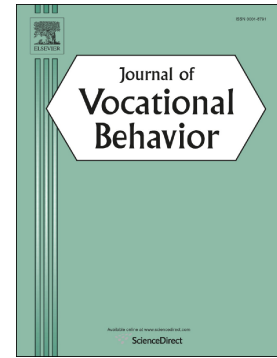


Accepted Manuscript

Refugees' exclusion at work and the intersection with gender:
Insights from the Turkish-Syrian border

Lena Knappert, Angela Kornau, Meltem Figengül



PII: S0001-8791(17)30139-2
DOI: doi:[10.1016/j.jvb.2017.11.002](https://doi.org/10.1016/j.jvb.2017.11.002)
Reference: YJVBE 3126

To appear in: *Journal of Vocational Behavior*

Received date: 28 February 2017
Revised date: 4 November 2017
Accepted date: 6 November 2017

Please cite this article as: Lena Knappert, Angela Kornau, Meltem Figengül , Refugees' exclusion at work and the intersection with gender: Insights from the Turkish-Syrian border. The address for the corresponding author was captured as affiliation for all authors. Please check if appropriate. Yjvbe(2017), doi:[10.1016/j.jvb.2017.11.002](https://doi.org/10.1016/j.jvb.2017.11.002)

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Abstract

Today, about three million Syrian refugees are living in Turkey. This study investigates one key driver of refugees' societal integration, their inclusion or exclusion at work, with a particular focus on the intersection of refugee status and gender. To that end, we conducted and analyzed 20 semistructured interviews with male and female refugees, employers, and experts from governmental and nongovernmental organizations in Turkey. Building on our findings, we propose a multilayered framework that illustrates the interplay between national facilitators of refugees' exclusion, precarious employment practices within organizations, and refugees' individual-level implications. Further, we show that this interplay is particularly disadvantageous for female refugees, as it is when, for example, gendered roles prevail in their home *and* host societies. We discuss implications for future research and conclude by pointing out the relevance of this study for current political debates and various stakeholders inside and outside of Turkey.

Keywords: Refugees, inclusion, exclusion, intersectionality, gender, Turkey

Funding: This research did not receive any specific grant from funding agencies in the public, commercial, or not-for-profit sectors.

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