TURKISH EMPLOYMENT AGENCY

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(15.11.2023)
Presentation Plan

General Outlook of the Turkish Labour Market

Job and Vocational Counselling

Job Clubs

Active Labour Market Policies
  • On the Job Training Programme
  • Vocational Training Courses
  • Public Work Programme

Incentive (Encouragement of Women, Youth and Those with Vocational Competence Certificates)

Job Placement
Data regarding Türkiye-Index Data

Difference between Male and Female Labour Force Participation, Employment and Unemployment Rate for 15+ years old (2005 - 2022)

<table>
<thead>
<tr>
<th>Years</th>
<th>Female Labour Force Participation Rate (%)</th>
<th>Female Employment Rate (%)</th>
<th>Female Unemployment Rate (%)</th>
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</table>
Job and Vocational Counselling

- İŞKUR provides effective job and vocational counselling services for citizens who are in the process of choosing a career, have difficulties in finding/choosing a job, are unemployed, are looking for a job under better conditions, have vocational adaptation problems, and want to improve their professional skills and change their profession/job.

- Since 2012, when job and vocational counselling activities started systematically, 15,166,572 individual interviews have been conducted with 10,772,860 women. Within the scope of counselling and guidance services, a total of 864,954 individual interviews were conducted with 685,950 women in January-September 2023.
Job Clubs

• «Job Clubs» is an intensive job and vocational counselling programme which aims to give methodical and motivation support for the groups that require special policy such as women, youth, disabled people, long-term unemployed people, ex-convicts and those receiving drug addiction treatment.

• In a Job Club, studies lasting 2-5 days are carried out with groups that contain maximum 15 people. In these studies, theoretical and practical information are provided so participants get to know about their skills, acquire information about labour market, prepare effective CVs, and learn what they should do in job interviews.

• In this scope, 101 Job Clubs have been established in 81 provinces.

• Approximately 248,000 people have benefited from job clubs since they were established. 64% of those who benefit from Job Clubs is females.
Active Labour Market Policies

On the Job Training Programme

Vocational Training Courses

Public Work Programme
Active employment policies signify a wide range of policies which are becoming increasingly important with the globalisation in order to combat unemployment.

Turkish Employment Agency (İŞKUR) organises vocational training courses, on-the-job training programmes, public work programmes and other courses, programmes, projects and special applications within the scope of active labour services;

- to help retain and increase employment,
- improve vocational qualifications of unemployed people,
- reduce unemployment and bring groups requiring special policies into labour market.
On-the-job training programme is organised in order to increase the employability of people with no professional experience or work experience by gaining experience.

On-the-job training programme provides employers with a demand for qualified labor force to have detailed information about people and to make a right decision about hiring by observing and training the people they will hire at the workplace for a certain period of time.
On the Job Training Programme - Conditions of Being a Participant

- Being unemployed
- Age of 15 and not exceeding the upper age limit
- Not having completed the course, organized in the same profession
- To benefit from Job and Vocational Counselor (JVC) services
- Not being retired
- Not being previously banned by the institution
On the Job Training Programme-Implementation

Being a **private sector** workplace with **at least 5** insured employees

Commit to employing **at least 70%** of the participants for at least **3 times** the duration of the program, **not less than 60 days**.

The duration of the programmes varies from **3 to 9 months** depending on the sector/profession in which the programme is organised.
### Vocational Training Courses

<table>
<thead>
<tr>
<th><strong>Aim</strong></th>
<th><strong>Duration of the Courses</strong></th>
<th><strong>Implementation</strong></th>
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<tbody>
<tr>
<td>Vocational training courses are organised in order to <strong>increase the employability</strong> of unemployed people <strong>who do not have any profession</strong>, who have a profession but <strong>cannot find a job in their profession</strong> or who are <strong>not qualified in their profession</strong>.</td>
<td>The total course duration can’t exceed <strong>160 days</strong>.</td>
<td>Course can be organised provided that at least <strong>70%</strong> employment commitment is given by the service provider. Trainees are employed for at least <strong>3 times the actual course day</strong>, not less than <strong>120 days</strong>.</td>
</tr>
</tbody>
</table>
Courses can consist of theoretical and applied parts. Depending on the nature of the profession, theoretical and applied sections can be given together (or can be given different places).

The exam is held on the last day of the course.

Those who successfully complete the course are given a course completion certificate.
Participation in the Active Labour Market Policies (On the Job Training Programme and Vocational Training Courses)

Percentage of trainees/participants between 2009-2023*

- 53% female
- 47% male
<table>
<thead>
<tr>
<th>Sector</th>
<th>Female (%)</th>
<th>Male (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service Sector</td>
<td>58</td>
<td>42</td>
</tr>
<tr>
<td>Industrial Sector</td>
<td>44</td>
<td>56</td>
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<tr>
<td>Construction Sector</td>
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<tr>
<td>Agricultural Sector</td>
<td>51</td>
<td>49</td>
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</table>
Public Work Programme

The program aims to prevent the unemployed that require special policies from becoming distant from their working habits and discipline, and provide temporary income support to these people by supporting public services via collaboration with other public entities during disaster, epidemic, emergency and other force majeure situations.
Public Work Programme

Women are among the priority groups.

With the priority benefit from the programmes that started to be implemented in 2014, women began to benefit more from the programmes and their effects began to be seen as of 2015. In 2017, the number of female beneficiaries exceeded the number of men for the first time.

The percentage of women benefiting from the programmes implemented between 2007-2023* is 49% in total. As of September 2023 (January to September), 67% of women benefited from these programmes.
Encouragement of Women, Youth and Those with Vocational Competence Certificates

Within the scope of the incentive implemented for youth and women who are in groups that require special policies, support is provided to private sector employers who employ unemployed young people and women who meet certain conditions until 31/12/2023.
Conditions to Benefit from the Incentive:

- Being unemployed for the last 6 months,
- Being employed in addition to the average number of insured employees in the last 6 months before the date of employment,
- Not employing unregistered insured people/not reporting fake insured people
Amount of Support

Support in an amount of $2,749.97$ TL to $20,624.79$ TL is provided to private sector employers from the Unemployment Insurance Fund for the entire employer's share of insurance premium.

Period of Support

- **24 to 54** months for workplaces that employ **women aged 18 and over**,
- **24 to 54** months for workplaces employing men between the ages of **18-29**,
- **6 to 30** months for workplaces that employ **men aged 29 and over**
Mediation for Job Placement

Job placement is a mediation service that brings together the compatible vacant job and compatible person by matching professions and qualifications of job seekers with requirements in labour demands of employers.

520,318 women (37% of total job placement) were employed by the end of 2022 and 328,741 women (37% of total job placement) have been employed by the end of September 2023.
THANK YOU

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