



This project is co-financed by the
European Union and the Republic of Turkey

TECHNICAL ASSISTANCE FOR PROMOTING DECENT FUTURE OF WORK APPROACH WITH A FOCUS ON GENDER EQUALITY

(TREESP1.3. FoW/P-01)

TURKEY

**INTERVENTION 13: WORKSHOPS FOR NEW EMPLOYMENT STRATEGIES
REPORT OF THE ANKARA-BASED WORKSHOP HELD ON 6 JULY 2021**

August 2021



Geliş



This project is co-financed by the
European Union and the Republic of Turkey

INTERVENTION 13: WORKSHOPS FOR NEW EMPLOYMENT STRATEGIES

REPORT ON THE ANKARA-BASED WORKSHOP HELD ON 6 JULY 2021

1. INTRODUCTION

This Report provides a summary of the Ankara-based Workshop, held on 6 July 2021, under Intervention 13 (Workshops for New Employment Strategies).

2. CONTEXT

2.1 Project ToR

The Project's Terms of Reference (ToR) for Intervention 13 require the following:

Five workshops will be organised in the pilot provinces to have feedbacks and inputs for drafting new employment strategies such as NES, women employment policies and to discuss regional needs and problems with the participation of relevant public institutions, academicians, NGOs, social partners, professional organisations, representatives of private sector. Indicative list of pilot provinces: Adana, Bursa, İstanbul and İzmir. Fifty local participants will deal with each workshop and will last one day. After completion of the workshops, a detailed report will be prepared by the Contractor. Five staff of the Operation Beneficiary will participate to each workshop.

2.2 MOLSS Focus

The Operation Beneficiary (OB) requested that the Ankara-based Workshop should focus on a new draft Youth Employment Strategy Action Plans which OB had been developing over recent months.

3. DESCRIPTION OF THE EVENT

3.1 Venue

It was decided that the Workshop should be held as a physical event, allowable because of an easing of pandemic-related restrictions. The Technical Assistance Team (TAT) obtained 3 quotations from a range of hotels and OB selected The Point Hotel as it offered the space and facilities which were required for the event.

3.2 Agenda

TAT and OB worked together on the agenda for the Workshop: the final version was as follows:



This project is co-financed by the European Union and the Republic of Turkey

Time	Agenda Item
09.30 - 09.45	Registration
09.45- 10.00	Opening Speech <i>Ms. Nurcan ÖNDER</i> <i>General Director of General Directorate of Labour</i> <i>Ministry of Labour and Social Security</i>
10.00- 12:15	Evaluation of the Measures of “Action Plan for Strengthening Education-Employment Relationship Axis”
12:15- 13.30	Lunch Break
13.30- 15.30	Evaluation of the Measures of the “Action Plan for Increasing Employment of Those Who Are Neither in Education nor in Employment Axis”
15.30- 15.45	Break
15.45- 17.30	Evaluation of the Measures of “Action Plan for Sectors”

3.3 Participants

TAT drafted an e-invitation to the event which was distributed by OB. 85 participants joined the workshop, representing 34 organisations and institutions, of which 22 were public sector, 1 was private sector and 11 were other institutions/organizations. At least 5 MoLSS’ staff were present. A participant list is attached at Annex 1.

3.4 Visibility

The Workshop was the first event at which the Project’s newly designed/approved visibility materials were displayed:

- A ‘spider’ was used as a backdrop for the registration table;
- 2 sets of banners (Turkish flag; HRDOS logo; MoLSS logo) were hung in the meeting area;
- Visibility kits were issued to all participants comprising: bag; notepad; pen; factsheet; folder; USB stick; mug.

Verbal feedback from a number of participants was very positive with regard to the design of the materials.

4. WORKSHOP CONTENT

4.1 DRAFT ACTION PLANS OF DRAFT YOUTH EMPLOYMENT STRATEGY

OB had produced a spreadsheet which summarised the key issues of the draft Action Plans of draft Youth Employment Strategy. The spreadsheet (see Annex 2 for the spreadsheet in Turkish) was used throughout the



This project is co-financed by the European Union and the Republic of Turkey

Workshop, and participants were asked to give their opinions regarding the relevance or irrelevance of each item – or to provide alternative items for consideration.

The draft Action Plans comprised 3 main axis (Strengthening Education and Employment Relationship, Increasing Employment of Youth Not in Education or Employment (NEET), Future of Work) and measures for sectors. Measures of Draft Action Plan for Future of Work axis were reviewed in the Future of Work Commission Meeting which was held on 7 July 2021.

4.1.1. Strengthening Education and Employment Relationship

Draft measures of this axis are:

- Expanding Free Zones specializing in specific technology-intensive products.
- Increasing the number of youth centres that support the skills that will contribute to the entry of young people into the labour market according to the needs, and developing partnerships with organisations that carry out similar activities.
- Expanding the use of ytnk.tv (Talent TV), the digital education platform of the Talent Gate, developed to provide various career opportunities and consultancy services to university students in 2020.
- Carrying out activities to inform young workers about the Labour Law.
- Directing young people who have completed their basic education, but who could not continue their education for distinct reasons to Vocational Education Centres (VEC) where they can be provided with a certificate and high school diplomas.
- In line with the needs of the sector, organizing vocational courses within the scope of non-formal education for disabled individuals.
- Providing education and training to university students on entrepreneurship.
- Through job and vocational counseling and job club services, carrying out studies to improve the job search skills of young people, support their career planning and ensure their adaptation to working life.
- Organizing " Employment Fairs and Career Days" for young people.
- Training for young workers to facilitate their adaptation to their new jobs and future jobs in case of job changes in the future.
- Conducting studies within the school to identify the talents of young people at an earlier age and to enable them to choose the right profession and career planning.

4.1.2 Increasing Employment of Youth Not in Education or Employment (NEET)

Draft measures of this axis are:

- Developing infrastructures for labour-intensive sectors in regions where immigration and unemployment are high.
- Supporting local-level research and project activities regarding young people who are not involved in education and employment.
- Realizing a study on the current situation and policy proposals to support the participation of young NEET people.
- Strengthening and guiding studies and activities for young people not involved in education and employment to enter the labor market, to be employed, to remain in employment and to adapt to the changing needs and demands of the labour market.
- Strengthening of mechanisms implemented to increase the participation of young women in labor force and employment.



This project is co-financed by the European Union and the Republic of Turkey

- Supporting career planning of young people through job and career counseling services.
- Increasing awareness of the services offered by İŞKUR among young people to enable them to meet with employers.
- Organizing short-term certificate and diploma programed - especially in innovative fields such as software - which are compatible with the skills and abilities of young people.
- Preparing and delivering courses and training programs together with sector leaders who need these occupational groups in order to direct the young people to the occupations needed in employment.
- Considering issuing grants and incentives to ensure that young workers are considered for the private sector and that they are trained and have a profession.
- Organizing internships and training activities in Technoparks.

4.1.3 Sectors

Draft measures of this section are:

- Preparing drafting Case Studies to examine the change in sectors and studies to develop informatics literacy/informatics skills starting from primary education in formal and non-formal education (particularly on this).
- Organising active labour-force programmes for young people in the information and communication sector.
- Evaluating the needs of jobs in the industry and workforce requirement through meetings with sector representatives (it will be ensured that plans are made for the jobs that the industry will need in the future).
- Organising seminars, meetings, webinars, etc., for undergraduate students to inform them about employment requirements with an emphasis on green jobs.
- By participating in domestic and international career fairs, introducing the finance sector to new graduates/students. Supporting qualified labour needs of the financial sector through active labour market programmes.
- Organising active labour force programmes for young people in the manufacturing sector, for instance in provinces where the automotive industry is concentrated, to improve their capacities.
- Supporting projects that contribute to the employment of young people in sectors operating in the field of culture and arts and encourage the production of young people in this field.
- Increasing cooperation between the industrial sector, vocational high schools and related university departments. In this direction, each firm will be matched with at least one high school and university, so that students studying on industrial lines will be able to do internships and be employed after graduation.
- Providing vocational high school and university students studying in the field of tourism with internship opportunities to gain experience in the labour market. Collaborating with gastronomy and other related industries.
- Supporting career planning of young people by employing newly-graduated people in the Zero Waste management process in Local Governments. The strategy will be prepared for the Ministries of Labour and Environment.
- Discussing the role of youth workers as part-time employees' weekly vacation, annual paid leave and severance pay. An example of the arguments on this subject is: principles of law, principles regarding domestic workers, etc. Considering support for transport of the young workers.
- The idea of flexibility in labour life proposed by the Ministry of Finance was rejected because social parties were opposed to the concept.



This project is co-financed by the European Union and the Republic of Turkey

- Developing programmes, incentives, and new business areas that aim to increase the employment of young people living in rural areas, improve their knowledge and skills, and include regional needs and innovative technologies. Considering a special focus on migrations from rural to urban areas.
- Developing AI-focused international programmes, to include foreign experts and Turkish experts living abroad.
- Providing software training to young people through the Information and Communication Technologies Authority (BTK).
- Providing training to improve the knowledge and skills of young people in the field of technology development and design, and providing consultancy and financial support to increase investments.
- Increasing the number of vocational training institutions providing training on renewable energy.
- Determining the scope of new green jobs for young people.
- Supporting youth employment to follow the developing railway technology and developing railway transportation services. Conducting awareness-raising activities for young people in the field of Intelligent Transportation Systems.

5. DESCRIPTION OF PROCESS

The primary purpose of the Workshop - very much a practical working workshop - was to enable MoLSS to engage with stakeholders and to receive and consider their reaction and response to the proposals set out in the draft Action Plans of draft Youth Employment Strategy. Workshop provided a platform for detailed discussion of the Action Plans' measures, with participants making arguments in favour or against the inclusion of specific items or suggesting additional elements to be taken into consideration. This was a very interactive and transparent process – when stakeholders asked for an item to be amended or deleted, MoLSS took their opinions very seriously and in most cases accepted the need to change the draft Action Plans.

As a result of the workshop, an official letter was sent to the institutions/organizations regarding the revised Draft Action Plans to receive their last evaluations at 26.07.2021. With the received contributions, the draft Action Plans were finalized to be submitted to the approval of the authority.

6. CONCLUSION

The draft Action Plans of draft Youth Employment Strategy and the processes of the Workshop revealed MoLSS's particular focus on the needs for young people, the need to improve the employment situation for young people, and their genuine desire to engage with stakeholders from all sectors in order to arrive at a consensus view of how to move forward.

FoW TAT
September 2021

Attachments:

Annex 1: Participant List
Annex2: Draft Action Plan of Draft Youth Employment Strategy





This publication was produced with the financial support of the European Union and the Republic of Turkey. Its contents are the sole responsibility of the consortium led by WEglobal A.Ş. in consortium with WEglobal Italy, Archidata Srl, and Federation of Trentina Cooperatives (FTC) and do not necessarily reflect the views of the European Union and the Republic of Turkey.