



SCREENING CHAPTER 02 FREE MOVEMENT OF WORKERS

AGENDA ITEM 2:

EURES

**Country Session: The Republic of TURKEY
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Turkish Employment Organisation (ISKUR)

- Public employment services have been executed by ISKUR, which was established in 1946 and restructured in 2003 by Law No. 4904.
- ISKUR has carried out its services through 104 local offices organized nation wide.
- Currently, ISKUR carries out its services with 2343 personnel.



The Responsibilities of ISKUR

- Supporting the activities for developing national employment policy,
- Compiling, analysing, interpreting and publishing labour market data,
- Analysing labour force requirements,
- Implementing active and passive labour market programmes,
- Mediating for finding jobs and employees,
- Permitting and inspecting private employment offices,
- Obtaining reliable and updated data and monitoring labour market regularly,
- Publishing the data based on the registration of the organization in the form of monthly bulletin and annual report.



Collection and Compilation of Labour Market Data

- Labour market statistics are prepared by Turkish Statistical Institute (TUIK),
- Labour market data are based on registrations of ISKUR,
- Data on insured employee are prepared by the Social Security Institution,
- Data on working life are prepared by the Ministry of Labour and Social Security at local, regional and national level (compiled and published monthly, quarterly, semi-annually and annually)



Labour Market Reports

In addition, the following reports related to labour market are published by ISKUR:

- Provincial employment report,
- Annual operational report,
- Unemployment insurance monthly bulletin,
- Quarterly reports of newly opened and closed enterprises along with those increasing and decreasing their number of employees,
- Monthly statistical bulletin,
- Annual statistical report,
- Reports of labour market studies,



ISKUR Labour Market Information Services

With a view to constituting a common data base of labour market and to secure standardization in produced data, a Labour Market Consultative Committee was established with the participation of related partners and in the leadership of the Organisation.

The Committee is composed of 29 members, who are representatives of the following bodies:

- Social partners,
- Various professional associations and chambers.
- Related public institutions and organisations,



IT Services

“Department of Labour Market Information Services” is the department which is responsible for IT services.

- The existing situation
 - IT online system provides data exchange between 104 offices in 81 provinces through a network .

- Newly designed system
 - Through a central database and single network

- With the implementation of Active Labour Market Project (ALMP) between 2003-2006
 - The best practices in pilot offices became widespread by setting up self-service spots in 8 pilot provincial offices and in 20 model offices (75 kiosks, 16 self-service computers)



Institutional Transformation Project

The aim of the project is to establish e-ISKUR platform (portal), in which our customers will be able to do all their works and operations by themselves by using IT technologies, through internet and intranet in a customer-driven service approach



(cont.)

By this project the job seekers, in an interactive manner through the internet, will receive the following services:

- Registration,
- Following up vacancies,
- Application to employment offers,
- Self-service,
- Registration for labour training courses,

The services of ISKUR will be more attractive for job seekers. Employers will have the opportunity to find suitable workforce for their vacancies in a shorter and more practical way.

Capacity Building

In the last 3 years following modernisation works have been carried out in all local offices

- In terms of physical features,
 - 30 % of the buildings and premises (new building and renovation),
- In terms of IT infrastructure;
 - Network coverage: 100 %
 - Hardware: 60 %
 - Software: 90 %
- All staff provided with computer in the ISKUR,
- Modernisation works are carried out in line with actual needs.
- Staff are trained and gained experience on project drafting and budget preparation due to recently implemented large-scale projects.



Vacancies

- The recruitment of job seekers into public institutions are mediated by ISKUR according to the success of candidates in centrally organized exams.
- There is no exam prerequisite for job seekers who apply for vacancies in private sector. Private sector meets its labour force needs through ISKUR, private employment offices, newspaper ads, electronic ads and direct applications.
- Job seekers can have access to vacancies through the internet in the current system. Moreover starting from the beginning of 2007, they will be able to register themselves as job seekers to ISKUR web-site. Employers will directly have access to qualified labour force or receive matching services in electronic environment.



Vocational Counselling and Guidance Services

ISKUR has Vocational Counselling Centers in 43 local offices and in 18 of those, Job and Vocational Counselling Service Units exist.

In Vocational Counselling Centers and Job and Vocational Counselling Service Units :

- Job and vocational counselling services are provided,
- Unemployed people are assisted by counselling and guidance services aimed at developing career plans and improving their job seeking skills.

Number of Centers and Services are planned to be increased nation wide.



Job Analysis and Vocational Classification Studies

- Occupations are defined in accordance with ISCO 88 System and are included in the Turkish Occupations Dictionary following the coding process,
- Currently, ISIC rev.3 is used in the classification of economic activities,
- With the implementation of e-transformation project, NACE rev.1 will be effective.



Quality and Monitoring

ISKUR holds ISO 9000 Quality Certificate.

Within this framework;

ISKUR staff have been working in a dedicated manner and bearing the philosophy of planning, implementation, monitoring, assessment and improvement (taking measures) of services.

Assessment and inspection are performed through:

- Customer satisfaction surveys at local and regional level on a regular basis,
- Regular performance inspections of internal and external independent inspection institutions (ISKUR Inspection Board, Court of Accounts, Treasury, Supreme Inspection Council, etc.)



Professional Qualifications System

- Professional Qualifications Commission was established in 1992.
- In connection with “Employment Training Project” implemented through the coordination of İŞKUR, the infrastructure concerning professional examination and standardization has been elaborated with the participation of Ministry of Education and social partners.
- Draft Law on Professional Qualifications Institution (PQI) was prepared with the participation of all stakeholders in 2005.
- The draft is on the agenda of Turkish Grand National Assembly.



Main Duties of the Professional Qualifications Institution

(as defined in the Draft Law)

- To determine, including higher education, the principles of national qualifications of technical and vocational training based on professional standards,
- To designate training and educational institutions with respect to professional qualifications and to indicate the organizations which will accredit their educational curriculum,
- To have applicants take the required exams and provide the successful ones with certificates,
- To approve certificates for those who wish to work abroad and to determine the equivalence of professional qualification certificates of foreigners who wish to work in Turkey.



Status of the PQI

An Institution which is;

- Subject to private law provisions excluding the cases envisaged by the Law,
- Having administrative and financial autonomy (affiliated to the MoLSS),
- Having its special budget,
- Having public legal personality.



THANK YOU FOR YOUR ATTENTION