



OXFORD
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II. INTERNATIONAL MOBILITY, MIGRATION AND WELLBEING CONFERENCE & WORKSHOP

PROCEEDINGS

December 11-14 2019

Istanbul, Turkey

CONFERENCE PROCEEDINGS

International Mobility, Migration and Wellbeing Conference & Workshop

December 11-14, 2019

Istanbul, Turkey

ISBN 978-605-031-588-2

Edited by

Gurel Cetin, Levent Altinay & Sevinç Aslan

ORGANIZERS



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CONFERENCE ORGANIZATION COMMITTEE

Dr. Gurel Cetin (Conference Co-Chair)

Istanbul University

E-mail: gurelc@istanbul.edu.tr

Prof. Levent Altinay (Conference Co-Chair)

Oxford Brookes University

E-mail: ltinay@brookes.ac.uk

Dr. Zaid Alrawadieh (Conference Secretariat)

Istanbul University Cerrahpasa

E-mail: zaid.alrawadieh@istanbul.edu.tr

Dr. Ibrahim Cifci (Conference Secretariat)

Istanbul University

E-mail: ibrahim.cifci@istanbul.edu.tr

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* In alphabetical order by name

Preface

On behalf of the organizing committee, we are pleased to welcome you to the 2nd International Mobility, Migration and Wellbeing Conference & Workshop organized by Istanbul University, Turkey and Oxford Brookes University, UK. Hosted by Istanbul University, in its second year, this conference aims to provide a platform for participants from various fields and perspectives including academia, industry, NGOs, and other organizations to exchange and share the state-of-the-art research and practice on mobility, immigration and refugee studies.

We would like to express our sincere gratitude and thanks to all the organizing committee members who spared no effort to make this conference happen. We are also humbled for the scientific committee members who volunteered their time to ensure the quality of the papers included in the current proceedings. This conference would not be realized without the organizing committee and the help of international scientific committee. On behalf of the organizing committee, we would like to welcome you again to the International Mobility, Migration and Wellbeing Conference & Workshop. We hope that you will enjoy the Turkish hospitality while attending the conference and have a memorable stay in Istanbul, Turkey.

Dr. Gurel Cetin (Conference Co-Chair)

Istanbul Univeristy

Prof. Levent Altinay (Conference Co-Chair)

Brooks Oxford Univeristy

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Refugee M Generation after the War and Migration Integration Process

Ayşe Aslı Sezgin

Tuğba Yolcu

Despite the increasing debate on Islamophobia in America and especially in Europe, it is argued that on the other hand, it has announced the existence of a new generation with the effects of modernization. This new generation, which is called the “Modern Muslim Generation Generation M, is affected differently by the change in the world. This generation is defined as a new generation that uses and does not reject the opportunities offered by modernization. This generation, which constitutes a significant part of the world's population, represents a different line in fashion magazines, weblogs, and social media. This generation, which is claimed to represent religion and modernity, also draws attention to its position within the consumer society.

On the one hand, the modern Muslim generation reflects all traces of modernity, while on the other hand the members of the same generation with different characteristics trying to adapt to modernism and construct their own lives after the difficult conditions of war and migration. Thanks to the global power of social media, even if conditions are different, modernism has similar effects on this generation. In this study, a research was carried out to analyze the process of refugee youth who had to migrate to a different region after their civil war in Syria to get rid of the negative traces of the war and create their world.

In this study, refugee youth were examined comparatively with their peers identified as Generation M. The Refugee Generation M tries to gain experience of modernism despite the war, migration, hate, and fear. Refugee M Generation's adaptation process and the effects of modernism, after war and migration were analyzed through semiotic analysis of the social media content of young people by the selected date range.

Keywords: Syrian Civil War, Migration, Generation M, Modernism, Social Media

The Advantages of DMO's in Regulating and Managing Tourism at Destinations

Tarık Şengel

Orhan Akova

Tourism destinations have been confronted to a competitive environment during past few decades and the competition between destinations keeps toughening day by day. At this point, in order to achieve managerial goals, tourism destinations currently demand a more effective management system. Tourism is a social phenomenon and the structure is quite complex. A tourism destination contains many components. These components needs to be carefully dealt to create a successful destination. DMO's have been taking the control of tourism destinations during past decades. DMO's are considered to autonomous establishments responsible for marketing and management of tourism at destinations and is abbreviation for Destination Marketing organization to some scholars, while Destination management organizations to some others. Moreover, tourism sector comprises many actors, this notion clarifies the fact that there are many actors taking part in marketing an management of tourism as well. State controlled tourism marketing and management can fail at some levels, including stakeholder relations, as governments carry out many tasks apart from tourism, this creates a need for a more professional and specific organization which can run tourism operations at destinations. The DMO scope covers internal and external functions. Internal functions will constitute an organizational body of stakeholders, which will lead a systematic tourism connection among participators with a higher quality of services. On the other hand, external functions will help the promotion of the destination at international levels. Based on given statements this study aims to assert a theoretical perspective to the functions of DMO's and will propose some ideas for tourism authorities. The study will also put forward some DMO models according to tourism types at destinations. These models will help tourism authorities to shape the most appropriate DMO model to the destinations they are in charge.

Keywords: DMO, Marketing, Management, Governance

On Merit-Based Refugee Status

Mahir Terzi

This text aims at starting a new thinking way on refugee status with reference to merit-based refugee. In this context, text order includes 1) current situation analysis on legal status of asylum seekers, 2) the main concepts such as refugee, subsidiary protection and temporary protection, 3) critics of Geneva Convention and temporary protection and 4) merit-based refugee status.

The situation of the legal protection system of asylum seekers can be illustrated as in the table below.

Table 1: Legal Protection Systems of Asylum Seekers

Legal Protection Systems of Asylum Seekers		
International Protection	Temporary Protection	Temporary Protection Case of Turkey
Refugees	Return	Resettlement
Conditional Refugees	Integration	Voluntary Return
Subsidiary Protection	Resettlement in a Third Country	One to One Formula

While international protection includes refugees¹, conditional refugees and subsidiary protection,² temporary protection includes return, integration and resettlement in a third country.³ Apart from this classification, there can be different classification that changes from one country to another. For example, in the case of Turkey there is one to one formula. This formula will be explained briefly in the following lines.

Now the main concepts will be talked about. At the beginning of these concepts, refugee comes first. The concept of Refugee as main international protection taken part in 1951 Geneva Convention Relating to the Refugees has some characteristics:

First, it associates forced displacement only with violent incidents due to the political reasons. Second, it has historical restriction that admits occurred events before 1 January which means the establishment of United Nations High Commissioner for Refugees. However, this historical restriction became invalid with 1967 Protocol Relating to the Status of Refugees. Third, it presents preference of geographic restriction. For example, Turkey applies the Convention only to people who have become refugees because of events occurring in Europe (Article 1B (a), (b)).

Another important concept is subsidiary protection. Subsidiary protection status means the recognition by a Member State of a third-country national or a stateless person as a person eligible for subsidiary protection.⁴ ‘Person eligible for subsidiary protection’ means a third- country national or a stateless person who does not qualify as a refugee. If returned to his or her country of origin, or in the

¹ “Convention relating to the Status of Refugees,” United Nations, accessed November 05, 2019, https://treaties.un.org/doc/Treaties/1954/04/19540422%2000-23%20AM/Ch_V_2p.pdf.

² “Law on Foreigners and International Protection,” Göç İdaresi Genel Müdürlüğü, accessed October 19, 2018, <http://www.goc.gov.tr/files/files/ingilizce-2.pdf>.

³ “Avrupa’da Geçici Koruma Rejimi Örnekleri,” Aile ve Sosyal Politikalar Bakanlığı, accessed November 25, 2019, <https://ailevecalisma.gov.tr/uploads/athgm/uploads/pages/indirilebilir-yayinlar/72-avrupa-da-gecici-koruma-rejimi-ornekleri-aralik-2015.pdf>.

⁴ “European Union Directive Qualification,” Official Journal of the European Union, accessed November 12, 2019, <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32011L0095>.

case of a stateless person, to his or her country of former habitual residence, will face a real risk of suffering serious harm.

Chapter V Article 15 of EU Directive Qualification defines serious harm as;

- “(a) the death penalty or execution; or
- (b) torture or inhuman or degrading treatment or punishment of an applicant in the country of origin; or
- (c) serious and individual threat to a civilian’s life or person by reason of indiscriminate violence in situations of international or internal armed conflict.”⁵

In brief, subsidiary protection is related to physical and mental violence including death, death penalty, torture, etc.

The other main concept which will be mentioned about here is temporary protection. According to United Nations High Commissioner for Refugees, temporary protection, with reference to former Yugoslavia, is a tool for dealing with situations of mass outflow.⁶

The basic elements of temporary protection were determined in the Yugoslavia context as:

1. admission to the refuge country,
2. respect for non-refoulement principle and basic human rights, with treatment in accordance with internationally recognized humanitarian standards such as those outlined in Conclusion 22 (XXXII) of the Executive Committee; and
3. repatriation when conditions in the country of origin so allow.⁷

Naturally, the term temporary is based on return approachment. That is, the conditions of origin country get better; the temporary protection will come to an end. It can be said that temporary protection, which develops in the course of time, includes return, integration and resettlement.

In fact, national legislations of the states essentially define the scope of temporary protection. Turkey case, for example, includes one to one formula as well. With the one-to-one formula developed within the framework of 18 March Consensus, a quota of 72,000 (seventy two thousand) people has been determined. According to this formula, as of April 04, 2016, corresponding to each of the Syrians to be taken from the Greek islands, again starting from that date, a Syrian under temporary protection in Turkey will be placed on the European Union countries.⁸

Up to here, basic concepts and their legal basis have been mentioned. It will get in touch with some critics about Geneva Convention and Temporary Protection in the following lines.

The first is Geneva Convention’s being unfunctional for present day problems: Geneva Convention is unfunctional for present day problems because the mass flows on the date of the signing of the Geneva Convention and the mass flows of today are very unlike in volume. In addition, it is also clear that new problems create new requirements. Analogically speaking, for example, today, the concept of climate refugees has been developed for people who have been displaced because of

⁵ “European Union Directive Qualification,”

⁶ “Note on Temporary Protection in a Broder Context,” UN High Commissioner for Refugees, accessed November 16, 2019, <https://www.refworld.org/docid/3ae6b32514.html>.

⁷ “Note on Temporary Protection in a Broder Context,”

⁸ “Türkiye-AB Arasında 18 Mart’ta Varılan Mutabakata İlişkin Soru-Cevaplar,” Dışişleri Bakanlığı, accessed November 16, 2019, http://www.mfa.gov.tr/turkiye-ab-arasinda-18-mart_ta-varilan-mutabakata-iliskin-soru-cevaplar.tr.mfa.

environmental disasters and climate changes. As the 1951 Geneva Convention associates forced displacement only with violent incidents,⁹ climate refugees are not included in this concept. So, Geneva Convention does not satisfy today's problems.

The second issue is whether or not temporary protection regime is candidate for custom in terms of international law: The temporary protection regime can be considered as a preferable application of international law for nation states. Moreover, temporary protection can be defended by saying that temporary protection has become "custom" today and "custom" is one of the main source of international law¹⁰ and so no matter to continue temporary protection regime. In that sense, temporary protection regime seems candidate as custom in terms of international law.

The third issue is related to the deficit of temporary protection in terms of human rights: In terms of human rights, it is clear that "temporary protection" has to be replaced by permanent solutions that are appropriate for human rights as well. Dragging temporary protection applications are not proper for human rights as they will cause lost generations or as generations will go down the drain.

So, what can be done? Merit-based refugee status can be come up for another thinking way herein. Merit based refugee status can be proposed for the solution for decreasing tension between Geneva Convention and Nation States Applications. There is a difference in volume between mass flow of today and mass flow of the time when Geneva Convention was signed. This difference could be observed from the attitudes and behaviors of nation states. Otherwise, nation states exposed to mass immigration should not refrain from granting refugee status to all who participate in the obligatory immigration/migration right away. It is also clear that new problems create new requirements. Today all migrants do not migrate for the reason of political violence.

As understood from the title of this text, merit based refugee status has to be dependent on some parameters. These merit parameters could consist of success in learning host country's language, success in vocational courses, getting ready for employment/labor market, cultural integration success with host country, and clean registry, etc. In other words, host countries can grant refugee status to the forced displacement people in terms of conditions based on merit that host countries define.

Such a solution can help decrease the tension between 1951 Geneva Convention and nation state practices including temporary protection, and it will be appropriate for human rights much more.

Within certain quotas, merit-based refugee status can be proposed as a permanent solution in terms of human rights for nation states that exposed to mass flows. Yet, it is clear that merit based refugee status represent only limited solution. It is only limited solution because any nation state has some anxiety or fear like protecting demographic structure in her own country. In addition, it is necessary to take the economical capacity of societies and social carrying capacity into account. Moreover, nation state is still the main actor of international system. Naturally, it is needed to take into account the nation state's apprehensions. In addition, it is needed to express that merit based refugee status can be one of the solutions which complete the other solutions including voluntary repatriation, repatriation by force when the conditions in the origin country get better and comes to the situations that Geneva Convention can admit, burden-sharing, resettlement etc. However, it is obvious that international society and nation states need to start somewhere.

Reference List

⁹ "Convention relating to the Status of Refugees," United Nations, accessed November 05, 2018, https://treaties.un.org/doc/Treaties/1954/04/19540422%2000-23%20AM/Ch_V_2p.pdf.

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Human Resource Management and Skilled Immigrants: The barriers and implications for HRM and Talent Management

Elaheh Behraves

Hamed Rezapouraghdam

The World has witnessed a growing number of international migrations due to conflicts and political instability, lack of economic opportunities in countries of origin and demographics changes. Thus, workforce diversity has become an imperative issue for organizations.

This paper studies skilled migrants, their contributions to host firms and the challenges they face. At the organizational level, skilled migrants and multicultural workforce contribute to the competitive advantages of organizations and also broaden the competence and experience. This current paper assesses the perceived challenges of skilled migrants as employees in universities such as discrimination, language and communication barriers in a professional context, stereotypes, unequal treatment, and cross-cultural adjustment. Furthermore, this study examines to what extent Human Resource Management (HRM) practices are being used to manage skilled migrants and workforce diversity and explore to what extent talent management strategies such as selection, recruitment, developing and training can play an important role in managing the workforce and utilizing the employee's talent and skills efficiently. Consequently, the study results will shed light on the literature on migration in HRM studies, talent management, and diversity management.

This study employed qualitative data gathering and analysis techniques which are the most appropriate methods for an in-depth understanding of people's experiences. Twenty people from different international backgrounds were purposefully selected, which is considered the best technique for non-probability sampling and is widely used in qualitative research. Interviews were conducted based on two main criteria: non-Cypriot origin and job relevance in higher education. The interviews were first audio-recorded and then transcribed for analysis and observation purposes.

The findings highlight the importance of adopting differentiated HRM practices to develop recruitment methods and approaches to better attract and maintain skilled and qualified international migrants. In addition, it also aids in designing appropriate HR practices and programs to help skilled migrants' well-being and adjust in the face of cultural differences.

Keywords: Human Resource Practices, Talent Management, Skilled Migrants Employee well-being.

From Forced Migration to Settlement: Integration of Syrian Refugees into Turkish Society

Aytac Kadioglu

Assistant Professor of Politics and International Relations, Adiyaman University

aytac@aytackadioglu.com

Abstract

When the civil war in Syria started in March 2011, civilians were forced to leave their home to survive. Turkey has been the first resort of Syrian refugees. The level of violence has gradually increased since the beginning of the conflict which caused millions of Syrians to move Turkey. Further, Syrian refugees settled in Turkey by founding shops, sending their kids to schools, benefitting from health services etc. These conditions make it crucial that Turkey should implement policies to successfully integrate them into Turkish society. This article assesses the major conditions of integration of Syrian refugees in Turkey. It argues that there are two conditions for successful integration of refugees: the socioeconomic and socio-cultural conditions. It asks the following question: To what extent Syrian refugees in Turkey have integrated into Turkish society? To answer this question, the article examines official reports of the Republic of Turkey, UN, UNHCR, and reports of the NGOs which provide comprehensive data. The existing literature on forced migration helps to understand the main assumptions of the migration and refugee issues in Turkey. It argues that social, economic and cultural needs of Syrian refugees are their basic and urgent requirements. Hence, these services should be provided to successfully integrate Syrian refugees in Turkey. The paper concludes that as a majority of Syrian refugees live into urban areas, it is vital to achieve comprehensive socio-economic and socio-cultural reforms to prevent tensions with Turkish community as resources are strained and local communities might be displeased.

Keywords: Forced migration, Syrian refugees, Socioeconomic & socio-cultural cohesion, forced migration of Syrian refugees, settlement, human rights

Introduction

The Arab uprising protests have spread across the Middle Eastern and North African countries very quickly. The main demands of protesters have been democratic rights, the end of authoritarian regimes, human rights and economic developments. The protesters in Syria have had similar demands. Although they were peaceful protests at the beginning, protests turned into a violent conflict after the Syrian government killed numerous protesters due to their request Bashar al-Assad's removal.

The level of violence has increased through first the conflict between the Assad forces and the Free Syrian Army (FSA), defected Syrian armed forces, then the involvement of the Democratic Union Party (PYD) and People's Protection Unit (YPG), and Islamic State of Iraq and Syria (ISIS, also known as the Islamic State of Iraq and the Levant-ISIS) terrorist organisations. After the conflict transformed to proxy warfare through the indirect involvement of the US, Russia and western countries, the conflict

again escalated (Kadioğlu, 2018a). Therefore, Syrians have had to flee neighbouring countries first, namely, Turkey, Lebanon, Jordan and Iraq, then European countries.

The article analyses the integration of Syrian refugees in Turkey. The issues with regards to forced migration involve both internal and international migration of civilians. It also examines the conditions of successful integration in host societies. It, therefore, aims to answer the research question. The article has four main sections: First, the article discusses the theoretical framework. Second, it explains the background of the Syrian war. Third, it investigates the major conditions of refugees in Turkey. The last section concludes by summarising the main assumptions of the article.

Theoretical Approaches

Migration and refugees are two of the major displacement types of civilians. However, they are not the same as Syrians who flee another country are called refugees. According to the UN Convention Relating to the Status of Refugees, a refugee is a person residing outside his or her country of nationality, who is unable or unwilling to return because of a 'well-founded fear of persecution on account of race, religion, nationality, membership in a particular social group, or political opinion' (UNCSF, 1951). Further asylum-seekers are people who move outside of their countries for the sake of protection. The status of asylum-seekers is not accepted as refugees. According to the UNHCR, five million people entered the European countries seeking for asylum between 1985 and 1995 (UNHCR, 1997). The internally displaced persons (IDPs) are another important result of migration. The UNHCR describes this term as 'persons who, as a result of persecution, armed conflict or violence, have been forced to abandon their homes and leave their usual place of residence, and who remain within the borders of their own country' (UNHCR, 1997). Parallel with asylum-seekers, the number of IDPs in world population has gradually increased since the 1970s. The number increased from 1,2 million in 1982 to 20 million in 1997 (Cohan and Deng, 1998). Besides, the number of countries with the IDPs increased from 5% to 34% in 1996 (UNHCR, 1997).

Forced migration is the replacement of the residences of civilians because of compelling reasons. The common feature of forced migration is that people to be forced to flee their homes and seek for safe places elsewhere (Castles, 2003, p.12). Although there are many different issues with regards to forced migration including, refugees, asylum seekers, internally displaced persons (IDPs), development displacees, environmental and disaster displacees, and people-trafficking and smuggling, the article assesses the first three terms because they are the major migration types.

The Syrian Civil War

The peaceful protests in Syria began in March 2011 and turned into violence after the Syrian government tortured and killed numerous protesters in the city of Deraa in March 2011 for defending 'The people want the fall of the government' (De Juan and Bank, 2015, p.93). Since then, the level of violence has rapidly increased. The protests spread in twenty cities and 1,000 civilians and 150 security forces of the Syrian government were killed and thousands of protesters were detained by June 2011 (Holliday, 2011; Salloum 2013). The Assad administration was accused of ethnically motivated massacres in Telkalakh, Daraya, Damascus and several other cities (Phillips, 2015, pp.359-360).

The civil war turned into a war between several sub-state armed groups due to the aim of gaining territories in Syria. There have been several fights between the PYD/YPG terrorist group which aims to establish a Kurdish region in northern Syria (Kadioğlu, 2019a; 2019b), the FSA and al-Nusra Front in the late 2013. While the ISIS had gained strategic points including Azaz, Atme, Raqqa, Idlib and parts of Aleppo, the opposition rebels expelled the ISIS from Raqqa and Aleppo. However, it did not take long as the ISIS retook the entire city of Raqqa despite opposition forces expelled the ISIS from Aleppo completely in January. This frontline war has continued through the opposition groups to retake Idlib to Azaz towns by March 2014 (Lawson, 2014, p.1355). The war between terrorist groups also

resulted in killing more civilians which was followed by more civilians to look for shelter outside of Syria.

After the use of proxy groups for a long time, Russia also intervened in the war following the official request of Bashar al-Assad's government (Kadıoğlu, 2018b). Russian air forces first organised air strikes against both the ISIS and FSA on 30 September 2015. This made the war more complicated as the US administration began to officially support Syrian Kurds (YPG). The Obama administration's resupply of the YPG was described through Russia's join of the conflict (Obama, cited in CNN, 2014). It was clear that this was a change of strategy in the Syrian war as the Obama administration officially brought the Pentagon's programme to train Syrian rebels (Obama, cited in NYT, 2014). While it meant to admit the failure of the programme, the US's increasing arm and logistical support was not mainly due to Russia's intervention, but a result of the need for a quick outcome during intense violence in the war zones. The resource and the amount of support (\$500 million) were the same, though the fighting method against the ISIS has changed. In 2015, the US's heavy arm support including anti-tank missiles for the YPG/PYD and Russia's extensive air missiles attacks against Assad's enemies, the war turned into a total proxy war between the US and Russia (NYT, 2015). Together with the Iranian support for the Syrian government, Syria-Russia, Iran and Hezbollah coalition were empowered against rebel forces (Reuters, 2015).

The civil war in Syria has transformed to a total war after the direct involvement of the US, Russia, UK, France and other European countries. The war maintained even after the defeat of the ISIS. This is because of the fact that both the US and Russia aim to take the region under the control. While the US administration aims to change Assad with another president who is supported by the West, Russia aims to keep Assad as the president since the Assad administration supports Russia's interest in the Middle East.

From Forced Migration to Settlement of Syrian Refugees

After eight years of the conflict, it is more likely Syrian refugees will stay longer in Turkey than expected. It is similar with other Middle Eastern countries. According to the UNHCR (2018), Turkey hosts more Syrian refugees than any other countries. Table 1 illustrates that Turkey hosts more than the total number refugees who moved to Lebanon, Jordan, Iraq and Egypt.

Country	Registered Refugees	Ratio to Total Asylum Seeker
Turkey	3.649.179	% 63
Lebanon	991.165	% 17,6
Jordan	661.859	% 11,7
Iraq	248.382	% 4,4
Egypt	128.507	% 2,3

Table 1: Syrian Refugees in the Middle Eastern Countries (UNHCR, 2018)

The Republic of Turkey Ministry of Interior Directorate General of Migration Management (DGMM) provides contemporary data about the number of Syrian refugees in Turkey. Figure 1 shows that the total number of Syrian refugees has been rapidly increased, as of November 27, 2019, 3,691,333 Syrian refugees live in Turkey (DGMM, 2019).

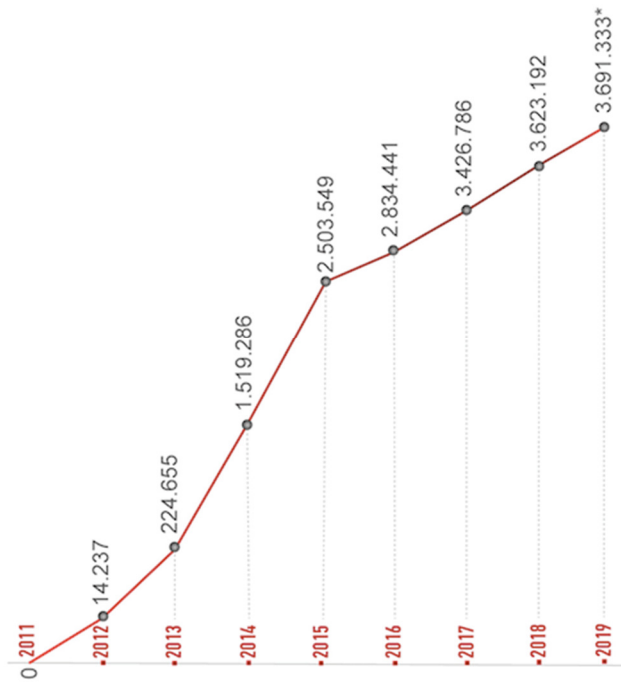


Figure 1: Syrian Refugees in Turkey (GDMM, 2019)

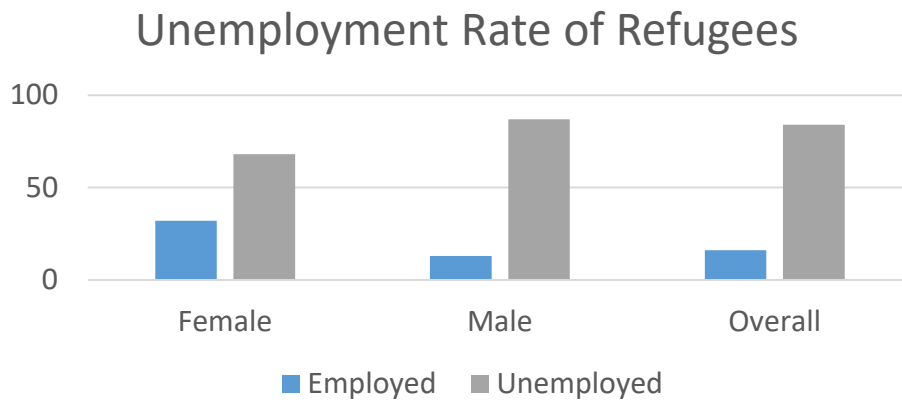


Figure 2: Official Numbers of Unemployment Rate

Considering a majority of refugees working without permission, the Figure 2 demonstrates that 96% of females and %95 of males work without permission. It is clear that it is not easy to apply any policies for people whose work cannot be completely determined. Arguably, it can be said that refugees work in the jobs which do not require any expertise. These unskilled services prevent producing comprehensive policies towards refugees and their integration into Turkish society.

Training of refugees is another significant factor affecting the integration of Syrian refugees in Turkish society.

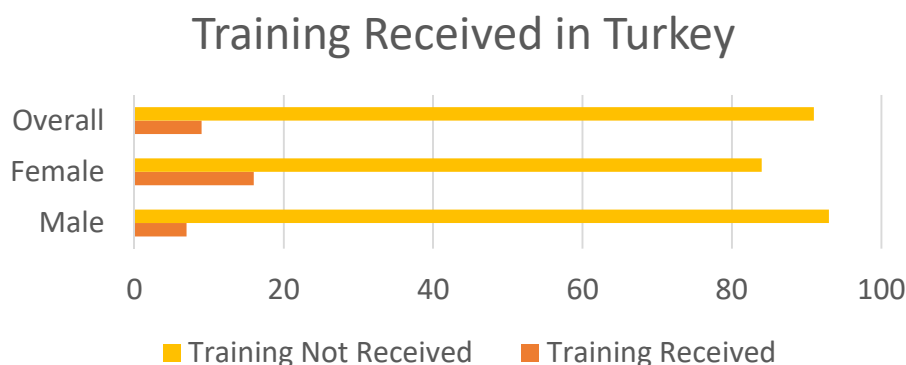


Figure 3: Training Received for Integration of Refugees

Since the first flow of refugees to Turkey, different social activities have been applied to prevent any dispute between Turkish and Syrian societies. Figure 3 shows that whilst 93% of male and 84% of female refugees did not receive any types of trainings in Turkey (TRC & WFP, 2019), the result is similar with regards to Syrian refugees. According the DGMM (2017), only 7,831 of Syrian refugees received Turkish language training course and 2,076 of them received other training course.

Conclusion

The article has argued that the integration of refugees is a prerequisite for welfare and prosperity of the society level to live in peace. While there was no strong reaction against Syrian refugees at the beginning of the civil war, some communities in Turkish society started to demonstrate angry reaction and began to demand Syrian refugees to return their home. Concerns of Turkish society are included but not limited to the deteriorating economic conditions after the arrival of Syrian refugees, Syrian refugees to accept very low-income which results in unemployment of Turkish citizens, clashes between the Turkish and Syrian societies, and differences between Turkish and Arabic cultures. In order to resolve these concerns, several different attempts have been applied since the beginning of the conflict. While the increase of the number of Syrian refugees was not under the control, the Turkish government aimed to prevent new refugee flows from northern Syria. To resolve socioeconomic and sociocultural problems, the unemployment of refugees is needed to be resolved. Further, it is clear that the majority of refugees work unofficially. As they do not work under a contract, it is difficult to control the situation. It is also because of the fact that Syrian refugees do not have an asylum-seeker position. Instead, they are under the temporary protection in Turkey. On the one hand, this condition enables them to benefit health, education and other basic services in the country. On the other hand, they do not have official permission to work. These conditions should be assessed in detail.

For successful integration of Syrian refugees, many different types of social cohesion activities should be applied. Examples included training activities, Turkish language education, the grassroots activities between the host society and refugees, specialised trainings, and the meetings between the Turkish and Syrian societies. These events help facilitate the integration of Syrian refugees. Undoubtedly, there are many other activities and events which help integrate Syrian refugees in Turkey which should be applied collaboratively to strengthen the communication between the two societies.

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International Migration, Remittance and Development of Health Infrastructure in Iran's Larestan Region

Majid Hojjati

Maryam Fozuni

Study aims

Migration of men from south of Iran, especially Larestan region, to the Arab countries of the Persian Gulf for work and economic activities has had considerable positive effects on the welfare and development of this region of Iran. One of the areas where emigrants have had a high participation is the provision of health infrastructure for healthcare and in this study; we investigate the contributions of international emigrants in this area using statistics and figures.

This study has tried to gather and identify these projects by construction (or reconstruction) date, emigrant contribution (in percent) and their locations (district, city or village).

Approach

The most important requirement of this study is the information to be gathered through secondary data available in the relevant organizations as well as discussions with experts and trustees in the field. It can be said that we have used the Mix Method in our work. We needed to utilize existing statistics and secondary data (quantitative method) as well as indepth and structured interviews with our personal observations of Larestan health facilities (qualitative method).

Key arguments

Although this men's migration causes problems for their family lives in the birthplace, Larestan pattern indicates that the flow of remittance by emigrants leads to numerous positive developments. Like other labor migrants from other parts of the world, Larestan emigrants are reluctant to participate in the economic activities in their hometown, preferring mainly to build public places or donate equipment to these places.

Findings

The research shows that 220 healthcare projects have been done in Larestan over the last century, with 58% of the expense paid by emigrants. Additionally migrants contributed to 66% of the projects. The interesting fact is that so far 100 non-hospital projects have been completed with 100% participation by emigrants. Also 75% of Larestan hospital projects have been financed by emigrants.

Implications

Emigrants' tendency to do the whole project has been declining decade by decade and their desire to collaborate in lower-cost partnerships is on the rise. This issue becomes even more complicated if it is considered alongside the devaluation of the Iranian currency which increases the income of emigrants dramatically and increases their ability to do more and greater projects.

It was found that the proportion of emigrants' participation and spending in projects in Sunni-inhabited districts are in the first rank. It seems that the presence of the Sunni minority has increased positive prejudice and the tendency to develop their hometowns. In addition, greater cultural affinity with Sunni Arab countries has led to more migration from these areas, and this in itself has led to increased wealth in those areas compared to Shiite areas. Also, the development measures taken by emigrants have reduced the development gap between the villages and cities.

Keywords: International Migration, Remittance, Development, Health Infrastructures, Iran's Larestan Region

Aknowlegment: We should appreciate Iran Health Charity and Larestan University of Medical Sciences which support us financially.

The Effect of Syrian Second Wives on The Paternity Performance of Turkish Men

Mehmet Fatih Güloğlu

Seyit Ali Eren

Abstract

Approximately 4 million Syrians currently reside in Turkey as a result of mass immigration from Syria that started in 2011. During the past 8 years a number of social and cultural interactions have occurred between the citizens of Turkey and the Syrian migrants. One of such interactions has been the marriages between the Syrian refugee women and Turkish men. In a number of these marriages the Syrian refugee women are in the status of “second wives” or “concubines”. In this study the claim that the marriage between already married Turkish men with children and women of Syrian origin that are in the status of being “second wives” has an effect on pre-existing familial structures has been examined. Especially in what way the performance of Turkish men as fathers has changed has been brought to light. The point in question in this study is this:” How has marriage with a (second) wife changed the practices of fatherhood?” The study has been conducted in a qualitative measure. In depth interviews have been conducted with 4 already married Turkish men with children who have taken women of Syrian origin as seconds wives who have agreed to share their experiences. The data gained from the interviews have been coded using grounded theory to form categories. The results of the study show a tendency for overbearing in already married Turkish men, with children who have a marriage with a (second) wife of Syrian origin, in their behaviour towards their children.

Key Words: Fatherhood Practices, Second Wife, Cultural Capital.

Introduction

The Syrian Civil War that started in 2011 has caused mass displacements. It is a known fact that there have been cultural contacts between these displaced people and Turkish people during the past 8 years. These displaced people bring with them their cultural, social and economic capital. This study investigates how this flow of capital changes the family dynamics and fatherhood dynamics in Turkey. Even though people in the southern borders of Turkey share some familial bonds with these displaced people, the meeting of different cultural qualities have shown both the positive and the negative sides of this process. While this cultural interaction has enabled the transfer of cultural values, it has also changed the creation process of cultural capital. Thus, this study aims to bring light to the changes of the performance of Turkish men as fathers, who have married Syrian displaced women as second wives, by using these two terms.

Method of the Study

The question of how the fatherhood practices of Turkish fathers who have made a second marriage with a Syrian woman been transforming reflects the aspects of this new culture in their practices as fathers. The sample of this study consists of 4 fathers who have a (second) marriage with a Syrian woman. The sample was determined using the purposeful sampling technique. In other words, in this study, which has been designed in a qualitative research, interviews have been conducted with a sample, which have been chosen using the purposeful sampling technique, of 4 (four) Turkish fathers who have a (second) marriage with a Syrian woman. The interviews took from 90 to 210 minutes. The data has been coded and themes were produced. Thus categories were created. These categories were also interpreted by using the symbolic interactionist approach as an analysis tool. Thus, the values ascribed to fatherhood by Turkish fathers who have a (second) marriage with a woman of Syrian origin and the value that they put in the new cultural capital that they transfer to other family members have been put forth.

The demographic qualities of the fathers that took part in this study are shown:

Table 1: The Sample Structure

Interviewee	Age	Number of Children	Children From Their First Wife	Children From Their Second Wife	Occupation	Age of their Second Wife
I1	49	11	7	4	Contractor	29
I2	59	6	4	2	Workmen	39
I3	38	2	1	1	Workmen	21
I4	40	7	4	3	Contractor	26

All of the interviewees have at least one child with their (second) Syrian wife. It could be said that the sample size of the study is small however it should be kept in mind that the study is being conducted in the provincial borders of Kilis and that it is conducted in an environment in extraordinary circumstances coupled with the fact that many fathers who have a (second) marriage with a women of Syrian origin refused to go on interviews. Additionally, the study is still ongoing. In this report only the preliminary data is being shared. Therefore, the small size of the sample set should not be viewed as a limiting factor to this study.

“Taking a Second Wife” in Turkey

Marriage, which regulates the sexual actions of its members and helps ensure the continuation of the species has polygamous versions as well. Even though the family unit consists of the mother, the father and the children (Karpas, 1991:43); the family as a way of organizing the behaviour of the opposite genders can have monogamous or polygamous forms. Polygamy has been defined as either the man or the woman in a marriage having more than one mate (Canatan, 2009; 86; Kaya, 2017 60). Polygamy is prevalent in many societies (Kaya, 2017 62). However, it has usually been seen as the privilege of a certain class (Kaya, 2017 61). It has been seen however that as patriarchy has declined, polygamy has declined with it. Despite this decline polygamy can be sometimes be observed in Turkey but it cannot be said that polygamy is prevalent in Turkey. Going by historical records, the highest ratio of polygamous marriages to the total number of marriages has been no more than %10. This figure is relatively higher in the eastern and southeaster parts of Turkey. With the Syrian Civil War, an increase in the number of polygamous marriages in Kilis, Şanlıurfa and Hatay has been observed.

Fatherhood

The word “father” which is called “Pappos” in Greek is believed to have originated as an echoic word from the sounds made by children (Eyüpoğlu, 1998). The word’s definition in the dictionary is defined as: “The man responsible in bringing a child into the world. A man who has a child. One who is creative, or has a role in founding something; someone filled with fatherly sentiment.” (TDK, 2009). The word also has the etymological meaning of “a venerable one, monk” in Turkish (Nişanyan, 2012). Therefore, the word “father” has both biological and cultural connotations. In this meaning the word “father” is the name given to a man as a result of “fertilizing an egg and being the cause behind a birth and one who is legally authorized”. Thus being a father is a progression, a process. Alongside a man who has a child, the word father also describes a position in society. In this extent the concept of fatherhood in this study is defined as: “*The new societal position attained after fulfilling certain practices defined by the culture of the society to the child obtained either biologically or legally.*” (Güloğlu, 2018).

Findings

In this section, four main categories have been described, which were derived by using grounded theory.

Views on Women and Mothers

The cultural interaction that took place following the Syrian Civil War resulted in marriages between Turkish citizens and the Syrian refugees. One form of these marriages is those between a Syrian refugee woman and a Turkish man who is already married. In this part, the views of a Turkish man, who has a second marriage with a Syrian woman, regarding women are described.

“The role of the mother is important. She may use motherhood or her children to gain things that she can’t get. This has a negative effect on children. I wish they didn’t do this. Sometimes when I say no to something she says that I’m not a good father to my children. She has a son who she is going to use against me, who will be rebel. Some says that eastern men are too macho but eastern women are macho too. If I couldn’t control myself, the same would happen to me. They can do anything to defeat a man or to gain power. They have no problem. They care only about retaining power.” (I1).

Interviewee 1 sees women as rivals who are in a contest of power with him. He tries to legitimize this by the fact that he has an eastern culture. Also women have been defined as someone who uses their children against their father. His view is that especially his second marriage should be approved by the women. He has the opinion that women must approve the actions of men.

An approach to women that cites traditional views was expressed by another father.

‘I have a son. Since she (his second wife) was a girl (by which he meant that his second wife had not been married before) when we married, it was her right (to have a child). Otherwise I don’t have the means to raise another child but I had no choice’

Interviewee 2 sees women as equivalent to mothers. Because of this a woman is a mother. Thus despite the lack of financial means he chose to have a child with her. A similar sentiment is expressed by Interviewee 3:

“Mothers have a more significant role. Why? Well you go to work early in the morning and return at night. The kid sees you only 3 or 4 hours a day or sometimes not at all. But he wakes up with his mother, eats with his mother and spends the entire day with his mother. Because of this the mother has a lot more control of the kid than you do. If you don’t find a balance here your fatherhood, your authority begins to disappear.”

Interviewee 3 sees women as mothers. Interviewee 3 who sees the family unit as a structure where certain kinds of work are shared between family members, cites the biologic roots of motherhood and thinks that mothers are responsible to do a number of things such as household work. In this context interviewee 3 who sees women as mothers thinks of them in terms of the roles they fulfil in the family.

For interviewee 4 a woman is both someone who is to be committed to by love and also as someone who needs to be disciplined.

“What is family? It is the mother. Since we could ensure this discipline when we first got married it isn’t a problem, not a problem in both... As long as the discipline of the mother continues so does the discipline of the children. Since you are not estranged from their mother and since you don’t lose her respect and her love, the child doesn’t lose their love for you either. I am disciplined, I pressure the mother too.”

Interviewee 4 expresses that he has managed to ensure discipline in his relationships with his wives and interprets women to have personalities that need to be disciplined. Additionally, I4 thinks that by keeping his wives in discipline he can ensure his control over his children. In this context I4 views women as the centre of intimacy.

Views on Fatherhood

What kind of meaning does fatherhood have for the sample set? In this part that question is answered. I1 defines fatherhood in terms of the practices that need to be performed:

“A father needs to be in control of himself. If a man is in control of himself he will be a real father... for example I, I used to flame up when they did something that I didn’t want them to do but now I think twice when they talk back to me and I try to control myself” ... “they used to be coy and sneaky but I see them in a different way now. For example, when I talk they don’t want to listen to me but they have to so they do”, “... I once wrote on Facebook that when children lose their father only then will the truly understand what they have lost.” (I1)

Interviewee 1 sees fatherhood as recognition of his authority. In addition, he sees self-control and not being impulsive as being some of the most qualities of a father. Interviewee 1, who thinks that fathers hold an important role for their children, thinks that their children will feel their importance only after their absence.

Another interviewee described fatherhood in a similar vein:

“You know, it’s actually a good feeling sir... Fortunately I’m happy with all of them, God bless them.” ... “Honestly it’s important that they are brought up good” ... “My father was violent towards me; he was known as a valiant man but he was cruel. He beat me; during a trip for a cigarette he hit me the whole, which was a kilometre. When I had a kid, I couldn’t be affectionate towards him when my father was there.” (I2)

Interviewee 2 who describes the feeling of being a father as a pleasant one which he was able to experience for a second time after his 50s describes fatherhood as the children listening to their father and obeying him. For him a father instils good values in his kids by good communication.

Here is another example:

“Being a father is a unique feeling. Fatherhood is something different altogether, hard; marriage is hard as a whole because life is easier when you are a bachelor. But when you are married you have different responsibilities to your kids, your wife and others near you... For example, it’s more difficult financially. I think I can show them (his kids) that I am a father and I think that is what’s important. I’m in all aspects of life and I need to show them that. And I think that’s what a father needs to do... And that’s what I tell them as a father if you want to do these things you need to work hard, you need education and if you go into these types of jobs you need to treat people this way or that way. My actions as a father, the way I treat my children, the way I approach them, the way I feel about them it’s all very positive. For example, I cook for them, I know what they like and that’s what I cook so in a way I’m also their mother. (I3)

For interviewee 3, fatherhood is a set of responsibilities such as providing for the family and dealing with the emotional needs of his children as well as making them feels that he is always on beside them and taking part in their care. As someone who is observed to be emotional and someone who likes children, interviewee 3 sees fatherhood as a craft and thinks that a father needs to be able to deal with a variety of different problems.

Another example is as follows:

“For example when someone else becomes a father they get very happy and they reflect that but that’s not the case with me, I usually keep my emotions to myself I don’t show them to my wife or the family. Sometimes the love is incredible but you can’t always display it, maybe you celebrate your child’s birthday, I don’t. Of course if you lose control you lose everything.” (I4)

Interviewee 4 who seems quite able to fulfil the traditional role of fathers describes fatherhood as being the head of the household, keeping the kids under control and being someone who is feared by the family members but also as someone who protects and cares for the family.

The Transformation of Fatherhood after a Second Marriage

The effect of a (second) wife of Syrian origin, who comes from a different culture and who has different social and cultural capital, on the practices of fatherhood is illustrated by the following examples.

Although in general all interviews hold the view that a second wife hasn’t changed their general practices as fathers it can clearly be seen from their statements that that is not the case. As I1 has said:

“(Regarding his conduct with his children) once, way back I was sometimes violent, before the second marriage sometimes a little, I mean when it was necessary but after the second marriage they say that your partner winds you up, well rather their mother does. I mean everything goes back to that so I try to be more careful now. But sometimes in this matter the role of siblings towards their nieces and nephews is more important. I mean my brothers to my children. They make up for my absence. Here I didn’t send my children to a study centre but I can’t say that anymore. I have to send them there now. Other expenses pop up too and when I try to say something they say well why did you get a second marriage. My house resembles a barracks. There’s a room for the boys and a room for the girls and different rooms for the guests, and there are their uncles. When I go out of my house I see my brothers and sisters-in-law. If I neglect anything it’s immediately spotted and I’m questioned about it. They say” What’s happening?”. All the siblings keep other in check and there’s no room for negligence. I try direct things I used to respond immediately but now I try to solve things without upsetting anyone... If I had only one wife I wouldn’t do this, now I need to be more careful lest my children grow distant to me.” (I1)

Firstly, interviewee 1 has sent his children from his first, Turkish, wife to a house that he had built which resembles a military barracks near his extended family. He hopes that the fatherhood practices that he neglected would be filled by his siblings. In this manner he hopes to retain proxy control over the family members that he lost after his second marriage. In addition, I1 who had a tendency for violence before his second marriage realizes that his children from his first marriage are to some extent immune from him. According to I1, this immunity comes from a fear that things he would normally do would be seen by others as his second wife inciting him to do so.

The changes in fatherhood practices for I2, who when compared to I1 is a more benign father, are as follows:

“I have no coffee culture; I don’t have a job either. So I’m usually at home, I go home sit and talk to the kids... We pass quality time together. When my son wakes up his mother takes care of him and I prepare his food and feed him. Sometimes I rock him to sleep, what else I am supposed to do; you kind of have to do it sir... I raised my kids as friends anyways... I don’t remember even gently hitting them. I only direct them. To my girls I say do this or that and help your mother etc. and the same to my sons also. I’m happy with all of them, god bless them. My second wife and my oldest daughter get along very well. They are the same age and the others

are younger than her and they see her like a sister... These things are reciprocal if you are nice to someone chances are they'll be nice to you too." (I2)

Since I2 has a friendlier relation to his children and since they are older, it is seen that there are no serious problems between his children and I2's second wife. On the contrary the second wife even helps with the care of I2's grandchildren.

I3 who has especially expressed his love for children described the change in his fatherhood practices like this:

"I can spend enough time with my kids, as I said before I'm well with not only my own kids but other kids too, sometimes we play ball together or go to the local shop. I get along well with both my kids and other kids... I speak about these things with my daughter. I'm in every part of life and I need to let them know this. I think that's what a father needs to do. I think my kids are similar to me and they haven't been estranged towards each other or anyone else for that matter. (My daughter's) best friend is her sibling even though they have different mothers; they get along like there was no difference... (My second wife) says that she is like her own child she even bought a doll for her. Her relationship with my daughter is excellent, we've had no problems. My daughter's reaction to everything was normal... they are very friendly and cordial" (I3)

I3 who has a son with his second wife who is of Syrian origin and a daughter with his Turkish wife say that the relation between his children is good. He says that his second wife treats his daughter well and that they are close. It could be said that his pre-existing love for children and his second wife's considerate behaviour helped facilitate this positive relation.

I4, the person who seems to be most changed by his second marriage with a Syrian woman had this to say:

"They know nothing about working when I go home all of them come from all sides wanting money, they want more and more nothing else... I want them to pursue their education I don't want anything else... For example, my house has 15 rooms; there are 4 kitchens, and terraces whatever you want. They get lost in the house anyways. They don't need to look for me. All of them each have everything they need down to their own TVs..." (I4)

I4 who told us that his marriage to his second wife cost him nearly 3 million Turkish liras, says that he divided his 5 story house in two for his two wives and that each has separate entrances. By doing this he tries to reduce the communication between them in order to keep problems from rising. It could be said that he has built a military style barracks like the one I1 had built. It could be said that I4 who has 3 kids from his Turkish wife and 4 from his Syrian wife retains control due to his economic means. I4, who has banned communication between his wives, says that despite this the communication between his kids is strong. However, it can be said that all the kids having their own personal space and that all are encouraged and pressured to pursue an education actually keeps them repressed.

Conclusion

Fathers who have married a (second) Syrian wife, especially because of the first wife's resistance face defiance from their children. Fathers can only stand up to this by using traditional fatherhood practices or falling back on their financial strength. However, when that proves insufficient, they try to cut the communication between the wives. Those fathers who have financial capacity send their wives and kids into some barrack-style places to live so that they will be able to keep them in control. Also it is seen that some fathers relegate their fatherhood duties to their brothers. In families who face financial hardship and whose children are adults, a second wife is seen as a source of help rather than a source

of problems. However, in order to comprehend the whole situation and verify all these findings, there is a need for additional data and more in-depth interviews (free from the limitations described in the beginning of the paper).

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Immigration and Work-Related Injuries: Evidence from Italian Administrative Data

Catia Nicodemo

There is growing evidence that foreign-born workers are over represented in physically demanding and dangerous jobs with relatively higher injury hazard rates. Given this pattern, do increasing inflows of foreign-born workers alleviate native workers' exposure to injuries? This paper provides evidence of the effects of immigration on the incidence and severity of workrelated accidents. We combine administrative data on work-place accidents in Italy with the Labour Force Survey from 2009 to 2017. Our approach exploits spatial and temporal variation in the distribution of foreign-born residents across provinces. Using province fixed-effects and an instrumental variable specification based on historical settlements of immigrants, we show that inflows of foreign-born residents drive reductions in the injury rate, paid sick leave, and severity of impairment for natives. Next, we investigate potential underlying mechanisms that could drive this effect, such as increased unemployment and selection of the workforce, and the sorting of native workers into less physically demanding jobs. Our results rule out that decreased injuries are driven by higher native unemployment. We find that employment rates are positively associated with immigration, in particular for workers with higher education. While not statistically significant at conventional levels, we also find that average occupational physical intensity for natives is lower in provinces that receive larger foreign-born inflows.

Keywords: immigration labour-market, flexibility work-related injuries, health

Exploring the General Challenges of Refugee Entrepreneurship

Fusun Istanbullu Dincer

Mert Ogretmenoglu

Eyup Karayilan

As a socio-political consequence of civil war in Syria, more than six million of Syrian has left their countries. During this process Turkey has become the biggest host country by hosting around four million of Syrian refugees. Some issues such as the continued violence in Syria and uncertainties in regional political developments prevented refugees to resettle their home country (Icduygu & Simsek, 2016). In this circumstances, some of the refugees started entrepreneurial activities to sustain their life and develop a self-identity.

Refugee entrepreneurship is beneficial for both refugees and local economy though past studies show that refugees generally face some challenges in sustaining their entrepreneurial activities (Wauters & Lambrecht, 2008). It is possible to summarized the type of challenges that refugees have faced as below (Alrawadieh, Karayilan & Cetin, 2019):

- Legislative and administrative
- Financial challenges
- Market-related challenges
- Socio-cultural challenges

The challenges were listed above largely reflect the challenges of refugee entrepreneurs in service industry. In this respect, it can be said that the challenges above only reflect the challenges of half of the refugees in Istanbul. Hence, according the list was acquired from Istanbul Chamber of Commerce shows that almost half of the Syrian refugees has established their businesses in service industry. However, the challenges of refugee entrepreneurs from other industries are still understudied.

Based on this gap in the literature, a qualitative study will be conducted by authors to clarify the challenges of refugee entrepreneurs from other industries such as real estate, retailing, building, textile, etc. To achieve this, a comprehensive literature review will be made and a question form will be prepared to ask refugee entrepreneurs from other industries. Istanbul was chosen as the domain of the research as it was pointed out by past studies that refugee entrepreneurs generally prefer to make business in big cities (Portes & Jensen, 1989). The maximum variation sample approach will be considered to determine the sample of the research to arrange entrepreneurs from different industries and the semi-structured interviews will be used to reach the challenges of refugee entrepreneurs in-depth.

Conclusion

Given the extant literature, it can clearly be seen that the majority of studies dealing with refugee entrepreneurship focus on the entrepreneurial activities of refugees in the service industry. By taking into consideration the challenges of refugee entrepreneurs from different industries the general characteristics of the challenges of refugee entrepreneurship will deeply be explored. So that, empirical evidences will be provided for decision-makers and conceptual contributions will be made to the literature.

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How National Newspapers Frame and Represent the transitional justice mechanism in Bangladesh since 2010? A Case Study depicting the role of national newspapers in ratifying Gender Inequality in International Crime Tribunal Bangladesh

Muhammad Hassan Bin Afzal

The transitional justice mechanism initiates in the late 1980s in response to the ongoing human rights violations in both Latin American and Eastern European region due to volatile political changes. Social workers, activists, and humanitarian organizations focused on addressing these ongoing systematic abuses, human rights violations, violence, and social inequality by the former administrations without massively interrupting the political shifts and social developments in these regions (ICTJ 2009; Teitel 2000).

Bangladesh is one of the most populous developing countries in Southeast Asia and gained independence from East Pakistan in 1971. The 1971 liberation war, which lasted for almost ten months, is one of the most brutal and bloodiest violent conflicts in present times, almost two million people were reported to have been massacred and sexual violence took place and resulted in a displaced population of almost ten million (Saikia 2004; Moniruzzaman 2009). It was a difficult task for the first government of independent Bangladesh to build and maintain the national transitional justice initiative to address the recent human rights violations, abuses, and injustice for three reasons. First, as a newfound nation, Bangladesh was facing a huge financial crisis and lacked the proper political structure to ensure a smooth nation-building process. Second, a lack of an appropriate legal framework and polarized international politics did not help the situation (why?). Finally, as a step to build the nation, the first government issued a political treaty that basically pledged not to prosecute any local Bangladeshi accomplices that helped the Pakistani regime and military in the 1971 war. Later the current government, who first got elected in 2010, promised to rectify these issues and bring these war perpetrators and accomplices to justice (Linton 2010; Knoops 2014).

This case study specifically focuses on the local newspapers coverage of the International Crimes Tribunal Bangladesh (ICT Bangladesh) since its inception in 2009. The second section of the study addresses the role of both local Bangladeshi printed newspapers and online newspapers covered the role and impacts of ICT Bangladesh in last ten years (2010 -2019). The third section focuses on the gendered narratives of the war crimes and abuses and how leading newspapers covered and presented these issues in the national platform. Finally, this study compares the role of both political affiliation and market demands in framing and presenting these war crimes in their respective media platforms over the period of the last ten years.

Study Design:

This case study focuses on the top two newspapers in three different categories. These categories are described below,

1. Online Only (Have both English and Bangla Version)- Bdnews24 (www.bdnews24.com) - Banglanews24 (www.banglanews24.com)
2. Both Online and Printed Circulation (Only English) - The Daily Star (www.thedailystar.net) - The Daily Sun (www.daily-sun.com)
3. Both Online and Printed Circulation (Have both English and Bangla Version) -Bangladesh Pratidin (www.bd-pratidin.com) -Prothom Alo (www.prothomalo.com)

According to a 2017 Nielsen Media Coverage report, these six news portals almost cover the 90% newspaper readership in Bangladesh (Landscapes 2019). The study analyzes the political affiliation, readership, and market-driven strategies of these six newspapers. Then, a dedicated keyword search

will be conducted in these six newspapers to find out all the news articles and reports that covered the role and impacts of the ICT Bangladesh within the period of last ten years (2009-2019). A comparative observational analysis will be conducted to see how gendered these articles were while covering the role, impact, and aftermath of ICT Bangladesh in this period.

The primary objective of this case study is to appropriately capture the role of leading Bangladeshi national newspapers in narrating the role, impact, and aftermath of ICT Bangladesh since 2010. This study also addresses the inadequate reporting on the committed sexual violence against marginalized communities and women how ICT Bangladesh failed to address this issue appropriately. Furthermore, these six newspapers also failed to raise concerns regarding constant overlook of committed sexual violence against women in the 1971 war in ICT Bangladesh. This study finds that regardless of the implementation of the Transitional justice mechanism as the form of ICT Bangladesh in 2010, it fails to address and offer any justice towards wartime sexual violence against women. This combined with the six leading newspapers did not raise any enough substantive concerns and or opinion/editorials address this inequality in mainstreaming the retributive justice through the lens of ICT Bangladesh.

Several studies have found that newspapers play a significant role in both shaping and framing the focus and actions of transitional justice mechanism in a society (Andresen, Hoxha, and Godole 2017; Bachmann et al. 2019; Chukwuere and Chukwuere 2017). Unfortunately, the leading national newspapers in Bangladesh failed to address the absence of gender justice in ICT Bangladesh through their media coverage and it systematically failed to draw attention at the human rights violations against Bangladeshi women in the 1971 war. This study recommends that the newspaper reporting style, substance, and coverage of the sexual violence and abuses committed in 1971 Bangladesh Liberation War against women could play a more meaningful role in shaping and framing the course of actions of the ICT Bangladesh in promoting gender justice and gender equality in a transitional justice mechanism

Keywords: Media Coverage of Transitional Justice, Gender Inequality in International Crime Tribunal, Framing the War Crimes

Being Ngo Employee In The Field Of Forced Migration: Sample Of Eskisehir

Filiz Göktuna Yaylacı

Mehmet Can Çarpar

In recent years, out of developments in the Middle East, Turkey has faced with a mass influx of mostly Syrian and as well as other refugees. Problems resulting from this situation are tried to be solved by developing different strategies. In order to increase the problem solving skills of refugees, social assistance and service programs are implemented with the support of various organizations. Although Turkey supports refugees through various social policies, the intensity of problems confronted by refugees still continues in practice. Although living conditions of refugees have been relatively improved with the help of the aid extended by the State and certain legal arrangements, implementational challenges and heightening negative social worries with regard to refugees make the permanent solution of problems suffered by refugees difficult. As problems of refugees are multidimensional, their solutions, too, must be complex and multidimensional and require the cooperation of the state and other relevant actors. One of these actors, namely NGOs, has a very important role to play in resolving refugee problems, although they adopt different courses when it comes to refugee problems, either rights- or needs-based approaches. However, experiences of relevant actors are often overlooked; the support of public institutions, international financiers or donors are much more emphasized. However, while advocating for the rights of refugees and providing a more sustainable life for them, NGOs are able to put in place urgent solutions to refugee problems with the help of their dynamic structure which is different from that of public institutions. However, considering the severity and degree of negative attitudes towards refugees in the society, it is seen that NGOs have to struggle also against those negative attitudes directed towards refugees, which highlights how intense efforts they exert as part of their work. In this context, NGOs try to find solutions to problems created by forced migration while at the same time they find themselves acting as a bridge between the society and refugees. Therefore, it is of utter importance to improve the institutional capacity of NGOs, a key stakeholders of the immigration policy implemented by Turkey. To this end, first, practical problems faced by NGOs should be examined, and then, based on the findings of this examination, their efforts in the field must be taken to a more qualified level.

Along these lines, the aim of this study is to describe problems faced by NGOs being active in the field of forced migration and to develop solutions to increase their institutional capabilities. The qualitative methodology was used to collect data from 14 NGOs working in the field of forced migration in Turkey's central Anatolian province of Eskisehir between July and August 2019 through semi-structured interviews. The findings indicate that NGOs have to deal with various problems stemming from both immigration policies and negative attitudes of the society towards refugees. Disruptions in the implementation of migration policies reinforce problems encountered by refugees; the responsibility for this is mainly attributed to refugees by NGOs, and in some cases, NGO employees are exposed to various forms of violence. In addition, negative attitudes towards refugees lead to conflicts between the local community and NGO workers, thus reducing NGO productivity; in some cases, NGO employees are even exposed to hate speech.

Keywords: Refugee, non - governmental organizations, forced migration.

Female Cooks In Cuisine: A Research On Gender Discrimination

Emine Keskin

Ismail Kizilirmak

Discrimination can be expressed as manifesting in different ways such as race, gender, language, disability, belief and status and behaving differently to a group or person even if it is expressed in different concepts in human history. Discrimination can be named in different ways according to its origin, such as political discrimination, racial discrimination and gender discrimination. Gender discrimination, which is one of the types of discrimination, may involve treating an individual negatively because of their gender rather than their abilities or characteristics. In fact, it is known that gender discrimination is not due to the gender of individuals, but because of different responsibilities to female and men in social roles. As a matter of fact, in social life, women are given tasks related to household chores, while men are given tasks related to maintaining the household.

The task of cooking, which is considered in household chores, is perceived as the duty of women in social roles, whereas it is perceived as the duty of men in industrial kitchens. Therefore, gender discrimination, which also exists in the kitchen departments of various businesses operating in the tourism sector; it may cause female cooks to lose their commitment to their businesses and lack motivation, to lose their beliefs to themselves, to change their perceptions over time and even to tend to quit their jobs. Accordingly, it may be seen that various problems such as increase in personnel circulation, decrease in production speed and quality of service in kitchen departments may occur. Therefore, it is necessary to address gender discrimination as an important problem that leads to multiple problems rather than a single problem.

It is thought that this study may be important in identifying the problem of gender discrimination observed in the kitchen departments of tourism establishments and finding ways to solve this problem. Gender discrimination against women can lead to changes in workplace motivation and even tendency to leave work life. Therefore, the study is thought to contribute to the struggle of female cooks working in the sector.

First of all, in the study, the concepts of discrimination and gender discrimination have been explained and supported by domestic and foreign researches through literature review. The main purpose of the study is to determine whether the female cooks working in the kitchen department, which is an integral part of the tourism sector, experience gender discrimination. In addition, it was determined as a subobjective to investigate other problems experienced by the female cooks working in the kitchen department.

For the purposes of the study, the research population is composed of female cooks working in the kitchen departments of various tourism establishments operating in Istanbul in 2019. Snowball sampling method was used to identify the cooks working in various tourism enterprises. In the study, semistructured interview form was preferred by assuming that interview technique, which is one of the qualitative research methods, would be the most appropriate data collection tool. The questions to be used in the interviews were adapted from the most appropriate studies in the relevant literature and confirmed by the views of the academicians. Interviews are still ongoing on April 2, 2019, starting with a female cook working in the kitchen department of a tourism business.

All interviews with the female cooks participating in the study will be conducted by the researchers through the interview form which includes open-ended questions. The interviews will be recorded with voice recorders and then decoded. The data obtained as a result of the interviews will be subjected to phenomenological analysis and the responses of female cooks to the problem of gender discrimination will be evaluated more clearly from a subjective point of view. In addition, coding will be created under

phenomenological analyses and related themes will be reached. The real names of the female cooks participating in the study will not be used and various codings will be preferred.

According to the results of the study, whether the women doing the profession of cookery are faced with gender discrimination practices and different problems. In addition, it is estimated that certain information will be reached about the various problems they face. As a result of the study, the findings will be interpreted and various suggestions will be developed for both sector representatives and women employees.

Keywords: gender discrimination, female cooks, Cuisine

Barriers to the inclusion of Syrian women refugees: Media representations

Müzeyyen Pandır

This paper is concerned with how the media representations of Syrian women refugees affect their integration. Exploring the newspaper photographs of Syrian women, the article focuses on the ways in which the representations construct the image of Syrian women refugee and question their potentiality towards supporting or hindering their inclusion and participation in the host community.

The analysed photographs are collected from the top-selling four Turkish newspapers (Hürriyet, Posta, Sabah and Sözcü). These newspapers are chosen because they have a greater potential to reach wider audiences and influence public perception on refugees. All photographs were published in 2015. This year is chosen because this is the time period when Turkey faced an influx of refugees fleeing from the war in Syria, and since then the media referred to the issue as a “refugee crisis” and the issue reached the top position on Turkey’s agenda. Through a content analysis of 882 photographs, the study identifies the recurrent representational characteristics in the images, discusses their effects on the construction and perception of Syrian women refugee identity, and finally considers the implications of these effects for the inclusion or exclusion of Syrian women by the local community.

The findings reveal that this vulnerable group of Syrian refugee women are further victimised in photographs first, through the practice of underrepresentation, and second, through the stereotypical representations of powerless and voiceless subjects. It is argued that the victimisation and the underrepresentation of female refugees 1) erase the voices and the varied lived experiences of women refugees from public imagination, thus denying the women refugee agency, 2) prevent the emergence of the talk on the women refugee problems in public debates, 3) accordingly, prevent the formation of understanding and empathy between women refugees and host communities, 4) eventually facilitate the exclusion of women refugees.

Keywords: Refugees, Syrians women, Representation

A Research on Understanding the Importance of MICE Tourism by the Hospitality Industry in the Eastern Black Sea Region

Gülay Çakmak

Ismail Kızılırmak

In the globalizing world, people are trying to solve many problems at the same time due to developing technology and increasing responsibilities. In our era, where every lost minute is considered as a pecuniary loss for institutions and individuals, new methods are being developed to make the best use of time and find many things under the same roof. One of these methods is MICE tourism which has been popular for a long time in the world and has started to become widespread in recent years in Turkey. The term M.I.C.E which comprises of the first letters of Meetings, Incentives, Congress, Events words means meeting, incentive trip, congress, exhibition (organization) defines the companies which practises these activities.

MICE tourism, which aims to work with corporate enterprises and employees of these enterprises, contains dozens of services from transportation to accommodation, stage arrangement and sound systems of the meeting or congress.

“Meetings”(Meetings and seminars) are meeting organizations held on various subjects and contents. Meeting Tourism consists of meetings held by corporate companies for their personnel and / or dealers. For these meetings, companies and also accommodation companies in the destinations with a variety of tourist attractions are generally preferred.

"Incentive"(Incentive organizations) are the organizations which are related to the motivation activities that will increase the loyalty of business professionals to their companies. Incentive activities are planned to reward employees for their achievements by increasing their motivation. These prizes usually consist of holiday packages including transport, accommodation, food and beverage and entertainment.

"Congress"(Congresses) are all the organizations that are necessary from the beginning to the end of a congress. Congress tourism, which is one of the most important types of tourism constituting MICE tourism, is considered as a tourism activity involving thousands of national and international participants in sector. Because of the high level of education and income of the participants in the congress tourism, they want maximum satisfaction in the services they receive during their travels. The hotels that the participants accommodate are generally 5-star hotels or first-class resorts. They want to see examples of international cuisine in restaurants. Therefore, the prices of congress tourism organizations are also higher. The capitulation rate of the participants in the congress tourism is three times more than a normal tourist. Therefore, congress tourism is one of the tourism types that contribute the most to tourism revenues. "Events"(Organizations), are the organizations in which the content is shaped according to the conveyed message, which provides benefits to the companies and increases their image.

In Turkey the Black Sea Region has considerable attractions as well as the big cities of Turkey, Mediterranean and Aegean Regions for MICE tourism. The favorable conditions for convention tourism, which is the most important component of MICE tourism, are also found in the Eastern Black Sea Region, which generally comes to the forefront in nature-based tourism types. Eastern Black Sea Region consists of Ordu, Giresun, Gümüşhane, Bayburt, Trabzon, Rize and Artvin provinces. Scientific congresses organized by the universities in these provinces are usually held at the congress centers of these universities. The participants accommodate in the accommodation facilities or social facilities of the universities. Consequently, the provinces earn less tourism income from the congresses.

In order for a province to become a congress city, there must be sufficient accommodation facilities and congress centers in that city. Considering that the participants prefer air transportation, the congress city should have an airport. In order to arrange regional trips after the congresses, the city of the congress should be close to the tourist areas. Trabzon, the largest city in the region, is one of the cities with congress tourism potential and congress city characteristics. In Turkey in 2018, 55 international conferences were organized, including 33 of them in Istanbul. Among these organizations, in 2018 in Trabzon, a total of 16 congresses were organized, including 12 national and 4 international congresses. 11 of the congresses were held at Prof. Dr. Osman Turan Culture and Congress Center, Karadeniz Technical University in Trabzon. 5 of them took place in hotels. The number of congresses held in Trabzon is inadequate.

In this study, it is aimed to know and develop MICE tourism which constitutes 30% of tourism revenues in Eastern Black Sea Region and to understand its importance by hotel enterprises. In order to understand the importance of MICE Tourism by hotel establishments in Eastern Black Sea Region, semi-structured interview, which is one of the qualitative research models and one of the widely used types of phenomenological designs, were used. The population of the research consists of hotels in Ordu, Giresun, Gümüşhane, Bayburt, Trabzon, Rize and Artvin in the Eastern Black Sea Region.

Keywords: MICE Tourism, Hospitality Industry, Eastern Black Sea Region

Subjective Wellbeing and the Intention to Emigrate: A Cross-National Analysis of 157 countries, 2006-2017

Tatiana Karabchuk

Karin Johnson

Marina-Selini Katsaiti

The core of migration literature examines the processes by which people migrate and their experiences during and after migration. However, there is little work that explains what factors influence whether a person intends to emigrate to another country. This study contributes to this gap by investigating to what extent individual subjective wellbeing and the broader social environment affect the likelihood someone wishes to leave their home country. This paper fits hierarchical linear models to Gallup Poll data across 157 countries for the years 2006 to 2017. We hypothesize that greater levels of subjective wellbeing will reduce the intention to migrate abroad, but that even when wellbeing is high, if the broader social context is restrictive or ineffective, people will have a greater likelihood of wishing to migrate than residents of a country with a more effective social system. Furthermore, we hypothesize that results will show a gradient of intentionality based on the region in which a person lives. These findings have three implications: first, they describe patterns of migration and how they change over time in relation to individual- and country-level factors; second, they broaden our understanding of migration push factors beyond economic hardship or conflict; and, third, we may consider how to modify existing programs in a home country to improve welfare, as well as reception policies in countries where people intend to migrate to facilitate their social, economic, and cultural contribution.

Research aiming to explain the root causes of migration has a long record in several disciplines, such as sociology and economics. Factors such as economic differentials, suggested by neoclassical economic theory (Sjaasad, 1962; Todaro, 1969); political forces, such as forced displacement due to war, poverty, and human rights violations (Jenkins and Schmeidl, 1995; Schmeidl, 1997; Moore and Shellman, 2006); increased internationalization of higher education and the labour markets (Mahroum, 2000; Wiers-Jenssen, 2008), consist explanations around international emigration motives. ,

A relatively recent strand of literature than has emerged mainly during the past two decades, points to the importance of happiness in the decision to migrate. In particular, research on the relationship between well-being and migration has attempted to address the following questions: i) whether natives are happier than migrants (Bălătescu, 2007; Bartram, 2011; Senik, 2014); ii) whether different migrant groups within a country differ in happiness levels (Amit, 2010, 2012; Amit & Litwin, 2010); iii) whether immigration affects the happiness of those left behind (Borraz, Pozo, & Rossi, 2010); iv) the relationship between internal migration and happiness (De Jong, Chamrathirong, & Tran, 2002; Melzer, 2011); and v) the relationship between happiness and intentions to migrate abroad (Cai, Esipova, Oppenheimer, & Feng, 2014; Chindarkar, 2014; Lovo, 2014; Mara & Landesmann, 2013).

The negative relationship between life satisfaction and intentions to migrate is confirmed by numerous studies using data from the: i) Latinobarometro (Chindarkar, 2014; Graham & Markowitz, 2011); ii) Gallup World Poll for 154 (Cai et al., 2014) and for 25 European countries (Lovo, 2014); iii) Eurobarometer (Otrachshenko & Popova, 2014). Mara & Landesmann (2013), using data on Romanian migrants in Italy, look at whether life satisfaction affects the decision to stay permanently, out migrate or return to the home country. They confirm that higher life satisfaction increases the intended period of stay in the host country. In their analysis of 84 countries between 1981 and 2004, Polgreen and Simpson (2011) identify a U-shaped relationship between happiness—one attribute of subjective wellbeing—and emigration rates. Not only did they confirm the above-mentioned findings, where not very happy countries have higher emigration rates than happier countries, but they also report emigration rates to increase with a country's happiness level and net migration to increase the happiness

of the destination country. Research Question. Given the complex nature of subjective wellbeing and international migration processes, both individual and social wellbeing are important factors in the impetus to migrate. How do individual- and country-level subjective wellbeing affect intentions to emigrate? Specifically, how do broader national social political-economic conditions impact an individual's desire to move abroad, and is there a difference between desire and plans to emigrate? What variations and trends in the intention to emigrate appear regionally and how does this change across time?

Theoretical Framework. This study analyzes the below cited data within an aspirations and capabilities theoretical framework (Sen, 1999; Carling, 2002). This approach argues that international migration eventuates when individuals can achieve their aspiration to move abroad when the ability to surmount structural constraints—meaning they can overcome obstacles that may prevent migration from their home country or into a host country. The strength of this framework is that it takes into account both micro and macro restraints and abilities. In this paper, we investigate individual-level subjective wellbeing on intentions to migrate with the understanding that although people may have the desire to emigrate, structural conditions may either facilitate or hinder their plans to move abroad.

Data, Principle Variables, and Hypotheses. This paper analyzes the 2006-2018 Gallup Poll, which is global public opinion survey on issues such as employment, leadership performance, and wellbeing (Gallup, 2019). Surveys include 164 countries covering 99% of the world's population aged 15 years and older (Gallup Poll, 2018). We drop 7 countries due to missing data to analyze a total of 157 countries on the dependent variable intention to emigrate. Dependent variable - Intention to emigrate (ITE) we measure via three questions: "Ideally, if you had the opportunity, would you like to move PERMANENTLY to another country, or would you prefer to continue living in this country?" (question WP1325)

"Are you planning to move permanently to another country in the next 12 months, or not?" (question WP10252) In the next 12 months, are you likely or unlikely to move away from the city or area where you live? (WP85) Independent variables: At individual level: Step 1 Subjective wellbeing (SWB) or Life evaluation index : Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. Suppose we say that the top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time, assuming that the higher the step the better you feel about your life, and the lower the step the worse you feel about it? Which step comes closest to the way you feel? (WP 16) you will stand in the future, say about five years from now (WP 18) Step 2 Law and order Index (safety and trust to police) Community basics index (satisfaction with public transportation, air, schools etc..) National Institution Index Economic conditions Index Satisfaction with standards of living Social life index Law and Order Index

The Law and Order Index measures security levels that respondents report. It incorporates four questions that gauge respondents' sense of personal security. Higher scores on this index indicate that more residents report feeling secure.

Community Basics Index

The Community Basics Index evaluates everyday life in a community, including environment, housing and infrastructure. Because of the functional nature of the items that make up the index, it is practical to view it as a driver of more abstract constructs such as overall satisfaction with life in a community, or the likelihood that one is to recommend the community as a place to live, or the likelihood one is to leave the community.

The National Institutions Index reflects citizens' confidence in key institutions prominent in a country's leadership: the military, the judicial system, the national government and the honesty of elections.

Gallup's Economic Confidence Index is based on the combined responses to two questions asking respondents, first, to rate economic conditions in their country today, and second, whether they think economic conditions in their country as a whole are getting better or getting worse. The Index has a theoretical maximum value of +100 and a theoretical minimum value of -100. In the U.S., where Gallup collects and reports the Economic Confidence Index on a daily basis, from October 2000 through October 2011, the Index has correlated at a 0.95 level with the Reuters/University of Michigan Index of Consumer Sentiment and at a 0.82 level with the Conference Board's Consumer Confidence Index®.

The Social Life Index assesses a respondent's social support structure and opportunities to make friends in the city or area where he or she lives. At individual level we control for age, sex, education, rural/urban residence, income and employment status. At country level we supplement the Gallup dataset with data from the World Bank, using Gross Domestic Product (GDP), the Gini coefficient, and life expectancy, the UN Development Programme for the Human Development Index (HDI) and Gender Inequality Index (GII). We hypothesize that: (1) Lower levels of individual subjective wellbeing increase the desire to emigrate. (2) However, even when individual SWB is high, negative social context ("aggregated SWB") increases the likelihood to wish to emigrate as compared to counterparts who live in a country with high aggregate SWB. Therefore, there might be a statistical difference between the desire and plan to emigrate, that needs to be investigated. (3) There is a geographic political-economic gradient based on region in which a person resides, where some regions have higher numbers of people wanting to move abroad.

Proposed Analysis and Modeling. Intended estimation strategies are multilevel linear modeling and multilevel logistic regression modeling. Given the research questions seek to parcel out whether there are differences and to what extent they exist between individual- and country-level wellbeing on intentions to emigrate, we nest individuals in country and year. Secondly, we want to know whether and how this relationship varies over time, and finally, whether geographic trends may be observed. We propose the following models: (1) Null and full multilevel models with individual and country-level SWB on the desire to emigrate (yes/no), where individuals are nested in country, nested in year. We include a coefficient test of invariance to determine whether statistical differences exist between individuals who responded yes and no. (2) A similar set of multilevel models with individual and country-level SWB on the plan to emigrate. (3) A model that compares positive answers to the questions on the desire and plan to emigrate to determine whether there is a statistical difference between two responses. This can inform us the degree to which individuals plan to emigrate as compared to their wish to move away. (4) A model that interacts SWB and the desire to emigrate by geographic area, and to where respondents intend to migrate.

Contributions. This study aims to investigate intentions to emigrate beyond economic and political motivations, particularly how subjective wellbeing at the individual- and country-level impacts individuals' desire and plans to move prior to the act of departing. By including country-level measures, it is possible to examine how structural conditions affect personal intentions to emigrate. Finally, we propose to describe geographic patterns of migration and how they change over time, from 2006 to 2017. Findings may advance how we approach modifying existing programs in home countries to improve welfare, as well as reception policies in countries where people intend to migrate in order to facilitate their social, economic, and cultural contributions.

Keywords: immigration, intentions to emigrate, wellbeing, social context, Gallup Poll

Impact of Organization and Destination Identification on Service Quality and Creative Performance of Local and Foreign Employees.

Zanete GARANTI

Shiva ILKHANIZADEH

Tayo ONIJIGIN

Uzoma OGBOLIME

Turkish Republic of Northern Cyprus (TRNC) is an island heavily dependent upon tourism. A diverse culture and environment is evident on the island which in turn has made tourism an effective option for economic development. TRNC has attracted migrants from various part of world due to its considerable attention to tourism (Çolak, Tekin, & Aydin, 2014). This trend has accelerated a number of foreign employees in establishment of the nation states, especially in the tourism industry. Consequently, this led to acceleration of a mixed labor force that is local and foreign workers in the nation. The present study will set out to address the problem by measuring foreign and local employee's level of organizational identification, destination identification and its impact on service quality and creative performers in hotel operations in TRNC. Identification is a method of defining oneself in connection to an organization, destination or group (Turner, 1987). According to Tajfel (1981), individuals maintain or seek out memberships in social groups if these groups represented by organization or destination provide a positive aspect to the individual's self-esteem, an individual may leave a group if otherwise.

These research will also investigate the moderating effect of perceived external prestige (PEP) and personal organizational support (POS) towards foreign and local employees' identification with their organizations or destinations. PEP is defined as organizations members' assessments about what others thinks about their organization (Dutton et. al., 1994). While, POS is the degree to which workers feel that their organization values their commitment and contribution and also concerned about their individual needs and well-being (Eisenberger et al., 1986).

This research will conduct an in depth descriptive and exploratory research among employees and managers in a number of hospitality destinations and organizations in TRNC. The key arguments in this research is to examine the contrasting relationship between foreign and local employees' expectation towards organizational and destination identifications and to understand the difference. In addition, the moderating impact of PEP and POS on foreign and local employees towards identifying with an organization and destination.

The findings in this research will help understand the difference in service quality and creative performance among foreign and local employees in TRNC. This research will provide a number of implications that are interesting for a successful management of a hospitality enterprise. Keywords: Service quality, Eco Tourism, Creative performance, Organization identification, Personal organizational support, perceived external prestige, Local and foreign Employee.

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The impact of corporate social responsibility on service sabotage among expatriates in the UAE: evidence from the hotel industry

Mona Bouzari

This study aims to determine the effect of corporate social responsibility on service sabotage among expatriates in the United Arab Emirates (UAE).

In the UAE the expatriate population is dominant. According to the UAE Year Book (2006) published by the Ministry of Information and Culture, the expatriate workforce in the UAE accounted for 91 percent of the total workforce. Same report also indicated that UAE nationals account for only 2 percent of the total workforce in the private sector, while private sector accounts for 52.1 percent of the jobs in UAE. The UAE therefore could be an ideal case for exploring the role of corporate social responsibility among expatriate employees.

Service sabotage, including altering the speed of service and exhibiting displeasure, is described as destructive behaviours done by service employees that are deliberately intended to harmfully disturb functional service encounters. Research have found that service sabotage is very common in the hospitality industry. Recent inquiries emphasis on determining factors that lessen such behaviour in organizations.

Corporate social responsibility, which refers to “context specific organizational actions and policies that take into account stakeholders' expectations and the triple bottom line of economic, social, and environmental performance”, has four indicators namely economic, legal, ethical, and philanthropic. The simultaneous presence of the mentioned indicators is expected to lessen frontline staffs' being involved in service sabotage.

Through a quantitative method, a judgmental sample of 169 frontline hotel employees in fivestar hotels in Dubai, UAE, was chosen. In line with the study predictions, the results clearly proved that expatriates' perceptions towards the indicators of corporate social responsibility alleviates the level of service sabotage among frontline staffs. In other words, frontline staffs who perceive that the corporation considers corporate social responsibility initiatives critical for success will respond with lessened levels of service sabotage.

Keywords: corporate social responsibility, expatriates, service sabotage

Experiential learning - a key component in preparing practitioners with most impact in humanitarian settings

Mashkhura Akilova

Background and Rationale

In this increasingly diverse society and globalized world, social workers must understand the ways culture, history, language, traditions, economics and (geo)politics impact the development, study and practice of our profession. As the effects of events worldwide ripple into areas of domestic practice, it becomes more and more clear that curricula focused only on domestic issues or theoretical concepts are inadequate. The impacts of climate change and human mobility that shape cross-border experiences are clear examples of the need to educate and prepare professionals with cultural sensitivity and worldly awareness. This requires provision of appropriate tools and skills to students who will work with populations of complex needs and strengths, such as survivors of torture or refugees.

Using the case of “Social work practice with refugees and displaced persons in Jordan”, an immersive travel and project-based class, this paper argues for importance of experiential education to better prepare professionals who can understand the context of practice with specific groups of people and provide responsible, holistic, culturally appropriate programs and policies compared to current “practice as usual” approaches.

Methodology

The pilot, designed as a 14-week course, aims to measure the extent of student satisfaction with the course design and outcomes that included a pre-trip 9-week sessions discussing theoretical and practical knowledge within the field of forced migration, humanitarian and development response; the collaborative research, program assessment or evaluation project with agencies in the field (Jordan); and travel to the country for implementation of the project activities and seminars with practitioners in the field. The pilot aims to understand level of career preparedness of the participating students, the type of skills and knowledge that students gained at the end of the course, as well as their educational experience compared to regular classes in their MSW program.

The outcomes of the course were measured through analysis of student application essays, pre-trip and post trip surveys, written and oral class reflections, and feedback from the agency partners on the final products of student’s projects.

Preliminary Findings

Some of the preliminary themes of the findings were related to the topics of importance of experiential learning; coverage of the current gap in the MSW curricula; personal and professional growth; preparedness for the profession; learning social work in real life context and cultural humility. Some of the other important topics that students highlighted included comprehensive understanding of the systems of refugee experiences and response; applicability of the skills they learned from Jordanian contexts in their US-based practice; research and data collection and analysis skills; knowledge of overall international social work practice; finding the feeling of community and change of students’ career trajectory.

Implications for practice

The course has been described as “the highlight of MSW experience” and the reason students “have chosen to study international social work”. More MSW programs should teach the curricula that responds to current challenges of the globalized world and incorporate class assignments and projects

from the field that will better prepare the future professionals to the realities of the practice than theoretical knowledge alone.

Keywords: refugees, experiential class, social work, humanitarian setting, value of fieldwork

Research To Determine Tourists' Willingness To Pay A Tourist Tax To Be Allocated To Finance Employment Opportunities Of Local Residents And Refugees

Levent Selman Göktaş

Ismail Kizilirmak

The problem of employment has been one of the primary concerns that need to be solved for developing countries. The problem of employment should be put on the agenda not only specific to local community, but also should involve the employment issues of immigrants to a country as well as asylum seekers. Tourism sector plays a significant role in terms of employment. Although the enterprises that perform business in the tourism industry have provided a substantial support in terms of employment, this situation is still considered as inadequate. Local administrations as well as provincial culture and tourism directorates are also trying to provide employment opportunities through destinations and tourism services. Local governments need extra income to increase their volume of employment. In this sense, tourist tax may be considered as an important source of gathering revenue for local governments. The study, which was conducted on 178 tourists visiting İstanbul, aimed to measure the tourists' willingness to pay a tourist tax, to be collected for the purpose of financing employment of local residents and refugees within the framework of demographic variables. As a result of the research, the average amount of tourist tax to be spent for financing employment of local residents and refugees, which the tourists are willing to pay was found to be \$ 1.92. This research was analyzed with SPSS program.

The research has not been concluded yet and employment of local people and refugees is one of the 5 different dimensions of the research. The final result shall be reached by performing a Tobit analysis on the model to be formed at the completion stage of the research using Eviews econometric analysis program.

Keywords: Local Residents and Refugees, Tourism, Tourist Tax

Students' academic mobility and gastronomic behavior in North Cyprus

Homayoun Pasha Safavi

In the context of globalization, international trade in information is more important than ever. The thirst for knowledge, encourage individuals to travel to gain knowledge of different concepts. This propels the spread of educational tourism across the world (Bhuiyan et al., 2010).

This integration cultural knowledge from future partners which can be acquired as part of an individual's education, whereby a period of study abroad allows students to absorb the cultural and social customs of their host country (Tremblay, 2004). Students' academic mobility is defined as "the ability to move freely or be easily moved" (<http://dictionary.cambridge.org/dictionary/english/mobility>). International student mobility has become an important phenomenon in tertiary education over the past few decades. There are more than 4.3 million international students currently pursuing tertiary education outside their national border (OECD 2013). Despite the growing focus of institutions around the world on internationalization of education and increasing research interests in international education, the 'mobility' of international students remains a largely under-theorized concept (Tran, 2016). Academic mobility brings engagement and sense of belonging for the university students. Both engagement and sense of belonging involve engagement and sense of belonging to host country, culture, local people, academic and local environment, language, accommodation, transport and/or communication (Erden, 2016).

One of the most important concepts for mobilized student is gastronomic behavior of host society. Due to a large number of foreigners' student as educational tourists in North Cyprus, this study attempts to examine the impact of interactions between local and host community on students' gastronomic behavior. A total number of 36 respondents participated in the interview. The researcher conducts a qualitative method in order to explore the parameters which influence guests' food consumption. Data were collected using semi-structured interviews, with close-ended questions. The data were analyzed in line with the grounded theory method Interaction. Adaptation Theory is used in order to justify the parameters which have been found. This study found that cultural similarities, individual personalities, availability and accessibility, time, price sensitivity, experiences, age and close interaction with host community are factors which shape mobilized student behavior and attitude toward host gastronomic behavior.

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Social and Cultural Perception of Turkish Citizens living in Gaziantep and Balıkesir Towards Syrians

Hakan Ömer Tunca

Human beings have migrated primarily due to natural causes such as meteorological conditions, climate changes, famine and disasters, economic reasons, the desire to raise the level of income and better life conditions, political turmoil, armed-unarmed conflicts and policies of countries since ancient times. The territory of the Republic of Turkey taking into account the geostrategic importance in world geography has been one of the places that hosted quite a few migrants during every period of the history and especially Ottoman and after the Ottoman period. Of course, one of the most important reasons of mobility is the warm, tolerant and hospitable approach of the people living in this geography both systematically and individually.

The first mass population movements towards Turkey from Syria, began on April 29, 2011. By the end of August in 2019 this figure reached more than 3.657.000. While 63,500 (%2) of the Syrian people corresponding to a small portion of immigrants living in 7 temporary shelter centers located in 5 different cities, the others live disproportionately and irregularly in all provinces of Turkey. Being distributed and disproportionate in every city in Turkey, this large number and immediate coming of people has effected and still effecting Turkish citizens in many ways such as social, economic, political and security etc.

In this study; the perception and closeness of Turkish citizens on the Syrian immigrants who are called the people under temporary protection according to the official terminology residing for almost more than seven years in Turkey are investigated. This perception in Turkish society and feelings of closeness are measured through a survey to provide a comparison of two cities selected.

In the literature, the so-called Most Similar System Design (MSSD) has been applied. Similar Systems Design has been used in systems with similar design as much as possible, since it is a design in which the most appropriate examples are used principally and the similarities and differences between systems are the focus. While common systematic features can be controlled in this design, systematic differences are considered as descriptive parameters. The sample to be selected from the main population is decided considering the fact that there are a large number of Syrian immigrants in some provinces, some have almost none.

In order to select the cities which socio-economic indicators are quite close to each other with the aim of MSSD, The socio-economic development index (SEGE) is used. This index gave the opportunity to compare the similarities and differences between the two cities. SEGE of the Ministry of Development in Turkey which uses a large number of economic, social and cultural variables and provides geographical comparison gives multi-dimensional and comprehensive results of the development of the country to detect social and cultural fields progress, increasing the quality of human resources, the development of environmental awareness and the promotion of individual well-being. Taking into consideration Syrian Refugees existing in the provinces and the SEGE of the provinces, Gaziantep and Balıkesir cities are selected methodologically. The research was conducted in these two provinces which are the best representation of the universe and the results of Gaziantep and Balıkesir cities are compared.

Keywords: Turkish Citizens, Syrians, Proximity, Social Perception, Cultural Perception

**The (im)possibilities of migrants' social and economic integration in Mexico and Morocco:
A comparative case study on the effects of USA and EU externalized migration
management politics**

Bernardo López Marín

Gianmaria Lenti

This presentation provides an account of the social consequences deriving from the current politics of migration recently implemented through multilateral agreements between US-Mexico and EU-Morocco. Currently, Mexico and Morocco are being used by the US and the EU respectively, as containing countries to stop the influx of migrants.

In the case of Mexico, an agreement between the US and Mexican governments was made under pressure, following a blackmailing from president Trump who menaced to impose heavy taxes to Mexican products to destroy the country's economy, if Mexico did not take action to stop the thousands of migrants who were reaching the US southern border. Besides that, the US government implemented its 'migrant protection protocol' - MPP -, also known as program 'wait in Mexico', consisting in sending about 50,000 asylum seekers back to Mexico to make them wait for their cases to be decided out of the US territory, which can even take years to be processed. Another source of tension at the northern Mexican border is the approximately 25,000 migrants who are currently living in uncertainty and precarious conditions, while waiting for their turn to move forward to a first hearing refugee claim with the US authorities. At the same time, the Mexican government militarized the southern border by sending 20,000 police officers to seal it, while increasing migratory checks all over the country in order to impede the transiting of foreign nationals from Central and South America, the Caribbean, Africa and Asia. In practice, these policies have been highly effective for US interests, considering that only during 2019 more than 400,000 migrants have been arrested in Mexico and most of them repatriated shortly after their detentions. Meanwhile, nearly the same amount of extra continental, Haitian and African migrants are living in incertitude and facing hardship at the southern Mexican city of Tapachula while waiting for anything to happen, although having very few possibilities to either regularize themselves in Mexico or return to their far away countries of origin.

In the case of Morocco, an agreement was drafted between the EU and Spain to hinder the mediterranean crossings to Spanish coasts. This bilateral protocol gave the Moroccan government a start-up package that included a sum of €140,000, which will be supplemented with an extra €50,000 a year to continue conducting the task. The initial payment has been injected directly into the Moroccan budget and used primarily for the purchase of border control material such as hundreds of vehicles, drones and dozens of scanners. Meanwhile, Morocco has shielded its northern coasts with a sophisticated video surveillance system that aim to stop the exit of kick-boats from its shores. The objective is to hinder the departure of migrants to Spain, which is the country with the largest number

of irregular entries into Europe through the Mediterranean Sea. Although decreasing in numbers, approximately 20,000 migrants have arrived to Spanish shores during 2019, which represent a decline of 28%, in comparison with the previous year. The decreasing of arrivals was palpable and highly effective, after the Moroccan authorities promulgated a new law that bans Subsaharan Africans to travel and stay in the north of the country, preventing them from approaching either the Mediterranean coast or the land borders with the Spanish enclaves of Ceuta and Melilla. Since the end of 2018, the Moroccan auxiliary forces have been undertaking aggressive raids and evictions from northern Moroccan cities and forcibly deported thousands of migrants to towns in the south of the country, at the gates of the Sahara desert. In addition, the Moroccan authorities and several African embassies in Rabat have signed expulsion agreements to target citizens who do not have legal permissions to be in the country, while the government of the kingdom is making it difficult to obtain visas for African citizens to enter Morocco. In some cases, police harassment and the blocking of land borders have been forcing many migrants to begin returning voluntarily back to their countries, as they have understood that it is very hard to reach Europe nowadays, living conditions in Morocco are extremely difficult, unemployment is high and it is complicated to integrate in the local society due to different factors. One of the biggest problems is that for many of these migrants returning to their homes countries is not a faceable option, due to the lack of economic means to pay for their travel expenses and the issue of travel documents.

The realities experienced by disadvantaged migrants in transit or stuck in these nations and the most prominent barriers that hinder their social and economic integration at the local level are not reflecting the alleged human rights protection goals that have been outlined by the US and EU governments. Hence, the impacts on the lives of migrants who find themselves stuck in Mexico and Morocco as transit and receptor countries, frequently leave them with neither possibilities to achieve social and economic integration, nor to move forward to reach their destinations or seek asylum in the US or the EU. In many cases, migrants face complications to return to their countries of origin by themselves and the bureaucratic processes to obtain assisted returns are extremely long and tedious. Furthermore, while numerous politicians and the mainstream media in Western countries enshrine the results of these agreements, not enough is being said about the social consequences deriving from them, in terms of social and economic integration of migrants in these countries, their living conditions and the upholding of human rights.

The methodology of ethnography and participant observation have been used for data collection during extensive periods of fieldwork in Mexico and Morocco. On these grounds, we aspire to depict the most prominent consequences of these agreements, reflecting on the experiences of migrants who find themselves stuck in transit countries. This methodology has provided counter arguments that diverge from the political discourses legitimizing the implementation of these politics, whilst shedding light to

the hardships, deprivations and the various forms of violence that migrants experience on a continuous basis. It is noteworthy remembering that these kind of externalized politics are not a new tendency, considering that Mexico and Morocco represent a gate of entrance to the West for thousands of migrants who seek a more livable existence, away from poverty, violence, persecution or war. Still, there is a strong interest of both, the US and the EU, to transform Mexico and Morocco in countries that rather become a sort of trap from which migrants can hardly escape, either because these nations became militarized, criminal organizations dominate the human trafficking networks or due to the implementation of regularization processes.

In the case of Mexico, we had the opportunity to encounter people from Honduras, Guatemala, El Salvador and Nicaragua, as well as migrants from and asylum seekers from Haiti, Venezuela and diverse African and Asian countries. The social and economic integration of migrants staying in Mexico irregularly tends to be difficult, considering that Mexico has a very high rate of unemployment, salaries are low, access to housing is complicated and health services are scarce, when people are refused medical attention by public institutions. In addition, the Mexican State is not taking enough responsibility to protect the rights of irregular migrants and asylum seekers, while humanitarian aid is normally given by the Christian church and independent NGOs that are working on limited founding and through donations to fulfill the work needed to give attention to these individuals. Another problem that hinders migrants' integration is the predominance of racism and xenophobia that has been increasing all over Mexico in the last years, especially in the bordering cities where dominant discourses are speeding quickly, demonizing the presence of migrants as criminals and people who came to the country to steal the jobs of Mexicans. Thus, the direct impact of the migratory agreement US-Mexico has been catastrophic, as it has diminished migrants' possibilities of integration and continue to oppress them, in the sense that migratory trips across Mexico are much more dangerous nowadays, enhancing the power of mafias that consolidated economies of suffering, while increasing migrants' vulnerabilities and social disadvantages, leaving them in deprivation, hardship, captivity and even destitution.

In the case of Morocco, most migrants we met are came from countries in Subsaharan Africa, who employed the routes through the Sahara desert in the hope to reach Spain. Due to the increased difficulty in crossing Algeria, the dangers in Libya and the recent closure of Italian harbors, there was a shift of trend by which people from Subsaharan countries attempted their way through Morocco. There has also been an increase of migrants from Syria and other Middle-Eastern countries, who are choosing the Magreb, due to the difficulties they face when attempting their way to Europe departing from Turkey. Even when the Moroccan government granted about 50,000 resident permits to irregular migrants who wished to regularize themselves in Morocco, their access to social and economic integration is still limited. The situation for irregular migrants in Morocco leaves them with very few possibilities of

finding employment, while access to housing options is very limited, as neither employers nor landlords want to have migrants without legal permissions to stay, especially after the implementation of the regularization program. In addition, Morocco has a rate of more than 9.5% unemployment, which make it more difficult for migrants to find avenues towards employment, while the arrival of Africans to the country lead to the increase of racism and xenophobia from Moroccans against black or non-Muslim African migrants. For Subsaharan African migrants it is not easy to get jobs and salaries are low. There are various factors that pose strong difficulties and hinder integration, such as not speaking Arabic or French, belong to another racial group or, not being Muslim. All these cultural differences make social and economic integration really difficult for African migrants, also considering that in Morocco, there are only few NGO's and organizations giving housing, food and financial aid, especially to irregular migrants. Access to health services is very limited and there are many cases, in which migrants become sick during their stay in Morocco, having limited access to medical help and psychological attention. This is due to the fact that the Moroccan government imposed many restrictions on foreign organizations to work in the country and even researchers, journalists and humanitarian workers are exposed to get arrested for helping or even talking with irregular migrants.

In both cases, we identified in migrants a gradual emergence of certain feelings, sentiments, subjectivities and personal perceptions that are developed along the time spent in these countries. These feelings tend to have a significant impact on migrants' mental health and well being, coming into sight in a loss of hope and life meaning, desperation, sadness, uncertainty and anxiety. The testimonies of more than 60 migrants that have been interviewed on the field, show that the effects and consequences of the agreements previously mentioned are in fact, extremely detrimental for migrants in both countries. Far from giving them opportunities to achieve palpable integration, for many migrants, living conditions are continuing to go in decadence, making it impossible to integrate in any way, when living standards are low and access to resources is limited. In cases when migrants manage to get employed, working conditions tend to be deleterious, considering that salaries would be lower than the average, work environments are at times unsafe and their employers do not provide social security, leaves and social benefits. For those who are irregular in these countries, it is recurrent to be denied payment under the menace that if they complain, the employer would report them to immigration authorities. Many employers frequently prefer migrants as workers, as they can pay them lower salaries, while social tension hinder migrants' sense of belonging in a society where locals believe that they have better access to employment, benefits and are people who steal jobs. According to different testimonies of migrants, life in these nations is not easy for those who could regularize their migratory status , whilst being virtually unbearable for those who could not escape from the sociopolitical burden of 'illegality'. In this sense, integration in these transit countries is an unreliable goal for many, who do not feel welcome and their possibilities to reach their planned destinations through regular or irregular paths are extremely

limited. Given that covering basic needs is at times complicated for citizens, it is not surprising that economic survival is often a utopia for migrants, either regular or irregular.

In conclusion, we have identified that there is a dialogical relationship binding the politics of mobility and migration and the nature of those barriers to the social and economic wellbeing of disadvantaged migrants, especially when they get stuck in transit countries, in which integration is highly unrealistic for many of them. In addition, the hardening of migratory legislations and the new international agreements hindering migrants' mobility continue having detrimental effects on them. The reality experienced by most irregular migrants contradict many official discourses spread by Western governments to legitimize their externalized migration politics. Several migrants' testimonies indicate that the direct benefit to their life conditions tend to be negligible, considering that for many facing such circumstances, it is difficult to integrate in hosting societies, learn the language, access social security, health, education and above all, the impossibility to find employment that could enhance their living conditions, housing and access to health assistance. Hence, the consequences of ever-changing migration politics in these nations highlight some of the most relevant similarities and differences between the two contexts. Our findings suggest that the effects of the above mentioned politics have been deleterious for the integrity of migrants and consolidated local economies of suffering, as disadvantaged migrants look for alternative ways to continue moving, due to the impediments to integration in transit countries that lead to destitution and increase the number of deaths during unauthorized crossings.

The Importance Of Migration Studies In The Field Of Communication Research

Duygu Tosunay Gencelli

Throughout history, migration has had the power to directly affect the entire political, social and even physical structure of the world. Turkey is also one of the countries which have been closely affiliated with migration. After being a migrant sending country of many years, the past decade has brought a distinctive change to Turkey's status concerning immigration issues.

It is a well-known fact that, with the refugee crisis of the recent years, migration studies have been on the rise of interest amongst researchers. Even though migration is no doubt a multidisciplinary subject, the number of migration studies within the field of communication are significantly scarce when compared to other research fields. This study aims to emphasise the importance of focusing on migration issues in the field of communication. Perspectives that communication sciences propose can bring a different approach to migration studies that can be quite valuable concerning issues such as transnationalism, multiculturalism, integration and also well-beings of immigrants and refugees.

In order to discuss this argument, the master's and doctoral dissertations that have been completed in Turkey in the past ten years will be analysed through content analysis. With this method, it is aimed to show the distribution of dissertation subjects and study fields. Thereby it will be possible to make assumptions concerning the multidisciplinary structure of migration studies in Turkey and what the migration studies are missing with the lack of communication perspective. Keywords: Migration, communication studies, content analysis.

Keywords: Migration, communication studies, content analysis.

Humanitarian Philanthropy And The Case Of Syrian Refugees

Fulya Felicity Turkmen

In this study, I try to conceptualize humanitarian philanthropy with respect to the elite and private philanthropy and in relation to the wider power dynamics between benefactors and beneficiaries with a special focus on the case of the humanitarian crisis related to Syrian mass displacement. My main argument is that humanitarian philanthropy can do more harm than good in ethical and policy-wise by producing patronizing, colonialist and racist relations among involved parties. In order to deepen the argument, I explain the ideology and strategy of humanitarianism instrumentalized for appealing to the donors by redressing the suffering through arousing compassion and pity to reach the wallets of the donors. I also discuss how donors buy their ways into international organizations such as UNHCR and become capable of impacting decision-making process which in the end undermines refugee agency and human rights. Finally, I argue that Syrian case deserves a special attention from those not only who study philanthropism but also political science since it has a wider impact on global philanthropy scene by highlighting new ways of giving such as moving beyond vast humanitarian needs to more niche areas such as digital banking and cultural preservation or highlighting old phenomena from new perspectives such as -diaspora philanthropy. This study aims to fill a gap in the literature where there is a vast number of studies on how NGOs function and operate in humanitarian scenes, but less on who are funding them, why and in which ways, and specifically a lot less on private funders, i.e. philanthropists.

Western private donors have traditionally shied away from involving with the complex crises and stick with the good old high-profile natural disasters if they must respond to a natural disaster. This tendency of private donors also manifests that they were already aware of the embedded and complex nature of humanitarianism that go hand in hand with domestic and international politics long before the human rights turn in humanitarianism and they never bought the argument that humanitarianism is apolitical as organizations like MSF claimed. The civil war and resulting refugee and IDP crisis changed this trend with the heavy involvement of private donors from all over the world.

Rise of the diaspora philanthropy is another phenomenon that the Syrian civil war and refugee crisis highlighted. Today, diaspora philanthropy has a very huge impact on global philanthropy scene because it has adapted to various elements of global philanthropy beyond traditional ways of grant-making. In the paper, some of the examples of diaspora philanthropy and the innovating aspects of it as a bridge between elite and non-elite philanthropy will be highlighted in detail.

Keywords: refugees, humanitarian aid philanthropy, civil society

Turkey's migration (mis)management? The case of Temporary Protection regime

Elif Çetin

On 22nd July 2019, Minister of Foreign Affairs of Turkey, Mevlüt Çavuşoğlu, announced that the EU-Turkey Readmission Agreement is put on hold (Deutsche Welle, 22 July 2019) and will no longer be functional until the fulfils its promise of visa free travel for Turkish nationals (Daily Sabah, 23 July 2019). As the AKP government announced its decision in the midst of a rising tide of tensions in the Eastern Mediterranean around the issue of gas exploration, some commented that Turkey was instrumentalising migrants and refugees in the country as a bargaining chip in its relations with the EU.

Around the same time, Minister of Interior, Süleyman Soylu, and the Istanbul Governor's Office ordered Syrian refugees to return to the cities where they had been originally registered (Hurriyet Daily News, 24 July 2019). On top of that, there were also allegations that Turkey was deporting hundreds of Syrians back to Idlib (Washington Post, 22 July 2019; The Guardian, 29 July 2019). Turkish authorities immediately denied these claims and stated that only the unregistered irregular migrants were being deported and unregistered Syrians were being sent to refugee camps. The timing of these developments is far from being coincidental. Against this background, this paper investigates the following questions: Why are these statements and policies put forward by Turkish authorities now, even though the country has been following an open door policy for the past eight years since the outbreak of the Syrian civil war? Moreover, what could be the possible meaning and future implications of these developments?

One of the key arguments of the paper is that, the issue of Syrians, who are under temporary protection in Turkey, has been having an impact on the EU-Turkey relations and it is now highly salient in Turkish domestic politics as well. While the decision to halt the Readmission Agreement appears to be a policy tool used by Turkish government to create a new momentum in the EU-Turkey relations, and to exert power in the Eastern Mediterranean energy fight, the recent call for Syrians to relocate back to where they initially registered is aimed at soothing increasing public concerns. Moreover, based on a logic of hospitality, where Syrians in Turkey are labelled as 'guests', the temporary protection regime lacks a concrete time frame and generates uncertainties for Syrians living in Turkey as, in practice, it does not establish guaranteed and stable rights to have access to the labour market, health care, education and affordable housing. Uncertainties involved in Turkey's migration governance strategies also erect barriers to Syrians' integration to the country, risking the escalation of the already existing tensions between Syrians and local communities. On top that, the so-called EU-Turkey deal, which came into force on 18 March 2016, creates another layer of structural uncertainty due to the difficulties arising from its implementation. Apart from that, there is also a certain lack of clarity on the application of human rights standards to vulnerable irregular migrants, casting doubts on the legality of this soft law instrument.

Keywords: migration, refugees, Turkey, EU, Readmission agreement

Labour mobility in Europe: policy-making process

Gönül Oğuz

The European institutional policy-making in labour migration remains controversial. The policy-makers still argue over which actors have the most decision-making powers and responsibilities for the formal and informal arenas of migration policy-making and the scholars still argue over how to explain the multiple influences on labour migration policy process. For example, the costs of importing labour force from the neighbour countries is a component of current controversies (i.e., unskilled labour) may be intimidatingly high. Regarding the similar issues raised in the political literature focusing domestic level politics, a multitude of actors are taken into consideration. Hence, politics of labour migration is closely related to the EU institutions.

Analysing contemporary EU policy-making as a political system, the classical approach to the EU institutions touches upon attention to their functions, competences and relationship with each other and the member states. The proposed overall question is that which actors are more powerful in labour migration policy-making process. Although there are different set of actors influencing policy-process, this study is restricted to the institutional players, and to a lesser extent, the member states.

The main objective of this study is to underlie two main points in an integrated fashion. Firstly, this study highlights the basic characteristics of these actors in the light of institutions and the member states, in particularly underlying their theoretically defined powers. Secondly, it focuses on the observations in the recent literature in relations to the role of these actors in the EU's labour migration policy-making process. These two main objectives will shed some light on the main characteristics of each of these players with reference to the recent developments in the free movement of labour and cover the role of institutions within different theoretical explanations.

Keywords: EU institutions, Labour migration, politics of migration, policy-making process.

European Union Readmission Agreements: The Case of Turkey

Turker Saliji

According to the report of the Organization for Economic Co-operation and Development (OECD), in 2018, more than 10 million people migrated permanently or temporarily to the G20 countries.¹¹ As stated in the same report, the worldwide displacement of IDPs, including 5.5 million Palestinians registered by the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA), has reached to 25.7 million.¹² According to 2019 data, Turkey has continued to be a country that hosts the largest number of people who has exceeded to 4 million and has needed international requirements in the world. The EU as a union, where living conditions, job opportunities, and welfare levels are better than the countries where immigrants come from, has received immigration from various parts of the world, especially in North Africa, the Middle East, and Asia. Eurostat 2018 data reported that 22.3 million (4.4%) of the 512.4 million people living in the EU as non-EU immigrants.¹³ According to the same data, 2.4 million non-EU citizens entered into the EU in 2017. In Europe, especially in the last 20 years, more rigorous immigration policies have started to be implemented and the increasing number of measures have constantly taken for border security. Thus, Europe has become an area in which the arrival of migrants become difficult day by day.

The mechanisms developed by the EU for the control of migration movements on their borders have gained great importance in combat with irregular migration. In order to prevent irregular migration, cooperation with third countries has become a control mechanism as well as border security and aimed to prevent irregular migrants before they arrive at EU borders. One of the most important instruments used by the EU in this field are the Readmission Agreements (RAs). Especially after the 1990s, RAs, which has been used as an effective tool in combating irregular migration, has become an important part of international relations.

Readmission agreements define the obligation for a country to readmit its citizens. Some readmission agreements also set out the conditions under which the state parties are obliged to readmit citizens of third countries who have passed through their territory.¹⁴ Practically, the RA regulates the repatriation of individuals who are These agreements are part of the EU's strategy to combat irregular migration. Today, the EU has signed readmission agreements with 17 countries.

The EU is in constant struggle with growing number of the migration. As a result of this higher levels of migration flow, the EU has put in effort to minimize the violation of EU borders in addition to the adaptation of overprotective policies to ensure border security, which is not only restricted to the number of immigrants who have tried to come to EU but also directly affects the people who has seek for asylum. In order to protect its borders and strengthen its security measures, the EU has been developing new policies by expanding its cooperation with third countries which shares borders with the EU. Although there are some exceptions, it is seen that the implementation of the policies adopted upon the promotion of cooperation gives priority to the countries that shares its border with the EU. While the countries, who are the neighbor of the EU border, have been given priority in combating irregular migration, the cooperation with the countries of origin as starting point of the real problem,

¹¹ OECD, "2019 International Migration and Displacement Trends and Policies Report to the G20", 2019, Erişim: 29.10.2019, <https://www.oecd.org/migration/mig/G20-migration-and-displacement-trends-and-policies-report-2019.pdf>

¹² Idib.

¹³ Eurostat, "Migration and migrant population statistics", 2019, erişim: 29.10.2019, https://ec.europa.eu/eurostat/statistics-explained/index.php/Migration_and_migrant_population_statistics#Migrant_population:_22.3_million_non-EU_citizens_living_in_the_EU_on_1_January_2018

¹⁴ Kaynak: Geri Kabul Anlaşması: Göç Terimleri Sözlüğü, IOM

has been ignored. Therefore, it can be said that one of the reasons for the failure to find a solution directly referring the main reasons of the problem during the implementation of the RA is the exclusion of the countries of origin from the preventive measures the irregular migration. It is obvious that the inclusion of the source countries to solve the ongoing problems is one of the indispensable parts of this process.

While RA is expected to prevent irregular migration, migrants, who returned to the countries they have left for various reasons, are most likely migrate again through illegal ways. In this context, it is seen that to combat against irregular migration through the RA, EU aims to keep irregular migrants away from the EU borders by mostly focusing on cooperation with countries that share its borders. The biggest problem after the implementation of the RA is the lack of effective monitoring of the conditions faced by stateless and third-country nationals, especially in the stage of repatriation from the EU to the transit country. During the implementation phase of the RA, they are frequently criticized by human rights organizations on the grounds that they prevent the application process of individuals who have come to EU borders illegally by preventing their opportunity to apply for asylum.¹⁵

Although the third countries signed RA with the EU, they have exposed to some disadvantageous, on the one hand they have entered into a heavy obligation because of fulfillment of the obligation to accept the turning back of third-country nationals and stateless persons as well as their own citizens. On the other hand, the third countries as the signatory part of the agreement have benefited from the privileged conditions provided by the EU in return for the agreement they have signed. At the top of these privileged conditions, there is the request to have the right to travel to the EU by abolishing the visa procedure for the citizens of the subject country. Apart from this, especially as seen in the Western Balkan countries, there is the idea of starting the accession negotiations to the EU following by the enhancement of the economic cooperation with the EU for strengthening the economic prosperity of these countries. Especially in terms of the Western Balkan countries, signing of the RA for the initiation of the EU membership process has become a driving force. However, the EU is the party that manages and controls the content and conditions of the RAs for its own interest at the end. In this sense, when considering the burden of the agreement for the parties the conditions are uneven. In other words, liabilities were not divided equally between signatory parties of the agreement. It is seen that the EU has used its authority to dominate the third signatory countries. At the end, the signatory countries have accepted the economic and political authority of the EU in order to obtain the privileged conditions to be offered by the EU. Besides, the Western Balkan countries are also politically open to bilateral cooperation with the EU. This is the reason why the RA process carried out with the Western Balkan countries has worked out successfully.

However, it is not possible to say that it had reached the same conclusion for Turkey. The foundations of the dialogue between Turkey and the EU in terms of the RA dates back to 2004. During this process, Turkey has had reservations in accepting the burdensome brought by the readmission of third-country nationals and stateless people as a result of the RA. Therefore, Turkey has attempted to postpone this process as possible by hesitating to sign the RA with EU. Different from the other cases, Turkey has already started accession negotiations in 2005. Therefore, before signing the agreement, Turkey had the privilege of starting the accession negotiations. Turkey who have already conducted longstanding accession negotiations with the EU, has not only focused on the "prize" for the visa

¹⁵ Hallee Caron, "Refugees , Readmission Agreements , and ' Safe ' Third Countries : A Recipe for Refoulement ?," *Journal of Regional Security* 12, no. 1 (2017): s. 28.

liberalization to EU, in return to RA that signed in 2014 but also aiming to revive the current relations and the accession negotiations with the EU.

When considering the RA signed by the European Union and Turkey, and the current and past relationships between parties, it is seen that this process is being relatively challenging. Turkey's EU accession process, and especially difficulties experienced during the visa liberalization process, has impact over the implementation of the commitments of the RA. Hence, these challenging conditions became part of one of the significant points of contents of the agreement. Most importantly, it has become an indispensable requirement. However, in the political context, the EU member states, in particular, Germany, France, and Austria oppose to the idea of Turkey being entitled to a visa exemption. This political deadlock led to the agreement negatively affected.

Despite the political stalemate between the EU and Turkey, affecting RA in a negative way, the ongoing war conditions and instability in the Middle East has opened a new stage for RA to rethink the newly formed conditions within an international context. Asylum seekers, who left their countries as a result of the refugee crisis that erupted in 2015 with the war in Syria, firstly wanted to transit the countries such as Turkey, Jordan, Lebanon, Libya, Egypt and then try to arrive EU countries. Since asylum seekers mostly preferred the Aegean Sea, Turkey has become a most favored transit country to those irregular migrants, trying to reach EU borders irregularly. New arising conditions that emerged beyond the scope of the RA together with the refugee crisis, make the implementation of the RA impossible. In order to control irregular migration, the EU's cooperation process with neighboring countries has gone beyond being a policy under RA and has acquired a new dimension that includes asylum seekers too by expanding with the new Migration Agenda by taking into account the refugee crisis.

To end irregular crossings in the Aegean and find sustainable solutions for refugees, the EU and Turkey agreed on broad cooperation based on a Joint Action Plan adopted in November 2015, supplemented by the EU-Turkey 'Statement' of March 2016. As a result, the execution of the RA signed between the EU and Turkey, considering the new requirements resulting refugee crisis has also become extremely challenging due to political deadlock between the EU and Turkey. Another subject that was being criticized is that in the scope of one-on-one formula, whose asylum applications were rejected and reached to Greek Islands with irregularly will be sent back to Turkey but, in return, only the Syrian citizens in Turkey will be resettled to the EU countries.¹⁶

Similarly, in the joint report of the International Rescue Committee (IRC), the Norwegian Refugee Council (NRC) and Oxfam on the situation of asylum seekers on the Greek Islands, it was noted that the capacities of the Greek authorities and EASO workers were insufficient and that they were generally uninformed about the background of the crisis.¹⁷ As a result of all these stages designated by the EU for asylum seekers, asylum seekers reaching the Greek Islands have two options in front of them. These asylum seekers return to Turkey or they apply for asylum in Greece. For asylum seekers who are not applied for asylum or the ones who's been rejected, the process of sending back to Turkey

¹⁶ Enzo Rossi ve Paolo Iafrate, "The EU Agreement with Turkey: Does it Jeopardize Refugees' Rights?" (New York, 2016), erişim: 16 Mayıs 2018, <http://cmsny.org/publications/rossi-iafrate-eu-turkey-agrmt/>

¹⁷ Ashleigh Lovett (IRC), Claire Whelan (NRC), ve Renata Rendón (Oxfam), "The Reality of the EU-Turkey Statement", (2017): s. 4, https://www.nrc.no/globalassets/pdf/briefing-notes/joint-agency-briefing-note---eu-turkey-statement---final_16-march---new-...-3.pdf.

starts after they recorded as irregular migrants.¹⁸ On the other hand, individuals who applied for asylum have to wait for the outcome of the procedures, which can last from 1 to 2 years, on the islands with inadequate living conditions.

In the report published by The UN Human Rights Council about the immigration problem in Greece, it is stated that since 1 June 2016 from Greece to Turkey repatriated persons, (third-country nationals and stateless persons) were carried out in the framework of the EU-Turkey RA.¹⁹ It is stated that the readmissions that happened before this date, had been carried out according to framework of the Protocol that signed between Turkey and Greece in 2002.²⁰ Despite all this, the UN rapporteur François Crépeau states that the March 18 Deal decisions had emerged as a result of the political willpower between the parties (EU and Turkey) and the legal basis of the decision was unclear with claiming that it had no binding force in terms of international law.²¹ For this reason, it is emphasized that it cannot be brought to any court regarding the results of the decision.²² The report prepared by the UN rapporteur underlines that during the implementation phase of the readmission process, some of the persons have been accidentally returned without their asylum applications registered and their fate is uncertain.

In order to overcome this process, while RA, which is an international agreement, has difficulty in finding an effective solution, to propose a Deal that is not qualified as an international agreement will lead to further discussions in terms of legally binding, transparency, reliability, and sustainability. Furthermore, with the Deal signed with the EU, in addition to the fact that this controversial ongoing process through the example of Turkey is carried out in the same way without solving the internal problems, the possibility of following similar procedures with other countries as a model for the control of the refugee crisis is an indicator of the future of the discussions and criticisms.

¹⁸ Elizabeth Collett, "The Paradox of the EU-Turkey Refugee Deal", *Migration Policy Institute (MPI)* 1 (2016), <https://doi.org/10.1017/CBO9781107415324.004>.

¹⁹ Anlaşmanın 4. ve 6. maddeleri çerçevesinde üçüncü ülke vatandaşları ve vatansızların Haziran 2017 tarihinde geri kabulleri uygulanmaya başlaması kararı Ortak Geri Kabul Komitesinin aldığı kararla Haziran 2016 tarihine alınmıştı.

²⁰ Hans Vermeulen, Martin Baldwin-Edwards, ve Riki van Boeschoten, "Introduction", içinde *Migration in the Southern Balkans: From Ottoman Territory to Globalized Nation States*, ed. Hans Vermeulen, Martin Baldwin-Edwards, ve Riki van Boeschoten (Londra: Springer Open, 2015): s. 20; Resmi Gazetesi, "Türkiye - Yunanistan Geri Kabul Protokolü" (2002).

²¹ General Court (European Union), Order of the General Court - In Case T-192/16, (2017).

²² François Crépeau, "UN Human Rights Council - Report of the Special Rapporteur on the human rights of migrants on his mission to Greece", c. A/HRC/35/2 (New York, 2017): s. 5-6, papers3://publication/uuid/187C36A1-6342-4FD4-80C3-E7620A6AC29A.

Immigration in the South of Algeria and Possible Integration

Tahar Abbou

Immigration has recently become a crucial issue that worries not only the European countries but also the North African ones, which were considered by illegal immigrants as transit zones to reach Europe. However, after the political troubles in Tunisia and Libya, on the one hand, and the recent drastic measures taken by the Europeans to fight against this phenomenon, on the other, Algeria has become the final destination of these immigrants. Official statistics provided by the Brigade for the Fight against Illegal Immigration and the courts of justice in Adrar and Tamanrasset- two southern provinces sharing frontiers with Mali and Niger respectively- confirm that Algeria has become a hosting country. In spite of the tough security measures at the Algerians frontiers with the southern neighboring countries, thousands of Africans arrive yearly in Tamanrasset and Adrar. These human flows provide a golden opportunity for smugglers to make profits from transporting illegal immigrants. As a resident in Adrar, I can attest to the appalling living conditions of these illegal immigrants, particularly in the district of 'B'ni Waskut' in the south-western part of Adrar. A situation which makes them vulnerable to delinquency, criminality, and prostitution, which threatens the peaceful atmosphere of the local people, and may generate bad consequences that will threaten peace and security of the country and the region as a whole. In order to counteract the potential consequences resulting from illegal immigration, the paper suggests an approach, in a form of a project, based on the integration of these illegal immigrants in the development schemes of the region. The project does not require important means to be realized, but only a political decision on behalf of the government of the hosting country.

The Algerian official position in dealing with the illegal immigration issue has been changing according to internal and external factors. The internal factors are generally determined by the attitude of illegal immigrants and the local people's reactions. Some parts in Algeria, like Béchar, Dely Brahin (a district in Algiers) and Wargla witnessed in the past few years violent clashes between local people and illegal immigrants. The main reasons for these incidents were the involvement of illegal immigrants in criminal attacks, prostitution, and non-respect of the local traditions. The external factors are generally expressed in the position of the international community including the European Union, the United Nations, the NGO's and some humanitarian activists who often criticize the Algerian approach in dealing with the migration issue.

The Algerian authorities have attempted to find political solutions to the phenomenon of illegal immigration by helping Sub-Saharan African countries. In this context, Algeria led peace talks between the MNLA (the National Movement for the Liberation of Azawad) and the central government in Mali to achieve peace in northern Mali and therefore eliminate one of the reasons for people displacement. Similarly, Algeria conducted mediation between the CRA (La Coordination de la Résistance Armée) and the central government in Niger to achieve peace and order in the northern region in Niger to avoid the displacement of people to the Algerian southern cities. Furthermore, Algeria canceled the debts of some poor African countries to help the economic development in these countries.

Under the consequences of the economic crisis which has hit Algeria for the past four years due to the fall of oil prices and the rise of organized crime including human trafficking, trade in drugs, prostitution and money counterfeiting, the Algerian government has alternatively adopted the security approach. The campaigns of repatriation suggest figures of 6,000 irregular migrants deported each month, that is, 72,000 per year through the two major border points, in Guezzam on the Niger border and Tin Zawatin on the Malian border. Algeria has regularly been harshly criticized by the European Union and particularly the former European colonial powers who are responsible to a large extent for poverty and underdevelopment in Africa as mentioned by Walter Rodney and Rhoda Howard.

The Algerian government strongly rejected the European and international organizations' accusation for non-respect of human rights and the international treaties and conventions governing migration. It officially condemned the reports of some organizations that are attempting to distort its image in the subject of African migrants living on its territory, claiming that they are mistreated. Interior Ministry's representative strongly rejected the accusations of Algeria from certain parties and organizations of the mistreatment of migrants who had arrived in Algerian territory, saying: "The Algerian state is deeply committed to this issue and takes into account the humanitarian aspect. Raids are carried out to protect them and if we carried deportations this does not mean that we are Nazis, this falls within the framework of combating crime."

Considering the causes and consequences of migration, legal and illegal, the international community should immediately act to improve worldwide stability through promoting democracy and sustainable development in migrant exporting countries. The security approach brings many deficiencies the most important of which the non-respect of human rights through the arbitrary deportation of illegal immigrants. It is high time for the Algerian government to adopt a policy based on integrating the African immigrants into the Algerian society. There many successful models throughout the world where immigrants from different ethnic groups and different cultural and religious backgrounds live in harmony. This diversity gives society its strength and cultural richness. Visitors to the two large cities in the south of Algeria, Tamanrasset, and Adrar notice the conditions under which thousands of Africans live. A situation that leads to predict serious consequences in the near future, the spread of infectious diseases, the rise of criminality, drug dealing and prostitution. Therefore, it is recommended that urgent action should be taken by the Algerian government to integrate these African immigrants into society. In this respect, it is suggested to create a department of immigrants' affairs under the supervision of the Ministry of Interior Affairs. This department conducts a survey to get precise data about the number of these immigrants by sex, age, country of origin, qualifications, and skills. These data should be available to the different economic sectors (construction, agriculture, and services) through the existing local institutions known as *les bureaux de main d'oeuvre*. Besides, the Ministry of Education should be involved in this program to prevent the spread of ignorance and its serious consequences among the children of these immigrants. In this respect that immigrants should be given the choice to enter Algerian schools or, as far as possible, establishing community schools, for example, 'the Malian school', the Nigerien school, etc. The Ministry of Housing is also concerned about this program aiming at integrating the immigrants in society. Immigrants should be given access to housing. These policies should go hand in hand with security measures in conformity with the national legislation and the international treaties and conventions.

Keywords: Illegal immigration, Adrar, Tamanrasset, Integration, economic development schemes

Orientations towards the place of residence among Uzbekistani in Japan

Mukaddam Akhmedova

This research explores orientations of Uzbekistani people towards the place of residence being Japan. The study aims to discover the agencies of the mobility of Uzbekistani towards and from Japan that is the patterns of sojourning and settling. I discover motivations of Uzbekistani individuals to move, to stay (temporarily/permanently) or to leave Japan. The research shows what affects and causes transition in the processes of mobility of Uzbekistani in Japan. I situate my research in migration and mobility studies and I analyze the phenomenon of sojourning, settling (permanent and temporal) from sociological perspective. By utilizing qualitative method I explore the 'human' side of Uzbekistani residents' experiences — 40 semi-structured interviews reveal the story, initial conditions for sojourning, settling and transitioning, and challenges the Uzbekistani residents have been facing. My study expands Mizukami's theory that is developed by analyzing Japanese sojourners in Australia. Mizukami analyzes patterns of developed-to-developed country sojourning (Japan to Australia), while my study explores the residency patterns of developing-to - developed country sojourning/settling. By studying the case of Uzbekistani in Japan I contribute to the theory on the outcomes of residency and add the dimension of developing countries to the discourse. I attach great importance to studying experiences of the group of understudied Uzbekistani migrants in the global context of migration and mobility studies. The case of Uzbekistani, who constitute the biggest number of Central Asians in Japan, also helps analyze Japan's conditions as a host country for Central Asians as experienced by Uzbekistani. Despite the relatively small number of Uzbekistani residents in Japan compared to other major migrant groups, I stress the significance of studying this small scale migration as it sheds light on the broader picture of the migration processes both in Japan and Uzbekistan.

Keywords: social orientation, Uzbekistani in Japan, mobility

Japanese artists between Tokyo and NYC: artwork and identity in creation

Nina Zdanovic

Current study is taking artists, or cultural migrants, as its primary focus. As several scholars have already pointed out, the majority of research on migration takes into consideration economical or political migrants, thus under-representing other groups. Focusing on artists allows to view migration, identity construction and expression from a different, more positive and more multifaceted point of view (Kiwan and Meinhof 2011).

For the current study, Japanese migrant artists who live and work in New York City, or those who split their life between New York and Tokyo, are selected. In cultural psychology, Japan and the US are often paired as polar opposites of each other (Markus and Kitayama 1991). In this context, current study might reveal unexpected findings in terms of migrant identities and their expression of Japanese artist in the US.

The main research question is designed to explore how the experience of migration affected artists' perception of themselves, and their art. How do Japanese artists of NYC communicate their (national) identity through their creative work and personal life? Through this main question it becomes possible to connect the manifestation and/or transformation of Identity with the visual artwork created by the Japanese artists in New York.

The paper suggests a multi-level approach to migration, art and identity, focusing on their aesthetic intersections. In order for the main purpose and objective of this research to be fulfilled, this study will engage the following research approaches:

1. Narrative biography and life stories;
2. Participant observation;
3. Participant generated visual data analysis.

One of the bigger appeals of a biographical narrative as a method is digging below the sociological surface of a certain phenomena, but taking into consideration actual human experiences, and having an opportunity to see the story primarily through their eyes, and not through the eyes of a researcher. That's why the nature of biographical narrative as a method allows a researcher, to engage with the participants of the study on a deeper level, which is crucial in the study on identity.

I expect to observe a process where Japanese artists working in New York would develop a transnational identity and/or appeal for a more 'universal' artistic expression, however, I am open to different possible outcomes, and to new research questions during the research period.

Keywords: Japanese artists, cultural migrants, cultural psychology

Improving the mechanism for regulating labor migration in the Russian Federation

Alfiya Kuznetsova

The main hypothesis of the study is based on the fact that the immigration status of migrants has a direct impact on the involvement of migrants in the official labor market. Labor migration at all times contributed to socially significant changes in the labor market: 1) increasing the level of professional competition; 2) changes in the level of remuneration; 3) increase in the number of economically active population; 4) the growth of labor productivity; 5) reducing the complexity and total labor costs of the work; 6) the development of ergonomics, innovation, scientific and technological progress; 7) the exchange of experience, traditions, customs and others. Despite the significant differentiation in the quality of the basic professional competencies of migrants, as well as varying levels of education and culture, the importance of labor migration is to smooth out one of the main problems of our time - lack of labor resources. Our analysis allows us to conclude that the overall growth rate of labor migration in the Russian Federation for 2016-2018 is 17.8%. At the same time, the main donor countries of labor migration are: Kazakhstan, China, Turkmenistan, Tajikistan, and Uzbekistan. The largest share in the structure of the distribution of labor migration inflows belongs to the regions of the Central Federal District (about 50%), then to the regions of the North-West Federal District (about 20%), Volga Region (8%), Ural Region (7%), Siberian Region (6%) , Southern (5%), Far Eastern (3%) and North Caucasus (1%). The largest number of labor migrants arrives in Moscow. In 2016, 71.8% of the total number of labor migrants arrived here, in 2017 - 70.7%, in 2018 - 68.5% of all labor migrants from the total flow to the Central Federal District. Over the same period, 14.5-17.9% of labor migrants from the total flow to the Central Federal District arrived in the Moscow Region. In the Northwestern Federal District, labor migrants prefer St. Petersburg and the Leningrad Region. In 2016, 86.6% of labor migrants arrived here, in 2017 - 90.8%, in 2018 - 92.8% of the total flow to the North-West Federal District. Labor migration is a source of replenishment of labor resources for some regions and losses for others, as well as the main driving force of strengthening the competitive advantages of people, the development of their knowledge, skills and abilities. All labor migration processes should be regulated, and most importantly, they should not violate the usual rhythm and lifestyle of the local population.

Keywords: migration, labor regulation mechanism, federal districts

Bridges Rather Than Walls

Eran Rabia Akyol

We live within a world every individual has the same and equal right to accommodate in a particular area. Different ethnic groups live in a part of the world and nobody has the right to disturb them to not live there because of their culture or language based minorities. Even if they are outlander, local people don't have this kind of right to kick them out from their country. However, some kind of affairs can create unwanted results, mostly caused by governments.

The wars, obviously, generate some kinds of "inescapable" consequences such as living together in a society and, assuredly, its easier to said than things get done peacefully. The quantity, social texture, culture and other a great many factors affect local people's perspective toward foreigners, "migrants". In that term, if we look at the literature of the regardings of the local people toward them, we can see two opposite terms but surprisingly interconnected with each other. The first one is hospitality which means, literally, make a person feel like a guest in wherever she or he are and hostility has the opposite meaning that make a person feel like an enemy in that particular land or country.

In 21st century world, we witnessed a great many civil wars, in Iraq, Syria, Congo, Afghanistan. These are just few examples of this. In fact, a lot of countries suffer from or suffered from civil war in their mainland, in their hometown. Apparently, civil wars don't occur in particular time and then go away from that country. Civil people, especially poor ones are commonly experience the most intense pain of everything. In particular, we are going to emphasize the effects of migrations on for both migrants and local people who has also experience the side impacts of migrations, even though the migrants are the most desperate ones. In terms of hostility, in our nation state world, governments generally tend to build walls, both in concrete and abstract terms, hostile politics as a solution to keep the refugees out from their border. However, some forums such as Migration and Society struggles to build bridges instead of walls¹ "Discourses, practices, and policies of hospitality and hostility towards migrants and refugees raise urgent moral, ethical, political, and social questions."² the editors of Migration and Society Journal editors say.

The diffuculties to find a place to accomodate, food to feed, etc. cause governments to regard, not in general terms, to provide hostile discourses toward their citizens as audience. These kind of manipulation methods promote the discriminations toward refugees by the citizens.

In conclusion, this study aims to emphasize the importance of the increase of the forums to remove or at least try to remove any kind of hostility attitudes to foster the hospitable gestures. Migrations create sudden multicultural societies. The forums for that particular voluntary job should encourage people to create a intercultural world instead.

Keywords: Migration, Forums, Hospitality

The Russian Federation Refugee Policy: Current Trends

Farida Buniatova

Refugee crisis is an urgent issue, which needs to be addressed not only on the international level but on the national one as well. With this regard, the present paper is aimed at studying and analyzing current Russian legislation relating to refugees and trends in refugee treatment in the Russian Federation.

The paper provides the detailed overview of the Russian refugee policy, discusses the treatment of refugees by Russian authorities and contemplates various possible reasons of Russia's reluctance to accept refugees and asylum seekers. According to the Russian Federal Law On Refugees²³, which follows the provisions of the 1951 Geneva Convention relating to the status of refugees²⁴, a person is granted refugee status if he proves well-founded fear of persecution in the country of his nationality (former habitual residence) on the grounds of race, religion, ethnicity, membership in a particular social group or political opinion.

According to the statistics provided by the Federal State Statistics Service²⁵, as of January 1, 2019 and to the information presented on the Civic Assistance Committee website²⁶, in 2017, refugee certificates were given to 33 people, in 2016, to 39 people. According to the information as of January 1, 2019, Russia had 572 registered refugees, 20 people fewer than in 2018. The rise in the number of refugees is obviously due to Ukrainian refugees, who constitute 75% of people to be granted refugee status. However, the number of Ukrainians with refugee certificates went down from 158 to 140 between October 1, 2018, and January 1, 2019.

In sum, the statistics suggest that the Russian Federation is reluctant to accept refugees and mostly tends to grant refugee status to Ukrainians, Uzbeks and Afghans. Meanwhile, there are a lot of people from African countries, e.g. the Democratic Republic of the Congo, seeking asylum in Russia. However, in the majority of cases they are denied the refugee status, probably due to the Russian point of view that former colonial countries should bear responsibility over the matter.

One of the recent cases²⁷ involving a Congolese woman who had fled violence in the DRC to seek asylum in Russia confirms the trend. In Russia she gave birth to a son, who was granted a Russian birth certificate, but nevertheless, de jure remained a Congolese citizen. For a certain period, the woman and her son resided in Russia enjoying their right to temporary asylum provided by the Federal Migration Service. However, upon expiration of the temporary asylum residence permit the authorities refused to renew it; thus, the woman remained in Russia for a while as an illegal migrant, her further step being to flee to Latvia to seek refugee status there or at least to be deported to Angola. When she was crossing the border, however, she was detained by the Russian border security officers to be forcibly deported back to the DRC. Thus, she became one of the many who are denied

²³ Federal Law on Refugees of 19 February, 1993 № 4528-I. < <http://base.garant.ru/10105682/> > [Accessed on 28.10.2019].

²⁴ Convention and Protocol Relating to the Status of Refugees of 28 July, 1951. < <https://www.unhcr.org/3b66c2aa10> > [Accessed on 28.10.2019]

²⁵ Federal State Statistics Service. < <https://www.gks.ru/folder/12781> > [Accessed on 28.10.2019].

²⁶ In 2018, only 30 people were granted the refugee status in Russia. 03.06.2019. Civic Assistance Committee <https://refugee.ru/en/news/v-2018-godu-bezhentsami-v-rossii-priznali-vsego-30-chelovek/> [Accessed on 27.10.2019]

²⁷ V. Vaschenko. Why Russia does not grant refugee status/Gazeta.ru. 03.06.2017. <https://www.gazeta.ru/social/2017/06/02/10704953.shtml?updated> [Accessed on 10.11.2019].

refugee status and upon expiration of the temporary asylum residence permit are deported back to their countries of origin.

Opponents of the Russian policy towards refugees created a petition published on Change.org website²⁸ addressed to the Main Directorate for Migration Affairs under the Ministry of Internal Affairs of the Russian Federation against deporting of the aforementioned Congolese woman and her child to the DRC. However, the Ministry refused to comment on the issue on the grounds of non-disclosure of personal information.

According to a volunteer of the *Kids are Kids* integration centre for children of migrants and refugees²⁹, Russian authorities take no interest in human rights issues in the DRC despite the fact that human rights, especially rights of women and children, are being constantly and severely abused there. Thus, according to the UN Secretary-General's report, the use of sexual violence as a weapon of war has been a pressing issue in the DRC. Likewise, the period from January to September, 2014 witnessed 11769 cases of sexual and gender-based violence recorded by the UN in the DRC provinces³⁰.

The cases where women fleeing their home countries, including, inter alia, the DRC, give birth to children on the territory of the Russian Federation in order to obtain Russian citizenship for their children are numerous. However, Russia follows *jus sanguinis* principles in determining nationality; therefore, if the father is not a Russian citizen even if a child is born in Russia, the latter does not acquire the Russian citizenship. Meanwhile, even where *de facto* the father is Russian it proves to be extremely difficult to establish paternity if his whereabouts are unknown. With this regard, the question arises as to whether it would not be reasonable for Russia to retain the children born in the Russian Federation and speaking the Russian language instead of deporting them back to their home countries where they are facing potential risks.

In order to restrict granting of refugee status, the Russian legislator has introduced the institute of temporary asylum granted for a period up to one year and in specific cases subject to renewal for the further 12 months, and which in fact implies deferred deportation. If speculate on the reasons why Russia is unwilling to accept refugees from certain countries, one of the answers might be that Russian authorities regard the matter from economic not humanitarian perspective, i.e. Russia grants refugee status only to those who can potentially take part in the country's economic life.

To support the abovementioned point of view, I will point out that in 2017 the Russian Interior Minister admitted that the money allocated for deportation of illegal migrants to their home countries is insufficient and thus, the funds available in 2016, i.e. 100 000 rubles, allowed the Federal Bailiffs Service to deport 1.7 thousand illegal migrants instead of the detained 4.4 thousand, who are awaiting deportation.

²⁸ Don't deport the family to the DRC. < <https://www.change.org/p/не-депортируйте-семью-в-конго> > [Accessed on 10.11.2019].

²⁹ *Kids are Kids* integration centre. < <http://kidsarekids-center.com> >. [Accessed on 10.11.2019].

³⁰ Interview: A fate shaped by injustice – one man's mission to help the women of DR Congo. 18.03.2016. < <https://news.un.org/en/story/2016/03/524722-interview-fate-shaped-injustice-one-mans-mission-help-women-dr-congo> > [Accessed on 13.11.2019].

To resolve the issue the Russian Federation has announced the immigration amnesty for certain groups of illegal migrants. In 2018 among migrants who fell within the scope of the immigration amnesty were nationals of Kyrgyzstan, 100 000 of them benefitting from the amnesty. In October, 2019 Interior Ministers of Russia and Tajikistan discussed the issue of immigration amnesty for Tajik labour migrants.

I would suggest that Kyrgyzstan and Tajikistan are obviously not among countries which need urgent assistance in terms of refugee related issues, so the Russian Federation favourable policy with this regard reveals the trend to grant refugee status to those who can potentially participate in the country's economic life.

The Invisibility of Syrian Refugees in Turkish Tourism

Tuğba Pala

Various researches have been conducted since the arrival of Syrian refugees in Turkey in 2011. When these studies are examined, usually topics like local people's perspective to Syrian refugees (Sönmez and Adıgüzel, 2017), representation of the Syrian refugees in written and visual media in Turkey (Alp, 2018; Paksoy and Şentöregil, 2018; Pandır, Efe and Paksoy, 2015; Boztepe, 2017), distresses and problems experienced by the Syrian refugees in the camps (Yıldız, 2013), the place of Syrian refugees in the labor market have been discussed. The results of these studies are particularly important in terms of planning the integration of Syrian refugees into Turkey. Labor force participation and solving language problems are thought to be important for the integration. In this study, negative and preconceived news about the employment of Syrians in the tourism sector in the national print media and the prohibitions of the Syrian refugees by various municipalities from swimming in the sea in order to enjoy, use their spare time and get freshened, will be discussed. There is no research related to the place of Syrian refugees in tourism employment in Turkey and the perspective of tourism sector on Syrian refugees. The aim of this study is to determine how Syrian refugees in the tourism sector are seen both in terms of employment and their presence in tourism regions.

Along with the "Regulation on Work Permits for Foreigners with Temporary Protection" in 15.01.2016, for the first time Syrian refugees had the permission to work legally in Turkey (mevzuat.gov.tr, 2016). With this regulation, some regulations related to employment in agriculture, industry and service sector have been introduced. Although there is no clear statement in the regulation that Syrian refugees cannot work in the tourism sector, the determinations regarding the business areas that Syrian refugees are directed to work indicate that the tourism sector is implicitly excluded from these areas. As a matter of fact, this regulation has been reported in the visual and written media with the emphasis that refugees cannot work in the tourism sector. As an example, when some newspapers are examined, headlines like "No tourism for Syrians, flexible wages in agriculture" (Milliyet Gazatesi, 2016) "Syrians won't be able to work in the tourism sector" (Timeturk, 2016) draw attention. Also, the content of these newspaper reports revealed that Syrian refugees will be employed mainly in the agricultural sector, especially in the provinces where tourism is intense (İzmir, Muğla and Antalya). Hence, it is possible to conclude that there is an agreement or at least a request to ensure that the Syrian refugees are unwanted in the tourism sector. Although the reasons why Syrian refugees are not wanted to be visible in the tourism sector are subject to an examination in their own right, it can be said that this situation is related to the general view to the Syrian refugees in the first place. Boztepe (2017), in his research on how Syrian refugees are represented in the visual press, emphasized that the Syrian refugees were mentioned as "economic burdens" in TV news. This burden, especially in terms of 'unregistered' and 'cheap labor', has created a climate of fear that the Syrian refugees will take jobs of people living in the country away (Boztepe, 2017). These findings give an idea as to why refugees are asked not to be visible in the tourism sector.

The number of registered Syrian refugees in Turkey is 3.676.288. And the number of Syrian refugees between the ages of 18-65 is 1.884.162. Approximately 98% of the Syrian refugees live in cities. Syrian refugees constitute the 10% of the total population in Adana, Mersin, G. Antep, Hatay, Kilis, Mardin, Ş. Urfa provinces. Also, when the ratio of the Syrian refugee population to the provincial population in the provinces where tourists are dense is examined, this rate is 0.08% (1,841 people) in Antalya, 1.60% (15,523 people) in Muğla and 3.40 (146,818 people) in İzmir (Göç İdaresi Genel Müdürlüğü, Ekim 2019). And according to the ILO (2015) report, the number of international migrant workers over the age of 15 in 2013 is 150.3 million. 71% of these international migrant workers work in the services sector, 18% work in the industrial sector and 11% work in the agricultural sector. The figures in the ILO

(2015) report show that the number of immigrants working in the service sector worldwide is very low. The illegal status of migrants often causes workers in that country to accept low wages and precarious working conditions, thus allowing some of the workers in the tourism sector to be immigrants (Joppe, 2012). In the ILO (2012) report, the reason for the unqualified immigrant labor in tourism is explained by the poor working conditions. Long and irregular working hours, shift system, lack of weekend holiday causes employers to have trouble finding employees. Therefore, they often apply for unqualified migrant labor. In particular, migrants from poor countries are willing to accept lower wages and work in jobs that require less skill (ILO 2012). Considering the number and conditions of refugees in the country, it is inevitable that the need for labor in the tourism sector, which is a labor intensive sector, will be demanded by Syrian refugees especially in tourism jobs that do not require qualifications. Despite the current legal regulations, it is obvious that there will be unregistered, undocumented and unauthorized employees in the tourism sector. In his study, Lordoğlu (2009) says that there are widely temporary, low paid guides without social security in Turkey. He mentions that a large number of travel agencies have applied for these guides and asserts that their willingness to work with low wages is quite attractive by employers (Lordoğlu, 2009). The fact that this year 150 guides from various nationalities throughout the country were found to work without documents and without a working card, and the exposure of 4 Syrian refugees in Antalya working as a guide (Gmdergi, 2019), confirm these findings of Lordoğlu (2009). The only profession in the tourism sector where Syrian refugees are forbidden is the tourist guidance (as opposed to preconceived news, within the law only Turkish Citizens can provide tourist guidance). The emergence of such a picture shows that restrictive arrangements will not be sufficiently functional in this respect. Encouraging Syrian refugees to work in the tourism sector outside the legally forbidden professions can be an important step both in the integration of refugees and in closing the employment gaps in the tourism sector. Preconceived adverse news about their profession in tourism sector may cause Syrian refugees to stay away from the tourism sector. There is also another place where Syrian refugees are not wanted to be visible in tourism: seaside and beaches where they go for leisure or to cool off. Various municipalities of coastal cities in Turkey take decisions to prohibit the Syrians entering the sea. They state that the ban was taken because the public did not want Syrians and they were uncomfortable with them (Milliyet Gazetesi, 2019). The main reason for this decision, as stated by Kaygısız (2017), is that the representatives of the tourism sector see tourism as an area of “aesthetics, peace and trust”. Therefore, sector representatives think that Syrian refugees should be kept away from the provinces where tourism sector is intense. Otherwise, they say that there will be significant loss of tourists and investment, besides employment will be negatively affected. Thus, they also state that local people’s reaction to Syrian refugees will increase day by day (Kaygısız, 2017). However, the main reason for the prejudice and reaction against these refugees is not due to the actions of the refugees. This is a multidimensional reaction and prejudice that has already occurred through various visual and print media, as well as political and economic factors such as the inadequacy of cultural diversity and integration policies, the devaluation of labor with migration. Alp’s (2018) research, examining the news about Syrian refugees in local newspapers throughout Turkey, supports this assertion. In this study, Alp (2018) has examined 14 local newspapers with different political views from all geographical regions. He found that the news about Syrian refugees were not objective and unbiased, and the refugees were shown as potential criminals.

This study deals with the attitude towards invisibility of Syrian refugees in tourism sector, not the problems of Syrian refugees while they are employed in various fields of work or the discrimination they face in their daily lives. The tourism sector wants refugees to be invisible to the sector. This situation may lead to the undeclared employment of refugees in tourism and also to worse working conditions for refugees, which are already poor. In Turkey, where the number of Arab tourists is increasing, the refugees whose mother tongue is Arabic should be employed in various jobs in tourism. Another problem for refugees in tourism sector in terms of integration is the prohibition or prevention

of the refugees spending time on the beaches and seaside where they go for their free time. As they are refugees, depriving people of the most natural rights such as having a pleasant time, vacationing or swimming in the sea will not only create an important humanitarian problem, but also increase existing problems by preventing integration. Creating a peaceful, safe and aesthetic tourism environment can become continuous by spreading these values to the whole sector, not by isolating the places carrying these values. Solutions such as creating tourism zones free of refugees do not promise a future in terms of both humanitarian and sectorial. The reality of Syrian refugees living in the country should be handled by the sector with longer-term plans and a realistic integration policy should be developed as soon as possible. Also, researches related to departments, regions and conditions in which Syrian workers should work in the tourism sector should be conducted.

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THE PROBLEMS EXPERIENCED BY THE SOLO WOMEN TRAVELERS

Reyhan BOSTANCI

Mehmet ERKAN

In today's society, traveling has become an important trend. However, women traveling alone are recognized as a growing force within the tourism industry. This trend is thought to be the result of new opportunities and accessibility as well as being linked to changing social and political conditions in favor of women. The resulting demographic changes increased financial autonomy and opened up new opportunities for women to change their social responsibilities and, therefore, entertainment and travel.

The fact that women have gained relatively new financial and social autonomy in recent years is clearly seen in the emblem of the number of women traveling alone in the tourism sector. However, traveling alone can be risky and challenging especially for women traveling alone. Communication problems, cultural differences, security concerns and, most importantly, loneliness are the most important problems for women traveling alone. Despite the difficulties and dangers that women face when traveling alone, the number of women traveling alone is increasing day by day.

In this study, the problems experienced by women traveling alone during their travels will be discussed. In our study, literature will be searched to determine why women choose to travel alone and the problems they face conceptually and the results obtained will be evaluated. With the rise of women travelling alone, the reasons why they choose to travel alone and the problems they face during their travels remains a remarkable issue. In this context, it is thought that the scientific exposition of the problems experienced by women travelling alone during their travels will contribute to the relevant literature and the field.

Keywords: Gender, Solo Women Travelers, Solo Travelers, Gendered Space

Tourism and migration: divergence in concepts and convergence in the economic impact

Benbouziane Mohammed

Saidi Tarik

Since the emergence of the humanity, the human known a great mobility to achieve a set of needs and desires (biological, the search for security, belonging and appreciation and the search for self-realization, according to the theory of Abraham Maslow's needs). Some of the reasons for these mobility are: the globalization, the development of demographic growth, improved living conditions in health, the unequal distribution of wealth in the country of origin, political conflicts, insecurity, climate change... As a result of these mobility at the international level, we find ourselves in front of a group of phenomenes that need to be addresse and studie in a scientific and logical way, and these phenomenes are represente a mobility for the reason search for improvement of living conditions, civil wars, wars and political conflicts...(migration). also, we find the mobility for the reason of the recreation and love of discovery in what is known as tourism.

According to studies and reports on tourism and migration, the World Tourism Organization (WTO) indicates that tourism as a phenomenon witness a great development, starting from the fifties years, for instance, since 1990 international flows have been 439 million tourists to pass this number in 2015 to Approximately 1.2 billion, an increase of about 270%. As for migration, according to a group of reports concerne with migration in 1990, international flows have been 115 million migrants to pass this number in 2015 to Approximately 230 million migrants, an increase rate of about 200%. according to a report issued in June 2015 by WTO, tourism contributes 9% of the GDP, create one job of every 11 jobs at the international level and contribute to 6% of international exports and get 30% of service exports. As for migration, for exemple, its contribution to the GDP of the host country represents 1%, and in Canada contributed to the GDP between 1951-1974 by 5% and all studies conducted in the host countries of migrants indicate that migration has a positive impact on national income , job creation... etc. So, This study deals with the issue that focuses on the impact of tourism and migration on the economies of the host countries.

In order to answer the problematic, we adopte a descriptive theoretical approach in addition to an analytical study of a group of international reports as well as national and academic studies, relying on a work plan that comprises two axes: The first is the theoretical aspect of tourism and migration, by addressing the boundaries between the two terms. The second, is devoted to the study of the impact of migration and tourism on the economies of the host countries (economic growth, labor and employment. also, on the field of creativity and innovation).

Keywords: tourism, migration, economic impact of tourism, economic impact of migration, war tourism, comparative study.