farmers who are concerned about their future job security is quite high, especially at the rate of 51%. In addition, it was seen within the framework of the answers given to the questionnaires that the farmers are satisfied with living in Turkey, they feel they belong to their country, and they are honored to live in their country. When the answers of the farmers to the survey questions about getting to know the refugees are examined, it was seen that 71% answered positively that they would only be willing to help when they needed help in the public arena, while 55% and above answered that they did not want to know and adopt the refugees' culture and establish friendship relations with them. Farmers prefer to limit their relations with SuTP refugees in job-based at a rate of 75% or more.
- According to the answers about the personal characteristics questions of the farmers, it was determined that their empathy and communication skills were high at an average of 60% and above, they thought that they could manage problems and stress at an average of 50% and above, and their self-awareness was high at 50% and above. Although the farmers in this field stated that they think they are adequate at an average of 50% or more, since there is an average of 45% of those who think that they are not enough, "Social Cohesion Workshops" and "Communication and Negotiation Techniques Training" have been added as modules. The Management Skills and Communication trainings recommended for Turkish citizen and SUTP refugee workers, on the other hand, stated that 75% and more of their answers to the questionnaires stated that they had high empathy and communication skills, and that they could do problem solving and stress management. However, during the focus group meetings, it was also stated that there may be problems in some regions between the SuTP refugees and the farmers, especially due to communication problems. Therefore, these trainings are presented in the suggestion section for all groups.
- To determine the living standards of the workers across all provinces, farmers answered the question of the opportunities as Adiyaman and Gaziantep (75% transportation, 37% WC & shower, %60 meal) had the highest rate of opportunities (70% transportation, 50% WC & shower, 60% food). 74 food) provinces. The need for shelter is among the opportunities provided by the farmers in Bursa with the highest rate of 45%. In Bursa, farmers also provide (52% transportation, 49% WC and shower) opportunities. When the shelter area distribution is examined, it has been determined that Bursa is in the forefront with a rate of 70%. Adiyaman and Gaziantep are the provinces with the least housing area. When the answers are examined in terms of Turkish citizen workers, Gaziantep (37%) and Adana (33%) are the provinces where the highest housing needs welcome. One of the biggest problems of SUTP refugees is accommodation, with a rate of 80% across all cities.

- Since one of the main objectives of the FESAS project is to increase registered agricultural employment, it is thought that guiding and motivating agricultural workers to desist from seasonal works to permanent employment will also sustain a positive impact on the objectives of the project. As the trainings to be given to increase the number of qualified workers within the scope of the project will enable the workers to develop their provincial and product-based skills, will create an important opportunity for the farmers to reach the qualified workers. Other advantages for the workers can be summarized as meeting the housing needs adequately to provide basic hygiene and family integrity conditions, providing WC and shower facilities where basic hygiene conditions are provided, and creating the opportunity to send their children to school. The most important obstacles identified during the field studies in front of the formation of this order are listed at below:
  - The labor brokers system will be adversely affected when the ACC and/or the authorized institution will sustain the qualified worker employment for the farmers. For this reason, it is foreseen that the labor brokers will be against this situation in a reactive and negative way.
  - Çiftçiler için ilk etapta FESAS projesi destek sürecinin bitmesiyle kendilerine yansıtacak mali yükler tedirginlik yaratabilecektir. Ancak bu çiftçilere bu sistemin yararının doğru bir şekilde anlatılmasıyla, ürün bazlı kazançlarının artıp daha güvenli bir çalışma koşulu, daimî güvenilir işçilerle daha yüksek verim sağlanabileceği gösterilirse bu problemin önüne geçilebileceği düşünülmektedir.
  - The financial burdens that will be reflected to the farmers at the end of the FESAS project support process in the first place may cause uneasiness. However, it is thought that this problem can be avoided if the benefits of this system are explained to these farmers correctly, and if it is shown that their product-based earnings can increase and a safer working condition and higher productivity can be achieved with permanent reliable workers.
- The additional financial income and social rights of SUTP refugees and Turkish workers from the government will be interrupted and that is an obstacle for workers to participate in the system. At the same time, they earn additional income by let their children for working informally. From another point of view, the decrease in their income level may cause uneasy as they earn their living. However, it is thought that this problem can be prevented by providing accurate information on the basic living conditions of workers and their long-term and sustainable material and social rights.

It is known that the support provided by the EU and the Turkish government for SUTP refugees will not last forever, therefore they have to adapt to the conditions in terms of regular work and social integration. However, while developing policies and support mechanisms for registered agricultural employment for the near and medium term, it is recommended that workers and farmers pay attention to the inclusion of mechanisms that will improve their basic subsistence and living conditions and make them sustainable.

- GKAS refugee workers answered that 77% of them never strike a ledger. According to the findings obtained through a preliminary assessment for the Social Cohesion Assistance program, 23.8% of SuTP refugees live below the extreme poverty line (World Bank/ WFP, 2017).
- Occupational Health and Safety practices are another important area that needs improvement within the scope of the FESAS project. Across all provinces, 71% of the farmers answered that they take OHS measures, but when the reasons for not taking these measures were investigated in the 29% of the farmers who did not take precautions, it was found that 13% of the farmers thought that there was no need and 39% of them did not have enough information on the subject. 48% stated that workers take OHS measures themselves. Similar results were conveyed by workers and farmers in the focus group discussions. At this point, it has been determined that it is important to provide trainings that will ensure that the farmers are informed correctly about OHS for which they are legally responsible, and that trainings are provided to inform the workers about the conditions to be provided by their employers about their working rights and OHS measures according to the field.
- Child labor in agriculture is another issue identified within the scope of needs analysis studies of the FESAS project. FESAS project applications do not support employees under the age of 18. The farmers answered that they employ child labor at a rate of 49% during the field studies of needs analysis. In the focus group meetings, it was also reported in the institution meetings that the children could not be left alone at home and had to be brought to the field. Especially in the 2020-2021 period the child labor ratio increased because of schools were closed due to the COVID -19 pandemic. Child labor is a very important human rights problem in terms of social and economic aspects, as it hinders children's education, development and ability to make a living in the future (Gülçubuk, 2012). In order to find a solution to this problem, Turkey's Ministry of Labor and Social Security (ÇSGB) in 2001, in partnership with the ILO, adopted the "Minimum Age Convention" dated 1973 and numbered 138, and the "Conventions on the Prevention of the Worst Forms of Child Labor" dated 1999 and numbered 182 and in 2002. Developed and implemented a special policy in addition, within the scope of the Regulation on the Procedures and Principles of Employing Child and Young Workers in Turkey, dated 06.04.2004 and numbered 25425, persons who have completed the age of 14, have not completed the age of 15 and have completed their primary education are considered as child workers, and persons who have completed the age of 15 but have not completed the age of 18 are considered as young workers. The light jobs that they can work in the service sector are determined. The scope of work that requires working in the field in the agricultural sector is not within the scope of this regulation. However, as can be seen in the TUIK 2019 data, child labor in the agricultural sector cannot be prevented. In order to prevent child labor, it is recommended to raise awareness of both families with agricultural worker status and farmers, to transition families from a mobile life to a permanent life, and to include incentive and support mechanisms to support their children in the policies to be developed.

- Çiftçilerin işçi çalıştırırken yaşadıkları sorunlarda İhtiyaç Analizi Çalışması kapsamında değerlendirilmiştir. Mevcut problemin en çok çalışma şekillerinden kaynaklandığı saptanmıştır. Çiftçiler, odak grup görüşmelerinde de Türk işçilerin çalışma disiplinlerinden ve şekillerinden daha memnun olduklarını vurgulamışlardır. GKAS mültecilerin geldikleri ülkelerdeki çalışma şekilleri ve saatlerindeki farklılık nedeniyle, Türkiye'deki çalışma hayatına uyumda zorlanmaları çiftçiler tarafından vurgulanan bir konudur. Ek olarak, işçilerin %22 oranında tarımda sürdürülebilirlik (doğa ve çevre bilinci), %23 oranında hijyen yönetimi ve %18 oranında ürünlerin işlenmesine yönelik becerilerinin geliştirilmesi gerektiğine yönelik bilgi vermişlerdir. Dil konusunda da basit seviyede Türkçe talimatları anlamalarının %90 oranında önemli olduğunu, yazma (%70) ve okumanın (%65) da yine olması gerektiğini belirtmişlerdir.
- The problems faced by the farmers while hiring workers were evaluated within the scope of the Needs Analysis Study. It has been determined that the current problem is mostly caused by the working discipline. Farmers also emphasized in the focus group discussions that they are more satisfied with the working disciplines and forms of Turkish workers. It is an issue emphasized by farmers that SUTP refugees have difficulties while adapting to work life in Turkey due to the difference in working styles and hours in the countries they come from. In addition, they gave information for the needs to improve the skills of workers for sustainability in agriculture (nature and environmental awareness) by 22%, hygiene management by 23% and processing products by 18%. In terms of language, they stated that it is important 90% to understand Turkish instructions at a simple level, and writing (70%) and reading (65%).
- The data of the social skills research, which was carried out within the scope of the FESAS project Needs Analysis study, is quite interesting. While the most important factors for the farmers were determined as 100% reliability, 95% communication skills and ability to work as a team, and motivation at 90%, the communication skills of Turkish citizen workers were 53%, their discipline and responsibility skills 56%, and their ability to work as a team by 90%. %63, time management 53%, reliability 69%, motivation 54% and honesty 72% as “very important”. SUTP refugees, on the other hand, stated that communication skills 43%, discipline and responsibility awareness 44%, teamwork skills 41%, time management 50%, reliability 38%, motivation 37% and honesty 40% are very important. While time management is an unimportant social skill for farmers, it is seen to be very important for agricultural workers. While reliability and honesty are among important social skills for all target groups at varying levels, both Turkish citizen and SUTP refugee workers care about their communication and teamwork skills can be interpreted as the fact that their needs and consensus are formed in their working areas. In another question regarding teamwork, the farmers gave 79% feedback that they did not have the ability to work as a team. Within the scope of social trainings, training suggestions were presented for the training content recommended for the worker group, especially on Team Working, Team Communication, Time Management and Responsibility Awareness skills.
- Within the scope of the FESAS project Needs Analysis study, the answers about the perspectives of farmers and Turkish citizen workers regarding social and cultural integration with refugees, they were never willing to get to know the culture, music and food of refugees, they did not want to

establish neighborhood or friendship relations, they only met for business purposes, They stated that they could help if they needed support in public spaces.

In the questions asked about their opinions about how the refugees are seen in the society, it was seen that half of the farmers across all provinces expressed their opinions about refugees are belittled, not respected, and not viewed well. In the answers on the basis of provinces, it can be commented that the perspectives towards refugees in Adıyaman and Gaziantep provinces are closer and that the social integration processes progress faster than in other provinces.

Another perceived status question reflects refugees' views on their feelings in society. Farmers (66%) and Turkish citizen (58%) workers defined themselves as middle class in terms of their perceived status, while SUTP refugees defined themselves as the lowest class at a rate of 54%. İzmir and Bursa are the provinces where refugees feel the most in the lower class, while Adana, Gaziantep and Mersin are the provinces where they feel more in the middle class.

The acceptance of SUTP refugees by the local people is an important step for the realization of their social and cultural integration in Turkey. From the answers given, it is seen that they have not yet been accepted at a sufficient level in terms of social cohesion in the society, and the only communication point is worked together for business purposes. It is recommended to carry out some training and workshops to increase cultural interaction and dialogue among Turkish citizen farmers and workers.

## 1. GENERAL EVALUATION AND STRATEGY RECOMMENDATIONS FOR CONTRACTED PRODUCTION IN PROJECT TARGET PROVINCES

Suggestions for the successful operation of the contracted production model at the project target provinces are presented in detail within the scope of the FESAS Needs Analysis Final Report. During the field studies, when the knowledge level of the farmers about contracted production according to the basis of provinces is examined, it is seen that with an average of 62% answering as “I know very well” and “I know”. However, when the contracted production rates were examined, it was determined that it remained at the rate of 37%. When the rates of contracted production on the basis of provinces are examined, the data showing that 81% of the farmers in Bursa are making contracted production (except for the Iznik district where the focus group interviews were held) and that they do not make any contracted production in Gaziantep at the rate of 100%. The transition to contract production to be applied on a provincial basis.

During the focus group discussions, the reasons why the farmers did not prefer contracted production;



- Inability for high quality production in accordance with contracted production criteria,
- ACC's purchasing ratios are more attractive compared with the private companies. But ACC's purchasing capacity should be increased.
- One of the most important concerns of the farmers within the scope of contracted production is that the possibility remaining products on their hands and what will be the price ratio after the product has sold,
- Also, it is stated as having bad experiences in the past at the regions that make contracted production with some private companies. Additionally.
  - When products are sold to the private sector, there are cases of purchasing at lower price rates compared to the wastage rate of the product purchased,
  - Changing pricing strategies: private sector paying according to the brix rate, etc.,
  - The necessity of harvesting with mechanized agriculture and the fact that purchaser companies cannot always provide this support,
  - It is stated that they do not trust the contracts made with the private sector, they are worried about what they are signing, and they cannot find a contact point if they have problems.

When the reasons why the farmers do not prefer contracted production are examined, it is seen that their awareness on the subject is not as high as they think and there is a need for information on this issue. Based on the feedback given by the farmers, the stages recommended to be considered in contracted production practices are listed at below:

- Contracts should be prepared in a very simple and clear language, eliminating the question marks in the minds of the farmers,
- An information support line should be established where the farmer can ask any question that comes to mind during the contact process,
- If farmers provide the conditions required at the production stage, ACC should give purchasing guarantee (Agricultural Insurance, etc. practices can be included in the contracted production process at this stage, and reinsurance mechanisms can be activated both for the farmer and for the ACC.)
- The purchasing prices and payment terms are clearly written in the contract at the stage of providing purchasing guarantee,
- Not just purchasing the grown products, but also covering the process of production to sale will be important for contracted production model,
- The contracted production system should be designed to prevent financial risks of farmers by controlling the number of workers and application process of agricultural inputs.
- To reduce input costs and increase the quality of the final product of contracted farming products, ACC should support the farmers with more agricultural engineers and by this way, ACC should control the application process of pesticide and fertilizer applications (aquatic system, soil and plant) and managing the analysis if they used in correct usage and control process,
- ACC's ability to provide agricultural machinery equipment, storage and packaging facilities, logistics support at a rate to support its contracted production capacity,
- It is recommended to organize sales management processes in which ACC can sell the products purchased from the farmers to the local and international markets

without any problems. Thus, supporting the product variety and scope to be increased over the years in contracted production.

FESAS projesi İhtiyaç Analizi çalışması kapsamında gerçekleştirilen kurum görüşmelerinde ise, sözleşmeli üretim konusunda üreticilerin ve TKK'nın bazı isteklerinin olduğu belirlenmiştir. Bunlar; (i) TKK'nın kaliteli ürünü iyi fiyattan alabilmesi, sözleşmeli üretimin 6 ilde benimsenmesi ve yayılmasını istemesi, (ii) üreticilerin de sözleşmeli üretimden beklediği faydayı sağlayabilmeleri neticesinde bu modelde üretime devam etmek istemeleridir. Bu bağlamda, her iki tarafın da belirttikleri öneriler aşağıda sunulmaktadır;

During the interviews with the institutions realized within the scope of the FESAS project Needs Analysis study, it was determined that the producers and ACC had some requests regarding contracted production. These; (i) ACC should buy quality products at good prices, by this way contracted production should be adopted and expanded in 6 provinces, (ii) Producers want to continue production with this model as a result of getting the benefit they expect from contracted production. In this context, the suggestions made by both parties are presented below;

- Fair and legal contracts should be prepared between the ACC and the producers, taking into account the current market conditions,
- It is necessary to prepare contracts that are compatible with human rights and do not oppose universal values,
- Arrangements should be made to improve the deficiencies of the contracts for the legislation and practice,
- Following the delivery of the outputs declared in the contracts signed between the parties,
- The necessity of encourage for realizing the contracts and increasing the supports between the ACC and the producers
- The agreements between the parties should not be restrictive. The agreements should increase and constructive in the trade made through agricultural production,
- It is necessary to ensure sustain effective communication with the agricultural engineers to be appointed by the ACC and by this way to eliminate all kinds of deadlocks / problems that occur / may occur in agricultural production,
- ACC should immediately provide agricultural consultancy service for every moment of production
- It is necessary to develop sustainable monitoring mechanisms that will observe the needs and outputs of the producers during the production process,
- ACC regional unions should take part in the post-harvest packaging, storage and shipment processes of agricultural products and follow the process closely,
- ACC needs to develop an effective logistics network and should use the latest technology to bring the products from the farmers to the market without delay,
- ACC Regional unions should take initiatives for the export of products within the scope of contracted production.

As a result, if contracted production can be engaged effectively and efficiently, the income levels and living standards of the producers will increase. In line with the objectives of the FESAS project, increasing the transition to contracted production will also contribute to the national economy.

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