TURKISH EMPLOYMENT ORGANISATION AND THE ROMA

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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
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 9th 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
- Accommodation
- Health
- Employment
- Social Prejudices
Stuations 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 standarts.
- Education problem needs urgent solutions.
- They have slight possibilities of accessing social insurance and continous 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.
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.
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 been benefitted from
- The reasons for their exclusions of the labour market.
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.
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