



Turkish Employment Agency Activities and Best Practices

April 29, 2014

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in this presentation

➤ **Labor market indicators**

➤ **Main activities of İŞKUR**

➤ **Best Practices**

- On-the-job trainings
- Job and Vocational Counselling
- Social Assistance – Employment Relation
- Employment Subsidies

Labor Market in Turkey

Indicators (in thousands or %)	2008	2009	2010	2011	2012	2013
Non-institutional population	69.724	70.542	71.343	72.376	73.604	74,457
Working age population (+15)	50.772	51.686	52.541	53.593	54.724	55,608
Labour force	23.805	24.748	25.641	26.725	27.339	28,271
Employed	21.194	21.277	22.594	24.110	24.821	25,524
Unemployed	2.611	3.471	3.046	2.615	2.518	2,747
Labour force participation rate (%)	46,9	47,9	48,8	49,9	50,0	50.8
- Men	70.1	70.5	70.8	71.7	71,0	71.5
- Women	24.5	26.0	27.6	28.8	29,5	30.8
Employment rate	41,7	41,2	43,0	45,0	45,4	45.9
Unemployment rate	11,0	14,0	11,9	9,8	9,2	9.7
Youth unemployment rate	20,5	25,3	21,7	18.4	17,5	18.7
Unregistered employment rate	43,5	43,8	43,3	42,0	39,0	36.7

Source: Turkstat

Unemployment Rates in The World

COUNTRY	2008	2009	2010	2011	2012	2013
EU 28	7,0	9,0	9,6	9,6	10,4	10,8
USA	5,8	9,3	9,6	8,9	8,1	7,4
GERMANY	7,5	7,8	7,1	5,9	5,5	5,3
FRANCE	7,5	9,1	9,3	9,2	9,8	10,3
SPAIN	11,3	18	20,1	21,7	25,0	26,4
SWEDEN	6,2	8,3	8,6	7,8	8,0	8,0
JAPAN	4	5,1	5,1	4,6	4,3	4,0
TURKEY	9,7	12,5	10,7	8,8	8,7	8,7
GREECE	7,7	9,5	12,6	17,7	24,3	27,3

Source: Eurostat

Activities of IŞKUR

- **Job Placements** 671.000 in 2013
- **Active Labor Market Programmes**
- **Passive Labor Market Programmes** Fund Total: 34 billion USD
 - **Unemployment Insurance Benefits**
597 million USD transferred to 429.731 beneficiaries in 2013
 - **Short Time Work Compensation**
385.000 USD transferred to 970 beneficiaries in 2013
 - **Wage Guarantee Fund**
7 million USD transferred to 5.668 beneficiaries in 2013
 - **Job Loss Compensation** for employees of privatized firms
5,23 million USD transferred to 3.326 beneficiaries in 2013

Active Labor Market Policies

Vocational Training Courses

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

Job and Vocational Counseling

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

Entrepreneurship Trainings

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

Active Labor Market Policies

Public Works

- 197.182 participants, 310 million USD in 2013
- Target: long-term unemployed
- For adaptation to the working environment
- 9 months employment on public services

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

On the Job Trainings

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

On-the-job Trainings

+ Objectives

- Provide experience in LM to the youth
- Develop skills needed by employers
- Connect participants to LM

+ Duration

- up to 160 days,
- min 5 max 8 hours per day,
- max 45 hours & 6 days per week,

On-the-job Trainings

+ 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 Counselors

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

Job and Vocational Counselors

Figures in 2013

- 3867 Job and Vocational Counselors
- 558 jobseekers per JVC in average
- 320 work-place per JVC in average
- 1038 registered labor force per JVC in average
- Interview with jobseekers 1.632.850
- Company visits 376.654
- School visits 13.811

Social Assistance - Employment Relation

- General Directorate of Social Assistance (Ministry of Family and Social Policy) and Turkish Employment Agency (İŞKUR) cooperate for 'Activating the Relation between Social Assistances and Employment'
- Social assistance applicants that are able to work are instantly registered into İŞKUR job-seekers database
- İŞKUR directs these people to ALMP and vacant jobs
- Integrated Social Assistance Services Information System
 - A poverty inventory database
 - Socio-economic data of 6,3 million households and 24 million citizens
 - Information regarding the assistances and payments they receive from any public institution
 - System's contribution to activation: Accurate data of citizen's for use in Activation Policies

Social Assistance - Employment Relation

OUTCOMES OF SOCIAL ASSISTANCE-EMPLOYMENT RELATION AS OF MARCH 2014

ACTIVITIES	TOTAL
Registered	1.095.028
Directed Towards Vacant Job	166.100
Employed	44.592
Applied To Courses	96.903
Attended Courses	31.763
Benefitted From Unemployment Insurance	43.731

- ❖ Social Security Contributions of employers (19% of gross wages) for new workers
- ❖ For workers in addition to current number of employees of the firm
- ❖ Duration of subsidy varies between 6 to 48 months

	Women	Young Men (18-29)	Older men (+29)
	24 months	24 months	-
Technical education	+12 months	+12 months	24 months
Vocational Qualification Certified	+12 months	+12 months	24 months
Placed via İŞKUR	+6 months	+6 months	+6 months



Thank You

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