



# TURKISH EMPLOYMENT ORGANISATION AND THE ROMA

**Davut ÖKSÜZ**  
*Employment Expert*

# CONTENTS

- Information About Turkey
- General Information About İŞKUR
  - Short History, Aims, Services, Bodies
  - Provided Services
- General Information About Roma
  - Problems
  - Employment Situation
  - Social Exclusion
  - Strategy of İŞKUR About Roma
  - Provided Services to Roma by İŞKUR





# TURKEY

- ✓ Capital City: Ankara
- ✓ Population: 74 million
- ✓ Half of population is below age 29,2
- ✓ Participation rate: 51%
- ✓ Employment rate: 46%
- ✓ 17,9 % of the total labour force consists of 15-24 age group.
- ✓ Unemployment rate: 9,2%

# TURKISH EMPLOYMENT AGENCY

- ✓ Employment Agency was established in 1946.
- ✓ Employment Agency was focused mainly on sending workers to abroad from the end of the 1950s to the mid of the 1970s.
- ✓ In 1990s some important steps were taken for being a modern employment agency. (Projects, ALMP)
- ✓ It was reorganized as **“Türkiye İş Kurumu” (İŞKUR)** in 2003.
- ✓ In headquarters 550, in the provinces 2.700, in total 3.250 staff
- In 2011, 4000 Job and Occupational Consultant Staff is agreed to be recruited.
- The aim is to increase total staff number to 10.000 by the year of 2013.

# Aims

- To help;
    - Protecting
    - Developing
    - Increasing
  - Prevention of Unemployment
  - To Execute Unemployment Insurance Procedures
- 
- Employment

# Responsibilities

- To help in activities for developing a national employment policy,
- To compile, analyse, interpret and publish labour market data on a local and national basis,
- To execute matching activities,
- To execute active labour-force programmes,
- To execute passive labour-force programmes.

# Bodies

- General Board
- Administrative Board
- General Directorate
- Provincial Employment and Vocational Training Boards



# Employment Services

- Domestic Placement
- Foreign Placement
- Private Employment Services

# Active Labour Programmes

- Activities of Training Labour-force
- Activities of Job and Occupational Consultancy
- Investigation and Development Studies in Occupation

# Passive Labour Programmes

- Unemployment Insurance Applications
- Short Term Work Benefit
- Wage Guarantee Fund
- Job Loss Compensation

# THE ROMA IN TURKEY

# General Information

- It is known that The Roma has lived in Turkey since 9. century.
- There is no certain statistics about the number of Roma citizens.
- %97 of them live settle.
- They have been exposed to social exclusion for a long time.

# Essential Problems

- Education
- Accomadition
- Health
- Employment
- Social Prejudices

# Situations of Employment

- Because their education level is about 25 %, it also affects some factors negatively such as income, employment, social insurance, social security etc.
- The majority of family members suffer from the lack of jobs providing continuous income.
- Their children start working in early ages to support family income.
- Roma usually works as flower sellers, waste (paper, metal, plastic) collectors, street vendors and street musicians.

# Social Exclusion 1

- Most of Roma citizens are affected by social exclusion and high-poverty which is one within the other so making a vicious circle.
- Most of Roma citizens live in places which are below living standards.
- Education problem needs urgent solutions.
- They have slight possibilities of accessing social insurance and continuous work.
- They work in many kinds of jobs especially in temporary ones in non-registered economy.



# Social Exclusion 2

- Social exclusion causes problems in most of the sectoral politics.
- Since the fall of 2009, the activities of improving Roma's conditions, named «Roma Initiative», has been launched.

# Strategy of İŞKUR I

- Providing occupational education, depending on Roma's culture and their occupational trend.
- Providing social entegration by making Roma citizens benefit primarily from the service of labor-force adjustment and courses
- Because of their disadvantage in employment, creating solutions for employing them.
- By specifying Roma as a target-group, increasing Roma employment in the industrial areas with supporting social responsibility projects.

# İŞKUR's Strategy II

- Increasing the employment possibilities for unemployed and unqualified people by organising courses for providing occupation.
- Placing the Roma citizens in the “priority group” in the National Employment Strategy.
- Giving consultancy services to choose current and production-based occupations

# In The Term of Strategy

- A minimum 20 % rate of employment is being guaranteed through the arrangements of vocational courses that are organised to the extend of the demand and general tendencies of the Roma citizens.
- In various periods of time, meetings with the aim of sharing information are being held with the leading Roma institutions and representatives.
- The operation in the extend of “Social Inclusion” is still ongoing for not only the Roma citizens, but also for all the disadvantaged citizens suffering from “Social Exclusion”.

# The Services aimed at Romas

- With the aims of providing accessibility to the vocational education programmes and social inclusion for Roma citizens, the on-the-job training programmes, organised in 16 provinces, is strengthening the presence of Romans in the social life.

# İŞKUR Expectation Survey 1

- The survey was made to specify the vocational tendencies and the populational characteristic of the Roma citizens.
- It's aimed towards concentrating on organising courses fitting specifications and tendencies of the Roma citizens and to make avail them of İŞKUR services according to the survey.
- In the frame of this work, in 16 provinces 2.515 Roman citizens were included in this survey.

# İŞKUR Expectation Survey 2

They were asked detailed questions about;

- Age, educational status, marital status and occupation
- The nature of the job taken and the instruments for finding jobs.
- For the unemployed, whether a job was being searched or not and the nature of the job searched.
- The expectations from İŞKUR and the services that has being benefitted from
- The reasons for their exclusions of the labour market.

# İŞKUR Expectation Survey 3

- 69.1% of the survey participants were men, while 30.9% of them were women.
- 15.6% were illiterate, while 11.1 % were literate.
- Amongst the women, the rate of the illiteracy was 30% while the rate of literacy was 14.8%.
- 53.4% of them had an occupation and 32% of them were manual workers.
- 30.3% of them were employed while 58% of them were unemployed.
- 58% of the employed was working in temporary jobs while the 42% was working in permanent jobs.



# İŞKUR Survey of Expectations 4

- 9.3% of the participants were beneficiaries from İŞKUR services.
- According to survey results 21% of the participants was already recorded to İŞKUR database.
- When the Roma were asked what they would expect from İŞKUR;
  - To provide them with jobs was their primary expectation
  - Vocational Education Courses were their second most important expectation.

# Social Inclusion Operation

- The Social Inclusion Operation, while aiming for an easier access of the disadvantage people to the labour markets, also includes “the Roma” a target group.
- In the scope of this project, the disadvantage people will be provided with;
  - Guidance and counselling services,
  - Rehabilitation programmes,
  - Active labour market programmes,
  - Activities for raising awareness

**THANK YOU  
FOR YOUR ATTENTION**