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

(TREESP1.3. FoW/P-01)

TURKEY

**INTERVENTION 14: ESTABLISHMENT OF FUTURE OF WORK COMMISSION
REPORT OF THE 1ST MEETING OF THE FUTURE OF WORK COMMISSION
HELD ON 7 JULY 2021**

August 2021





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INTERVENTION 14: ESTABLISHMENT OF FUTURE OF WORK COMMISSION

REPORT ON THE 1st MEETING OF THE FUTURE OF WORK MEETING HELD ON 7TH JULY 2021

1. INTRODUCTION

This Report provides a summary of the 1st Meeting of the Future of Work Commission Meeting, held on 7 July 2021, under Intervention 14 (Establishment of Future of Work Commission).

2. CONTEXT

2.1 Project ToR

The Project's Terms of Reference (ToR) for Intervention 14 require the following:

Future of Work Commission will be established to discuss new strategies and legislations in accordance with the Future of Work approach. The Commission will be gathering 5 times on six-monthly basis during the implementation of the operation with the participation of stakeholders, social partners, academicians, professional vocational associations, representatives of private sector, etc. 50 participants will attend to each meeting and will last one day. 10 participants out of 50 will be outside of Ankara. After completion of each meeting, a detailed report will be prepared by the Contractor.

2.2 MOLSS Focus

The Operation Beneficiary (OB) requested that the 1st Meeting of the FoW Commission should focus in part on the Future of Work Axis of draft Action Plan of draft Youth Employment Strategy, and also enable stakeholders to discuss agenda topics for future FoW Commission Meetings.

3. DESCRIPTION OF THE EVENT

3.1 Venue

It was decided that the meeting 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:

| Time | Agenda Item |
|-------------|---|
| 09:30-09:45 | Registration |
| 09:45-10:00 | Opening Speech <i>Ms. Nurcan ÖNDER, General Director, General Directorate of Labour Ministry of Labour and Social Security</i> |
| 10:00-10:15 | Introducing the Future of Work Commission and Members |



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| | |
|-------------|--|
| 10:15-10:30 | Presentation on “Youth Employment and Future of Work” |
| 10:30-10:45 | Break |
| 10:45-12:15 | Evaluation on ‘Future of Work’ Axis Draft Action Plan of Draft National Youth Employment Strategy |
| 12:15-13:30 | Lunch Break |
| 13:30-15:30 | Evaluations of Measures of ‘Future of Work’ Axis Draft Action Plan of Draft National Youth Employment Strategy |
| 15:30-15:45 | Break |
| 15:45-16:30 | Receiving topic suggestions regarding the agendas for future meetings of the FoW Commission |
| 16:30-17:00 | General Evaluation & Closing |

3.3 Participants

TAT drafted an e-invitation to the event which was distributed by OB. 69 participant/members joined the Meeting, 10 of whom came from outside Ankara. The participant/members represented 42 organisations and institutions, of which 21 were public sector, 2 were private sector and 19 were third sector. A list of participant/members is attached at Annex 1.

3.4 Visibility

The Meeting was the second 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 several participants was very positive regarding the design of the materials.

4. CONTENT OF 1ST MEETING OF THE FUTURE OF WORK COMMISSION

As seen in the agenda, the meeting had 3 main focuses: i) a description, by OB, of the role and purpose of the FoW Commission; ii) a detailed discussion of the draft measures in Future of Work Axis of draft Action Plan; and iii) a discussion of topics which members would wish to include into future agendas.

4.1 Role and Purpose of the Future of Work Commission

OB presented an overview of the way in which the FoW Commission was expected to operate (see Annex 2. The Commission would bring together a wide range of stakeholders, drawn from public sector, social partners, vocational organisations, NGOs, universities and private sector to discuss topics of interest and relevance within the context of a ‘decent future of work’. Key note speakers would be invited to make short presentations on different subjects and the members would then discuss the themes, contributing insights based on their particular sphere of knowledge and interest. A Report would be drafted after each meeting which would be widely disseminated to generate interest and encourage thinking about how each interest group could contribute to Turkey’s progress in a changing world of work.



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Future of Work Commission comprised two sections:

4.2 Draft Action Plan fo Future of Work Axis in Draft Youth Employment Strategy

The Meeting focused on detailed discussion of 2 important segments of the MoLSS's draft Action Plan for Future of Work Axis in draft Youth Employment Strategy, during which a spreadsheet was presented summarising key issues for consideration (see Annex 2) and members were encouraged to support or oppose the issues and, where relevant, suggest alternatives:

4.2.1 Draft Action Plan of Future of Work Axis

Draft measures are listed below:

- Free zones specialised based on product-specific technology-intensive products to be expanded.
- Cooperation and coordination studies to be carried out to spread the understanding of decent work of the future and to evaluate the future of working life.
- Institutional capacity regarding the policies to be drafted within the scope of decent work of the future to be developed.
- Scientific and technical research to be conducted on labour supply and demand in sectors that offer potential for jobs growth in the future.
- In higher education, a roadmap for future professions to be prepared.
- Artificial intelligence, data science, etc. to be included in the curricula of undergraduate and graduate programs in appropriate professional fields. Adding courses to be encouraged.
- Participation of young employees employed in this field in master's or doctoral programmes in the fields of digital transformation technologies and applications in the industry to be supported.
- Education-sector cooperation protocols to be made to strengthen the education-employment-production relationship within the framework of digital transformation.
- In line with the needs of the digitized labour market, cyber security programs in higher education to continue to be expanded.
- A Cyber Security Specialisation Unit to be developed at selected Universities.
- The number of thematic education institutions focused on information technologies to be increased.
- Professions foreseen to be the professions of the future to be introduced and signposted to youth.
- Within the scope of the Word is Talent Project, launched in 2020, live broadcasts will continue to be organised on digital platforms to introduce Turkey's mega projects and career opportunities in this field to young people.
- Support for sectors experiencing digital transformation to be increased.
- Vocational training courses and on-the-job training programmes to be implemented for young people to develop a qualified workforce to meet the needs of the digital economy.
- The personal development of young people interested in technology to be supported through the Try-Make Technology Workshops within the youth centres.
- The expansion of Technology Development Centres to be supported.
- In the areas determined within the scope of the occupational map developed within the framework of Industry 4.0, national occupational standards and national qualifications to be developed, examination and certification activities to be initiated, and qualifications with quality assurance to be placed in the Turkish Qualifications Framework (TQF).
- Studies will be carried out to develop the Cyber Security Curriculum in primary and secondary schools and lifelong learning institutions.
- To improve the skills of teachers, children and young people in education and training institutions in the field of information technologies, an online service platform to be developed.



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4.1.2. Suggestions for New Measures

- Young people to be supported within the scope of Inova TIM activities.
- Young people to be informed about new business areas and employment rates to be increased by developing, as needed, by including job orientation trainings on lean, digitalisation, information technologies and software at all levels of education, especially in the last grades of high schools.
- Studies to be carried out for the professions of the future, and studies will be carried out to open new branches for the jobs of the future in schools.
- By analysing the professions of the future, supply-demand balance to be established in the labour market.
- Cooperation between vocational and technical secondary education institutions and industrial companies for development programs that will support digital transformation, and on-site training programmes to be supported.
- Entrepreneurship support prepared in line with business plans based on innovative ideas to be increased and new generation entrepreneurships to be encouraged.
- Studies to be carried out to open/multiply University departments that specialise in training engineers, to include programming, software development and AI.
- Studies to be carried out to increase the supply for the professions of electrical/electronic maintenance technician, computer technician, automation technician.
- In the field of digital transformation, models supported by universities, development agencies, the Ministry of Industry and Technology to be developed for the documented trainings to be developed by the Continuing Education Centres, where models and advanced trainings are given in the fields of blockchain, big data processing, cyber security, cloud systems, and digital maintenance and repair technicians.
- Technology-oriented specialisation of techno parks and incubation centres to be implemented.
- A roadmap for new competencies and an employment database for 21st century skills to be created by conducting an impact assessment setting out the needs and development expectations with the contributions of public institutions and sector representatives.
- Examination of digital work platforms as a new employment area for young people
- Within the scope of Law No. 5746, companies are provided with a monthly minimum gross salary of 1 monthly for 2 years for the employment of new basic science personnel. Expanding this support to include the employment of personnel who will support digital transformation such as computer engineering, information systems, electricity, electrical-electronics, electronics and communication, mechatronics, control and automation, software engineering, physics engineering, mathematical engineering, industrial engineering departments of universities, and for 2 years. Providing salary support to companies to encourage an in the employment of qualified personnel for digital transformation in the R&D centres contribute to the prevention of their migration outside of Turkey.
- Tax advantages such as income tax reductions under Law No. 5746, stamp tax, SGK employer's share to be offered to cover expenses of the training programmes to be created by universities for digital transformation and the personnel who will participate in the training.

4.3 Possible Future Topics for the FoW Commission

FoW Commission members brainstormed topics for future agendas of the FoW Commission. A wide range of topics was proposed:

- SDCs,
- Green economy,
- Care services,



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- Agri-sector,
- Climate change,
- Professions and gender,
- NGO exemplar success stories.

In fact, more than 10 different topics were put forward. It was agreed that these, and others, would be submitted to members in advance of the 2nd Meeting (planned to be held in in January/February 2022), with members given the opportunity to 'vote' for the topic(s) to be the focus for that Meeting, and the agenda prepared accordingly.

5. DESCRIPTION OF PROCESS

The stakeholder commitment and involvement in the Meeting was very obvious. Genuine discussion, sometime quite heated, took place and many useful contributions were made by stakeholders on all agenda items. In discussion with TAT during and after the Meeting, numerous stakeholders expressed their pleasure in the fact that a FoW Commission had been established and that they would be given the opportunity to play a part in a national debate of the important subject of a 'decent future of work'.

As a result of the Commission Meeting, an official letter was sent to the institutions/organisations regarding the revised Draft Action Plans of draft Youth Employment Strategy which include Future of Work Axis to receive their last evaluations at 26.07.2021. With the received contributions, the whole Draft Action Plan were finalized to be submitted to the approval of the authority.

6. CONCLUSION

The Future of Work Commission and the processes of the Workshop on 7 July 2021 revealed MoLSS's particular focus on the future of work, and to collaborate their genuine desire to engage with stakeholders from all sectors to arrive at a consensus view of how to move forward to new measures achievement.

FoW TAT
September 2021

Attachments:

Annex 1: Participant List
Annex2: Draft Action Plan for Future of Work Axis





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