



TURKEY

Contribution to the 2015 United Nations Economic and Social Council (ECOSOC) Integration Segment

MINISTRY OF EDUCATION OF THE REPUBLIC OF TURKEY
CONTRIBUTION TO THE
INTEGRATION SEGMENT OF THE ECOSOC
30 MARCH – 1 APRIL 2015

- **How is your government addressing the challenges of education/skills and jobs mismatch in your country, especially in the context of the transition to a sustainable development? Does your country have successful initiatives that link education and training to the world of work?**

In order to address the challenges of education/skills and jobs mismatch in the country, the Ministry of Education of the Republic of Turkey conducts studies regarding the National Education System which take the following sources as a reference: The Constitution, laws on education, development plans, government programs, strategic plans, council decisions, national and international educational standards, the scientific developments in the field of education, monitoring and evaluation reports, along with the views and recommendations of stakeholders.

In this regard, many studies have been carried out to identify the overlap between the expectations of the labor market and the outputs of the training programs in the context of the transition to sustainable development.

Within the process of matching the labor supply with demand, the Ministry of Education takes into consideration the changes and developments in the economical, social, cultural, and technological fields. The vocational education and training system, which provides professional knowledge and skills for employment, is strengthened in the framework of lifelong learning policies.

Another aspect of the studies conducted are the needs, expectations, and characteristics of individuals and the community. The studies carried out, which are based on labor market analyses, consist of the supply and demand equilibrium and the labor needs at the regional, local, and national levels.

The national vocational and technical education system in Turkey is listed under the following titles: National occupational standards, national vocational qualifications, modular vocational training programs, assessment and evaluation, certification, quality assurance system, professional guidance and promotion.

Vocational and technical education targets a transparent, student-centered, and quality education which can facilitate the movement of labor by providing a foundation for individuals to compete with their national and international peers in the highly competitive workforce.

Vocational and technical education is implemented through formal and non-formal educational institutions, helping individuals achieve the necessary knowledge, skills, and competencies for employment.

While preparing the formal and non-formal vocational and technical education programs, which have a modular structure, the Ministry takes into account sectorial and technological developments, labor market needs, national occupational standards, national qualifications, international standards, national and international conventions and classifications, and occupation related legislation. These programs are prepared and updated by the commissions formed with the participation of sector representatives and experts, based on learning outcomes and qualifications.

Training programs are prepared by the Vocational Qualifications Institute together with industry representatives and social partners, based on national vocational standards and qualifications. These programs have an enhancing effect on the coherence between training skills and jobs. There exists a strong cooperation between the Ministry of Education and industry representatives, trade associations, trade unions, and social partners through protocols in relevant areas.

In order to solve the problems of education or the mismatch between skills and jobs, it is important to provide effective vocational guidance to students at the basic educational level. "Guidance and Career Planning Course Program" is prepared to help individuals be more aware, independent, and productive. Students completing this program are expected to become individuals who "can evaluate alternative options for their careers" and "appreciate the value and importance of their professions." Furthermore, they should be able to:

- Realize the kind of trainings required for the profession in which they are interested;
- Realize the characteristics required by the profession in which they are interested;
- Appreciate the employment opportunities of their professions in the long term;
- Prepare an individualized career planning file;
- Evaluate the realization of current career objectives; and,
- Evaluate the alternatives in career planning.

In order to prevent individuals from encountering a mismatch between education/skills and job requirements, the achievements listed above are skills to be gained at the secondary school level.

Secondary schools continue to provide education under the guidance of “Basic Law of National Education, Article 28” and the “Secondary Education Regulation Article 7.” By extending the compulsory education attendance to 12 years, the Ministry of Education aims to prepare students for higher education with the goal of increasing the skilled labor force.

Within this context, the Ministry of Education continues to implement the programs of the "Secondary Compliance Program, Intervention Model and Social Events Portfolio" in order to prevent school drop-outs and improve the quality of education. Studies that are designed with the “preventive and developmental guidance approach” aim to support the academic and professional growth of students, in order to contribute to the training of skilled manpower required for sustainable development.

- ***Is youth employment a major issue in your country? What is the proportion of the youth labor force (aged between 15-24) that is unemployed in your country? Does your government have specific programs targeted at youth employment?***

In 2011, "National Youth Employment Action Plan" was prepared in Turkey under the United Nations program of "Decent Work For Everyone: National Youth Employment Programme" together with the Ministry of Development, Ministry of Education, Ministry of Agriculture, Turkish Labor Agency (İŞKUR), Confederation of Turkish Trade Unions (TÜRK-İS), Confederation of Workers Rights (HAK-İS), Confederation of Progressive Trade Unions of Turkey (DİSK), Turkish Confederation of Employer Associations (TİSK) and with the support of Youth Employment Association representatives, academicians and relevant organizations and institutions of the United Nations (ILO, IOM, FAO, UNDP).

An action matrix covering the period between 2011-2015 has also been added to the above-mentioned action plan. The activities in the matrix are carried out under the coordination of the Turkish Labor Agency (İŞKUR).

**THE CONTRIBUTION OF THE MINISTRY OF LABOR AND SOCIAL SECURITY OF
THE REPUBLIC OF TURKEY**

TO THE INTEGRATION SEGMENT OF THE ECOSOC

30 MARCH – 1 APRIL 2015

Question 1- What kind of policy initiatives and approaches your Government have to facilitate the transition from informal to formal employment and to formalize and increase sustainability of small and micro enterprises, taking into account the economic, social and environmental dimensions of sustainable development?

The “National Employment Strategy” was prepared by the Ministry of Labor And Social Security of the Republic of Turkey, in order to increase awareness about formal employment and to prevent informal employment in coordination and cooperation with the relevant organizations.

One of the main objectives of the “National Employment Strategy” is to reduce the unregistered employment in nonagricultural sector to below 15 percent and that of the women unemployment to 30 percent by 2023.

Under the 10th Development Plan, which covers the period from 2014 to 2018, “Reducing the Grey Economy Program” was established by the Ministry of Labor and Social Security. The Program consists of many action plans and measures which aim to reduce the grey economy, to strengthen economic stability and to improve distribution of income, along with improving competition and efficiency in the economy.

Furthermore, as part of the governmental policy, legal infrastructure is set for the incentive based systems that are used to encourage the transition from informal to formal employment. In this regard, government agencies work in coordination and cooperation with each other to prevent the informal employment.

Turkey makes use of printed and visual media, along with seminars and briefings to educate citizens regarding the importance of social security, the rights and responsibilities of the employers and employees.

Question 2 - Is youth employment a major issue in your country? What is the proportion of the youth labor force (aged between 15-24) that is unemployed in your country? Does your government have specific programmes targeted at youth employment?

According to the results of the “Constant Household Labor Force Survey” provided by Turkish Statistical Institute, as of October 2014;

- The unemployment rate among youth is 19.7 percent,
- The number of employment among the youth (age 15-24) is 3 million and 860 thousand,
- The number of unemployed among the youth is 944 thousand,
- The number of labor force among the youth is 4 million and 804 thousand,
- The number of employed is 26 million and 138 thousand,
- The number of unemployed is 3 million and 43 thousand,
- The number of labor force is 29 million and 181 thousand,

Furthermore, the unemployment rate among youth

- in 2011 was 16.8 percent
- in 2012 was 15.8 percent
- in 2013 was 17.1 percent.

The Ministry of Labor And Social Security of the Republic of Turkey carries out its mandate 1) with the mission of “regulating and overseeing work conditions, ensuring a peaceful work environment, taking measures to promote social security, contributing to welfare, and protecting the rights and interests of citizens working abroad,” and 2) with the vision of “Turkey as a model country in the world, in which full employment, a peaceful work environment, improved working conditions, and social security are provided for all.”

Within this framework, the Ministry of Labor And Social Security is working on projects that encourage the employment of groups requiring special policies, with the young population being a priority.

National Employment Strategy (2014-2023) is established to find sustainable solutions for the structural problems of the labor market, and to increase the contribution of economic growth to employment in the long and medium term.

Under the action plan that has been established for the term of 2014-2016, the Ministry of Labor and Social Security encourages youth entrepreneurship, supports employment training for the young population, encourages gender equality, promotes access to public employment services for the youth in rural areas, and combats illicit work.

Moreover, in 2011, "National Youth Employment Action Plan" was prepared under the United Nations program of *"Decent Work For Everyone: National Youth Employment Programme"* together with the Ministry of Development, Ministry of Education, Ministry of Agriculture, Turkish Labor Agency (İŞKUR), Confederation of Turkish Trade Unions (TURK-IS), Confederation of Workers Rights (HAK-IS), Confederation of Progressive Trade Unions of Turkey (DISK), Turkish Confederation of Employer Associations (TİSK) and with the support of Youth Employment Association representatives, academicians and relevant organizations and institutions of the United Nations (ILO, IOM, FAO, UNDP).

An action matrix covering the period between 2011-2015 has also been added to the above-mentioned action plan. The activities in the matrix are carried out under the coordination of the Turkish Labor Agency (İŞKUR).

Question 3 - How is your government addressing the challenges of education/skills and jobs mismatch in your country, especially in the context of the transition to a sustainable development? Does your country have successful initiatives that link education and training to the world of work?

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Within the process of matching the labor supply with demand, the Ministry of Education takes into consideration the changes and developments in the economic, social, cultural, and technological fields. The vocational education and training system, which provides professional knowledge and skills for employment, is strengthened in the framework of lifelong learning policies.

Another aspect of the studies conducted are the needs, expectations, and characteristics of individuals and the community. The studies carried out, which are based on labor market analyses, consist of the supply and demand equilibrium and the labor needs at the regional, local, and national levels.

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professional growth of students, in order to contribute to the training of skilled manpower required for sustainable development.

Furthermore, Ministry of Labor And Social Security has initiated efforts to create the “National Qualifications System.” In order to match the skills gained with vocational and technical education with the needs of the business world. In this context, Ministry of Labor And Social Security is working to provide access to education for all, to help everyone acquire the basic skills for employment starting from pre-school, and to improve the quality and effectiveness of education and vocational training.