‘Innovative Employment Services and Effective Job Matching’

DEPARTMENT OF EMPLOYMENT SERVICES

Meltem ANDUSE

Employment Expert

29/09/2021

OUTLINE

- Mission of İŞKUR
- Job Placement Services
- Quota Application
- Private Employment Offices and Agricultural Intermediaries
- Service Points
- Employment Fairs, Career Days and Virtual Employment Fairs
- Relation Between Social Assistance and Employment
- Short-time Working Allowance
- Public Works Programme
- Social Working Programme
- General Assembly
- Employment Incentives
- Provincial Duties of the Ministry

Mission

- Protecting employment
- Improving employment
- Generalizing employment
- Preventing unemployment
- Executing unemployment insurance services
- Implement active and passive labour force policies

JOB PLACEMENT SERVICES

REGISTRATION OF JOB SEEKERS

- The first step of job seeking is registration. Job seekers who desire to benefit from the services of the Agency have to register by subscribing the portal of the Agency on www.iskur.gov.tr or by applying to the units of the Agency in person.
- Job seekers must be over 14 years old in order to register to our Agency.
- Statement is basis for registration.
- Turkish citizens must submit their TR identity number,
- Foreigners must submit their foreign identity number.

REGISTRATION OF JOB SEEKERS-2

The Disabled:

The loss of **minimum 40%** of the full body function depending on the type of disability must be verified with a disabled health board report received by an authorised healthcare institution.

If it is written that he/she **cannot work in any workplaces** in the report, they cannot be registered as disabled.

REGISTRATION OF JOB SEEKERS-3

Ex-Convict:

It defines those,

- who are sentenced to one or more years on an intentional crime
- who are sentenced to embezzlement, corruption, bribery, theft, fraud, forgery, abuse of confidence, fraudulent bankruptcy, collusive tendering, offence of using fraud or trickery in the fulfilment of execution, laundering asset values or smuggling regardless of their penal time,
- complete the penalty,

They must not be sentenced to crimes against state security, constitutional order, process of that order, national defence, state secret, espionage, sexual assault, child sexual abuse even they are pardoned.

REGISTRATION OF JOB SEEKERS-4

Those who were Injured in Fights Against Terrorism but Not Considered As Disabled

- Those who are injured due to terrorist incidents while they are performing their Military Service
- But not becomes disabled
- To certify this accident by health report and command report indicating that they were injured in fight against terrorism.

REGISTRATION OF JOB SEEKERS-5

Those who have the preferences

- Those who were injured in fight against terrorism but not considered as disabled,
- High achievers in fight against terrorism,
- Disaster victims who got harmed due to natural disasters,
- Those whose land was disappropriated pursuant to the Mining Law,
- Those whose labour contract was terminated while working as permanent worker in the public sector.

Job seekers in this group, do not have to take the state exams.

REGISTRATION OF COMPANIES

In public or private sector, companies must register to get benefit from our services.

- They need to enter their SSI and Tax No
- Authorised personnel
- They get a number after registration, İŞKUR number, compulsory for joining the system.
- Contact information

ISKUR E-BRANCH

ISKUR E-BRANCH

DOMESTIC JOB PLACEMENT

- Regulating domestic job placement and demand for employee and job seeking,
- Ensuring the employment of groups which require special policy,
- Monitoring the quotas of disabled-ex-convicts,
- Follow-up and improvement of employer relations.

JOB PLACEMENT IN PRIVATE SECTOR

- The employers in the private sector can demand labour from the Agency via every kind of communication channel (Labour demand form)
- Vacancies are announced on bulletin board and on our web site and released to the public via other communication channels.
- Labour demands are matched with the eligible persons registered to Agency and eligible candidates are selected by the system and sent to the employer.
- The period for which private sector labor demands remain in the advertisement is 30 days, the demand must be closed within 45 days following this period.
- Employer meets the demand among submitted candidates and informs the service unites.

JOB PLACEMENT by Gender

MATCHING PROJECT

- It is aimed to cleanse and organise the data of job seekers and employers registered to our Agency.
- In order to ensure the most eligible matching between labour supply and demand, a study on artificial intelligence model, which will rate the vacancy and the qualifications of the candidate, is carried out.
- Talking CV System - aims to direct the job seekers during CV preparing,
- Candidate Pool System -the employers can reach the labour force pool

JOB PLACEMENT IN PUBLIC SECTOR

- Public Institutions and Organisations are obliged to recruit public worker through our provincial directorates and service centers.
- The procedures are defined at the regulations.
- Public employers pay a fee for each worker in expense for the transactions.
- If they do not apply for İŞKUR to employ workers, penalty is applied for each worker.

QUOTA APPLICATION

In workplaces in which 50 or more workers are employed employers are obliged to employ

- 3% disabled people in workplaces for the private sector and
- 4% disabled people in public institutions and 2% ex-convicts or workers who were injured in fight against terrorism but not considered as disabled.

They are also obliged to recruit them in jobs that are convenient for their vocational, physical and mental status.

Employers provide the employees through İŞKUR.

If this obligation is not fulfilled, the employer is faced with administrative fine for each quota and for each month

ABROAD EMPLOYMENT SERVICES

- İŞKUR carries out the task of carrying out the transactions related to the companies that would like to take workers abroad.
- The companies can be either domestic or foreing.
- They submit their documents to İŞKUR and make the labour contracts approved by İŞKUR
- The only diffrence lies in the documents that must be submitted for this.
- Turkish companies must submit more documents than foreing ones.

ABROAD EMPLOYMENT SERVICES

Services and Processes Related to Abroad Employment

- meeting the labor demands of Turkish and foreign companies for positions abroad;
- performing the processes of job-seekers who apply for employment abroad;
- giving permission for job postings to be made for meeting their labor demands,
- processes of private employment agencies related to regulation of foreign employment services;
- regulation and approval of foreign service contracts;
- passport procedures of employees and their families.

APPROVAL OF LABOUR CONTRACTS

The number of labour contracts approved are given below by years.

PRIVATE EMPLOYMENT AGENCIES
Intermadiaton Activities

For private employment agencies the following activities are carried out;

- Giving permits,
- Renewing permits,
- Cancellation of permits,
- Monitoring the activities

- As of August 2021, **548 private employment agencies** (PEA) are in service

Private employment agencies;

- acts as an intermediary to find work and workers.
- carry out services related to labor market and employment and human resources.
- can organize vocational training.

AGRICULTURAL INTERMEDIARIES
Intermadiaton Activities

They are natural or legal persons who are permitted by İŞKUR to intermediate for finding job and employees in agriculture.

- Permitting, renewing, cancellation for agricultural intermediation
- Regulating relations among agricultural intermediary, seasonal travelling agricultural workers and agricultural employers who recruit them,
- Drafting agricultural intermediation certification

By the end of August 2021, the number of active agricultural intermediaries registered in the system are about **1.500**

SERVICE POINTS

- Receiving and updating the record of job seekers,
- Inquire about vacancies suitable for the job seeker's profile,
- Receive job applications and follow up on applications,
- Registering the unemployment insurance application
- Applying and following labor force compliance programs,
- Receiving and finalizing the labor demand of the private sector employer,

(Municipalities, Chamber of Commerce and Industry, Organised Industrial Zone, Governorate, Other Institutions and Organisations and etc.)

Career Days

Organised to make mediation for sharing information and finding jobs by bringing local institutions and organisations and educated/qualified young people who will enter working life together.

It is organised in all provinces.

Employment Fairs

They are organised to bring suppliers and demanders of labour force together at local level through the participation of social parties.

It is organised in 30 metropolitan municipalities.

VIRTUAL EMPLOYMENT FAIRS

Virtual employment fairs play an important role

- in bringing job seekers and employers together in specific dates and places,
- bringing information to the parties on labour market and
- introducing the services of the Agency.

Advantages,

- participating online at home is useful in providing information transparency
- disadvantaged groups can join te fairs easily
- getting one-to-one interview opportunity to meet more than one employer
- putting themselves forward as potential employees with less costs.
- Employers get access to wider groups from different geographies and have time and cost saving.

RELATION BETWEEN SOCIAL ASSISTANCE – EMPLOYMENT

For social assistance beneficiaries to be included in the labor market as soon as possible, there is a protocol between İŞKUR and Social Assistance and Solidarity Foundations.

- The beneficiaries pool consists of people who can work,
- They are directed to our service units by Social Assistance and Solidarity Foundations.

Delivered by İŞKUR,

- Job and vocational counseling,
- Referring to job, vocational training courses with employment guarantee,
- On-the-job training programmes and public work programmes.

WHAT IS SHORT-TIME WORKING ALLOWANCE?

It is an application that provides income support for the insured for a period not exceeding three months in the workplace,

- in cases where the weekly working hours at the workplace are temporarily reduced by at least one third
- due to general economic, sectoral, regional crisis or compelling reasons, or the activity in the workplace is stopped completely or
- partially for at least four weeks without seeking the condition of continuity.

SHORT-TIME WORKING PERIODS

PERIOD	REASON OF APPLICATION
2005-2007	Applications before 2008 (Avian influenza, fire etc.)
2008-2010	Global Economic Crisis
2011	Upheaval in Libya and Tsunami in Japan
2011-2012	Earthquake in Van
2013	Explosion in Reyhanlı- Hatay
2018-2019	Force Majeure Caused by External Impacts
2020-2021	Force Majeure Caused by Covid-19

PUBLIC WORKS PROGRAMME (PWP)

•**What is PWP?**

- It is the realisation of a job or service for the benefit of the public in cooperation of İŞKUR and public institutions,
- In order to **prevent** the unemployed including primarily groups requiring special policies **from becoming distant from working life** and to **provide a temporary income support**.

•**What are the objectives?**

The unemployed, including primarily groups requiring special policies, who have difficulty in employment are provided with;

- Increasing their employability and qualifications,
- Supporting for adaptation to labour markets,
- Bringing working habit and discipline,
- Temporary income support.

Those Who Primarily Benefit from PWP and Their Duration of Benefitting

In the current situation, people within the following groups **primarily** benefit from PWP.

- **Women,**
- **Men over 35 years old,**
- **The disabled,**
- **Ex-convicts,**
- **Those wounded in the fight against terrorism but not considered as disabled.**

After evaluation of these groups, **if there are still vacancies, men aged 35 and under can participate in PWP**.

A person can benefit from PWP **separately or uninterruptedly for maximum 9 months within 12 months.**

After the benefitting of 9 months, it is required to wait for **3 months.**

A person can benefit from PWP for totally **24 months within his/her life**.

PWP SPECIFIC TO UNIVERSITY STUDENTS: SOCIAL WORK PROGRAM

•What is SWP?

- It is a Public Works Programmes that lasts for a maximum of 3 months in June, July, August and September for higher education students within the scope of the Higher Education Law.

•What are the objectives?

With programmes to be organised for university students (undergraduate and associate degree), it is aimed to

- enable university students to meet working life and to gain working discipline,
- ensure their temporary participation in the services offered in areas with high social benefit by supporting the development of human values,
- provide temporary income support.

GENERAL ASSEMBLY ACTIVITIES

- The General Assembly is one of the organs of Turkish Employment Agency and holds its regular meeting every two years in November upon the call of our Minister.

- At the meetings held within the framework of the General Assembly, decisions are taken to help retain, develop and expand employment and to prevent unemployment.

PROVINCIAL EMPLOYMENT AND VOCATIONAL EDUCATION BOARDS

- Provincial Employment and Vocational Education Boards is **one of the four main bodies** of Turkish Employment Agency.
- It meets four times during the year in January, April, July and October, and extraordinarily when necessary.
- The Board carries out its work at the provincial level through the **executive board, the supervisory board and the secretariat**.

These Boards aim

- to determine the labour force, employment and vocational training needs of the province,
- to increase efficiency and productivity in vocational training and employment in vocational and technical education institutions and businesses.

In order to achieve this goal, they have duties of great importance such as creating policies at the local level, making plans and making decisions, and giving opinions and suggestions to relevant institutions and organizations.

EMPLOYMENT INCENTIVES

Employers recruits the unemployed who meet certain conditions are provided with premium, tax and/or wage subsidies with varying periods and amounts.

Employment incentives and supports are financed by Unemployment Insurance Fund;

- Additional Employment Incentive,
- Incentive for Employment of Women, Youth and Those Having Professional Competence Certificate,
- Incentive for Employment of Those Getting Unemployment Benefit,
- Minimum Wage Support.

PROVINCIAL DUTIES OF THE MINISTRY

- Ensuring coordination and technical support,
- Representing the Agency at the meetings to be held in the Ministry,
- Follow-up of workers' complaints,
- Implementation and follow-up of administrative fines

İŞKUR
TÜRKİYE İŞ KURUMU

Daima Yanınızda...

THANK YOU
FOR YOUR ATTENTION

www.iskur.gov.tr | *TurkiyeIsKurumu*