

# FROM REFUGEE TO EMPLOYEE

Employment programme for Syrian refugees in Turkey



United Work





# Changing lives through finding jobs

United Work transforms lives for the better.

By helping Syrian refugees in Turkey find regular jobs, we give individuals a sustainable future. And if a father or mother finds work, entire families can benefit. Parents can create a home.

Children can go to school or continue higher education so later, they too can become active members of society.





With United Work, we overcame all difficulties and now, with my wife, we are working together in the same factory and we don't have worry about our children's future.

*Muhammed Zaruf*

I was working daily jobs with fear for my future, then I met United Work and now I am working in a textile factory in regular conditions. I am so happy.

*Halid El Reval*



**In 2017, of the 1.1 million Syrian refugees in Turkey who could potentially work, 75% were looking for jobs.\***

*\* data from Turkish Prime Ministry Disaster and Emergency Management Presidency Office*



# Unique services for refugee job-seekers

United Work is an NGO employment agency: we connect employers with suitable candidates. Any refugee who is officially registered with the Turkish authorities can use our services.

But we do far more than recruitment alone. Our professional staff prepare Syrian refugees for a successful and sustainable transition to working life in Turkey – both for blue- and white-collar workers.

We train refugees in skills to increase their employability and coach them in applying for jobs and Turkish workplace culture. Our services are free of charge to job seekers and employers. And if a job offer is made, we help obtain the necessary work permits.





# Unique services

Intensive  
6-month internal  
and external  
training  
programme

Learning  
about life in  
a Turkish  
company

Building  
cross-cultural  
awareness

Learning  
to pitch  
personal  
strengths



Interactive  
training based  
on games,  
quizzes

Developing  
skills adapted to  
the Turkish  
job market

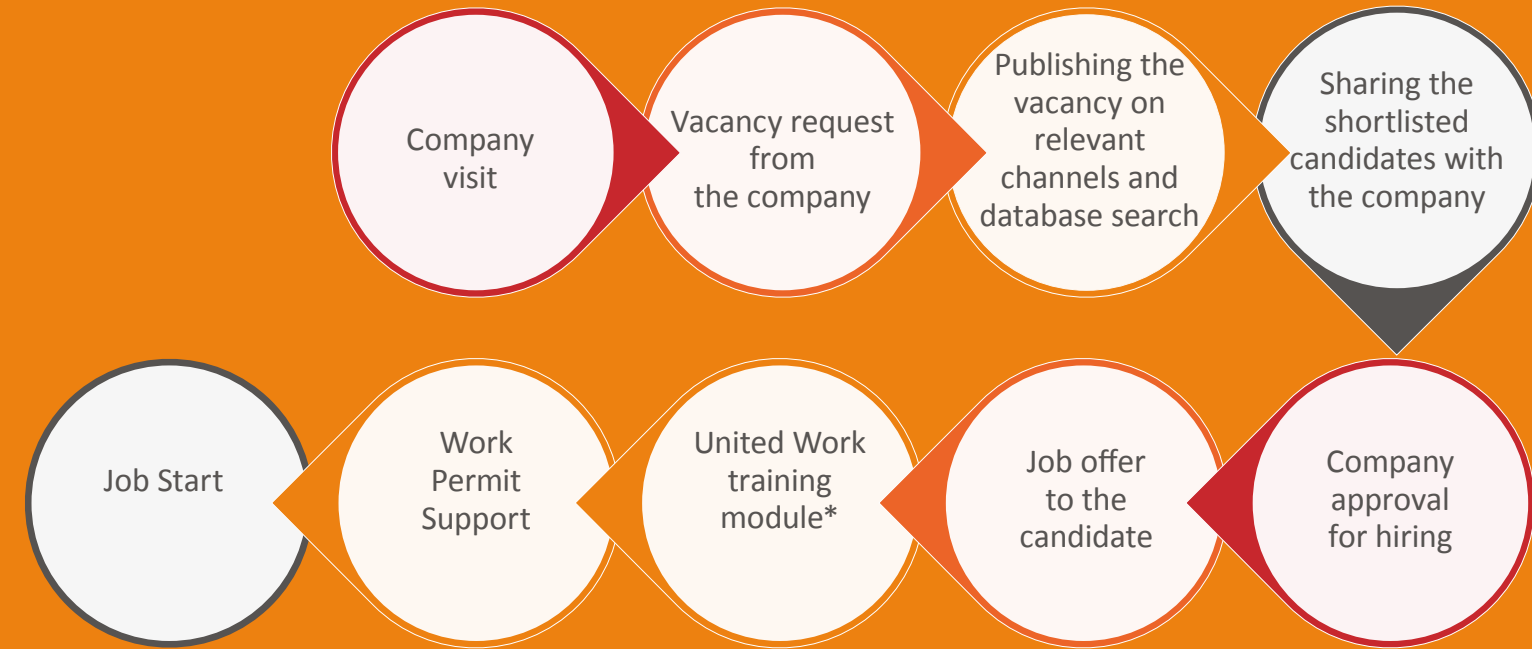
Practicing  
for success at a  
job interview

Coaching  
on writing  
a CV





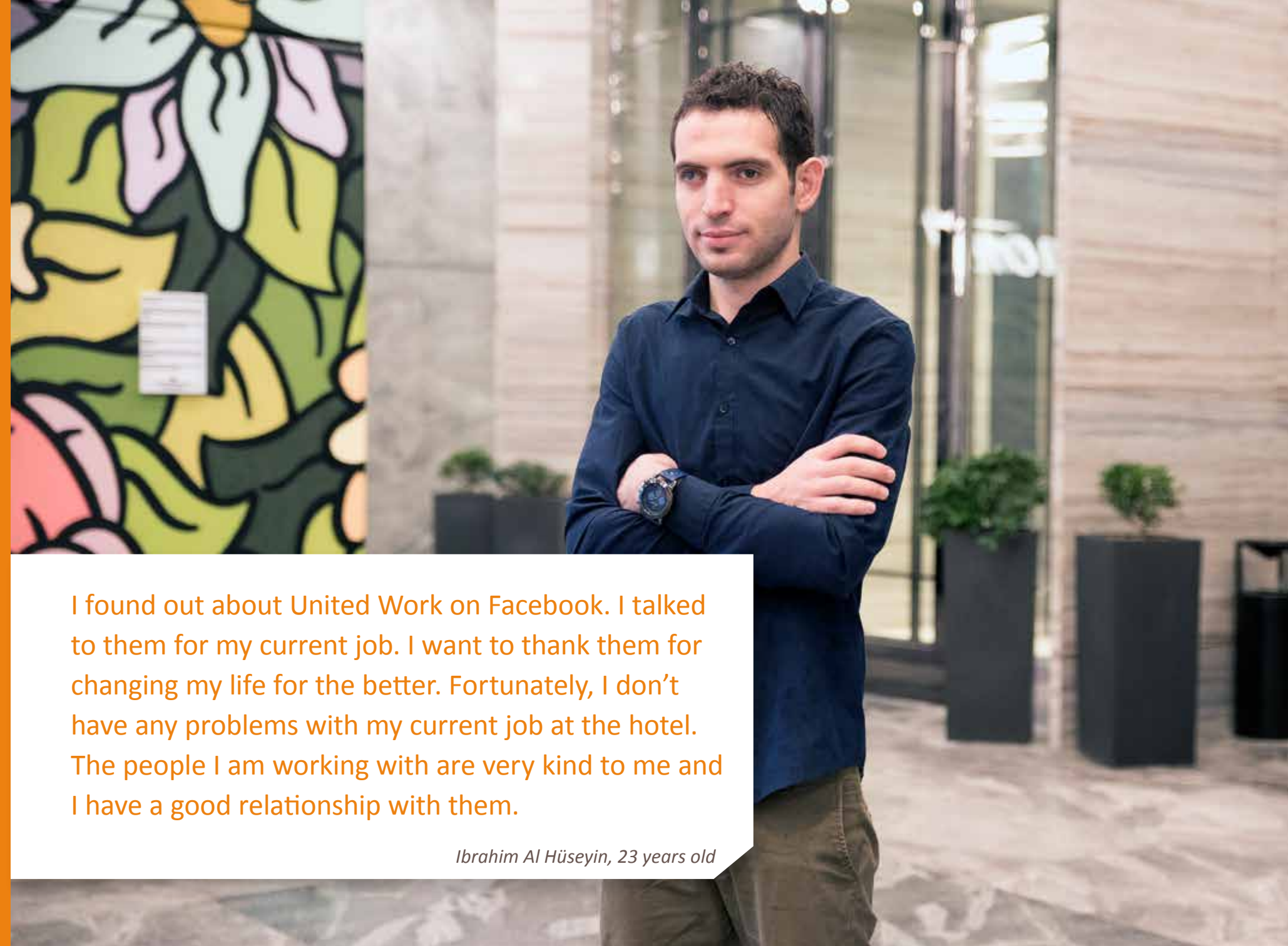
# Our way of working



**United Work is the only organisation offering job search, placement, training and work permit consultancy for Syrian refugees under one roof.**

I found out about United Work on Facebook. I talked to them for my current job. I want to thank them for changing my life for the better. Fortunately, I don't have any problems with my current job at the hotel. The people I am working with are very kind to me and I have a good relationship with them.

*Ibrahim Al Hüseyin, 23 years old*



After the programme, I know that I can dream without limits and all things start small and simple. I went to apply for a job feeling more confident and more relaxed. When the manager saw my CV, he was so impressed and said literally that it was the best CV he saw ever. And he hired me just after a short interview. This programme helped me to get a way better job because of small details I or even you would not pay attention to.

*Rand Assi*



# Supporting employers

For employers too, United Work offers unique services. Besides helping them find candidates who match their needs and organizing interviews and work permits, our professional specialists can coach employers on how to integrate Syrian refugee workers smoothly into their workforce.

United Work already works with hundreds of companies, large and small. From textile producers to call centres, businesses have successfully engaged Syrian workers with the right skills and motivation. In areas such as tourism, Arabic-speaking Syrian refugees can be a particularly valuable addition to a company's workforce.



We thank you and your co-workers for doing job applications for Syrian refugees, visiting our company later, supporting our HR department, on-the-job training, sharing information about work permits and legal procedures, translating legal documents and more since the first day you opened your İzmir Office.

*FG Group, leading textiles producer*

United Work offered great assistance and consultancy in issuing the work permit. I would like to continue working with two of our refugee friends who are working with us now.

*Burcu Ayöz, Fairmont Quasar hotel*

# Working for sustainable outcomes

United Work stays in contact with refugees once they have found a job. Regular visits from the United Work team ensure that the placement works well for both employee and employer. And we handle renewal of work permits for jobs that last more than a year.

At regular 'Coming back' days, refugees who've found work return to a United Work training session to share their experiences with fellow refugees currently looking for work.





- In-work refugees share experiences with Syrian job-seekers
- Understanding local expectations
- Discovering new opportunities



# Our organization, our people, our successes

United Work is an NGO funded by the Dutch Ministry of Foreign Trade and Development. We work closely with the Turkish government and other NGOs such as ILO (International Labour Organization) and local NGOs supported by UNHCR (UN High Commission for Refugees).

Founded in 2017, United Work currently employs 30 professional staff in Istanbul, Izmir and Bursa. All our staff are Turkish or Syrian.





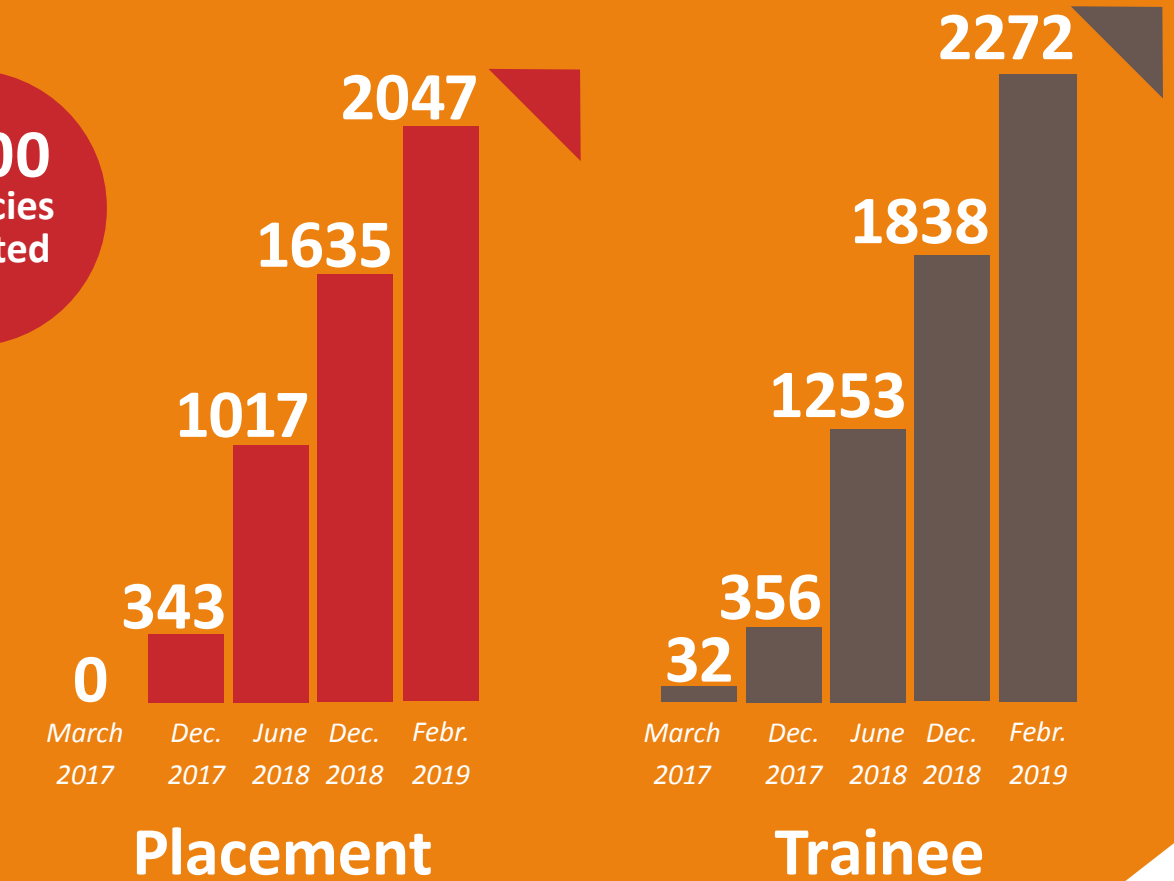
# Impact in numbers

Growing network of  
**over 9,000**  
companies

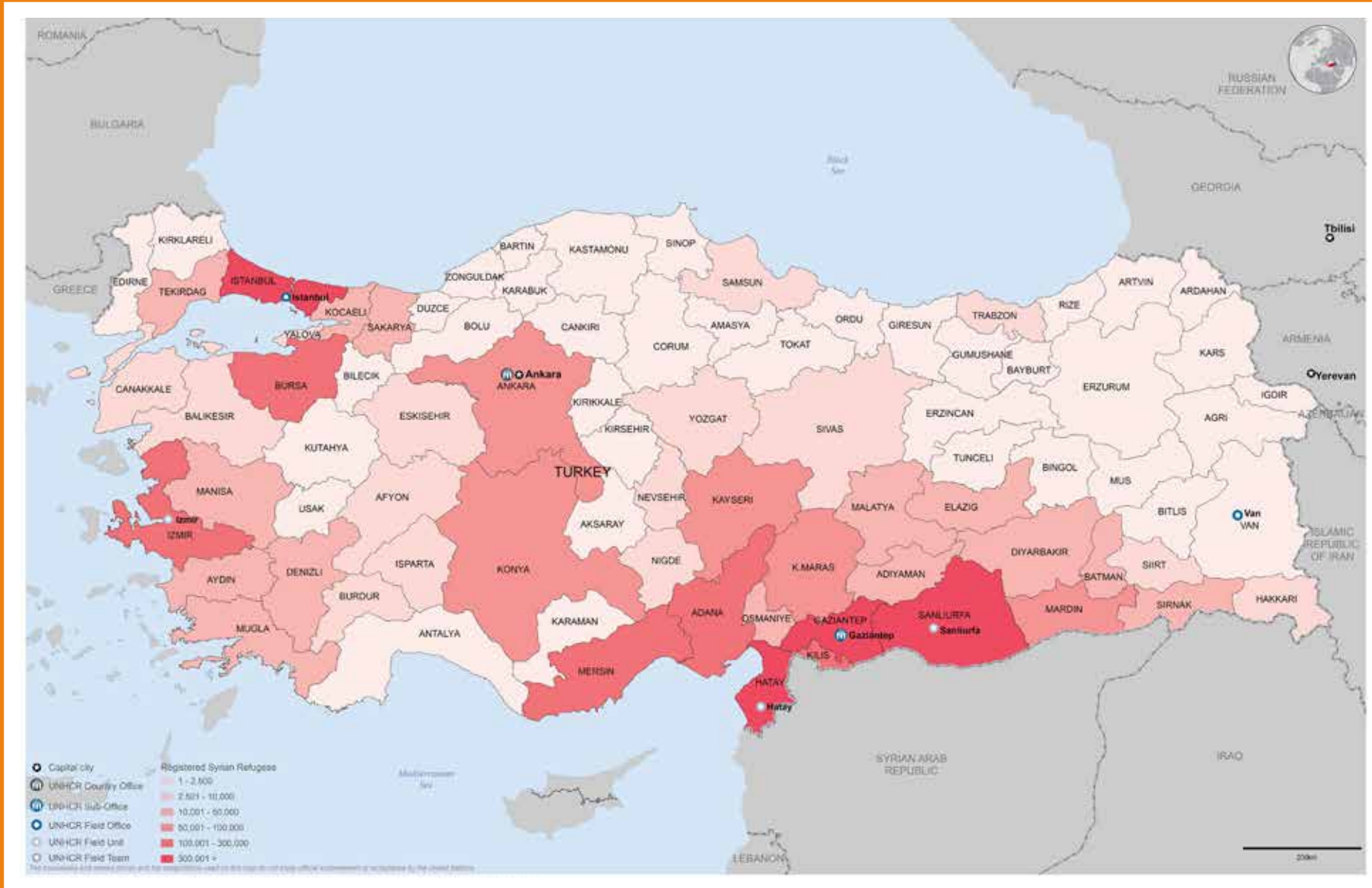
**2,000**  
vacancies  
recruited

**43%**  
of placements  
are young  
people

**9%**  
of placements  
are women







# Expanding our services

United Work believes in making an impact. As we grow, we want to help even more refugees to find work – fostering economic resilience by enabling refugees to become employees.

For the future, we aim to expand our services into other parts of Turkey, particularly the south where most refugees are located, and to expand our training programmes for employers. We're also committed to working to increase the participation of women and young people in the workforce.





“United Work is building a sustainable and humane life for Syrian refugees in Turkey, until they can return to Syria to build their own country again.”

*Enis Kösem  
General Manager of United Work*





**United Work**

**Please contact us:**

**HEAD QUARTER UNITED WORK**

19 Mayıs Cad. 19 Mayıs Mah. No:35 A Kat:1  
34360 Fulya - Şişli, İstanbul  
Turkey

Phone: +90 212 274 63 20

E-mail: [info@unitedwork.com.tr](mailto:info@unitedwork.com.tr)

