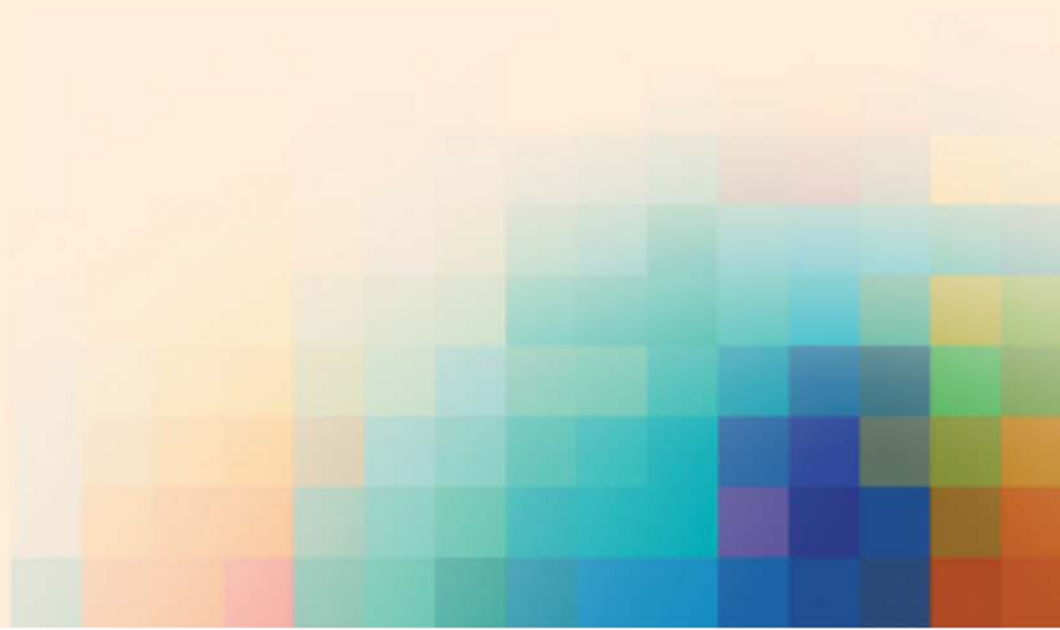


United Nations Joint Programme
**“Growth with Decent Work for All:
National Youth Employment Programme and
Pilot Implementation in Antalya**



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MDG-F 1928 United Nations Joint Programme
“Growth with Decent Work for All:
National Youth Employment Programme and
Pilot Implementation in Antalya”



November 2012



Work is one of the most important ways through which individuals express themselves and take part in production. However, limiting work merely to production would not be sufficient in grasping the full meaning of the concept since human beings who both socialize and enjoy moral satisfaction by working also build respect in society by sustaining their lives.

To better understand the importance of work, we need to address the phenomenon of unemployment. As a problem that humanity in our day is waging a global struggle against, unemployment profoundly influences the lives of individuals. Hence, welfare loss and social problems generated by unemployment are among priority issues awaiting solution.

The picture that emerges particularly as a result of global crisis is extremely important in terms of demonstrating the extent of the problem posed by unemployment to all countries of the world. It is another important point to be stressed that rates of unemployment triggered by economic crisis are higher among young people than in general population. This situation shows that youth are particularly vulnerable in labour markets. While in the process of crisis Turkey enjoys a more advantageous position than many others in respect to youth unemployment, supporting youth employment has its steady place in our agenda.



Youth make up the subject of many activities that, as the Employment Organization of Turkey, we have been conducting to combat unemployment. In this context, the United Nations Joint Programme: Growth with Decent Work For All: A National Youth Employment Programme and Pilot Implementation in Antalya we implemented together with Food and Agriculture Organization of the United Nations (FAO), International Labour Organization (ILO), International Organization for Migration (IOM) and United Nations Development Programme (UNDP), is one of the most important initiatives focusing on youth and developing suggestions for the solution of the problem of youth unemployment.

The UN Joint Programme is a pioneer work in bringing solution to the problem of unemployment through close cooperation and collaboration among national and international organizations and sharing of relevant experience.

Dr. Nusret Yazıcı

Director General, Turkish Employment Organization





Since September 2009, the United Nations (UN) Joint Programme: “Growth with Decent Work For All: A National Youth Employment Programme and Pilot Implementation in Antalya” carried out a series of activities nationwide and in Antalya to generate opportunities for decent work for the youth. The salient objectives of the UN Joint Programme are: to create a “National Youth Employment Action Plan”; to reduce unemployment among young population, especially vulnerable members of migrant families; and increase the participation of young women in the labour force in Antalya.

Financed by UNDP/Spanish Government MDG Achievement Fund, the Joint Programme has been implemented under the leadership of the National Employment Agency (İŞKUR) in strong collaboration and cooperation with the United Nations agencies notably International Labour Organization (ILO), United Nations Development Programme (UNDP), UN Food and Agriculture Organization (FAO) and the International Organization for Migration (IOM).

İŞKUR and the partnering UN Agencies brought their respective expertise and perspectives to the Joint Programme and pursued a comprehensive and multidimensional approach with a view to supporting the dynamics of labour supply and demand and ensuring effective delivery of employment services, by providing better coordination between the needs of the labour market and the quality of the labour supply in Antalya. In addition, the Joint Programme secured the implementation of employment, youth and migration management measures effectively for the benefit of youth in the labour market. An extraordinary synergy was created as a result of their joint effort in collaboration with the local authorities, communities and people of Antalya, which culminated in stimulating decent work opportunities for the young population of Antalya.

Within the three years of its implementation, the UN Joint Programme has succeeded in creating a significant impact in Turkey and Antalya. The National Youth Employment Action Plan, which was developed through a participatory and consultative approach and endorsed by İŞKUR, would be regarded as one of the strategic outputs of the UN Joint Programme. The training and capacity enhancement activities for the local institutions, the extensive support provided for the select vocational training programmes, sector development initiatives, migration management measures, rural employment generation activities are among the key activities implemented successfully in Antalya.

The book you are about to read contains comprehensive information about the Joint Programme activities and achievements.

I would like to present my commendation to the devoted staff of İŞKUR, partnering UN agencies and the local institutions, the stakeholders and the people of Antalya who supported and contributed to the realization of objectives of the UN Joint Programme. I firmly believe that national and local ownership will ensure the success and sustainability of the Joint Programme and pave the way for replicating the experience nationwide and for the future initiatives in Turkey.

Shahid Najam

UN Resident Coordinator in Turkey








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“Growth with Decent Work for All: National Youth Employment Programme and Pilot Implementation in Antalya”

The United Nations (UN) Joint Programme “Growth with Decent Work for All: A National Youth Employment Programme and Pilot Implementation in Antalya” was launched in December 2009 to reduce unemployment among youth and to promote the labour force participation of young women in particular and continued until December 2012. The UN Joint Programme conducted many activities at national and local (Antalya as pilot region) level to improve the access of youth in the age group 15-24 to decent work opportunities and promote sustained and decent jobs in employment.

The Programme was implemented jointly by the Food and Agriculture Organization of the United Nations (FAO), International Labour Organization (ILO), International Organization for Migration (IOM), United Nations Development Programme (UNDP) and the Turkish Employment Organization (İŞKUR) as the national implementing agency of the Joint Programme. The programme was financially supported by Millennium Development Goals Fund (MDG-F) provided by the Spanish Government.

What are Millennium Development Goals and Millennium Development Goals Fund? What are the Millennium Development Goals and Millennium Development Goals Achievement Fund?

In September 2000, the United Nations held a Millennium Summit where 191 countries, including Turkey, decided to achieve eight “Millennium Development Goals” (MDGs)¹ by 2015, one of which being to reduce world poverty by half. On December 18, 2006, the United Nations Development Programme (UNDP) and the Spanish Government signed a crucial agreement to allocate funds worth \$750 million through the UNDP in the next four years to achieve the Millennium Development Goals through the joint action of UN organisations, thus launching the Millennium Development Goals Achievement Fund (MDG-F). Within this framework, four projects from Turkey were also accepted to allow for the achievement of the MDGs on a local level:

- I) UN Joint Programme “Growth with Decent Work for All: A National Youth Employment Programme and Pilot Implementation in Antalya”,
- II) UN Joint Programme on Enhancing the Capacity of Turkey to Adapt to Climate Change,
- III) UN Joint Programme on Alliances for Culture Tourism in Eastern Anatolia and
- IV) Harnessing Sustainable Linkages for SMEs in Turkey’s Textile Sector.

¹ Millennium Development Goals are: 1) eradicate extreme poverty and hunger; 2) achieve universal primary education; 3) promote gender equality and empower women; 4) reduce child mortality; 5) improve maternal health; 6) combat HIV/AIDS, malaria and other diseases; 7) ensure environmental sustainability; and 8) develop a global partnership for development.



Why Antalya?

Antalya was chosen as pilot region by the United Nations Joint Programme for several reasons:

- Antalya is one of the leading provinces in Turkey in terms of receiving migration from other parts of the country. Migration is a dynamic factor affecting young population as well
- Existence of emerging sectors that have the potential of making Antalya's impressive economic growth sustainable
- Need to establish sufficient accord between the needs of respective sectors and existing human resources in Antalya
- Noncontinuance nature of employment opportunities since jobs in the province are mainly seasonal
- The dominance of the sector of tourism in the economy of the province and sensitiveness of industry before labour force fluctuations due to the seasonal nature of the sector

What has the UN Joint Programme Accomplished in Three Years?

The book you are about to read consists of basic information on activities conducted under the UN Joint Programme. During its implementation period of three years, various activities were conducted under the following headings:

At National Level

- Policy Development / Strategy and Planning
- Research

At Local Level

- Strategy and Planning
- Trainings
- Capacity Building
- Research

The Leading activities of the UN Joint Programme at National and Local Level

The UN Joint Programme "Growth with Decent Work for All: A National Youth Employment Programme and Pilot Implementation in Antalya" carried out activities at both national level and at local level in Antalya Province. At national level, activities included enhancing the capacity and service areas of İŞKUR and Provincial Employment and Vocational Training Boards (PEVTB); analysing labour market trends until 2020 through the occupational profile of Turkey and development and inclusion of "National Youth Employment Action Plan" in strategies and action plans of relevant organizations. At local level, the programme supported labour force supply and demand dynamics while working to eliminate mismatch between labour force supply and demand. With its activities at both local and national level, the UN Joint Programme gave support to the effective implementation of employment, social inclusion and migration management policies favouring youth groups and women in particular.



National Level

Policy Development/Strategy and Planning

National Youth Employment Action Plan

The first “National Youth Employment Action Plan” in Turkey was prepared by the National Technical Team (NTT)² formed under the UN Joint Programme with the participation of representatives from relevant government agencies and employers’ and workers’ organizations, academics and non-governmental organization of youth. During the process, NTT members participated to training seminars and workshops organized by the ILO International Training Centre (ITC-ILO), ILO Youth Employment Programme and Youth Employment Network (YEN) Secretariat. While developing the Action Plan in the light of ILO’s Guide for the Preparation of Action Plans on Youth Employment, the NTT built on different fields of expertise including employment and decent jobs, poverty alleviation and development, rural development and migration which UN organizations in the UN Joint programme represented.

In this context, Prof. Dr. Emine Olhan prepared a situation analysis report for the purpose of incorporating issues related to the employment of rural youth into the National Youth Employment Action Plan. The report titled “Structure of Rural Employment in Turkey” included data on economic and socio-cultural situation in Turkey and in Antalya, labour market and employment dynamics and the state of rural and agricultural employment. These data were also included in the National Youth Employment Action Plan.

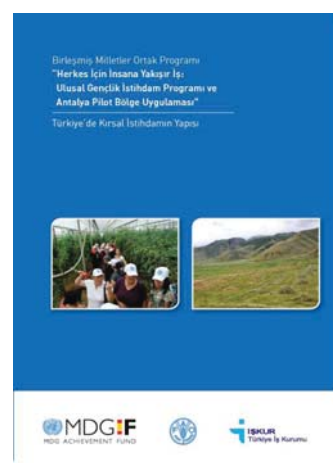
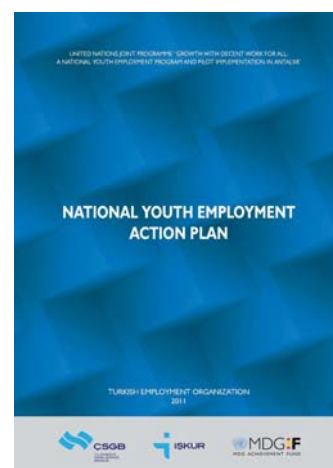
While developing the Action Plan, the workshop “Migration Management in Turkey” was organized to identify the basic needs of migrant youth, support their employment and to include this issue in the Action Plan as well. The workshop sought establishing the link between migration management in Turkey and youth employment as well as developing pertinent policies in this area by looking at the local from a global perspective.

The “Document on Suggestions and Feedback on the Draft National Youth Employment Action Plan” prepared under the coordination of Assoc. Prof. Helga Rittersberger Tılıç stressed the importance of migration as a component crucial considering in the context of youth employment. This work contributed to the National Youth Employment Action Plan and policy suggestions in terms of incorporating the basic needs of migrant youth, their adaptation to urban environments and employment.

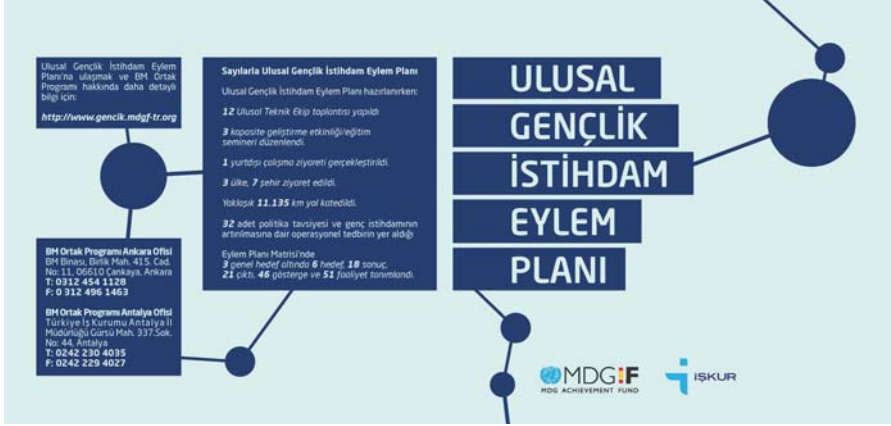
The National Youth Employment Action Plan is the most important output of the UN Joint Programme at national level. The Action Plan completed and shared with public in November 2011 encourages increasing “decent work” opportunities for young men and women through specific activities that the İŞKUR will be implementing in the period 2011-2015 together with other governmental agencies.

Since all decisions in NTT meetings were taken unanimously on the basis of full consensus, the Action Plan is also important as the product of an enviable process of social dialogue. All policy suggestions and actions constituting the Action Plan were determined upon the discussion by and agreement of parties represented in the NTT.

² The National Technical Team was composed of representatives from the following organizations: Employment Agency of Turkey (İŞKUR), Trade Union Confederations of Turkey (TÜRK-İŞ), Fair Trade Unions Confederation (HAK-İŞ), Confederation of Progressive Trade Unions (DİSK), Ministry of Development, Statistics Institution of Turkey, Ministry of National Education, Ministry of Food, Agriculture and Animal Husbandry and Youth Employment association (GİDER).



National Youth Employment Action Plan with its Main Features



National Youth Employment Action Plan consists of three main parts.

The “Situation Analysis” includes assessments and comparative data regarding macroeconomic and social developments and youth labour markets. “Policy suggestions” which are based on the outcomes of this Situation Analysis Durum points to inter-sectoral and inter-agency policies in combating youth employment by developing a holistic approach. The “Action Plan Matrix” covers activities that the İŞKUR will conduct in the period 2011-2015 in cooperation with other governmental agencies and social partners. The guiding principles of the National Youth Employment Action Plan can be summarized as inclusiveness (domestic migrants, persons with disabilities, etc), gender equality at all levels, youth-focused approach and social dialogue again at all levels.

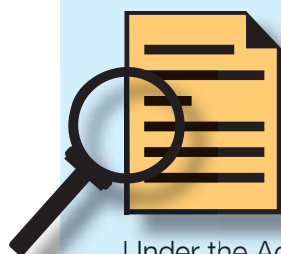
The National Youth Employment Action Plan relating to some 12 million people in the age group 15-24 can be accessed at the websites of the UN Joint Programme and İŞKUR.³



³ <http://www.mdgf-tr.org/genclik/v2/p/tr/ulusal-genclik-istihdam-eylem-planı.php> - www.iskur.gov.tr

National Youth Employment Action Plan in Figures

While developing the National Youth Employment Action:



Under the Action Plan Matrix which included

32 policy suggestions and operational measures to enhance youth employment;

6 objectives and

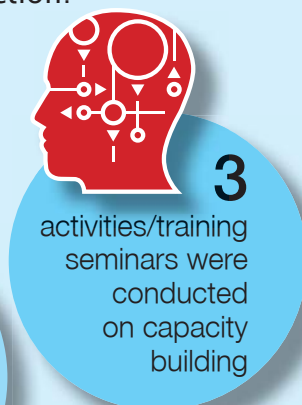
18 outcomes under

3 overall objectives,

21 outputs,

46 indicators and

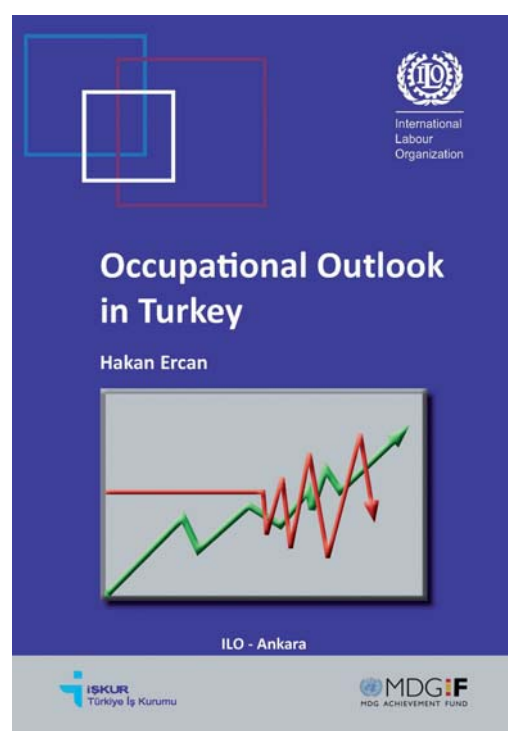
51 activities were identified



Research

Occupational Outlook in Turkey

The report "Occupational Outlook in Turkey" prepared by Assoc. Prof. Hakan Ercan from the Department of Economics, Middle East Technical University includes medium-term projections on population, labour force and employment up to the year 2010. The report was prepared by using two-digit micro data on occupational and economic activities specially prepared for the UN Joint Programme by the Statistics Institute of Turkey. As such, the report addresses various issues including: occupational areas that seem to be preferred more until 2020; occupations that tend to grow faster than others; directions that population and labour market trends may evolve towards; existing labour market trends; employment trends on sector basis and relationship between education-training and employment. The report was shared with the public at a meeting held in Ankara on 2 November 2011. The report was presented in the morning session of the meeting and a technical workshop was held in afternoon. Participated by academics, social partners and technical experts of governmental agencies, this workshop sought answer to the question "how should be the occupational profile fit for Turkey?"





Activities in Antalya Pilot Region

Strategy and Planning

It was the major strength of the programme throughout three years of implementation that each partner of the UN Joint Programme reflected its unique expertise and technical capacity to the process. The UN organizations taking part in the programme mobilized their technical capacity and expertise in close contact and collaboration with public and private agencies in Antalya and pioneered in the development of short, medium and long-term plans and strategies.

Institutional Need Assessment

A two-stage approach was followed in developing strategies on institutional structure geared to ensuring the institutional sustainability of activities conducted under the main objectives of the UN Joint Programme and scaling up best practices in this field.

At the first stage, the existing situation was analyzed. Firstly, a detailed report was prepared and needs analysis was conducted in relation to the given institutional capacity of İŞKUR and Provincial Employment and Vocational Training Board (PEVTB) as the implementing agency of the Joint Programme.

The work prepared for İŞKUR aimed at exploring existing resources and difficulties faced in practice at both General and Provincial Directorate levels by going over legislation presently in effect as well as best practices at international level. Detailed desk reviews as well as questionnaires and focus group meetings at national and local levels contributed to accomplishing a realistic and comprehensive situation analysis.

Similarly, the existing legislation was examined for the PEVTB as well. At provincial level, detailed questionnaires and interviews were conducted with all PEVTB members and practices that appear to be promising for Turkey were identified after going over international success stories.

In the second phase of the process development plans were prepared for İŞKUR and PEVTB. In line with needs identified in the situation analysis, a plan for restructuring and an associated development plan were developed for both the HQ and Provincial Directorate of İŞKUR. As for the PEVTB, suggestions were developed to improve functioning and to further develop and strengthen relations among PEVTB members.

In the process, while some activities were integrated to İŞKUR General Directorate's efforts for restructuring at national scale in 2010, some of the development plans suggested to İŞKUR Provincial Directorate and local were reflected to work plans in the context of UN Joint Programme activities.

Clustering Work Plans

The institutional needs analysis revealed that the sector-based and regional economic development perspective is not sufficiently reflected to province level work plans. This observation once more stressed the importance of holistic planning of activities under sector development strategies in line with the UN Joint Programme objectives. Consequently, the UN Joint Programme conducted a special work for both İŞKUR and developed "Clustering Work Plans" for both agencies so as to stress sector-based perspective and harmonizing sector development activities with existing service packages by making use of clustering methodology. With these work plans, an important step was taken to have local actors to lead sector development activities and to promote joint action by public and private sectors and universities in line with province-level priorities and economic dynamics.

Rural Employment and PEVTB

One of the important contributions of the UN Joint Programme in Antalya was the inclusion in PEVTB agenda of issues related to rural employment. There were intensive advocacy activities for including rural employment issues in labour market analyses to be conducted under PEVTB decisions and also trainings in rural employment while determining annual training programmes. In order to include rural and agricultural issues in the agenda of quarterly PEVTB meetings, representatives from organizations such as Provincial Directorate of Food, Agriculture and Livestock and Union of Exporters joined the board.

Labour Market and Migration

The UN Joint Programme also conducted activities to mobilize local partners to improve the employability of youth migrating to Antalya, including women in the first place. Through both National Youth Employment Action Plan, Sustainability and Exit Strategy of the Joint Programme, PEVTB meetings with relevant groups were made to include issues related to social inclusion, basic life skills and adaptation to labour market and to have training programmes cover these issues as well.

Through this channel, there was also contribution in making active and balanced mobility of young population as a step for balancing ongoing unemployment disparities in Turkey.

Trainings

UN Joint Programme in numbers



- 1267 people participated in Vocational Trainings
- 144 people participated Entrepreneurship Trainings
- 1201 people participated in Basic Life Skills trainings

The main objective of the UN Joint Programme is to reduce youth employment and increase decent work opportunities. To this end, many training programmes were implemented in Antalya. These training activities were carried out in close cooperation with relevant public and private sector agencies.

Vocational Training Courses and Training in Entrepreneurship



Assessments were made on the outcomes of Antalya Labour Market Survey and Antalya Labour Market Analysis as well as Screening of Priority Sectors carried out in the period September 2010-January 2011, which ended up with the identification of occupations for which there was higher demand in Antalya labour market. Following this, the UN Joint Programme started to provide support to İŞKUR's vocational training courses in Antalya from 2011 and on. In the first phase of these trainings for the age group 15-24 which started in May 2011, the topics covered were "Sick and elderly Care", "Office Work" and "Job as a Cashier". As of October 2012, 654 persons including 382 females took part in these courses in 14 different areas. Starting from 2011, the number of training courses delivered by İŞKUR with the support of the UN Joint Programme reached 32.

In addition, 144 participants half of whom were females were given training in entrepreneurship in 2011. In September and October 2012, 46 young participants including some with disabilities were given pilot entrepreneurship training consisting of three components. Following training courses, participants were provided coaching and guidance in presenting their business plans to the KOSGEB and other funding agencies to reach necessary start-up funds. The three components of this pilot training were "reaching and selecting potential entrepreneurs" "entrepreneurship training" and "business coaching." It is now envisaged to repeat this pilot training in other provinces on the basis of İŞKUR-KOSGEB cooperation.



Trainings for Rural Employment

A significant part of trainings delivered in Antalya under the UN Joint Programme was related to rural employment. Prior to these trainings geared to strengthening rural employment, fields of training that could help increase rural employment in Antalya were identified in the light of the report “Structure of Rural Employment in Turkey” prepared by Prof. Emine Olhan for the UN Joint Programme”. Starting from the second year of the Joint Programme, trainings covered the following topics: “Culture, harvesting and packing of ornamental plants”, “seedling and sapling production”, “plant protection and use of pesticides” and “seed production and seed quality.”



Trainings for Women Farmers

Trainings in plant protection and medication were delivered in three stages in the period May 2011-November 2012 in partnership with the Provincial Directorate of Food, Agriculture and Livestock with the Women Farmers Section of the General Directorate of Organization and Support of the Ministry as the cooperating party. Trainings covered 330 women farmers from different districts and villages of Antalya as well as 50 agricultural counsellors. In addition to formal trainings covering such topics as “best farming practices” (global gap), “plant diseases”, “pests and combat against” and “adoption of innovative methods in farming”, visits were made to active greenhouses in the area to engage in practices in line with theoretical courses. As a result of interviews with relevant stakeholders and evaluations by participants, the second and third stages in training focused on theoretical and practical training of women farmers engaged in greenhouse farming with topics including “management in small family farming enterprises”, “labour force use and planning” and “management of financial resources and marketing.”⁴



“Let’s not forget that training a man is training an individual while training a woman is training a family!”

Habie Akıncı, A woman farmer

⁴ The speech in which Habibe Akıncı, one of the participants of this training programme, shared her experiences is published in the “interesting stories” section of the internet page of Millennium Development Goals Fund.
<http://www.mdgfund.org/country/turkey/story/EmpoweringwomenfarmersinAntalya/>

Trainings in Seed Production

The second training in the context of rural employment was on seed production. Under the Joint Programme, an analysis conducted in 2012 investigated strategic sectors in Antalya with reference to such criteria as annual income, employment possibilities and export potential. This analysis pointed out to seed production as an emerging sector in the province. On the basis of this analysis a training was organized on “Seed Quality and Technology” as the Sub-union of Seed Industrialists and Producers (TSÜAB) as the partner organization in cooperation with Western Mediterranean Agricultural Research Institute (BATEM) and Ege University Seed Technology Research and Implementation Centre. Needs analysis conducted helped identify the target people in need of training, training topics and trainers. In the period 12 September-10 October 2011 the training consisting of theoretical and applied parts was delivered to two different groups. Besides receiving training in “seed quality”, “seed culture and harvesting” and “packaging and storing”, 60 young trainees found the chance of observing such works as germination, physical purity and disease tests in BATEM’s Aksu laboratories. The training programme was recorded by Bereket TV, a national broadcasting company and aired in a programme titled “Expert View.”

Promoting Private Entrepreneurship in Nursery and Sapling Production



In cooperation with the HQ of the Chamber of Forest Engineers, training was organized in Antalya from 19 to 24 September 2011 in “promoting private entrepreneurship in sapling production”. There were 30 trainees as new graduates in Forest Engineering, Forest Industrial Engineering, Landscape Architecture and Biology. Delivered in two stages as theoretical and practical, the training delivered by expert trainers covered various issues of relevance including “legal basis of special forest saplings”, “techniques of producing bare and covered rooted seedlings”, “sapling marketing

techniques and market survey” and “techniques of producing natural species with high landscape value in Turkey”. Trainees were awarded their certificates at the end of training.

Agricultural Vocational Training Programme in the Production of Ornamental Plants

The next rural employment focused training was the vocational training in the production of decorative plants. In this activity partners were the Association of Exporters of Ornamental Plants, İŞKUR-Antalya and Antalya Stock Exchange. The objective of this training was to supply workers well trained and qualified in preparing sowing-planting environments, proper manure, combat against plant diseases and pests and culturing such decorative plants as carnation by using different techniques. The theoretical part of training was delivered at the Agricultural-Vocational Training Centre of Antalya Stock Exchange (TUMEM) and applied part at facilities of volunteering firms. The topics covered in the training programme were “production techniques in general”, “soil preparation”, “environmental circumstances”, “cultural care” and “carnation and gerbera culture”. The İŞKUR Antalya Directorate covered such costs as 20 TL daily allowances to trainees and their insurance for health, occupational diseases and work accidents. 80% of the first group completing their training were employed by participating firms.

This training programme has given me training, skills and a job; but most important of all, it gave me self-confidence as an individual!

Muazzez Acar, Graduate Trainee, Working in Antalya Tarım A.Ş.

Training of Job and Occupation Counsellors

2,817 Job and Occupational Counsellors (JOC) starting their work nationwide under the İŞKUR slogan “a counsellor for each jobless person” meant both a step forward in attaining national employment targets and the new face of İŞKUR in its relations with employers and job seekers. In the context institutional capacity building, the UN Joint Programme implemented a training programme for JOCs newly starting their duties in İŞKUR Antalya Directorate. These trainings covering 100 JOCs took place in two phases as in June-July 2012 and September 2012.



It can be taken as indicator of success for trainings that trainees were active and participative during training and when issues related to improvement of counselling practices were being discussed and also that after training JOCs were able to translate new knowledge into their daily practices in counselling.

Trainings delivered under the UN organizations as participants of the Joint Programme covered the following topics:

- Effective Access, Matching and Job Placement Services in Job Counselling

- Activities Conducted in Antalya by the FAO in the Field of Rural Development and Employment and Successful Practices at International Level

- Sector Development and Economic Development

- Basic Life Skills for Migrant Youth and Service Delivery Sensitive to Gender and Disadvantaged Groups

- Statistical Data Literacy

- Institutions and Agencies in Antalya

Basic Life Skills Training for Migrant Youth

One of the most important trainings delivered in Antalya under the UN Joint Programme was the “Basic Life Skills Training for Migrant Youth” geared to enhancing adaptation capacities of youth and their families coming in Antalya through migration.

With the methodology adopted and followed in implementation, İŞKUR’s institutional capacity was supported and the sustainability of training in the period after the Joint Programme was ensured.



In this context, the “Basic Life Skills (BLS) Training of Trainers” programme was delivered, in cooperation with İŞKUR, to 27 job counsellors in İstanbul in July 2011. The training programme developed by Prof. Kasım Karataş from Social Services Department of Hacettepe University and Assoc. Prof. Hanife Akar from the Education Department of Middle East Technical University consists of two major parts as trainer’s guide (training files and presentations) and a handbook for trainees.

The programme consists of six modules with headings such as “life in the city”, “job seeking and employment”, “strengthening inter-personal communication skills”, “health care and nutrition”, “gender equality”, “women’s rights and domestic violence” and “strengthening training skills”.

Following the “Training of Trainers” programme, the first pilot training took place in August 2011. With the participation of Antalya Governorate and Antalya Community Centre, the training was delivered by Antalya-İŞKUR’s job counsellors to unemployed young persons majority of who had migrated to Antalya. This work continued with 48 cascaded trainings delivered by İŞKUR-Antalya job counsellors Mr. Oray Kuş and Mr. Ferhat Güney to 1,200 young persons in need (majority of whom were migrants) identified by İŞKUR. As of September 2012 BLS train-

ings were included in capacity building trainings delivered to 80 job and occupation counsellors working for İŞKUR in Antalya and Alanya. The same training programme was delivered in November 2012 to 35 job and occupation counsellors from provinces most affected by migratory movements in Turkey.



Capacity Building

For three years during which the UN Joint Programme was implemented, organizations and agencies involved, including İŞKUR in the first place contributed in various ways to the process of capacity building.

Training Programmes for İŞKUR and PEVTB

Under development plans prepared in line with İŞKUR and PEVTB institutional needs analysis which had been completed as a part of the UN Joint Programme, a part of training programmes foreseen for both institutions was also delivered through the UN Joint Programme. Within the year 2011, two-stage training was organized for İŞKUR's central and local (Antalya) personnel covering the topics of project cycle management, management skills and communication techniques.

Technical Study Visits

There were technical study visits to Austria and Slovenia in March 2011 to support the National Technical Team in the process of drafting the National Youth Employment Action Plan. For İŞKUR staff and PEVTB members, the visit was to the Netherlands in May 2012 for the purpose of conducting observations on and sharing experience in relation to the development and implementation of employment policies and programmes and good practices in employment-focused local economic development processes. During these visits, interviews were made with local employment boards, local governments, civil society organizations and private sector representatives.

Trainings on Clustering

Another important step in the context of capacity building component of the Joint Programme was trainings in clustering in February 2012 for the leading governmental, private and civil society organizations in Antalya. A widely participated session on awareness building was followed by 3-days training in "clustering and cluster development." These trainings contributed to the capacity of local actors in such issues as sustainable development, innovativeness, competitive power and importance of local level partnerships.



Sectoral Analysis and Development Plans



Following work for identifying potential and emerging sectors in Antalya province conducted under the UN Joint Programme, sector development work on emerging sectors was carried out by using clustering methodology. To give specific examples, seed production and production of luxury yachts in Antalya Free Trade Zone were promising sectors in terms of both their further development potential and of sustainability for already having base for local partnerships.

Detailed cluster analyses were conducted, in the field of seed production, together with Sub-union of Seed Producers (TSÜAB), Western Mediterranean Agricultural Research Institute (BATEM) and Western Mediterranean Development Agency (BAKA). In luxury yacht building the partner organization was Antalya Free Trade Zone Businessmen Association. Detailed cluster analyses were followed by strategic road maps in a participatory process guided by firms in the sectors concerned.

The Circular no. 2010/08 issued at the end of 2010 by the Ministry of Economy on the Promotion of International Competitiveness provided a significant opportunity to translate into life strategic road maps prepared and prioritized activities. Analyses were presented to the Ministry by TSÜAB and ASBIAD in response to this Circular and eventually funds amounting to 1.6 and 1.5 million dollars were created for seed and yacht sectors, respectively. By utilizing these important funds the TSÜAB and ASBIAD will not only augment their competitiveness but also contribute more to both local and national economy with strengthened cooperation. The use of funds and realization of activities mentioned will also contribute to the development of institutional capacity.

Labour Migration Management in Turkey and Employment Workshop



The workshop "Labour Migration Management and Employment in Turkey" was organized in Antalya on 19-20 June 2012 with the participation of related civil society organizations and academics as well as PEVTB members. The workshop aimed at examining the role of migration in regulations related to labour markets, understanding better the impact of migration on occupational changes in labour market adjustments and sharing the main features of international cooperation in developing labour migration management policies.

Workshop on Labour Market Analysis and Women's Employment in Antalya

In this workshop held in Antalya on 22 April 2011 under the UN Joint Programme, Prof. Gülay Toksöz from the Faculty of Political Sciences, Ankara University, made a presentation on "Women's Employment and Gender Equality in Antalya" where she shared the findings of her earlier study "Analysis of Labour Market in Antalya Province" conducted for the Joint Programme. Following questions and answers, the workshop continued with discussion on efforts waged to increase women's employment in Antalya.

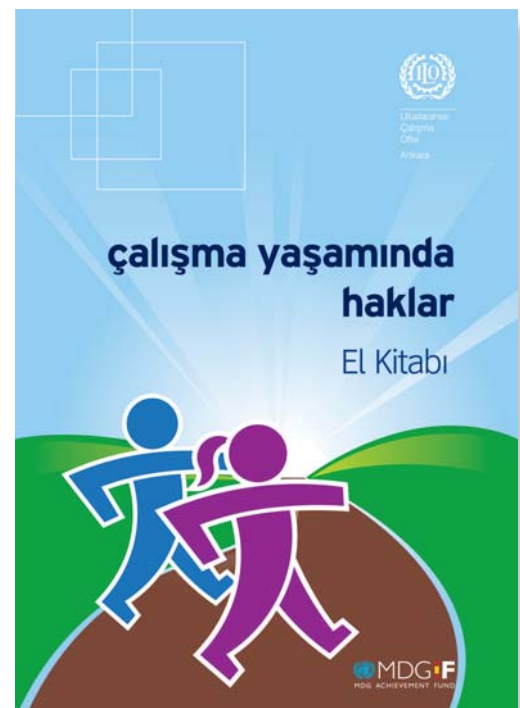
Following the TOBB Antalya Women Entrepreneurs Board and ANSİAD presentation on difficulties faced by women in Antalya in participating to working life, associated needs and best practices, information was given on services by İŞKUR Antalya Directorate extended to women and activities for increasing the number of women registered with İŞKUR.

In other sessions of the workshop, Basic Life Skills training modules developed by the UN Joint Programme to support the employment of migrant youth and in particular women in Antalya and activities conducted to promote women's employment in agriculture again in Antalya were shared with participants. The last issue discussed in the workshop was the importance of cooperation between women's NGOs and İŞKUR in supporting women's employment in Antalya.

Handbook on Rights at Work

The "Handbook on Rights at Work" was prepared in cooperation with the Board of Labour Inspectors to inform young workers and unemployed young people's participating to vocational training courses supported by the UN Joint Programme about their rights in working life in a simple and easily understandable language. The handbook was distributed to and welcomed by unemployed young people attending vocational training courses delivered in Antalya in 2011 and 2012 with the support of the UN Joint Programme. The handbook addresses the fundamental rights of working people as guaranteed by the Constitution as well as other rights including association, social protection, collective bargaining and agreement, rest, work safety and health also with special reference to rights that young and female workers are entitled to. An interactive and web based animation work deriving from this handbook will be completed by the end of November 2012.

This interactive animation will be adapted to the websites of such relevant governmental organizations as the Ministry of Labour and Social Security and İŞKUR and mobile and tablet applications made ready for use as of the end of 2012.



Research

Another important contribution of the UN Joint Programme at national level and in Antalya at local level was various research activities it conducted.

Labour Market Survey in Antalya

Local labour market analyses help decision makers in many ways and play an important role in regional development by identifying changing need for skills which is necessary for matching labour supply and demand and monitoring the impact of labour force policies pursued.

In this line, the Antalya Labour Market Survey conducted by the Turkish Statistical Institute of Turkey (TÜİK) in cooperation with İŞKUR from September 2010 to January 2011 aimed at identifying the composition of labour force, demand for labour force at sector level, training and qualification needs etc focusing on solution to the problem of youth unemployment. The survey sought to ensure that vocational training courses to be delivered by the Antalya Directorate of İŞKUR in 2011 and 2012 are identified and effectively delivered by assessing the present state of employment and vocational training needs in Antalya by using updated data. Besides yielding significant outcomes for guiding decision makers and developing evidence-based policies, this study also set a good example of inter-agency cooperation.

Antalya Labour Market Analysis

The “Antalya Province Labour Market Analysis” was prepared by Prof. Gülay Toksöz from the Faculty of Political Sciences, Ankara University under the UN Joint Programme. The study examines the basic features of local economy, demographic trends, gross domestic product, sectors (agriculture, industry, tourism and construction), exports and investments. The main characteristics of labour market in Antalya were evaluated in detail also by examining findings from TÜİK’s Antalya Labour Market Survey September 2011-January 2012 and micro data from TÜİK’s Household Labour Surveys covering NUTS2-TR61 region. These assessments supported by the UN Joint Programme were made from a gender equality perspective. The outcomes of these analyses which also drew from the findings of the Screening Work on Priority Sectors were presented as “Analysis of Antalya Labour Market from a Gender Perspective” at the Interim Evaluation Conference held in Ankara on 25 January 2011. The findings of this important work was also shared with Antalya Governorate, İŞKUR, TÜİK and representatives from civil society and private sector organizations at the workshop “Antalya Labour Market Analysis and Women’s employment” held in Antalya on 22 April 2011.

Identifying Priority Sectors in Antalya

Among others, the scanning work geared to identifying priority sectors in Antalya under the UN Joint Programme had its specific importance. This work had the objective of analysing the present state of local economy, identifying potential areas for development in the medium and longer term and, for 10 development areas identified, conducting a comparative advantage study in the face of both national and international competitors. This work was conducted by desk review and examination of available statistics as well as semi-structured interviews with local and national actors and widely participated stakeholder meetings.

The comprehensive report coming out after this work both guided various activities to be conducted under the UN Joint Programme and provided a reference document useful to local stakeholders.

Clustering Analyses and Strategic Road Maps



Clustering analysis and strategic road maps in sectors identified in sector scanning work were geared to reaching detailed analyses in both seed production and yacht building sectors. At this stage of the work and following a general economic analysis, sector-based priorities were identified through workshops participated by sector representatives and semi-structured interviews. These detailed reports played a critical role in securing the support of the Ministry of Economy for both sectors. Funds thus created will significantly contribute to training, counselling and marketing activities that will foster economic development instead of sufficing with road maps merely remaining on shelves.

Evaluation of Training Programmes in Agriculture

Under the UN Joint Programme, Assoc. Prof. Kürşat Demiryürek from the Department of Agricultural Economics, Faculty of Agriculture, 19 Mayıs University conducted an assessment on the effectiveness of vocational training programmes in agriculture delivered by various institutions in Antalya region. The overall objective of this work was to analyse social and economic conditions affecting the employment of rural youth. This work examined the state of agriculture and agricultural employment in Antalya region and data relating to production, marketing, exports and employment in decorative plant culture. It was found that there was no coordination between various governmental and private organizations delivering vocational training in agriculture and stakeholders of earlier experiences in the same area. This work also pointed out to the need for utilizing model agricultural enterprises, qualified technicians and experts more effectively to make vocational training courses more rewarding. The vocational training programmes delivered in Antalya under the UN Joint Programme were designed and planned in the light of the findings and suggestions of this work.

Migration and Employment

The baseline survey “Migration and Employment: Working Life at Central Antalya” turned out to be one of the important outputs of the UN Joint Programme at local level. The survey was intended to examine the role of migration in labour market regulations and to reach a better understanding of the impact of migration on occupational changes in labour market. Another aim of the survey was to explore factors which lead to high rates of youth unemployment in Antalya.

Both quantitative and qualitative analyses of the research were conducted by a team under the coordination of Assoc. Prof. Helga Rittersberger Tılıç from the Sociology Department of Middle East Technical University composed of the following: Assoc. Prof. Hakan Ercan (Middle East Technical University), Prof. Gülay Toksöz (Faculty of Political Science, Ankara University), Prof. Nergis Mütevellioğlu (Department of Labour Economics and Industrial Relations (Akdeniz University), Assistant Prof. Kezban Çelik (Sociology Department of 19 Mayıs University) and Dr. Yadigar Coşkun

For the survey mentioned, a sample covering 2000 households was selected and interviews were conducted with 72.8 percent of this sample. From sampled households, 478 males and 531 females in the age group 15-29 were taken in for interviewing under the coordination of Antalya Regional Directorate of the Institute of Statistics (TURKSTAT). The Regional Directorate also contributed significantly to the design, sample selection and implementation of this survey conducted at the provincial centre.

The research identified the factors influencing the employment experience of youth as follows: migration, educational status, sectors that offer employment, urban integration (labour force participation, taking advantage of facilities that urban environment offers, taking part in social life, exclusion and feeling of being a fellow citizen of Antalya) and benefitting from İŞKUR’s training courses. The following briefly summarizes the picture emerging after the research:

Young people interviewed as a part of the research are mostly high school graduates. The fact that primary, secondary and even university graduates are all doing same kind of jobs shows that the education system cannot perform the function of ensuring upward mobility that it is normally expected. Migrant/seasonal youth cannot capitalize on the advantages of their educational background while joining the labour force.

BİRLEŞMİŞ MİLLETLER ORTAK PROGRAMI
HERKEŞ İÇİN İNSANA YAKIŞIR İŞ:
“ULUSAL GENÇLİK İSTİHDAM PROGRAMI VE ANTALYA PİLOT BÖLGE UYGULAMASI”

GÖÇ VE İSTİHDAM:
ANTALYA KENT MERKEZİ
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Major characteristics of employment in sectors of tourism, agriculture, construction and industry open to migrating youth include low wages, long working hours and temporary nature of jobs. Leaving out industry, the other three sectors function as the gate leading to labour market for young people with limited educational background. Since youth native to Antalya have no preference for these sectors, there is no open competition in these sectors between outcomes and native people of Antalya.

Of young people migrating to Antalya, even those who participate to labour market state that they feel themselves excluded, not conceiving themselves as part of the city and not having overcome their alienation.

Research revealed the necessity of assessing migrant youth's relations with İŞKUR in terms of benefiting from services that the latter offers. It is found that İŞKUR's skill building and vocational training courses particularly for permanent jobs are important and necessary in providing opportunities to young people who want not temporary but permanent jobs and to migrant youth in transition from youth to adulthood by establishing their families.

As Joint Program is ending...



The three years duration of the United Nations (UN) Joint Programme Decent Work for All: A National Youth Employment Programme and Pilot Implementation in Antalya will be completed as of the end of 2012. As in similar projects designed for socio-economical development, it is important for the Joint Programme too to ensure the political, institutional and financial sustainability of strategic activities and key project outcomes at the end of the implementation and financing period.

In evaluating the impact and efficiency of completed projects and programmes, not only the nature of activities conducted and outputs obtained during the implementation period but also the scope and viability of sustainability strategies to safeguard the medium and longer term of impact created appears as the key factors of success.

The year 2012 which can be considered as “implementation-action stage” of the Joint Programme also witnessed the development and implementation of strategies geared to ensuring the sustainability of the Programme and improving these strategies in the light of changing conditions and emerging needs. Meanwhile, support to İŞKUR as the agency in charge of coordinating the Joint Programme through various instruments (guides etc) necessary for introducing what has been accomplished in Antalya in other provinces is also in the agenda of the Joint Programme as a part of strategies for sustainability.

As stated above, for ensuring the sustainability of the Joint Programme and extending pilot practices launched in Antalya to other parts of the country, İŞKUR General Directorate, İŞKUR Antalya Directorate and FAO, ILO, IOM and UNDP as the partners of the Joint Programme jointly developed a Sustainability and Exit Strategy in the first quarter of 2012. The resulting strategy document includes specific and viable actions and activities in such fields as cooperation and governance among organizations, employment strategies and vocational training programmes, sector development, competitiveness and employment, employment and migration management, rural development, communication and visibility.

Effective implementation of sustainability and exit strategies is undoubtedly positively correlated to the competence and commitment levels of organizations concerned. In institutional terms, the sustainability of the Joint Programme at national level will be ensured by a “Task Force” established under the



General Directorate of İŞKUR bringing together experts in respective areas. As for the sustainability of activities in Antalya as pilot province, the strategy already identified activities for enhancing the institutional capacity of İŞKUR Directorate as well as other governmental agencies, business organizations, civil society organizations and education institutions as partners under the Joint Programme.

We extend our gratitude to all our stakeholders who generously made their contributions and gave support to ensuring national and local level sustainability of the Joint Programme implemented in the period 2009-2012 that contributed to increasing youth employment on the basis of decent work with the active participation and full support of relevant national and local stakeholders.