



## **SCREENING CHAPTER 19 SOCIAL POLICY AND EMPLOYMENT**

### **AGENDA ITEM: EMPLOYMENT POLICY**

**Country Session: Republic of TURKEY  
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## MAIN EMPLOYMENT INDICATORS (2005)

|   |               |
|---|---------------|
| <b>Population 15 Years Old and Over (000)</b> | <b>50 826</b> |
| <b>Labour Force (000)</b>                     | <b>24 565</b> |
| <b>Employment (000)</b>                       | <b>22 046</b> |
| <b>Unemployed (000)</b>                       | <b>2 520</b>  |
| <b>Labor Force Participation Rate (%)</b>     | <b>48.3</b>   |
| <b>Employment Rate (%)</b>                    | <b>43.4</b>   |
| <b>Unemployment Rate (%)</b>                  | <b>10.3</b>   |
| <b>Unemployment Rate of Youth (%)</b>         | <b>19.3</b>   |
| <b>Underemployment Rate (%)</b>               | <b>3.4</b>    |

Source: Prime Ministry Turkish Statistical Institute (TURKSTAT)



## ACTIVITIES OF ADAPTATION TO EUROPEAN EMPLOYMENT STRATEGY (EES)

- Employment Background Study
- Joint Assessment Paper
- National Reform Programme

## EMPLOYMENT BACKGROUND STUDY

- In line with EES, Employment Background Study was prepared. The draft in question was introduced and discussed with the relevant stakeholders and parties in an international seminar held in February 2003.
- The final report was finalized after the seminar and sent to the European Commission.
- The Report was approved by Commission and published in Turkish and English.





## JOINT ASSESSMENT PAPER (JAP) PROCESS (1)

- JAP, which started in 2004, is being prepared in coordination with ISKUR.
- European and Turkish experts are striving to determine policies and employment priorities of Turkey.
- The Report is planned to be signed at the first half of 2006.
- This report will be an official commitment of our country to accomplish modernization and adaptation of labour market.
- After the signature process, National Reform Programme will be prepared.



## JAP PROCESS (2)

### First technical meeting on JAP

- was organized in Brussels on 12 February 2004,
- timetables and outline was set,
- officially announced to all related institutions.



## JAP PROCESS (3)

- First chapter of JAP includes general economic trend,
- Second chapter involves an analysis of development in labor market and analysis of the situation,
- Third chapter is a review of employment policies,
- Fourth chapter includes employment challenges and priorities for the action.





## JAP PROCESS (4)

- On 1 June 2005, the second technical meeting including evaluation of the whole draft, was held by Turkish experts together with experts from the Commission.
- The issues that have taken part in JAP, have been concentrated, namely ;
  - the structure of public employment,
  - active and passive labour market policies,
  - projects,
  - regional incentive policies,
  - provincial employment boards,
  - provincial vocational boards,
  - the relation between education and employment,
  - social dialogue.



## JAP PROCESS (5)

Besides, the following questions were requested to be inserted into the report, such as;

- what is the employment policy of the state,
- which institution will be responsible for this policy,
- how it will be implemented and its relation with EES.



## JAP PROCESS (6)

In the third technical meeting conducted on 16 December 2005, following issues were discussed;

- the participation of the women in economic activities,
- informal sector,
- young unemployed,
- social inclusion,
- basic and vocational education,
- equal opportunity.



## JAP PROCESS (7)

In addition, in the fourth chapter, the following issues are required to be included;

- coordination between employment policies and macroeconomic balance,
- the utilization of instruments for pre-accession regarding human resources development,
- improvement of administrative capacity.



## JAP PROCESS (8)

- In connection with the first three chapters prepared by Turkish party and touched upon above, views and ideas of the Commission experts were received on 17 February 2006.
- Studies on the draft in line with the feedback are under discussion.
- Studies on JAP are expected to be concluded by the beginning of May 2006 and be submitted for the views of the parties.





## NATIONAL REFORM PROGRAMME

In line with JAP, National Reform Programme will be prepared.



## MAIN ACTORS OF EMPLOYMENT POLICY

- Ministry of Labour and Social Security
- Turkish Employment Organisation
- State Planning Organisation
- Social Partners
  - TURK-IS (The Confederation of Turkish Trade Unions)
  - TISK (Confederation of Turkish Employers)
  - DISK (The Confederation of Progressive Trade Unions of Turkey)
  - HAK-IS (The Confederation of Turkish Real Trade Unions)
  - TOBB (The Union of Chambers and Commodity Exchanges of Turkey)
  - TESK (Confederation of Tradesmen and Artisans of Turkey)
  - Confederations of Other Public Employees' Trade Unions

ISKUR is the main institution responsible for contributing to determination and implementation of employment policy in Turkey.



## ISKUR (1)

- ISKUR has been reorganized in accordance with the Law on Turkish Employment Organisation in 2003 to carry out employment services more efficiently and effectively.
- ISKUR is an autonomous public organization in terms of administration and finance and managed by a tripartite administrative board and, is subject to the provisions of private law.



## ISKUR(2)

- Main activities of ISKUR is to protect, develop and expand employment, to help activities for preventing unemployment and to execute unemployment insurance services.
- ISKUR is organized throughout the country level and provides services through its provincial offices.
- ISKUR has 2 331 staff, which was 1 667 in 2003. (40 % increase)



## MAIN RESPONSIBILITIES OF ISKUR

- Contributing to the formation of national employment policy, prevention of unemployment and protection of employment.
- Implementing active and passive labour market programmes.
- Making arrangements concerning establishment and functioning of the Private Employment Agencies.
- Coordinating activities of Labour Market Information Counselling Board.





## ACTIVE LABOUR MARKET MEASURES

Within the context of active labour market measures, ISKUR has been carrying out various projects with the help of its own resources along with international loans and donations to be able to increase employability of the labour force. Projects implemented so far;

- Active Labour Market Programmes Project.
- Privatization Social Support Project.
- Informatics Apprentices Project.
- Developing Regional Human Resources Project.
- Functioning and Monitoring of Private Employment Agencies.
- Projects designed for increasing the employability of disabled and ex-convicts.



## Active Labour Market Programmes Project (2003-2006)

The Project consists of four basic components. The main outputs of project are as follows;

### 1- Policy

- Sustainable Human Resources Development Strategy compatible with EES
- ISKUR 2006-2008 Strategic Job Plan
- 25 labour market analysis
- Social dialogue guidelines



## **2- Institutional Development**

- 20 provincial office buildings were modernized as per model employment office concept.
- Pilot office implementations have been carried out in 8 provinces to make ISKUR services more efficient and productive.

## **3- Staff Training and Development**

- Capacity improvement trainings were delivered to 1 351 ISKUR staff



## 4- Grant Scheme (New Opportunities)

Projects promoting active employment measures were awarded

- to increase employability of unemployed and disabled,
- to promote adaptability of labour force to the new market requirements,
- out of 1 395 project proposals, 245 projects have been granted with a total amount of 32 million Euros,
- 43 500 participants have benefited from these projects so far,
- 7 800 participants have been employed,
- 1 920 participants have set up their own business.



**THANK YOU FOR YOUR ATTENTION**