

# A.W.A.R.D. Adults and Work – an Aid to Reduce the Distance

Call: 2014, Erasmus+, Ka2- Cooperation and Innovation for Good Practices - Adults  
Code: 2014-1-IT02-KA204-003416

<b>Activity 2 2.1, 2.2, 2.3</b>	<b>Analysis and sharing of adults needs who dropped out world of work in their respective countries (each partner will play his action in its own country)</b>
-------------------------------------	--

The purpose of this phase is to establish a synthesis framework about active labor market policies in the following countries: Italy, France, Turkey and Bulgaria. These policies concern in particularly unemployed adults, women and men with more than 30 years, who have had work experiences, who dropped out the world of work, with previous work experience and skills.

Each organization have to fill in the required data to be able to draw a general scenario and to identify particular positive experiences that can be replicated in other countries.

The requested information refer to 2014 or to the latest official data. If it's possible please mention the information's sources.

<b>Population country</b>	77.695.904
<b>PIL</b>	
<b>Estimated number unemployed in %</b>	10.6
<b>Estimated % of unemployed between 25 and 74 years</b>	8.3
<b>Estimated % of women unemployed between 25 and 74 years</b>	10.0
<b>Estimated % of men unemployed between 25 and 74 years</b>	7.7
<b>Income tax rate</b>	15
<b>Corporation tax rate</b>	20

1

Data Sources:

- <http://ec.europa.eu/eurostat>  
x other: <http://www.tuik.gov.tr>

**Please provide the definition of NEET "Not (engaged) in Education, Employment or Training" in your country (maximum characters: 3000)**

NEETs cover *the age of 15-29 years* in Turkey.

The sharpest decrease across all of the EU and/or OECD countries was observed in Turkey, but even so, with one in four young people NEET in 2013, it is still too high : slightly over % 25 (the rate of needs here)

<https://unicefconnect.files.wordpress.com/2014/06/figure-1.jpg>

**Are there particular areas / regions of the country that have major unemployment problems? If yes, explain (maximum characters: 3000)**

The Southeastern Anatolia Region of Turkey, where Şanlıurfa is located, have major unemployment problems. In this region, economic development moved at a much slower rate than in the other regions of Turkey. The region which has the highest unemployment rate is in the eastern provinces of Mardin, Batman, Şırnak and Siirt with 24 percent of unemployment. The southeastern province of Şanlıurfa and its neighbor Diyarbakır have 17.4 percent. As for years, the security issues in the region have caused the evacuation from rural areas and emigration to urban areas. South Eastern Anatolia, a region with dry and mostly infertile lands except for Şanlıurfa/Harran plate consists of a major Kurdish, Arabic and Turkish population. Along with internal migrants, the region also generates refugees due to the conflict situation in the neighbor countries. There is no solid employment present for the people in the region. The public sector cannot create adequate employment and the private sector lacks the savings and the appetite for investment. Anybody with some saving takes his capital and hits the road for western cities; thus urban unemployment keeps growing.

Turkey is ranked as a high development country by UNDP human development index (HDI) and clustered as an upper middle income country by the World Bank with its GDP per capita that exceeded \$ 10,000 in 2008. It is ranked as the 79th country in 2009 HDI. However, Turkey's performance is poorer in some of these social economic indicators, especially in Şanlıurfa. For instance, it has one of the lowest female labor force participation (LFP) rate among European and Central Asian (ECA) countries (WB, 2009: 1). Unlike OECD and ECA countries where the increasing numbers of women are participating in the labor market, since 1980s, female LFP in Turkey is decreasing due to urbanization and the decline in employment in the agricultural sector where women are traditionally employed (WB, 2009: 10)

2

When the sectorial distribution of employment in 2008 is considered, 23.7%, 20.9%, 5.9% and 49.5% of the employed people were working in agriculture, industry, construction and services sectors, respectively. These ratios were respectively 23.6%, 19.4%, 7% and 50% in 2013. The mobility in the sectorial distribution of employment underlines the necessity of overcoming skill mismatch between labor supply and demand and raises the importance of active labor market policies.

In terms of employment, 49% of people aged 15 to 64 in Turkey have a paid job, less than the OECD employment average of 65%. Some 69% of men are in paid work, compared with 29% of women. People in Turkey work 1 855 hours a year, more than the OECD average of 1 765 hours. Around 43% of employees work very long hours, much higher than the OECD average of 9%, with 47% of men working very long hours compared with 33% for women.

The main challenges of Turkish labor market are the low level of female labor force participation, the high level of informal employment and the inadequacy of the mechanisms for directing social benefit receivers to employment and the weak connection between education and employment. These challenges are also some of the biggest barriers which block to ensure an additional economic growth of 2% in five years.

**Are there particular areas / regions of the country that have major economic growth and lower unemployment levels than others? If yes, explain (maximum characters: 3000)**

Istanbul city provides the highest employment rate around 19.7 percent. The finance centers and the quick-profit-seeking capital are in Istanbul which is considered to be the locomotive of Turkey's economic growth and development. For this reason, it is the prime destination of internal migration. But it may not be able to accommodate the high levels of population and ever increasing labor force. Due to its industry and closeness to many transition points and EU, it competes with other business cities in the world in terms of tourism, industry and building sector... As we go to east of Turkey, we face reduction in the employment rate and high wages, especially in Şanlıurfa and its neighbor cities, which are mainly based on agriculture.

**Are there economic sectors that more than others have produced unemployment? Which are the economic sectors with more job stability or development? (maximum characters: 5000)**

Although agriculture is still the most important economic sector in Şanlıurfa (with 42% of the population living in rural areas and the agriculture's share in regions GDP amounts to 43%) it is producing fewer jobs in industry and tourism, though it hosts the world's oldest touristic places and university. The region suffers from the highest migration rates from Syria. That's why it has been an increase in the unemployment rate. In addition, the shortage of qualified personnel has increased in developing new sectors. In the field of health- which has more stable employment rate- and service sectors unemployment rate is lower than the industry.

3

**Are there economic subsidies provided for those who become unemployed (duration, access requirements, criteria for defining the amount, paying agency, institution that verified unemployment state) (maximum characters: 5000)**

Şanlıurfa Employment Agency provides active and passive labor market policies while Şanlıurfa Education Directorate provides technical courses on large scale for people in the region. For increasing Employment; Şanlıurfa Employment Agency gives support to Employers; Also the Employment Agency gives financial aids the unemployed with the help of unemployment insurance fund.

In order to be granted unemployment benefit an Unemployment Declaration must be handed in personally by the insured unemployed person to the Şanlıurfa Employment Agency (IŞKUR) within 30 days of losing their job. They must declare that they are available for work.

The amount of unemployment benefit is calculated by taking the last four months' salary into account. The unemployed person receives 50 percent of this amount, but it cannot exceed the minimum wage. Payments are made monthly into a bank account.

The duration of the benefit is as follows:

Those who have paid premiums for 600 days receive benefit for 180 days

Those who have paid premiums for 900 days receive benefit for 240 days

Those who have paid premiums for more than 1,080 days receive benefit for 300 days

The Turkish government is planning to increase unemployment benefits to between TL 1,000 and 1,500 TL per month with new regulations currently in development.

	Monthly Average of Earnings Basic to Premium for the Last 4 Months	Calculated Sum of Unemployment Insurance Payment	Stamp Duty
Employed for minimum wage for the last 4 months	837,00	334,80	2,21
Employed for TRY 1000/month for the last 4 months	1000,00	400,00	2,64
Employed for TRY 2500/month for the last 4 months	2500,00	669,60	4,42

### Active labor market policies:

- Main national laws reference

Main national reference law is Turkish Labor Law ([Law no. 4857](#))

Turkey is undergoing a restructuring process that is characterized by sectorial shifts, privatization, public sector reform and post-crisis economic adjustment, all of which are likely to displace large numbers of workers. In addition, the expectation of a renewed economic crisis due to the ongoing war in neighboring Iraq aggravates the problems already existing in the labor market, such as low and declining labor force participation, high levels of unemployment, especially youth unemployment, labor shedding, large informal sector, high underemployment, lack of qualified human capital, skill mismatch and lack of social dialogue. Moreover, the institutional framework of employment and social protection in Turkey has been weak, although a job security law and an unemployment insurance scheme have recently been introduced. A new law defining the role and the capacity of the Turkish Employment Organization (ISKUR), the only public agency delivering employment services in Turkey, is also currently under consideration.

4

In dealing with privatization or recession-induced redundancy, Turkey has mainly relied on passive labor market policies of income replacement such as early retirement and severance payments (recently also unemployment insurance), commonly used to protect the unemployed and the laid-off workers without increasing their employability. The active measures linking income replacement with active reintegration and reallocation policies, on the other hand, have not been given due attention.

Strengthening of public employment services on Active Labor Market strategy has been in effect in Turkey for some years now and is expected to continue for the foreseeable future. The EU funded project includes an institutional building component to assist ISKUR to deliver more effective public employment services at the local level and a grant scheme to deliver active labor market measures for the unemployed (targeted specifically to women and youth in selected provinces)

### **Active services on the territory (free, upon payment, offer)**

Tools, channels to find work more widespread public, private, free, upon payment

Şanlıurfa Employment Agency or Directorate comes first to serve those who do not have any job. Apart from this organization, private employment agencies (some of them upon conditional payment), business NGOs, regional development agencies and municipalities provide free service to people.

Education Directorate provides all the trainings for free or at very low costs.

### **Projects or good practices to facilitate the reallocation work for unemployed people with more than 30 years: (maximum characters: 5000)**

-More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey\* was established by the International Labour Organization (ILO) and the Turkish Employment Organization (İŞKUR).

\*Under the project, many successful activities were carried out which contributed to the internalization of gender sensitive approaches by İŞKUR, enhancement of women's employability through vocational trainings organized in project provinces and creation of awareness in gender equality. For ensuring inter-agency coordination in activities and reaching success, the project implementation strategy was based on two components namely institutional development and direct assistance:

With the institutional development component, İŞKUR, relevant ministries and social partners were provided technical support to help them gather information and develop technical capacity and partnering skills so as to contribute to the promotion of women's employment. Active Labour Market Policies (ALMPs) geared to promoting women's employment were successfully implemented by İŞKUR with the support of ILO. While İŞKUR implemented gender sensitive programmes, Provincial Employment and Vocational Training Boards developed employment strategies focusing on women's employment with the active participation of social partners.

With the direct assistance component, vocational training courses that would equip women in target provinces with necessary information, skills and attitudes to increase their employability were delivered. Trainings were materialized with the technical support of İŞKUR Province Directorates and successfully completed with an impact much higher than original expectations. This component included vocational trainings, training on women's human rights and seminars in job seeking techniques and entrepreneurship.

- Active Labor Programs Project: Launched on 22 October 2003 and August 2006, ending 50 million euros EU-funded project Active Labor Programs ( ALMPs ) scope, has organized 30 courses for a total of 19 566 women and women have benefited from the project.

- Privatization Social Support Project.

- Free Microcredits

- Education Directorates and Employment' Agencies courses for women who are unemployed and paid during the course... (These are all funded by the State and [some other implementations are explained at the end of the paper in blue screenshots](#))

- Şanlıurfa Education Directorate runs many courses and train people for the workforce. The public budget allocated for adult education and other non-formal education activities in Turkey is used and managed by the Directorate of Apprenticeship and Non-Formal Education (DANE) and Education Directorates in Cities or Regions. In addition to the work of the Ministry of National Education and DANE, educational services for SMEs (Small and Medium Enterprises) have been implemented and supported by KOSGEB (Small and Medium Industry Development Organisation) and by TESK (Merchants and Crafts workers Chambers Association).

- Vocational Education Centres - VEC (Mesleki Egitim Merkezleri) VECs are founded primarily in areas of Turkey with a significant industrial capacity. People who are at least fifteen years old and have completed eightyears of primary formal education are eligible for the VEC courses. Participants receive one-day theoretical and technical courses in VEC classrooms and then six days of in-service training

- Public Education Centres - PEC (Halk Egitim Merkezleri) Organised in all cities and districts of Turkey PECs are the main providers of non-vocational non-formal education. PECs are able to provide free education services between 07:00 and 24:00, including weekends. There is a twelve person minimum participation limit in order to open a course although it is not strongly enforced. Courses for people with disabilities, homeless children, ex-convicts and drug addicts in treatment can be opened with any number of participants

- Şanlıurfa Employment Agency runs "Public Work Programs\*" for those who were left out job arena for long time. The beneficiaries are employed by İŞKUR and sent to governmental buildings to work in the areas needed.

Public Work Programs target short-term employment and training of the unemployed directly or through contracting for public works in the periods of intense unemployment. These activities are generally performed to prevent the registered unemployed from joblessness for longer periods and ending up in financial difficulties, losing their work habits and discipline, and provide their short-term employment and training in the periods of financial crisis, privatization, financial structuring, natural disasters, and intense unemployment. Duration of Public Work Program cannot be longer than nine months per year. In case of re-organization of a Public Work Program with the same institution/agency, participants can take part in the Public Work Program again in the event of positive feedback by the cooperated institution/agency and approval of the provincial directorate. Those who wish to benefit from this program must be unemployed and registered to the Agency, be older than 18 and not receive retirement, disability, widows or orphans pension, minimum wage. Social Security and General Health Insurance Premiums are paid to Participants of this program

Şanlıurfa Employment Directorate or Agency has these good implementations:

### Vocational Training Courses

- Based on labor demand via employer surveys
- 124.150 trainees in 2013
- 98,1 million USD spent in 2013

Vocational trainings that companies need are given to unemployed people or those are in search of job.

### Entrepreneurship Trainings

- Business plans created
- Access to 13.000\$ Grant
- 25.166 trainees in 2013
- 3 million USD spent in 2013

7

Entrepreneurship trainings are given to unemployed people that has an idea to start a business and be their own boss.

### On the Job Trainings

- Especially for inexperienced youth
- 63.660 participants
- 50,7 million USD

## ➤ Participants

- Up to 10% of number of current employees
- Not ex-employees of the firm
- Stipend per day 25 TL (13 USD),
- Social security premiums paid
- No cost sharing by employers – all paid by İŞKUR

## ➤ Employers

- Can choose participants
- No obligation of post-program employment
- Cannot reduce number of employees throughout the program

## Job and Vocational Counseling

- 3867 professional counselors all over Turkey
- 1.632.850 individual counselling in 2013
- Unemployed, employees, students and employers

8

3867 professional counselors all over Turkey.

Target Groups:

- Students
- Unemployed people
- Employees
- Employers

- Vocational guidance
- Guidance to trainings
- Job Placement
- Work adaptation
- Counseling to employers

- Shorter unemployment period.
- Increase in employment and productivity rate.
- Sustainable employment

## Activation of Vulnerable Groups

- Disabled, Convicts, Ex-convicts, ec
- 4.385 participants 4,75 million USD in 2013
- Funded through fees paid by employers not complying with quotas

These projects above are addressed to:  Men  Women  Both

Funding body:

The first project mentioned was funded by the Norwegian Government is 398,748 US Dollars.

Privatization Social Support Project (PSSP) was helped by World Bank

The other services mentioned and the ones that are blue below are funded by Turkish Government and exceeds million dollar just in our region.

Purposes: to combat unemployment

Implementation modalities:

Women and men's employment was addressed under the general heading of macroeconomic policies in many cities in Turkey. People were selected, funded and trained.

Notary draw method

List ( The determination of those whose participation is considered suitable among the applicants as a result of job and profession consultancy)

Achievements

- Reducing of unemployment
- Increasing Family welfare

Is this project replicable?

Yes

**Strengths points:**

The rate of women population in Turkey is high and accordingly the potential of young women willing to work is high. The girls who have the chance of formal education have also high motivation of enterprise.

**Weakness points:**

Some actions that do not provide any benefit even if invested a lot. In some actions mentioned above, even if more money is spent on trainings, some are not useful and are not attended.

**Compiler (name and surname):** Ahmet Göçen

**Signature:** .....

**Date:** 24.06.2015