

**THE REPUBLIC OF TURKEY**

**MINISTRY OF LABOUR AND SOCIAL SECURITY**

**TURKISH EMPLOYMENT AGENCY  
(IŞKUR)**

## **I – Structure of İŞKUR**

## **II – Services of İŞKUR**

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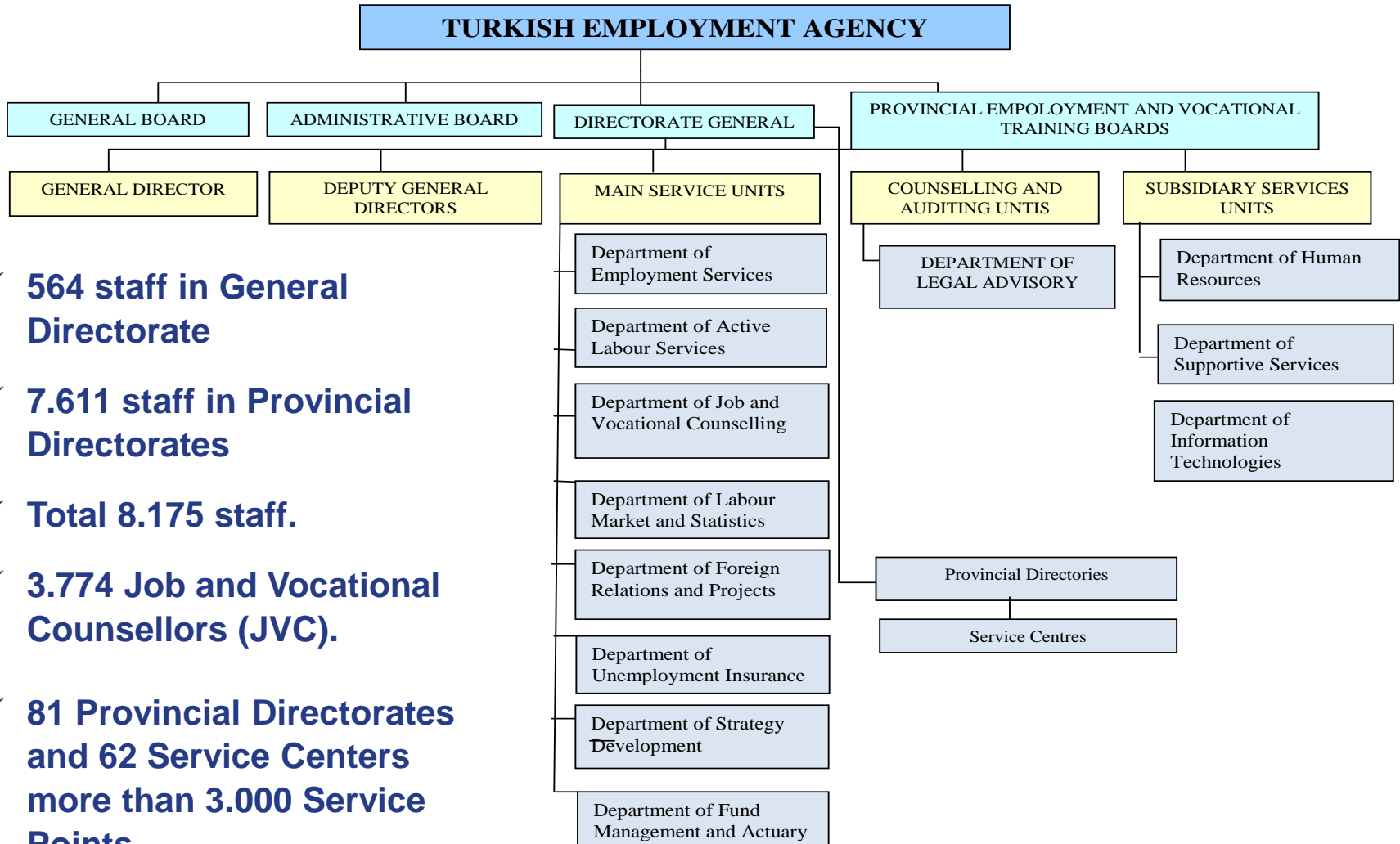
- ❖ Method
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# Structure of İŞKUR

- ❖ Institution for Providing Jobs and Employees is founded in **1946**
- ❖ As a result of emerging needs and changing circumstances, in **2003** it is reorganised as **İŞKUR** and new services are rendered:
  - Unemployment Insurance Fund
  - Vocational Training Courses (Developed)
  - Sustainability Policies for the Crisis Period
- ❖ In **2011**, Job and Vocational Counselling Service is enlarged and the staff of İŞKUR is increased from 3.000 to 8.175.

# Structure of İŞKUR

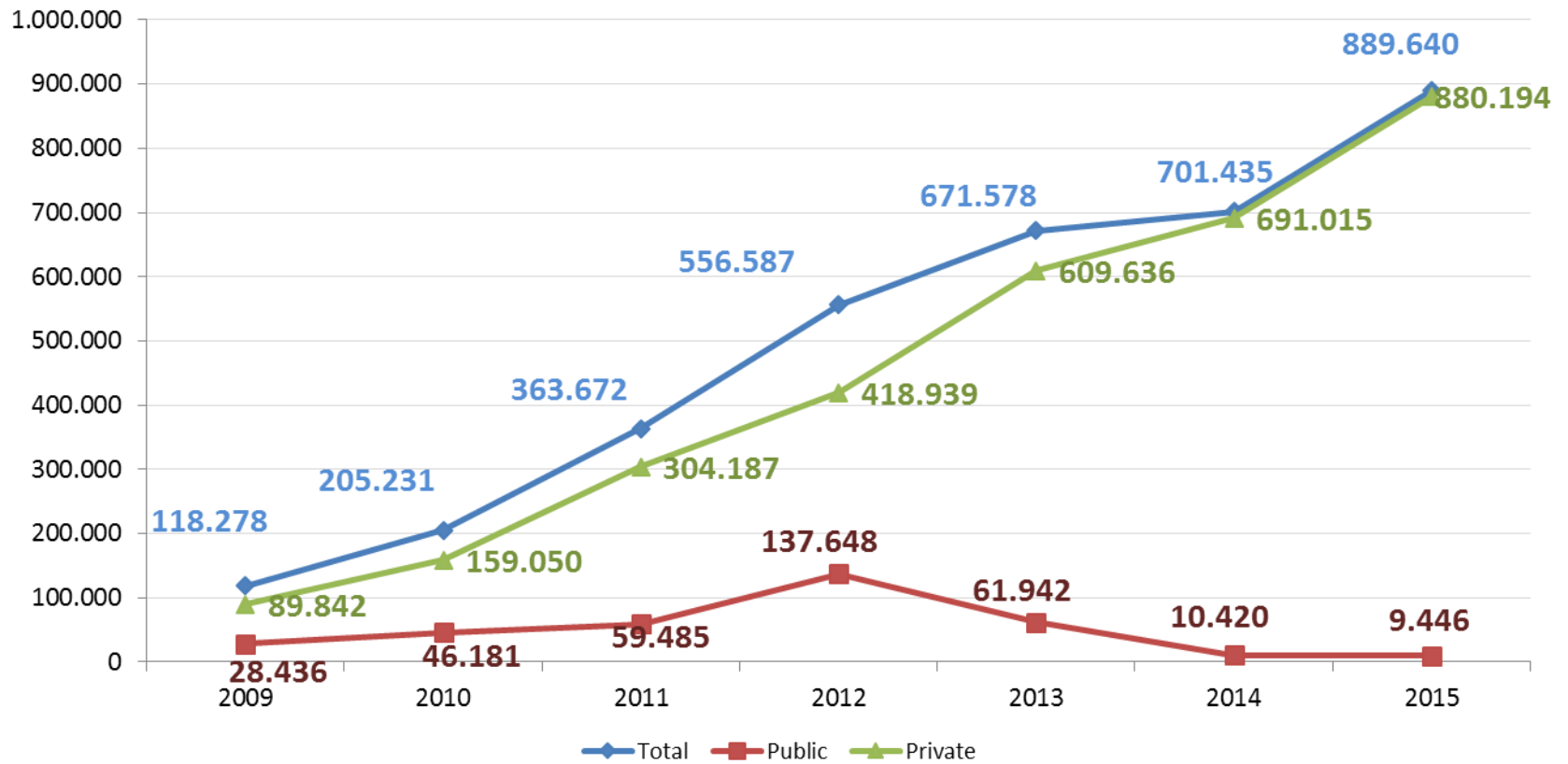
## Organization Scheme



- ✓ **564 staff in General Directorate**
- ✓ **7.611 staff in Provincial Directorates**
- ✓ **Total 8.175 staff.**
- ✓ **3.774 Job and Vocational Counsellors (JVC).**
- ✓ **81 Provincial Directorates and 62 Service Centers more than 3.000 Service Points**

# Services of IŞKUR

## Domestic Job Placements



# Services of İŞKUR

## Active Labour Market Policies

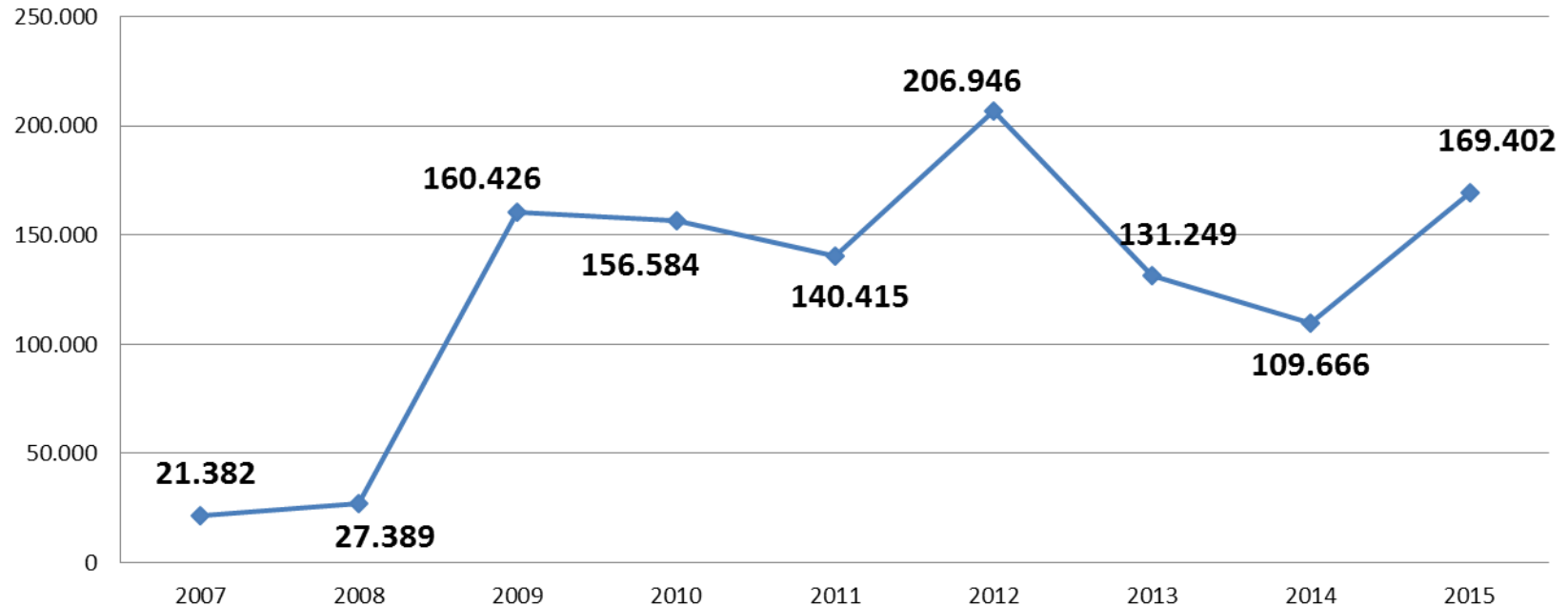
### Vocational Training Courses

- It is determined according to labour market analysis.
- Outsources are used with tenders.
- Daily allowance of 8\$ for each attender.

# Services of IŞKUR

## Active Labor Market Policies

### VOCATIONAL TRAINING COURSES (Number of Participants)



# Services of İŞKUR

## Active Labor Market Policies

### On-the-job Training Programmes

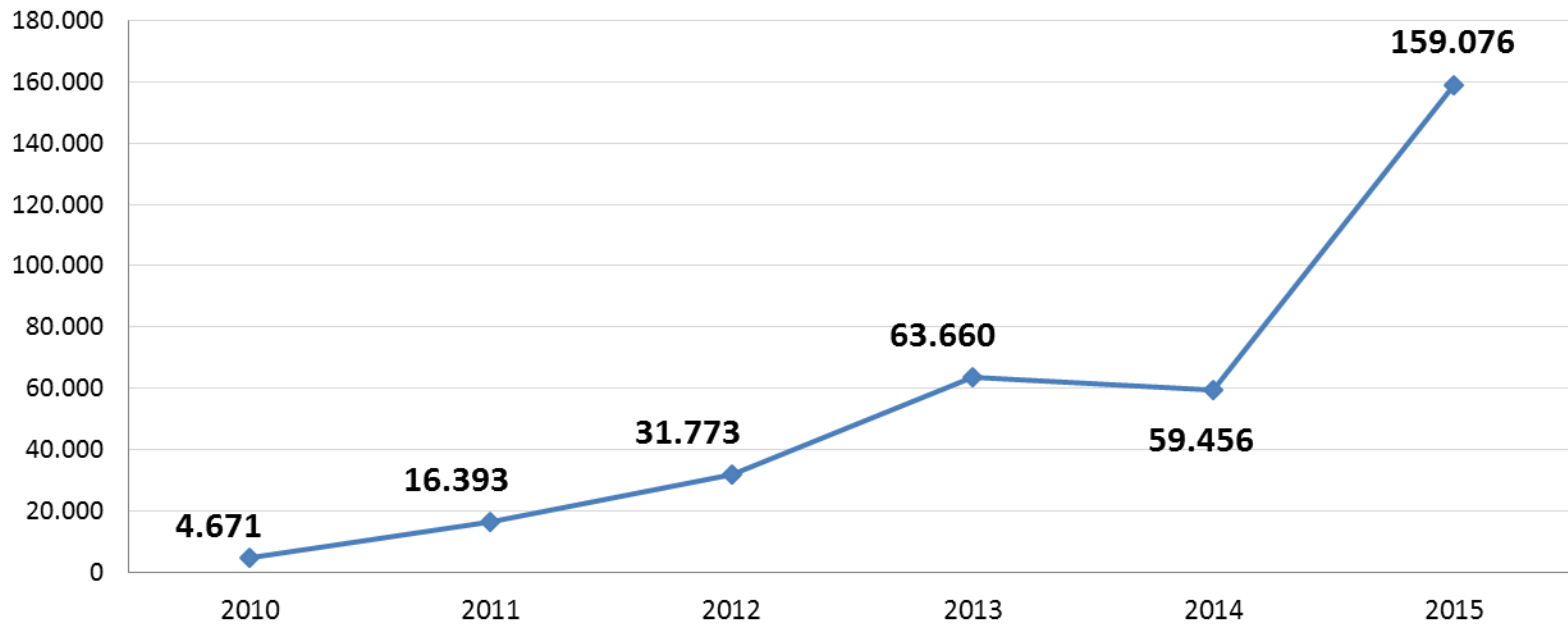
- To increase employability through making people gain vocational experience.
- The number of attenders cannot exceed %10 of total workers in a workplace.
- Max. 6 months of duration for each attender.
- Minimum wage is paid by İŞKUR.
- Employers cannot fire any of the workers for 6 months, or they must replace them as soon as possible.
- If employers hire any of the attenders after the program, the premiums of that worker is paid by İŞKUR for 30 to 42 months.
- Some other tax deductions.



# Services of IŞKUR

## Active Labor Market Policies

### ON-THE-JOB TRAINING PROGRAMMES (Number of Participants)



# Services of IŞKUR

## Active Labor Market Policies

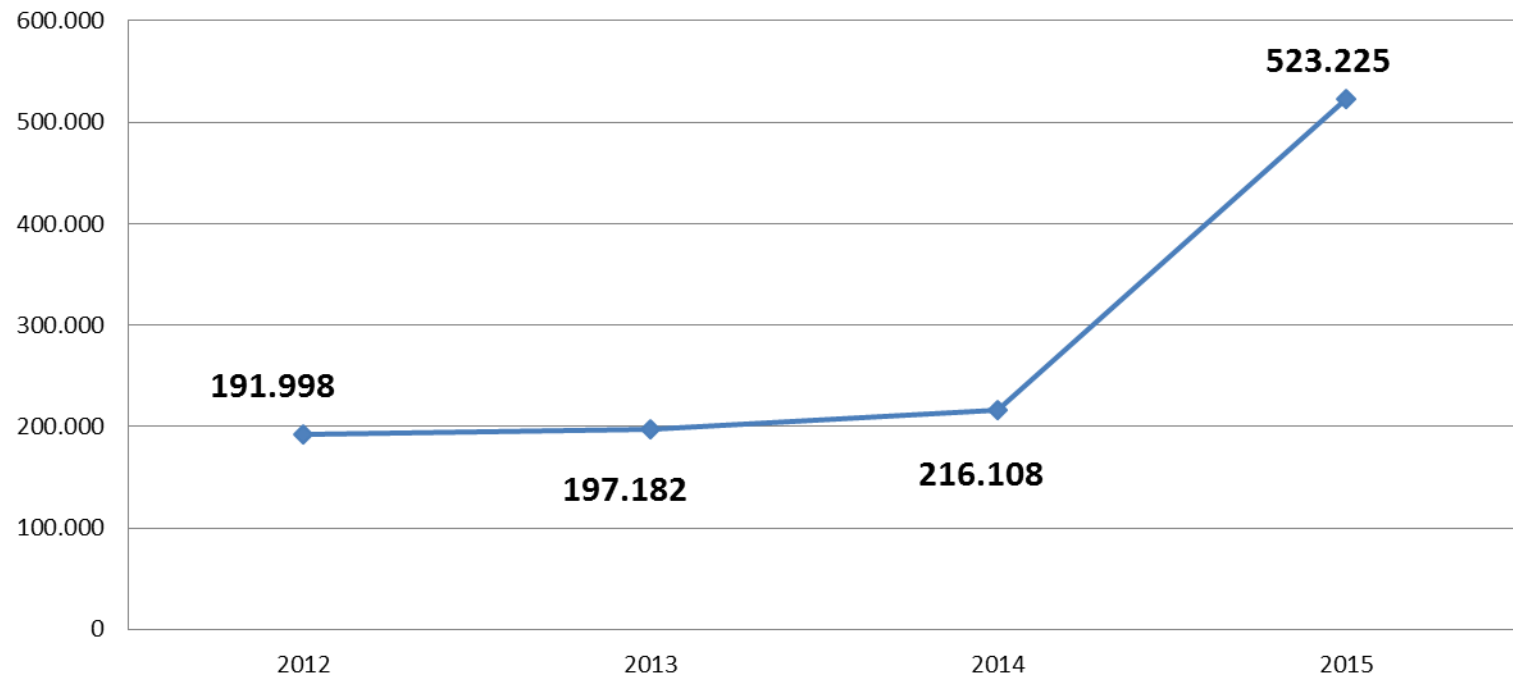
### Public Work Programmes

- The target group is the long-term unemployed in the labour market.
- The aim is to adapt them into the labour market.
- 9 months employment on the public services.

# Services of IŞKUR

## Active Labor Market Policies

### PUBLIC WORK PROGRAMMES (Number of Participants)



# Services of IŞKUR

## Active Labour Market Policies

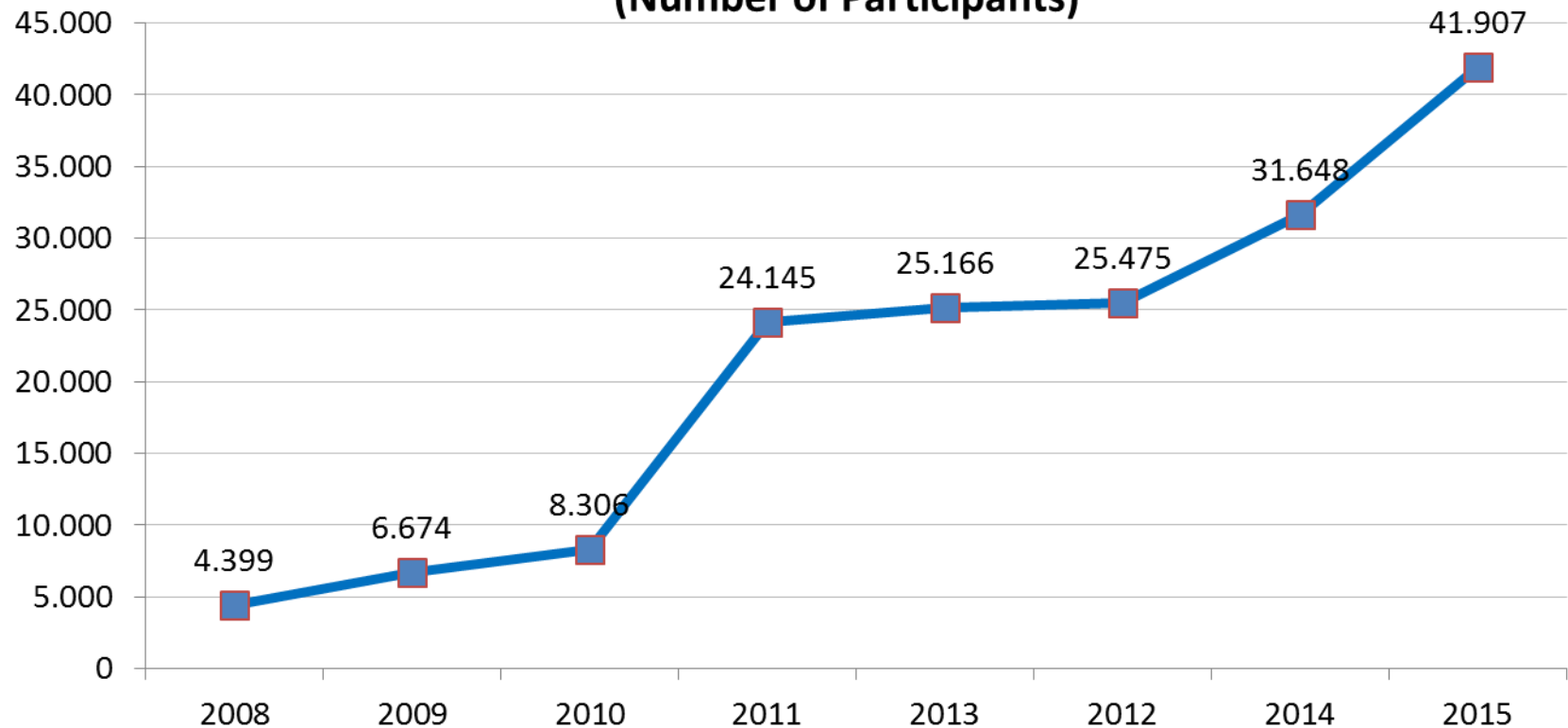
### Entrepreneurship

- Business plan
- Certificate
- Access to 15.000\$ Grant which is provided by KOSGEB\*

# Services of IŞKUR

## Active Labour Market Policies

**ENTREPRENEURSHIP TRAINING PROGRAMMES**  
(Number of Participants)



# Services of İŞKUR

## Active Labour Market Policies

### Projects for Disadvantaged

- Financed from penalties for not employing disabled people (2.095 TL / 723 \$ for each person)
- İŞKUR calls for proposals
- A commission in İŞKUR evaluates the projects
- İŞKUR supports projects up to 36.000 TL (12.000 \$) as grant

# Services of İŞKUR

## Job and Vocational Counselling

**3.774 JVCs work all over Turkey**

**Target Groups:**

- **Students**
- **Unemployed People**
- **Employees**
- **Employers**



Average number of **registered labour force per JVC** is **1.418**.

Average number of **unemployed per JVC** is **853**.

Average number of **workplace per JVC** is **338**.

# Services of İŞKUR

## Job and Vocational Counselling

**Within the scope of Job and Vocational Counselling those below are provided;**

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

**By this way;**

- ❖ Unemployment period will be shorter.
- ❖ Employment and productivity rate will increase.
- ❖ Sustainable employment will be ensured.



# Services of İŞKUR

## Passive Programmes

### Unemployment Insurance

Unemployed people can receive unemployment benefit if they:

- lost their job without their mistake or desire
- register to İŞKUR and become ready to get new job offers
- work at least 600 total days as an insured worker in last 3 years and
- work 120 uninterrupted days as an insured worker just before the loss of the job

### Wage Guarantee Fund

- When employer can not pay the wages (such as bankruptcy)
- İŞKUR pays the unpaid part of the wage
- Max. 3 months

# Services of İŞKUR

## Passive Programmes

### Short Term Working Benefit

- Due to economic, sectoral, regional crisis or forces majeure
- İŞKUR makes payment to the employees in case of reduction in working time.
- Max. 3 months

### Compensation for Job Loss

- Related to privatized institutions only
- For the workers who lost their job as a result of privatization.
- 3 to 8 months.

# Services of IŞKUR

## Passive Labour Market Indicators

YEARS	UNEMPLOYMENT INSURANCE		SHORT-TERM WORKING BENEFIT		WAGE GUARANTEE FUND	
	Beneficiaries	PAYMENT (MILLION TL)	Beneficiaries	PAYMENT (MILLION TL)	Beneficiaries	PAYMENT (MILLION TL)
2002	83.603	46,8	-	-	-	-
2003	118.437	125,9	-	-	-	-
2004	127.528	199,9	-	-	-	-
2005	144.435	270,1	21	0,01	1.269	3,4
2006	198.882	316,9	217	0,06	1.134	1,6
2007	221.801	351,9	40	0,02	2.223	3,6
2008	331.953	517,1	-	-	827	1,1
2009	464.906	1.114,3	190.071	162,5	12.371	22,3
2010	326.003	807,4	27.156	39,2	12.905	22,1
2011	319.647	791,1	5.814	4,2	5.807	9,3
2012	365.719	966,2	2.855	3	3.210	8,7
2013	422.334	1.272,5	970	0,8	5.668	15,1
2014	501.636	1.657,72	66	0,07	8.196	21,6
2015	521.634	1.249,3	1.276	0,2	469	10,7
<b>TOTAL</b>	<b>4.148.518</b>	<b>9.687,12</b> <b>(3,2 billion \$)</b>	<b>228.486</b>	<b>210,6</b> <b>(70,2 million \$)</b>	<b>54.079</b>	<b>119,5</b> <b>(39,8 million \$)</b>

# Provincial Employment and Vocational Training Boards

- ❖ Boards are composed of representatives from different public agencies, universities, employee and employer organisations and chambers of commerce and industry.
- ❖ İŞKUR is one of the important members.
- ❖ The president of the Board is the Governor.
- ❖ The Board is the major decision maker in terms of vocational training courses and policies at local level.
- ❖ **The Board;**
  - Decides about execution of labour market demand survey at the province,
  - Approves vocational training programmes,
  - Expresses its opinion of vocational and technical training plans made by the Ministry of National Education in line with the needs revealed in the scope of labour market demand research.

# **LABOR MARKET DEMAND SURVEY (LMDS)**

# Overview

- ❖ Labor market demand survey are periodically conducted since 2006 by İŞKUR for purpose of determination of needs and trends of the provincial and national labor markets.
- ❖ Conducted once a year until 2009, these surveys are being made twice a year since 2012.
- ❖ Demand survey are being made once a year and job vacancy survey are being made four times a year since 2015.

## Overview

- ❖ In 2012 nearly 65.000 local units, in 2013 100.000 local units, in 2014 129.000 local units, in 2015 132.000 local units and in 2016 90.000 local units were visited by İŞKUR.
- ❖ In the last 5 years more than **500.000 local units** were visited within the scope of labor market demand survey.
- ❖ This survey conducted in 2015 by İŞKUR is the most extensive survey ever conducted **in the history of Republic of Turkey**, in terms of its scope and results.

# Main Goals

## The main goals of this survey are;

- ❖ to obtain periodical information on the local and national labor market,*
- ❖ to monitor the occupational changes and developments occurred in the past,*
- ❖ to create a database over the results for the active labor market policies,*
- ❖ to identify short term trends of local labor demands.*



## 2015 LMDS Method

- ❖ **Scope:** Private local units having 2-9 and 10+ employee
- ❖ For local units having 10+ employee complete enumeration was applied in **75 provinces and sampling method was applied in 6 provinces.**
- ❖ For local units having 2-9 employee, sampling method was used in **81 provinces.**
- ❖ **Field Work: 16 March – 30 April 2015**
- ❖ Observation and sampling unit is **local unit.**

# Sectoral Scope

Code	Economic Activity
<b>B</b>	Mining and Quarrying
<b>C</b>	Manufacturing
<b>D</b>	Electricity, Gas, Steam and Air Conditioning Supply
<b>E</b>	Water Supply; Sewerage, Waste Management and Remediation Activities
<b>F</b>	Construction
<b>G</b>	Wholesale and Retail Trade; Repair Of Motor Vehicles and Motorcycles
<b>H</b>	Transportation and Storage
<b>I</b>	Accommodation and Food Service Activities
<b>J</b>	Information and Communication
<b>K</b>	Financial and Insurance Activities
<b>L</b>	Real Estate Activities
<b>M</b>	Professional, Scientific and Technical Activities
<b>N</b>	Administrative and Support Service Activities
<b>P</b>	Education
<b>Q</b>	Human Health And Social Work Activities
<b>R</b>	Arts, Entertainment and Recreation
<b>S</b>	Other Service Activities

# Sample Size and Selection Method

- The sampling method used is a stratified random sampling where the economical activities (sectors) are used as a strata
- Sample size is determined by taking account of 95% significance level by provinces and then it is allocated among stratas

$$n = \frac{Nz^2pq}{[d^2(N-1) + z^2pq]}$$

**N:** Population Size

**n:** Sample Size

**p:** Probability of an event that can be seen

**q:** Probability of an event that can not be seen

**d:** Acceptable error ratio

**z:** Normal probability variable (1,96)

# Allocation of Sample

- **Compromise allocation is used as an allocation method**
- **In this method our goal is that even if the number of unit in any strata is very small it guarantees the certain number of sample in that strata**
- **In order to achieve that objective we enumerate that strata**

$$n_h = \tilde{n} [ K^2 + ( 1 - K^2 ) M_h^2 ]^{1/2}$$

$n_h$  = the sample size in the  $h^{\text{th}}$  strata

$\tilde{n}$  = the average sample size in a strata

$K^2$  = the relative significance

$$M_h = H \cdot N_h / N = H \cdot W_h$$

$W_h$  = weight of the strata (  $N_h / N$  )

$H$  = the number of strata

$$n_{\min} = K \cdot \tilde{n} \quad (\text{the sample size in the smallest strata})$$

# Selection of Sample

- **The selection of sample is realized by means of consecutive simple random sampling method**
- **In this method, permanent random numbers which are distributed uniformly between  $(0,1]$  are appointed to the sampling units**
- **After that the sampling units are arranged by increasing order according to these random numbers**
- **And lastly the units are selected in every strata by starting from the subsequent unit which comes just after the constant point that is selected randomly at the beginning of the procedure while we achieve the sample size determined for that strata**

## Estimation of Total Number of Vacancies

$$\pi_h = \frac{n_h}{N_h} \quad \hat{Y}_h = \sum_i \left( \frac{y_i}{\pi_h} \right) = \sum_i \frac{N_h}{n_h} y_i \quad \hat{Y} = \sum_h \hat{Y}_h$$

**h:** index of the strata

**$n_h$ :** the number of sample units in that strata

**$N_h$ :** the number of total units in that strata

## 2015 LMDS Method

- † The whole field works were personally carried out by İŞKUR's staff.
- † Under the «**Labor Market Demand Survey – Local Unit Information Form**» conducted through face-to-face interview method at the workplaces.

## 2015 LMDS Method

- ‡ The following inquiries were made;
  - ‡ *Basic information about workplace,*
  - ‡ *Current employment (sex and occupation breakdown)*
  - ‡ *Job vacancy (occupation, demanded levels of education and skills, ways of providing the demands)*
  - ‡ *Occupations difficult to fill (occupation and reason for difficulty to fill).*



# 2015 LMDS

- ❖ Number of local units having 10 and more employees: **121.823**
- ❖ Number of local units having 2-9 employees : **10.211**
- ❖ Number of total local units : **132.034**
- ❖ Number of respondent local units : **103.390**
- ❖ Number of non-respondent local units : **28.644**
- ❖ Response Rate : **%78,3**

(close up, change the address, reject the information form and other reasons.)

## Brief Results

- ❖ According to survey, approximately **9 million 500 thousand people were employed** at related sectors.
- ❖ %24 of employees were women and %76 of employees were men.
- ❖ Most of **female** were employed as a **janitor, sales consultant, accountant, sewing (mechanic) and secretary.**
- ❖ Most of **male** were employed as a **driver-transportation, sales consultant, manual worker, business manager and janitor.**

## Brief Results

- † It was estimated that approximately **242 thousand job vacancy**.
- † Job vacancy rate was calculated as %2,5. **The highest job vacancy rate was in the Other Service Activities.**
- † **The highest job vacancy was in the manufacturing sector.** Nearly four of every ten job vacancy was in this sector.
- † **One of every two job vacancy was in the manufacturing and trade sector.**

## Brief Results

- ❖ It was estimated that **the most of job vacancy was in sewing (machine) occupation**. Sales consultant ranked the second. Waiter, manuel worker, gas metal arc welder, janitor, sales representative, driver-transportation, accauntant and lathe-operator follow the above in this order.
- ❖ **Job vacancies are mostly sought by means of relatives, kith and kin**. This method is still common as the most classical way of employee seeking in Turkey.

## Brief Results

- ❖ IŞKUR was in the second place.
- ❖ Approximately %60 of job vacancy was sought through IŞKUR.
- ❖ Considering the last four years, we saw that IŞKUR had gradually increased its share in the job-seeking, but other channels fluctuated.

## Brief Results

- ❖ Employers have difficulty in filling **443 thousand people in 2.483 varied occupations.**
- ❖ In other words, **one in every 5 employer has experienced hardship in finding and hiring suitable employee.**
- ❖ This rate was %37 in the previous year.
- ❖ The number of employees who are difficult to hire decreased in contrast with the previous year.

## Brief Results

- ❖ This shows that **a certain progress has been achieved**, thanks to the precautions taken in the labor market, in educating and training employees in qualifications and skills demanded by the employers.
- ❖ **The most difficult occupations to be filled** by the employers are sales consultant, sewing (mechanic), waiter, sales representative, manual worker, gas metal arc welder and driver-transportation.

# LMDS Steer Employment Policies

- ❖ LMDSs help the policy makers to take **consistent decisions about vocational training** by taking into account the long-term priorities and goals from a strategic perspective.
- ❖ Besides, these surveys are considered to provide major contribution to **strengthening the connection between vocational training and employment** in addition to educating human resources fit for the needs of the labor market.



# **LMDS Steer Employment Policies**

- † Particular attention should be paid to effective, economic and productive planning and implementation of active labor market programs (especially VETs) in order to improve the labor force quality and have a positive influence on growth and development of Turkey by this way.**

## Each Province have a Separate Report

- ❖ On the basis of the LMDS results **each province have been prepared a labor market report separately** and these reports are available on website of İŞKUR.
- ❖ The reporting of survey results have been carried out by İŞKUR staff.
- ❖ The result reports of the survey examine the labor markets of provinces in terms of supply and demand and reveal the labor market structures of provinces.

**Thank you for your attention.**