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PERCEIVED JOB INSECURITY AND FUTURE EXPECTATIONS OF THE SYRIAN IMMIGRANTS, SAMPLE OF KAHRAMANMARAS

SURİYELİ GÖÇMENLERİN İŞ GÜVENCESİZLİĞİ ALGILAMALARI VE GELECEKTEN BEKLENTİLERİ, KAHRAMANMARAŞ ÖRNEĞİ

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ABSTRACT

Migrant evolments cause very important changes on structure of society. Today, international migration debate has been become important for international organizations, academics and politicians. The ongoing civil war in Syria and the increasing number of refugees living in Turkey immigrants entail the social and economic policy for these people. Syrian immigrations subject is an important social phenomenon in Turkey. Taking Kahramanmaraş as an instance, the aim of this study is to point out the perceived job insecurity and solve the problems of Syrian immigrants that were obliged to work in Turkey. Within the scope of the survey, a questionnaire was applied to the Syrian immigrants working in Kahramanmaras. The data obtained in this study were analyzed by the programme of SPSS23. It is considered that the findings to be obtained at the end of the study will make contribution to eliminating the deficiency in the area and will present useful opinions toward the literature and application.

Keywords: Syrian, migration, immigrant workers, job insecurity

ÖZ

Göç hareketleri beraberinde toplumun yapısında çok önemli değişikliklerin oluşmasına sebep olmuştur. Günümüzde, uluslararası göç tartışması, uluslararası kuruluşlar, akademisyenler ve politikacılar açısından önemli hale gelmiştir. Suriye’de iç savaşının devam etmesi ve Türkiye’de yaşayan göçmenlerin sayısının giderek artması bu insanlar için sosyal ve ekonomik politikaları zorunlu kılmaktadır. Türkiye’de Suriyeli göçmenler konusu sosyal bir olgudur. Bu çalışma ile Kahramanmaraş örneğinden yola çıkarak Türkiye’de yaşayan ve çalışmak zorunda kalan Suriyeli göçmenlerin iş güvencesizliği algılamalarının belirlenmesi ve yaşanan sorunlar için çözüm önerilerinin sunulması amaçlanmıştır. Araştırma kapsamında Kahramanmaraş’ta çalışan Suriyeli göçmenlere anket uygulanmıştır. Bu çalışmada elde edilen veriler SPSS23 programı ile analiz edilmiştir. Çalışma sonucunda elde edilecek bulguların alandaki eksikliğin giderilmesine katkı sağlayacağı, yazına ve pratik uygulamaya yönelik yararlı fikirler sunacağı düşünülmektedir.

Anahtar Kelimeler: Suriye, göç, göçmen çalışanlar, iş güvencesizliği

1.INTRODUCTION

For years immigration has brought about significant changes in social, cultural, economic and political structures of societies. Today, there is an increase in international migration movements due to the effects of wars as well as globalization. The ongoing civil war in Syria and the increasing number of immigrants living in Turkey requires the policy for Syrian people.

Changing of the management on Middle East area as final public of Arab Spring have not achieved a goal in Syria yet. As a result of this, Syria civilwar has began. Because of this war, humanity has testified as one of most important of migrant evolments. Turkey is prefere done of the most popular country by Syrian people because of border and historical cultural relationships (Arslan, Bozgeyik and Alancioğu, 2017:129).

With the growing insurrections in Syria in 2011, an exodus in large numbers has emerged. The turmoil and violence have caused mass migration to destinations both within the region and beyond (Yazgan,Utku ve Sirkeci, 2015:181).

In this study was analyzed reflects of economical and social of Syrian migrants that they had to leave country as a result of Syrian civil war in Turkey and specially Kahramanmaraş.

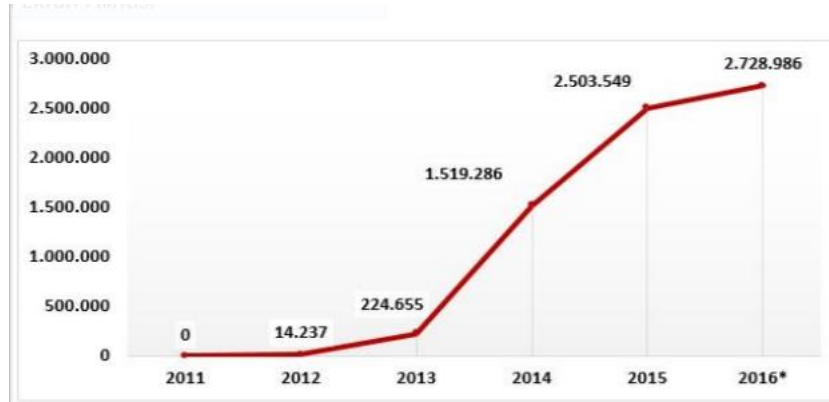
2.LITERATURE REWIEW

2.1.Syrian, Migration And Immigrant Workers

Migration, which is persons movement to another location geographically, is usually predicated on economic, social and political reasons (as cited in: Taş ve Özcan,2013:289).

On April 29, 2011 first groups of Syrians entered Turkey in order to run away from the war in Syria, 252 people came from the Cilvegözü Border Checkpoint into the Yayladağı Distric of Hatay Province and it has continued ceaselessly over the past 4.5 years (Erdoğan and Ünüvar, 2015:17). Syrian immigrants came to the different regions in Turkey started to be a piece of labor industry in different sectors mostly as unskilled laborers (Karayel, 2016). Number of Syrian immigrants by years (www.ilo.org):

Table:1.1. Number of Syrian immigrants by years



The first period began with the first flow of Syrians into Turkey in 2011 and the period up until the summer of 2015. Turkish authorities followed an “open door” policy and began constructing tents in the southern provinces of Hatay, Kilis, Gaziantep, and Şanlıurfa, and called Syrian refugees “guests,” which granted them no legal rights and assumed a temporary and short stay. In this period, especially in the second half of 2012, after the failure of Kofi Annan’s six-point plan for for a ceasefire in Syria, conflicts in Syria deepened and on average more than 20,000 refugees arrived in Turkey monthly, which continued to rise throughout 2013. In the third phase of the Syrian civil war in 2013, the influx of Syrian refugees into Turkey peaked. In the first half of the year, the average monthly number of refugees arriving in the country was nearly 40,000. By late 2014, 55,000 people were seeking asylum in Turkey every month – fueled by increased violence in Syria and neighboring Iraq (connected with the emergence of the radical group known as the Islamic State in Iraq and the Levant (ISIL), which seized large territories in both countries during the summer of 2014).4 Turkey’s Syrian refugee population was more than 1.7 million as of mid-March 2015 – triple the numbers in December 2013 (İçduygu ve Şimşek, 2016:60).

The Turkish Disaster Response Agency (AFAD) has been the lead agency in coordinating the government’s efforts to respond to the refugee inflow. Although it was originally established in order to deal with disasters,

such as earthquakes, the agency restructured itself in the immediate aftermath of the arrival of the first Syrian refugees and reorganized its local units in order to deal with the growing humanitarian disaster in Turkey's southern border. As an extremely well organized and dynamic organization, with the full financial and political support of the government, AFAD has ensured that the needs of the refugees have been met by utilizing the capabilities of various government agencies and ministries. AFAD also assumed the task of building refugee camps, the conditions of which are above and beyond the international standards set by the United Nations (Kanat ve Üstün, 2015:15).

2.2. Syrian Immigrants And Perceived Job Insecurity

Job insecurity is a condition in which employees have a fear of losing his/her job depending on the thought of uncertainty (Karacaoğlu,2015:13).

The reasons for this shift include: Turkey's geographical position (as a crossroads between East and West and between North and South); its recent economic development; the economic transition period of the old Eastern Bloc countries following the collapse of the Soviet Union; and the conflicts and wars in the Middle East and African countries. As such, since the 1990s, South-South migration has risen in importance for Turkey, as it has for migration networks in other parts of the globe. Labour migrants have found (mainly irregular) employment particularly in Istanbul and other large Turkish cities (Ertürk, 2016:469).

Nearly 7 million Syrians, affected by the civil war conditions and political turmoil in their country, had to leave their homelands and moved to other countries. Turkey, whose border neighbour is suffering from civil war and political crisis has tried to help immigrants with open door policy and established accommodation areas in various cities. Syrians are mostly located in provinces on Syrian border, metropolitan areas and Istanbul. Syrian immigrants are culturally and economically affected in the places in which they settle, or they themselves affect the place culturally and economically (Doğan and Karakuyu,2016: 302).

Syrian immigrants who have lived for a while with the aid of turkey or the financial means they have started to take part indifferently in their working life in turkey and have their own lives resigned themselves.

The main problem areas related to the integration of the syrians into the labor market are as follows: unregistered work, employment in low skilled jobs, unfair competition, low wage, risks of widespread child labor (ilo.org.tr)

3. METHODOLOGY

3.1.The Subject, Importance And Metodology Of The Study

Kahramanmaraş is one of the important metropolises inhabited by many Syrian immigrants in Turkey. In this sense the research was prepared to reveal the perceived job insecurity of the Syrian immigrant workers living in Kahramanmaras. Within the scope of the survey, a questionnaire was applied to the Syrian immigrants working in Kahramanmaras. The data obtained in this study was analyzed by the programme of SPSS23. The data was obtained from the participants through interpreters who speak Kurdish, Arabic and Turkish.

3.2.Data Collecting Instrument and Scales

In the study, as the method of data collecting, the survey method is used. In the first section, demographic information have been presented; in the second section, expressions toward measuring perceived job insecurity. In order to measure perceived job insecurity, a five-question scale used by Özçay (2011) was benefited from.

3.3. Theoretical Model and Hypotheses

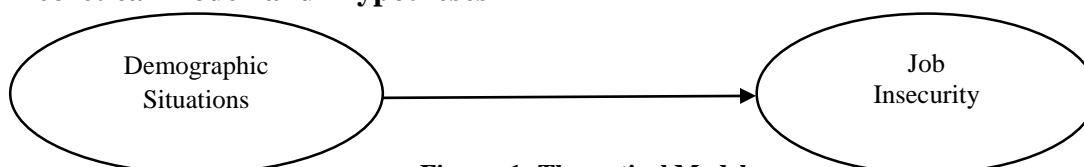


Figure 1 :Theoretical Model

Hypotheses prepared in this direction is as follows.

H1₁: The perceptions of job insecurity of the participants significantly differentiate according to the gender.

H2₁: The perceptions of job insecurity of the participants significantly differentiate according to the age.

H3₁: The perceptions of job insecurity of the participants significantly differentiate according to the education level.

H4₁: The perceptions of job insecurity of the participants significantly differentiate according to the country they want to live in the future

4. FINDINGS OF THE STUDY

4.1. Demographic Findings

In the scope of the study, the distribution of the Syrian immigrants in Kahramanmaraş according to the various demographic characteristics was calculated by the method of frequency analysis. As a result of the analysis carried out, as seen in Table 3.1, 70 out of 100 Syrian immigrants participated in the study were male and %30 are females. %64 of immigrants are married. The majority of the immigrants are in the range of age 18-30 with %33. 50% of them speak Arabic. When regarded to the distribution of the school graduated from, the highest value is high school with %34. It is seen that 19 of the participants are housewife and 19 of the participants are student before coming to Turkey; 18% in household cleaning, 17% work in agriculture, 15% working in the construction sector in Turkey. According to the answers given by the participants, the most important factor in migrating to Turkey is that Turkey is a reliable place. 40% of participants want to be admitted to Turkish citizenship and 40% expect to meet basic needs such as education and health. 88% of the participants say that their expectations have been fulfilled since they migrated to Turkey. 70% of participants believe that their future will be good. 52% of Syrian immigrants want to go back to Syria if the conditions are right.

Table 4.1. Demographic Findings (n = 100)

| | | Frequency | Rate (%) |
|---|---------------------------------|-----------|----------|
| Gender | Male | 70 | 70 |
| | Female | 30 | 30 |
| Marital Status | Married | 64 | 64 |
| | Single | 26 | 26 |
| | Dul | 10 | 10 |
| Age | Age 18 and less | 14 | 14 |
| | Between 18-30 | 33 | 33 |
| | Between 31-45 | 26 | 26 |
| | Between 46-65 | 16 | 16 |
| | 65 and more | 11 | 11 |
| Native | Kurdish | 10 | 10 |
| | Arabic | 50 | 50 |
| | Turkish | 40 | 40 |
| | Other | - | - |
| Educational Level | Illiterate | 22 | 22 |
| | Literate | 5 | 5 |
| | Primary School | 21 | 21 |
| | Secondary School | 14 | 14 |
| | High School | 34 | 34 |
| | Universty | 3 | 3 |
| | Graduate | 1 | 1 |
| | Vocational training certificate | - | - |
| What did you do before coming to Turkey? | Workers | 15 | 15 |
| | Officer | 9 | 9 |
| | Farmer | 10 | 10 |
| | Trades | 10 | 10 |
| | Housewife | 19 | 19 |
| | Student | 19 | 19 |
| | Unemployed | 16 | 16 |
| | Other | 2 | 2 |

| | | | |
|--|--|------------|------------|
| In Turkey, which sector do you work in? | Construction | 15 | 15 |
| | House cleaning services | 18 | 18 |
| | Babysitting | 6 | 6 |
| | Agriculture | 17 | 17 |
| | Transport and portorage | 2 | 2 |
| | Endustry | 10 | 10 |
| | Textile | 14 | 14 |
| | Shepherd | 5 | 5 |
| | Food and beverage sector | 7 | 7 |
| | Student | 4 | 4 |
| Other | 2 | 2 | |
| What are the factors that lead you to immigrate to Turkey? | Be safe | 67 | 67 |
| | More business opportunities | 2 | 2 |
| | Close to the my country | 3 | 3 |
| | No oppressive environment | 20 | 20 |
| | Having Relatives in Turkey | 2 | 2 |
| | Have the same religion | 3 | 3 |
| | Feeling culturally close | 3 | 3 |
| Other | - | - | |
| What were your expectations before you came to Turkey | Turkey accepts us as a citizen | 40 | 40 |
| | To obtain the opportunity to migrate to another country via Turkey | 1 | 1 |
| | Offer us business opportunities | | |
| | Meeting basic human needs such as education and health | 8 | 8 |
| | Other | 40 | 40 |
| Do you think your expectations are fully met after you migrate to Turkey? | Yes | 11 | 11 |
| | No | 88 | 88 |
| | Partly | 5 | 5 |
| What do you think about the future? | Future will be good | 7 | 7 |
| | The future will be bad | 70 | 70 |
| | The future will remain the same | 13 | 13 |
| If conditions allow, in the future, where do you want to live | In Turkey | 17 | 17 |
| | In Syrian | 46 | 46 |
| | In a more advanced country | 52 | 52 |
| TOTAL | | 100 | 100 |

4.2. Reliability Findings

Cronbach alpha value of 5 expressions forming at the end of reliability analysis carried out as a result of answers given to the expressions of job insecurity is 90.7%. This also shows that the scale of job insecurity is quite reliable.

Tablo. 4.2. Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,907 | 5 |

4.3. Findings On The Job Insecurity Scale

The survey results show that the average perception of job security of Syrian immigrants is low. They are not concerned about the future of their work (%30+%25). They are not afraid to lose their work in Turkey. (%16+%33). 45% of Syrian immigrants do not think they will be out of the business in the near future. 48% of Syrian immigrants believe that they are permanent in their work in Turkey. 49% of Syrian immigrants do not think that the institution they work in Turkey will not need themselves in the future.

Tablo 4.3. Findings On The Job Insecurity Scale

| | JOB INSECURITY | I strongly disagree | I do not agree | Undecided | I agree | Absolutely I agree |
|---|---|---------------------|----------------|-----------|---------|--------------------|
| 1 | I am concerned about the future of my work | %25 | %30 | %10 | %23 | %12 |
| 2 | I'm afraid to lose my work | %16 | %33 | %15 | %18 | %18 |
| 3 | I think I will be out of business in the near future | %16 | %29 | %16 | %21 | %15 |
| 4 | I'm not sure I will be permanent in this business | %24 | %24 | %16 | %21 | %15 |
| 5 | I think that the institution I work with will not need me | %26 | %23 | %18 | %18 | %15 |

4.3. Independent Sample T-test

H₁: The perceptions of job insecurity of the participants significantly differentiate according to the gender.

p value turned out as 0,52. That is, since p value > a, H₁ hypothesis is rejected at the confidence level of 95%, between the mean values of the answers given the females and male Syrian immigrants to the questions of job insecurity, there isn't a statistically significant difference.

Table 4.4: Results of Independent Sample T-test

| | | Variance equality test by Levene | | T-test for equality of average | | | | | | |
|-------------------------------|-----------------------------|----------------------------------|------|--------------------------------|--------|-----------------|-----------------|-------------------------------|---|--------|
| | | F | Sig | t | df | Sig. (2-tailed) | Mean difference | Standard error of differences | %95 Confidence Interval of the Difference | |
| | | | | | | | | | Lowery | Upper |
| Gender/ Job insecurity | Equal variances assumed | 5,346 | ,023 | -1,968 | 98 | 0,52 | -,49810 | ,25306 | -1,00028 | ,00409 |
| | Equal variances not assumed | | | -1,835 | 47,372 | 0,73 | -,49810 | ,27138 | -1,04392 | ,04773 |

4.4 ANOVA Test

H₂: The perceptions of job insecurity of the participants significantly differentiate according to the age.

p value turned out as 0,567. That is, since p value > a, H₂ hypothesis is rejected at the confidence level of 95%, between the mean values of the answers given the age groups of Syrian immigrants to the questions of job insecurity, there isn't a statistically significant difference.

H₃: The perceptions of job insecurity of the participants significantly differentiate according to the education level.

p value turned out as 0,000. That is, since p value < a, H₃ is accepted at the confidence level of 95%, between the mean values of the answers given the educational level of Syrian immigrants to the questions of job insecurity, there is a statistically significant difference. H₃ is accepted.

H₄: The perceptions of job insecurity of the participants significantly differentiate according to the country they want to live in the future .

p value turned out as 0,000. That is, since p value < a, H₄ is accepted at the confidence level of 95%, between the mean values of the answers given the country they want to live in the future of Syrian immigrants to the questions of job insecurity, there is a statistically significant difference. H₄ is accepted. Participants who are considering returning to the city have a higher average job security

Table 4.5. Results of Anova

| | | Sum of Squares | df | Mean Square | F | Sig. |
|--|----------------|----------------|----|-------------|--------|------|
| Age | Between Groups | 4,137 | 4 | 1,034 | ,739 | ,567 |
| | Within Groups | 132,863 | 95 | 1,399 | | |
| | Total | 137,000 | 95 | | | |
| Educational Level | Between Groups | 54,436 | 6 | 9,073 | 10,220 | ,000 |
| | Within Groups | 82,564 | 93 | ,888 | | |
| | Total | 137,000 | 93 | | | |
| If conditions allow, in the future, where do you want to live | Between Groups | 72,224 | 2 | 36,112 | 54,078 | ,000 |
| | Within Groups | 64,775 | 97 | ,668 | | |
| | Total | 137,000 | 99 | | | |

5. RESULT

In the scope of the study, the distribution of the Syrian immigrants in Kahramanmaraş according to the various demographic characteristics was calculated by the method of frequency analysis. As a result of the analysis carried out, as seen in Table 3.1, 70 out of 100 Syrian immigrants participated in the study were male and %30 are females. %64 of immigrants are married. The majority of the immigrants are in the range of age 18-30 with %33. 50% of their are speak Arabic. When regarded to the distribution of the school graduated from, the highest value is high school with %34. It is seen

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The survey results show that the average perception of job security of Syrian immigrants is low. They are not concerned about the future of their work (%30+%25). They are not afraid to lose their work in Turkey. (%16+%33). 45% of Syrian immigrants do not think they will be out of the business in the near future. 48% of Syrian immigrants believe that they are permanent in their work in Turkey. 49% of Syrian immigrants do not think that the institution they work in Turkey will not need themselves in the future.

H1₁ hypothesis is rejected at the confidence level of 95%, between the mean values of the answers given the females and male Syrian immigrants to the questions of job insecurity, there isn't a statistically significant difference. H2₁ hypothesis is rejected at the confidence level of 95%, between the mean values of the answers given the age groups of Syrian immigrants to the questions of job insecurity, there isn't a statistically significant difference. H3₁ is accepted at the confidence level of 95%, between the mean values of the answers given the educational level of Syrian immigrants to the questions of job insecurity, there is a statistically significant difference. H4₁ is accepted at the confidence level of 95%, between the mean values of the answers given the country they want to live in the future of Syrian immigrants to the questions of job insecurity, there is a statistically significant difference.

The results show that, when conditions are better in the future, migrants who consider life in Syrian have a higher perception of job insecurity. On the other hand, even if the conditions improve, the perception of job insecurity of Syrian immigrants who want to stay in Turkey is low. Syrian immigrants who feel confident in the business stated that they do not intend to return to their country. Suggestions below are made for Syrian immigrants according to these results:

- ✓ Employment policies, which could contribute to the economy of the country for workers who has come from Syria, could be developed.
- ✓ Human resources, which has come to Turkey from Syria, could be transferred to production efficiently and effectively.
- ✓ Legal regulations for Syrian entrepreneurs who invest in Turkey could be proposed for the agenda.

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