



PR1 National Report – TURKEY

FOSTERING MIGRANTS' EMPLOYMENT IN THE CONSTRUCTION SECTOR



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1. INTRODUCTION

1.1 Rationale of the MITRUST Project

Construction is one of top 10 principal sectors of employment for migrants in EU and globally, since migrant workers can be found in considerable numbers in construction domains and thus their contribution to construction industry is important worldwide. However, according to the latest report of European Construction Sector Observatory (2020) there are several specific barriers to the training of building workers, which are linked with the lack of new technologies that support the access of migrant workers in training. Cultural and linguistic barriers may also pose a difficulty for attending training.

Thus, low-skilled migrant workers are at the risk of losing their jobs.

According to CEDEFOP, globalization and technological changes have affected the EU construction and building workers forced them equipped with new skills (technical, soft, language skills). For this reason, there is more need for VET support on this sector, while establishing partnerships between sectorial companies and VET providers is another important issue. However, as CEPS indicates there is still a lack of investment in skills training by construction companies, due to a variety of reasons (market failures, unaffordable costs, etc.). One more challenge should concern the construction industry is the informal experience migrant workers and their prior learning recognition.

Last, but not least, language learning of construction terminologies was happening on-the-job place and time until now. However, COVID19 impact has affected this type of learning due to the demand of keeping social distancing and working as remotely as possible.

The purpose of MITRUST project is to develop and deliver an innovative digital tool with the intention to support migrants who would like to work in the Construction Sector to acquire the necessary language competences, soft skills and proper behaviors in the construction site. the project focuses on targeted open and distance learning opportunities which will offer better career perspectives to migrants who want to be transferred in an EU country and to enter in construction industry labor market away from social exclusion and marginalization. Besides, access to learning



offerings and enhancement of employability is one of the most efficient ways for Migrants' successful integration into the recipient EU societies.

1.2 Purpose of the Study

The aim of this study is to develop a sound and updated insight of the Construction sector, based on the analysis of the construction industry, and the identification of the construction related job positions where migrants fit better. The study's objective is to investigate the actual employability or potential working opportunities within the sector and to provide a comprehensive and updated analysis in terms of the necessary language competences and skillset that meets market demand and current trends. Through an approach which examines construction specialties where migrants are mostly needed, and an analysis of soft and technical skills required by migrants, the study will define what kind of "intervention" is required (on language/soft or technical skills) improvement. The latter will build a strong basis for the identification of the User Specification Requirements that will guide the design and development of the Open Educational Resources tool in terms of learning and education offerings. Therefore, the study intends to map the existing context of the construction sector, to identify the skills gaps of TCNs and potential skills mismatches.

We will seek to verify and enrich our conclusions by inviting insights and feedback from a range of the target group in order to get a balanced, comprehensive and up-to-date overview. For this purpose, a comprehensive research methodology has been designed and implemented, combining both desk and field research.

The purpose of this document is to highlight the findings and results of both desk and field research that has been conducted in TURKEY.

2. DESK RESEARCH IN TURKEY

2.1 Brief analysis of the current situation of the Construction sector in the country

Construction sector takes an important place in the Turkish economy. 6% of the country's GDP is composed of construction sector. In the aspect of employment, construction sector has an



important place for the Turkish economy, as it offers employment to 1,5 million people. ¹When the direct and indirect impacts on other sectors are taken into consideration, construction sector's share in Turkish economy reaches up to 30%. Construction sector, which was in decline before the pandemic, could not benefit from the economic growth in 2021 when the pandemic diminished. In the sector that is in a fragile state, actions have almost stopped because of the low investment and increasing input cost. In the first quarter of 2022, in addition to the cost burden, the adverse effects of harsh seasonal conditions were observed.

The construction sector, which stands out with the demand it creates for over 200 sub-sectors throughout the economy, started to shrink before the Covid-19 outbreak. In the sector, which has been in parallel with the GDP growth curve for most of the last 20 years, the contraction process that disrupted this course started in the third quarter of 2018. After this period of financial fluctuations, an extraordinary process began to be experienced in input costs in the sector with the pandemic. Although hopes emerged with the increase in vaccination in the construction sector, which lost momentum in 2020, very limited growth was observed in the first half of 2021 (3.2% and 3.8%, respectively in the two quarters). The sector, which experienced a rapid contraction of 5.9% in the July-September 2021 period, shrank by 3.9% in the last quarter of the year, despite the high base effect -which was caused by the 15% contraction in the same period of the epidemic year. The sector, which contracted by 0.9% on an annual basis, thus became 5.1% of GDP (was 5.4% in 2019).

Post-Pandemic Construction Sector;

The global economy ended 2020 with a mixed outlook, under the influence of the fear created by the COVID-19 pandemic and the increasing hope in line with the vaccine news. Although the news about the vaccine were positive, the news of mutations and the slower-than-expected distribution of the vaccine continue the pressure on the general economy. Although central banks try to implement expansionary monetary policies to the fullest in order to revive the economy, which

¹ <https://turkey.iom.int/tr/turkiyede-goc#:~:text=T%C3%BCrkiye'de%20ikamet%20eden%20g%C3%B6%C3%A7men,%C3%A7at%C4%B1%C5%9Fmalar%20sonucunda%20T%C3%BCrkiye'ye%20gelmi%C5%9Ftir>



has suffered great damage on a global scale and is still under pressure, it is known that there is an end to this. In Turkey, which has announced more than 3 million cases as of the end of March 2021, intense efforts continue to be made to revive the economy, which is under the effect of the pandemic. The construction sector is the locomotive of the economies of developing countries, especially with the employment and added value it has created as it activates the sub-sectors it is related to. In parallel with this generalization, one of the most important indicators of growth in Turkey is the construction sector, which has been progressing below expectations recently. The sector, which has a considerable share in the growth trend of the Turkish economy, has started to shrink recently. It is thought that the financial fluctuations Turkey has experienced in recent years may be one of the main reasons for this change in the sector, which is more sensitive to economic and political developments than other sectors due to its structure.

When we look at the table of average contributions to the Turkish GDP growth, the importance of the construction sector in the Turkish market is noticed.

Average Quarterly Contributions to GDP Growth					
	Agriculture	Industry	Construction	Service and Trade	Average annual growth in total GDP
I. Quarter 2018	%0.20	%1.70	%0.46	%5.14	%7.50
II. Quarter 2018	-%0.10	%1.0	%0.08	%4.82	%5.80
III. Quarter 2018	%0.30	%0.2	-%0.40	%2.40	%2.50
IV. Quarter 2018	%0.00	-%1.40	-%0.50	-%0.80	-%2.70
I. Quarter 2019	%0.20	-%1.10	-%0.50	-%1.20	-%2.60
II. Quarter 2019	-%0.10	-%0.80	-%0.80	%0.00	-%1.70
III. Quarter 2019	%0.30	%0.20	-%0.60	%1.10	%1.00
IV. Quarter 2019	%0.00	%0.80	-%0.30	%5.90	%6.40
I. Quarter 2020	%0.10	%1.30	-%0.20	%3.30	%4.50
II. Quarter 2020	%0.20	-%3.00	-%0.30	%9.39	%6.29
III. Quarter 2020	%0.70	%1.30	%0.30	%3.99	%6.29
IV. Quarter 2020	%0.20	%2.10	-%0.60	%4.17	%5.87
Source: Turkish Statistical Institute					

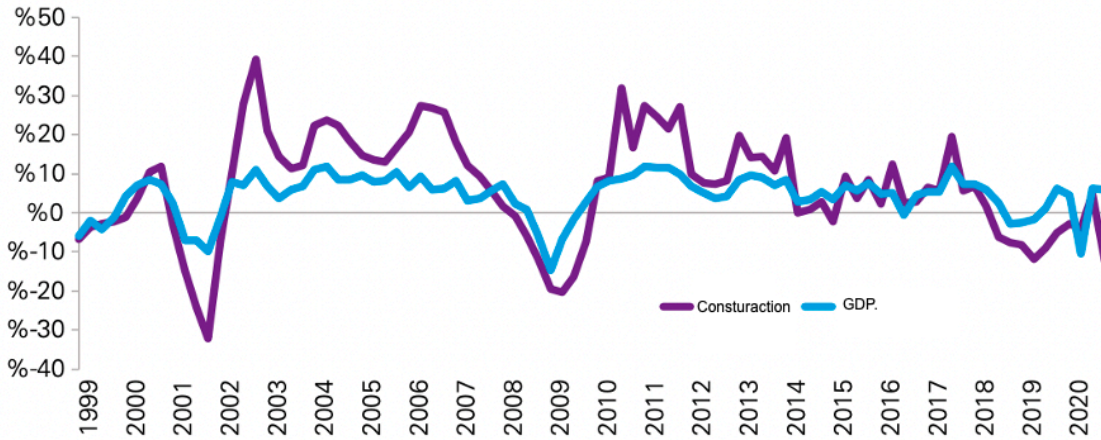
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With a more detailed explanation, the ratio between the GDP and the construction sector moves in parallel with each other.

² Turkish Statistical Institute

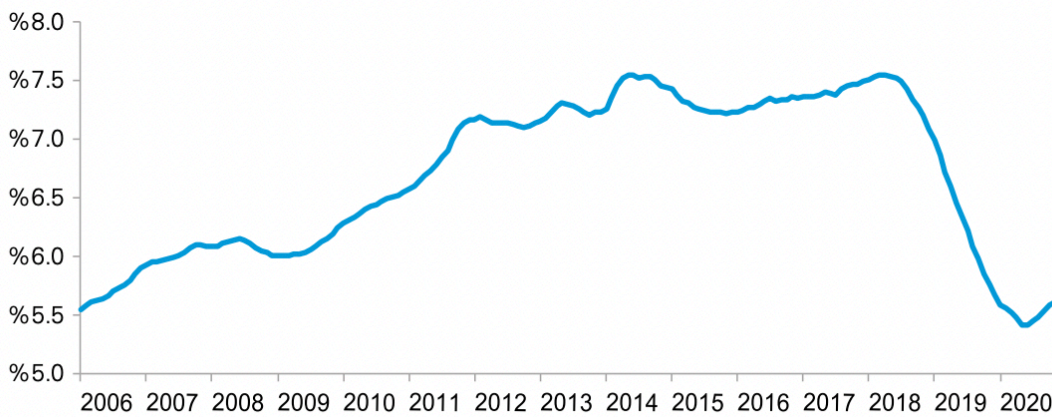
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Construction is expressed in purple; GDP is expressed in blue.

When analyzed at the total employment level, the share of employment in the construction sector in total employment decreased in parallel with the sharp contraction experienced in the last 2 years. According to simple averages, the employment share, which decreased from 7.4% to 5.59% in 2019, increased by 0.13% in 2020 compared to the previous year and became 5.72%. Despite the negative impact of the COVID-19 epidemic in 2020, the reason for the minimal increase in the share of the construction sector in total employment is due to the limited seasonal growth in the construction sector, while the general economy is currently contracting due to the effect of the epidemic and is under great pressure.



Kaynak: BDDK

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³ Turkish Banking Regulatory and Supervisory Agency, 2021 Report



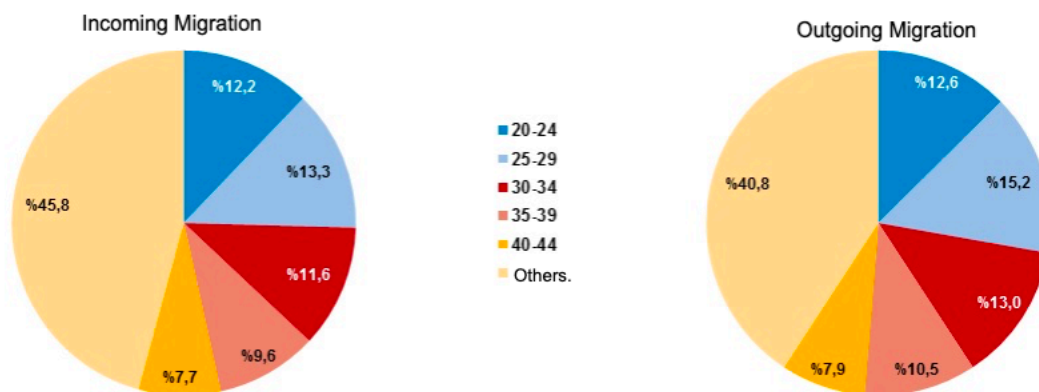
Therefore, the construction industry is a very important stakeholder for Turkey, both financially and in terms of employment.

2.2 Employment of TCNs in the Construction Sector

Resources: Specialties and Sectors, Occupational Profile of TCNs, skillsets required, working opportunities and challenges, numbers/charts/nationalities/working sectors/ strategies/barriers

Despite some successful attempts to study the macroeconomic impact of refugees in Turkey, little is known about their personal circumstances; Although there is some information on the number of immigrants in general, there are many unregistered immigrants in Turkey. The number of migrants and refugees residing in Turkey is currently 3.9 million and 90 percent of them are Syrians; He came to Turkey as a result of the ongoing conflicts in Syria. 3.6 million Syrians have registered for Temporary Protection in Turkey, along with other migrants of different nationalities seeking asylum, international protection or refugee status in Turkey. Turkey was also at the center of the Mediterranean Crisis in 2015. Although the number of immigrants coming to Greece from Turkey decreased from 850,000 in 2015, which was the highest level, to 186.786 in 2017; these immigrant figures are still serious. Turkey continues to face some of the biggest challenges regarding irregular migration by land and sea.

According to TUIK (Turkish Statistical Institute) data, the immigrants between the ages of 40-44, who are at the working age, constitute the most immigrant age group to Turkey.





However, despite this, in the statement made by the Ministry of Labor and Social Security on March 31, 2019, it was stated that the number of Syrians granted work permit in Turkey is 31,185 people. Immigrants who cannot obtain a work permit work illegally. One of the main reasons why work permits are so low is the low employability level of immigrants. This problem will be solved with vocational training to be given to immigrants.

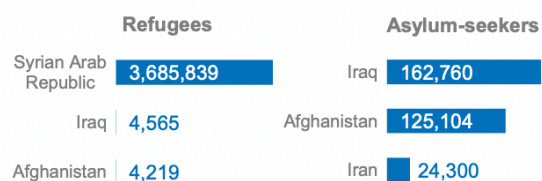
When examined in terms of incorporation, it was stated in the statement made by the Ministry of Commerce that as of February 26, 2019, the number of companies with at least one partner of Syrian nationality was 15,159. The fact that approximately half of the employees have opened their own business or become a partner when compared to the Syrians with a work permit can be explained by the high entrepreneurial characteristics of the immigrants and the fact that they have to create their own employment areas.

2.3 Construction Market Skills Demands [TURKEY]

Resources: reports from the country or EU, academia, legislation, ESCO system (European Skills, Competences, Qualifications and Occupations), CEDEFOP (European Centre for the Development of Vocational Training)

Turkey hosts the world’s largest refugee population with 3.7 million Syrians under temporary protection and over 320,000 refugees and asylum-seekers under international protection. In 2021, PMM, the Presidency of Migration Management, registered 29,256 new IP applicants. Legal framework: Turkey’s refugee response is based on a comprehensive legal framework, in particular the Law on Foreigners and International Protection (2013) and the Temporary Protection Regulation (2014).

TOP THREE COUNTRIES OF ORIGIN





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However, despite this number, the employment rate of immigrants, especially in the construction sector, is not at a sufficient level. Since it is ranked from reference for all vacancies in the construction sector in Turkey, it ranks second with “adequate occupations/technical knowledge and experience according to the prices at the workplaces, among these, the first three sections in 2-9 workplaces are “work” and “physical and training benefit”.⁵ Among the first three in workplaces with 10-19 employees; “business computer”, “adequate professional/technical knowledge” and “about physical and startup”. In workplaces with 20+ employees, "adequate occupations/technical knowledge and experience", "business knowledge" and "team work" are in the first three places. There are 11.208 vacancies in the sector and these vacancies are in 268 different professions. "Truck driver" in the first place with 1,293 vacant jobs, "refrigeration house and air conditioner maintenance" in the second place with 896 jobs, and "map technician" with 717 vacant jobs.

It has been determined that 5.484 out of a total of 121.351 workplaces within the scope of the research in the construction sector have had difficulties in recruiting in the last 1 year. It has been determined that 4.4 percent of workplaces with 2-9 employment, 4.7 percent of workplaces with 10-19 employment, 5.7 percent of workplaces with 20+ employment and 4.5 percent in total have difficulties in recruiting.

The rate of total workplaces that had difficulties in recruiting personnel in the sector was lower than the rate of 5.1 percent in Turkey in general. It has been determined that there are difficulties in recruiting 12.474 people in 5.484 workplaces in the construction sector. 61.8% of the total number of people who have difficulty in procurement are in workplaces with 2-9 employees and the number of people who have difficulty in procurement is 7,707. 19.8 percent of the people who have difficulty in supplying the total are in workplaces with 10-19 employees, and 39 people had difficulty in recruiting 2,471 people. 18.4 percent of the people who have difficulty in recruiting are in the workplaces with 20+ employment, and there was difficulty in recruiting 2.296 people. It

⁴ Data source: UNHCR 2021 Mid-Year Statistical Report and UNHCR data finder platform

⁵ The Development of Construction Industry Sector in Turkey-Construction Industry Indicators
<https://dergipark.org.tr/tr/download/article-file/395926>



is seen that 6.816, that is, 54.6 percent, of 12.474 people in the sector, who are difficult to obtain according to the occupational group, are in the "craftsmen and those working in related jobs". It has been determined that the occupational group of "facility and machine operators and fitters" is in the second place. When we look at the occupational groups that have difficulties in recruiting throughout the country, the Craftsmen and Workers in Related Jobs group, which is among the first two occupational groups, ranks second with 30.4 percent, and the Plant and Machine Operators and Assemblers occupational group with 28.3 percent. It has been determined that 94.3 percent of the people who have difficulty in recruiting personnel in the construction sector have difficulties in recruiting due to "not finding staff with the necessary professional skills / qualifications". This rate was approximately 6.6 points higher than the overall rate of Turkey. Then, the reasons for "not finding staff with sufficient work experience" with 83.8 percent and "not enough applications for a job in this profession" with 75.9 percent came to the fore. In the sector, the first three rows of reasons for difficulty in recruiting personnel were the same as in Turkey in general. The construction sector is the seventh sector with the highest increase in net employment change rate on a sectoral basis. In the proportional net employment change of the sector, it remains below Turkey's average with 3.1 percent. When the increases in the number of people are examined; The construction sector ranks fourth with 39,881 people. The occupational group with the highest net employment change rate for workplaces with 2+ employments within the scope of the research in the sector was "technicians, technicians and assistant professionals" with 1.2 percent. The lowest rate is in the occupational groups of "employees working in office services" and "professional professionals". The second highest rate is in the group of "occupations that do not require qualifications". It is predicted that employment in this occupational group will increase by 1.1 percent in the next year.

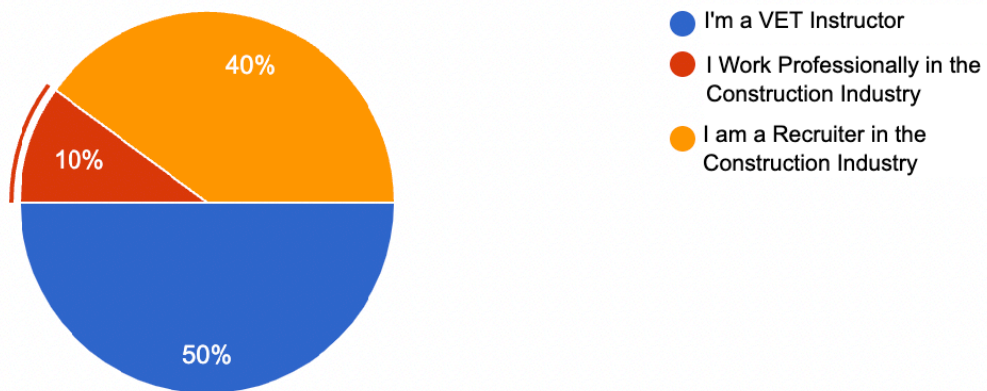
3. FIELD RESEARCH IN TURKEY

3.1 Results from the online questionnaire for professionals

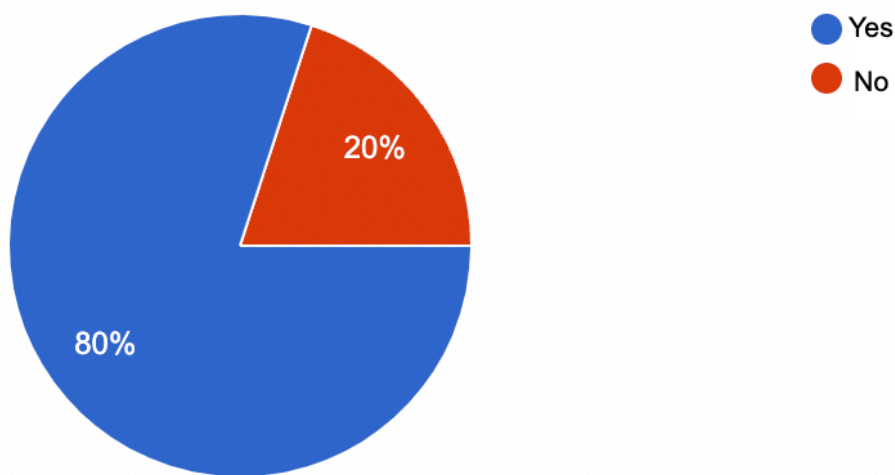
A Summary (Target: 10 responses from professionals)



50% of the respondents identified themselves as a VET trainer and 40% as a recruiter.

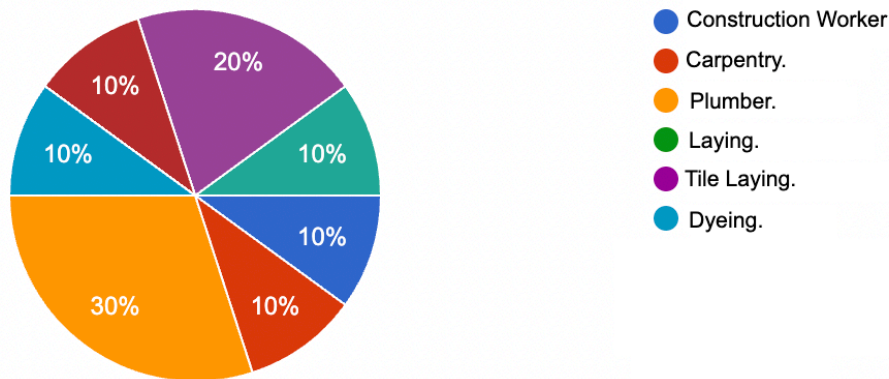


To the question of whether you have ever worked with refugees before, 80% of the respondents answered yes.





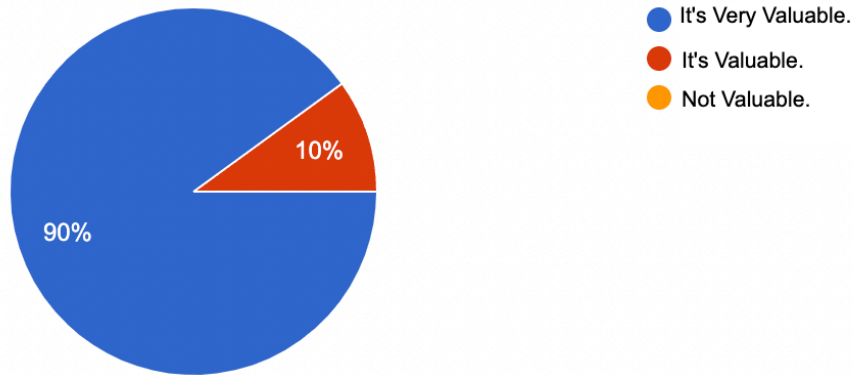
To the question of which area of expertise is most needed in Turkey, 30% plumber and 20% tile laying were answered.



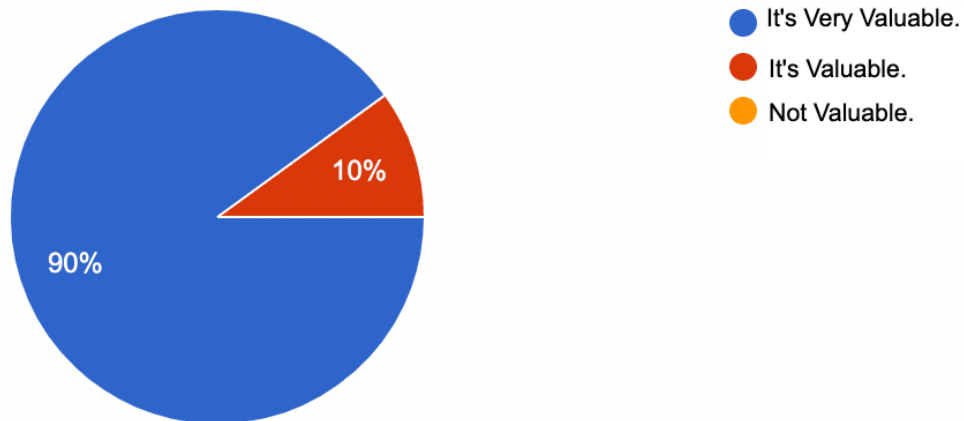
To the question of what level of knowledge is required for these jobs, 70% was given the answer to general knowledge level in technical skills. Considering this ratio, a general level of knowledge about jobs will be sufficient for employability.

The answer to the question of expertise, which requires the most technical skills, was 40% plumber.

When asked about the importance of vocational training for those working in the construction industry, the experts answered that it is very valuable at the rate of 90%.



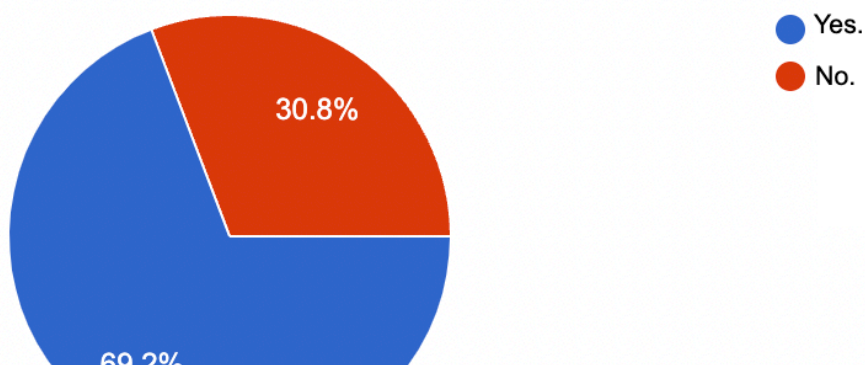
Again, when asked about the importance of language skills in the construction industry, the experts replied that 90% of them are very valuable.



3.2 Results from the online questionnaire for TCNs

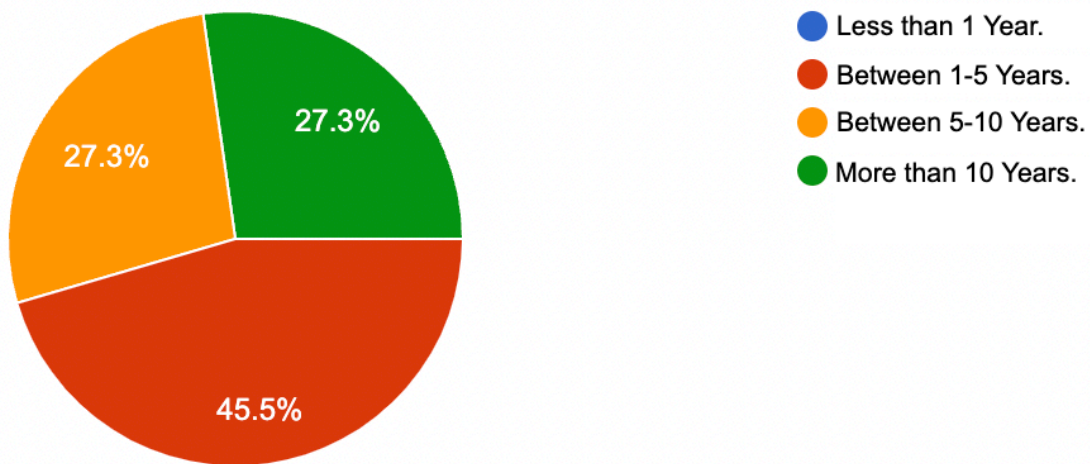
A Summary

38.4% of the respondents stated that they had at least a bachelor's degree or equivalent; however, those who are actively in the workforce were measured as 69.2%.



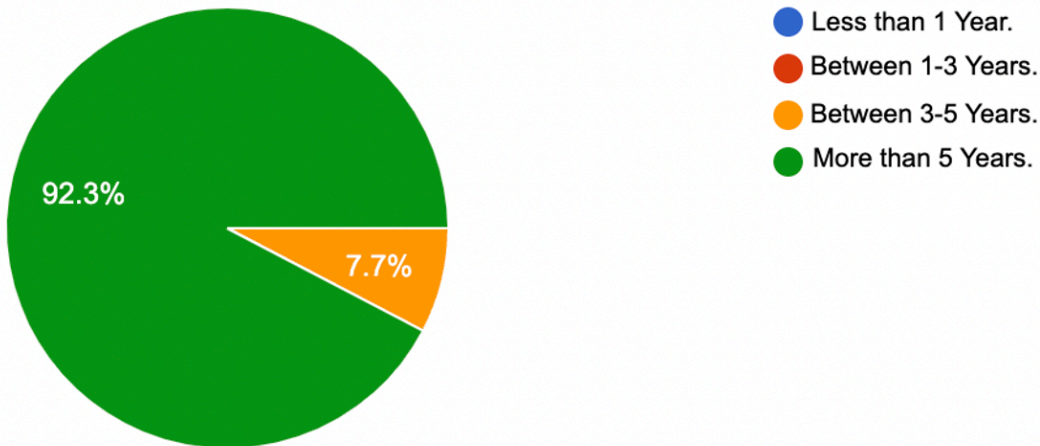


Respondents to the survey gave the first answer to the question “What do you do now?” with 22.2%, construction and decoration. This answer is followed by furniture, powder painting and

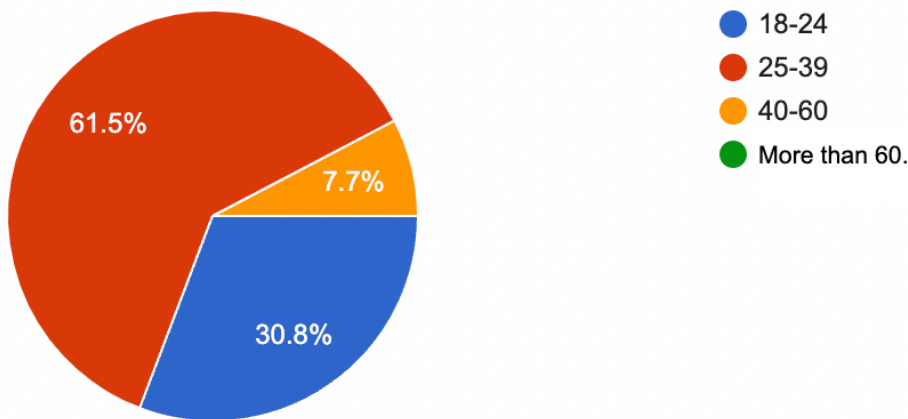


plumbing with 11.1%. All of those who participated in the survey and said they were working stated that they had been in business for more than 1 year.

92.3% of the respondents have been living in Turkey for more than 5 years.



When the age group is asked, the 25-39 age group appears to be in the first place with 61.5%.

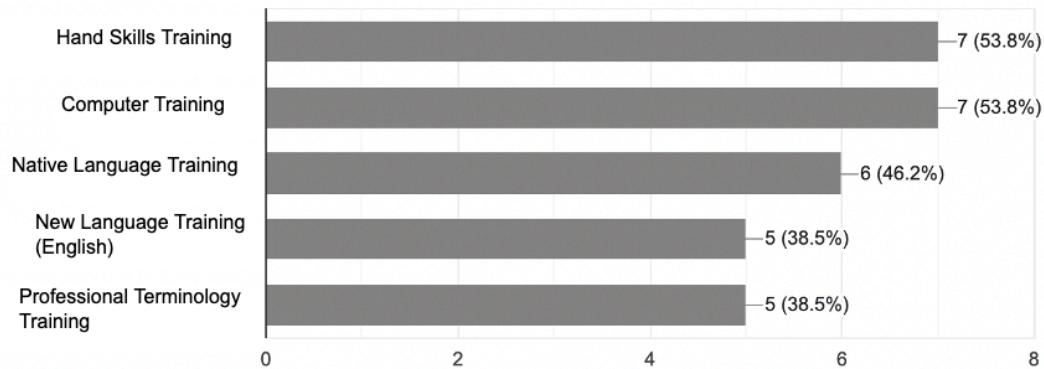


84.6% of the respondents want to work in Industrial Construction, followed by building construction with 15.4%. 61.5% of the participants have previous experience in the construction industry. When asked in which field of the construction industry you have experience in the survey respondents; 36.4% were furniture makers, 27.3% workers, 18.2% plumbers and 9.1% electricians. When the respondents were asked what the most important obstacle is to starting a job in the construction sector, 61.5% answered "not having enough professional knowledge", 23.1% said "lack of language" and 15.4% answered "insufficient working experience".



To the question of which skill would you like to develop/learn, 53.8% of the respondents answered "social skills", 23.1% of the participants answered "language skills" and 23.1% answered "expertise in a certain field".

To the question of what kind of training do you think it is more important to attend, survey participants answered "handicraft training" with 53.8% and "computer training" with the same ratio. This rate was 46.2% with "mother tongue learning", 38.5% with "learning a new language" and again with the same rate as "learning professional terminology".



The first answer to the question "Which position do you consider suitable for you in the construction sector" was given as "carpentry" with 30.8%. This answer is followed by electricians, plumbers and construction workers.

When the respondents were asked "skills in using tools and machinery", "knowledge about mechanics" and "skills in the field of construction and engineering", 46.2% gave a low level answer. Those who participated in the survey know very well "Using Tools and Machines" with 46.2% at most.

84.6% of the respondents want to receive more training on the construction industry. Only 15.4% of the respondents say that they know English very well.

Most of the respondents agree with the statement that "I have very good command of the language; but I need to further develop my technical skills."

The answers "Electricity" with 46.2% and "Plumbing" with 46.2% were given the most.



3.3 Results from the focus groups/interviews with professionals

A Summary (Target: 3 - 5 professionals)

A total of 4 people participated in the interview with professionals. One of the participants is the owner of a Metal Construction company, two of them are civil engineers and the last is the owner of a plumbing company. Participants said that many immigrants work in the construction sector, but they do not work with any immigrants legally. According to the participants, immigrants generally work in the construction sector illegally and without insurance. Therefore, this situation causes work accidents and injuries to have bad results. Participants say that the future of the construction industry is based on learning technical skills. Minor areas such as operating and forklift skills, tool use, tile work, welding, garden design and plumbing are the future of the construction industry.

All participants stated that Turkish is very important for working in the construction industry. They stated that it is essential to know Turkish in order to be able to easily understand, especially in the employee-supervisor relationship and complicated jobs. In addition to their areas of expertise and professional language skills, all participants reported that they should have some personality traits. In particular, they said that teamwork and harmony should be absolutely necessary.

Apart from this, other titles mentioned;

- To be respectful
- Honesty,
- Belief in team spirit
- Diligence

are listed as. All participants said that they want to work with TCNs, but the number of those who have a work permit is low. They stated that this situation caused illegal work and TCNs accepted to work with lower wages.

Participants said that there is no training program or internship program for immigrants who want to join the construction industry, or their existence is unknown. According to the participants, the absence of such a practice reduces the development of TCNs or their ability to find employment; it will also be difficult for TCNs to cover their vocational training costs.

According to the participants, there are huge opportunities for TCNs in the construction industry.



There are employment opportunities in all areas from unskilled labor to mastery. They said that especially TCNs specialized in a certain field can easily work in high-paying jobs. Participants said that some reforms should be made in order to increase the job opportunities of TCNs. Specifically, the government establishes an employment network for TCNs or accredits them to existing employment networks. Social security of TCNs needs to be controlled by the state. It should be emphasized that TCNs should work with at least minimum wage. Turkish language training or some pre-employment training should be given to TCNs. Participants said that TCNs applied to job opportunities through their friends. They said that there was no official job call or they were not aware of it.

Participants stated that TCNs generally cannot hold on in the construction sector and they work seasonally. Participants said that TCNs had to work under harsher conditions than local employees, so they could not be successful. Therefore, it was emphasized that it is important for the government to establish a supervisory mechanism for TCNs working in the construction sector. They said that the grievances of TCNs in the construction industry are very high. The fact that the participants, especially the TCNs, do not know Turkish well and do not have a good command of legal means, causes them to be unable to overcome their grievances.

3.4 Results from the focus groups/interviews with TCNs

A Summary (Target: 3- 5 TCNs)

A total of 4 people participated in the interview. Characteristics of the participants

1st participant- Male, 22, Syria.

2. Participant- Male, 30, Syria.

3. Participant- Male, 20, Syria.

4. Participant- Male, 42, Syria.

All participants immigrated to Turkey approximately 5 to 10 years ago. Only 1 of the participants had previous experience in the construction industry. Participants stated that they had a very difficult time working in the construction industry. They especially stated that they receive less salary than Turkish employees and they do not have social security. All participants complained



that they were classified as cheap workers. The participants said that they do not know Turkish well and that such an opportunity was not offered to them.

Participants agree that immigrants are employed in jobs that require brute force. They said that this situation occurred especially because they did not have any previous construction experience or even if they could not explain it due to their lack of grammar.

Participants stated that they were not aware of their working conditions and their legal rights.

All participants say that they think they are discriminated against because of this. Respondents said their employers did not insure them or did not report to the government that they were working. All participants talked about the importance of professional experience. They especially emphasized the importance of professional experience for a better salary and workplace condition. The deprivation of social rights and low wages of TCNs stand out as the most important problem in their working life. The fact that TCNs do not know Turkish, are not aware of their legal rights, and that the government does not carry out sufficient inspections of construction companies are the most important factors in this situation.

4. Final Recommendations: Needs analysis

4.1 Skills and gaps identified by professionals

(Identify gaps and skills mismatches and propose skills to be addressed during the capacity building programme)

According to the findings obtained as a result of all the applications, the necessary skills can be explained with the following headings. Having a good command of the Turkish language is an essential element for TCNs both to get a job and to strengthen their workplace communication.

Language compatibility seems to be important especially in order to be permanent in the sector and gain new skills. Vocational training of TCNs is another important issue. Gaining competence, especially in developing areas in the sector, is positive for immigrants. Social integration of immigrants is another important issue. In particular, the establishment of the concept of teamwork will be positive for TCNs. A good teamwork will further accelerate the development of TCNs in



the workplace. There should be opportunities to pave the way for TCNs to learn new things. However, it is important that TCNs are also open to learning.

TCNs for employers

Teamwork aptitudes,

-they are compatible

-being honest

-have technical skills,

-time management,

are important factors in hiring.

According to the studies we have done, the biggest obstacle in front of TCNs being permanent or unable to develop in the construction sector is that they do not know Turkish well. According to professionals, a TCN who knows the Turkish language well will be much more comfortable in finding a job or permanent.

According to professionals, vocational training of TCNs is very important. It will be important for TCNs to organize vocational trainings that include mastery, especially for TCNs. According to professionals, it will be more effective to concentrate the trainings on the following areas.

- 1) Technical skills and use of machinery,
- 2) Minor mastery areas such as plumbing, tiling, welding,
- 3) Work discipline and workplace ethics,
- 4) Trainings on occupational safety.

4.2 Occupational profile and gaps identified by TCNs

(Identify and propose needs, fields of interest, skills and competences assessment, topics to be addressed during the capacity building programme)

As a result of the online test results, focus group study, and sector research, our results regarding the needs of TCNs and their primary skills that need to be developed are as follows;



First of all, according to the online survey data, not having enough professional knowledge was emphasized as the biggest problem by 61.5% of all TCNs. In the online survey, when asked 'what kind of training do you think is more important to participate in?', Hand Skills Training came first with 53.8% and Computer Training with the same percentage. The examples we give for Hand Skills are concepts that include vocational knowledge related to metal, wood, tapestry, and painting.

However, during the online survey, TCNs gave contradictory answers to our questions about their Technical Skills. In the questions we asked TCNs under separate headings, more than half of the respondents gave conflicting answers to the questions on Tool and Machine Use, Construction and Engineering, Technology and Automation Systems, and Mechanics.

They marked their skills as very good or good. Nevertheless, 84.6% of the participants stated that they would like to receive more training in the construction sector. According to the common view we obtained during the focus group discussions with TCNs, migrants are more often employed in jobs that require brute force rather than jobs that require vocational and technical knowledge. TCNs attribute this situation to two reasons: first, they do not have sufficient professional knowledge, and second, they do not have sufficient knowledge of Turkish.

In fact, another major problem for TCNs is not having sufficient Turkish linguistic knowledge and communication skills. According to the question; 'Which of the following skills would you like to improve/learn by receiving training?', the answers were 'Language Skills' and 'Social Skills' with 38.5%. Examples of soft skills are teamwork, leadership, and communication.

Participants reexpressed this problem in the focus group discussions. According to the common result of the interview, all 4 participants in the focus group stated that they do not know Turkish well enough and that they were not given the opportunity to learn it.

According to the findings of the focus group interviews, the employees stated that they had problems in communication and could not improve themselves professionally because they did not have a good command of the Turkish language.



These are not the only problems caused by their lack of Turkish language skills. According to the focus group discussions, TCNs stated that they were subjected to injustice, could not benefit from social and legal rights, and could not defend their rights due to their insufficient knowledge of the Turkish language.

4.3 Concluding Remarks

Although the construction sector has lost its old volume due to the effect of the pandemic and the shrinkage in the Turkish economy, it is still the carrier of the labor market. The presence of immigrants in the construction sector or the better education of existing employees will strengthen both the country's economy and social cohesion processes.

Immigrants who have problems in accessing economic capital and cannot participate in the workforce need to have a presence in the construction sector.

As a result of the study, when the answers of TCN's and professionals are compared, it seems that similar results are obtained. Therefore, having the same concerns for both TCNs and professionals will be a positive assessment for the development of the profession.

Accordingly, the first problem we encounter is that Turkish is not known or cannot be used effectively by TCN's. In the absence of this basic skill, immigrants have great problems in finding a job. TCN's, on the other hand, cannot develop in their current business. In addition, the fact that the parties do not understand each other well and cannot produce joint solutions to the developing problems is again due to the difficulties of agreement. However, in order to prevent TCN's from appearing as cheap labor, it is necessary to increase the inspections in the sector. TCN's need to be taught and how to protect their rights and rights in working life. The fact that TCN's do not have a work permit or that they are not reported to be employed by the employer is again an important problem. Immigrants who cannot access social security and health services are in a difficult situation due to possible injuries or workplace accidents. Professionals have noted some characteristics that TCN's should have. The most important and frequently repeated one of these features is teamwork. Time management and honesty follow this skill. It has been stated that



TCN's with these skills will be more successful in their business life. According to professionals, social integration trainings should be provided in addition to vocational training for TCN's. They stated that all TCN's that can achieve social cohesion will be much more successful.

Annexes

Annex 1: Questionnaire for TCNs data

Annex 2: Questionnaire for Professionals data

Annex 3: Data from focus groups/interviews with TCNs

Annex 4: Data from focus groups/interviews with professionals



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