

# Action Plan on Women's Employment

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## FOREWORD

İŞKUR, found in 1946, expanded its assigned mandate in the national and international context through entering into the process of restructuring in 2003 to comply with the needs and approaches emerged with the 21st century and took the responsibility of conducting the active and passive labour market programs such as vocational training, entrepreneurship training, on-the-job trainings, public work programmes, job and vocational counselling, unemployment insurance, short-time working allowance and wage guarantee fund in the scope of fight against unemployment.

The increase of labour force participation of the women, which is one of the most important components of development, economic growth and fight against unemployment, is one of the highest priority targets of employment policy in our country.

“Action Plan on Women’s Employment”, the first action plan on women’s employment in Turkey, was prepared by a National Technical Team that consists of representatives from twenty institutions within the scope of the project “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” that is jointly implemented by the International Labour Organization (ILO) and the Turkish Employment Agency (İŞKUR) with the financial contribution of the Swedish International Development Cooperation Agency (SIDA) on the basis of decent work principle towards women’s employment in Turkey.

The Action Plan has two major objectives. The first one is occupational skills development for women and orienting them to work to increase women’s employment. The second one is to increase the opportunities for women to access the labour market. The aforementioned objectives, which are identified in parallel with our National Employment Strategy, will be enhanced with the actions such as providing women with acquiring occupational skills, decreasing the barriers for women to participate in the world of work, encouraging and promoting entrepreneurship activities and awareness raising supported through active labour market policies.

The world of work as well as the social life will be developed only when the whole society participates in. Both our country and the world will be more liveable only when the regulations include the all segments of society and integrate them to the processes. In this respect, I definitely believe that this action plan, aiming at both quantitative and qualitative participation of women in the world of work, will realize very significant and productive outputs.

I wish this action plan will contribute to the development of gender equality in Turkey through enhancing the status of women in the forthcoming period and thank everyone who contributed to the preparation of action plan and the implementation of the project.

**Süleyman Soylu**

Minister of Labour and Social Security



## INTRODUCTION

The rapid structural and economic changes that are taking place globally bring with them the process of transition to an information society. While increasing the importance of globalization and international standards, this transition also has a direct impact on employment. Unemployment, the underlying problem of our day, is the root cause not only of economic problems but also of many social and political challenges. The use of active employment policies aimed at increasing women's employment in combating employment is of vital importance for countries seeking to achieve sustainable development in the century in which we live. It is apparent that women's participation in the labour force, the economy and the world of entrepreneurship is not only desirable, but essential. All the indicators on which economic dynamics are based show that women's participation in the economy through employment or entrepreneurship constitutes the basic building block of our country's efforts to "take her place among the ten largest economies of the world in 2023".

The Turkish Employment Agency (İŞKUR) maintains a firm belief in the potential of women's employment and entrepreneurship for catching up with the economically advanced countries and continues to pursue its efforts to this end with deep commitment, making use of innovative approaches. İŞKUR plays an important role in developing and implementing both active and passive employment policies in Turkey, and its activities and services in this area are improving day by day. The Agency stands at the centre of national policies, and is at the same time engaged in a continuous process of change and transformation in line with its results-based management approach.

İŞKUR attaches great importance to the cooperation which it has entered into with ILO in order to strengthen policies for creating decent jobs for women in Turkey and to support the activities of İŞKUR in the field of women's employment. The project "More and Better Jobs for Women: Women's Empowerment through Decent Jobs in Turkey" is being implemented by ILO in cooperation with İŞKUR and with the financial support of the Swedish International Development Cooperation Agency (SIDA) to support the creation of decent jobs for women and İŞKUR's activities in this field.

The project aims to achieve results both at the national level and at the local level in the project provinces. One of the outputs envisaged under the project is an "Action Plan on Women's Employment". In order to develop the Action Plan within a framework of social dialogue, a National Technical Team (NTT) was established, bringing together representatives of the various stakeholder organisations and institutions. Under the responsibility of the NTT, a series of meetings, international working visits and training activities took place between June 2014 and December 2015. The resulting Action Plan reflects the valuable contributions of the Technical Team and the decisions taken jointly by all concerned. It will be implemented by İŞKUR at national level in conjunction with the relevant stakeholders.

In the hope that the Action Plan will contribute to the achievement of our country's goals for 2023, I would like to extend heartfelt thanks on behalf of my Agency and myself to all those who contributed to its development.

**Mehmet Ali Özkan**  
Acting Director-General  
Turkish Employment Agency



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## Process of Developing Women's Employment Action Plan

The project More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey is being carried out with financing from the Swedish International Development Agency (SIDA) and in cooperation with the Turkish Employment Agency (İŞKUR) to support policies towards the creation of greater employment for women in Turkey and the activities of İŞKUR in the field of women's employment.

As part of this project, the National Technical Team, which consists of representatives of twenty<sup>1</sup> relevant institutions and organisations, has prepared a **Women's Employment Action Plan** to be implemented at the national level by İŞKUR and stakeholder organisations. The plan was the outcome of regular meetings, international working visits and training work organised by the National Technical Team between June 2014 and December 2015.

The National Technical Team (NTT) which has prepared the first Women's Employment Action Plan for Turkey was formed in April 2014 with the participation of representatives of 20 organisations. Over the 18 months from April 2014 to December, NTT members have convened 14 times including two training meetings in Torino (Italy) and Abant and a working visit to Sweden as well as meetings in Ankara.

The NTT members came together for the first time at a meeting presided over by İŞKUR External Relations and Projects Office Head Aşkın Tören, on April 4<sup>th</sup> 2014 in Ankara. The development process and roadmap to be followed and other activities to be carried out for the preparation of the Women's Employment Action Plan by the NTT with technical and organisational support from ILO and under the coordination of İŞKUR were set out at this first meeting.

The second meeting was held at the ILO Turkey Office in Ankara on June 26<sup>th</sup> 2014. At this meeting, NTT members made presentations on similar past and present action plans and other efforts carried out by their organisations that might serve as a basis for the action plan to be prepared. At the same meeting, UN Turkey and UN Women Gender Equality Expert Zeliha Ünalı made a presentation on the UN's understanding of gender equality and global policy trends.

On September 3<sup>rd</sup>-5<sup>th</sup>, NTT members received three days of training on Gender Equality and Employment Policies at the ILO International Training Centre in Torino, Italy. The programme covered the subjects of gender and employment, inclusion of the gender dimension in employment policies, social protection, motherhood and women's employment, women's entrepreneurship, labour market policies, monitoring of gender dimensions of national employment policies and the establishment of priorities for the gender-related national employment action plan in Turkey.

The NTT met once more at the ILO Ankara offices on September 18<sup>th</sup> 2014 to assess the training programme held in Torino and to express expectations from the working visit to Sweden to be carried out in December 2014. The next working meeting was held on October 27<sup>th</sup> 2014 at ILO Ankara offices. At this meeting, NTT members made presentations on the common and missing points in national policy documents previously prepared, as preliminary studies to guide the Action Plan. The main items on the agenda of the meeting were preliminary information and preparations for the training seminars to be held in Abant on November 11<sup>th</sup>-14<sup>th</sup> 2014 and the working visit to take place to Sweden on December 1<sup>st</sup>-6<sup>th</sup> 2014.

<sup>1</sup> The twenty organisation involved are: Turkish Confederation of Employer Associations (TISK), the Social Security Institution (SGK), HAK-İŞ trade union confederation, Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB), Ministry of Science, Industry and Technology, TURKSTAT, Ministry of Family and Social Policies, GNAT Commission for Equality of Opportunity between Women and Men, Labour Unions Confederation of Turkey (Türk-İş), Initiative for Women's Labour and Employment, Ministry of National Education General Directorate of Lifelong Learning, Ministry of National Education General Directorate for Vocational and Technical Education, Ministry of Labour and Social Security, Economy Ministry, Institute for Professional Competency (MYK), Development Ministry, Ministry of Food, Agriculture and Livestock, Turkish Employment Agency (İŞKUR) and the Union of Chambers and Commodity Exchanges of Turkey (TOBB).

In the second leg of the training initially held in Torino in September 2014, NTT members received training on Employment Policies and Gender Equality for four days in Abant on November 11<sup>th</sup>-14<sup>th</sup> 2014.

At the fifth NTT meeting held on November 24<sup>th</sup> 2014 at the ILO Turkey Office the working calendar and division of labour for the Action Plan were discussed. The Abant training seminar held on November 11<sup>th</sup>-14<sup>th</sup> 2014 was evaluated and preparatory work was carried out for the working visit to Sweden to take place on December 1<sup>st</sup>-6<sup>th</sup> 2014.

A working visit was carried out to Stockholm, Sweden, on December 1<sup>st</sup>-6<sup>th</sup> 2014 to observe good practices regarding gender equality and active labour market policies. During the working visit, relevant institutions in Sweden were visited to obtain information about good practices. At the closing meeting held on the last day of the working visit, members of the NTT were asked to identify the good practices they had observed during the visit and that they thought would be beneficially implemented in Turkey, given its present circumstances.

The 6<sup>th</sup> meeting of the NTT, and the first for 2015, was held at İŞKUR General Directorate on January 26<sup>th</sup> 2015 with the aim of assessing the progress on the preparation of the Action Plan and establishing a detailed working calendar, division of labour and future steps. The following NTT meeting was held in Ankara on March 11<sup>th</sup> 2015 to establish the framework and aims of the Action Plan. This meeting was guided by an independent facilitator. Another meeting was held on April 27<sup>th</sup> 2015 in Ankara, also with the participation of an independent facilitator, to evaluate the draft Action Plan framework as well as to discuss suggestions for the Action Plan put forwards by relevant organisations and institutions. The NTT convened again on May 13<sup>th</sup> 2015, to establish the final draft of the Action Plan in line with suggestions from relevant organisations. The NTT held its final meeting with an independent facilitator on June 24<sup>th</sup> 2015, to revise the draft Action Plan in line with the views and recommendations of İŞKUR, which will be responsible for its implementation, and to finalise the Action Plan. Finally, on December 23<sup>rd</sup> 2015, the NTT assessed the institutional views and suggestions regarding the Action Plan presented by İŞKUR at this meeting. In line with a decision taken at the meeting, the draft Action Plan was communicated officially to all the organisations represented in the NTT and their views and recommendations were requested. In line with these views and suggestions, the Action Plan was given its final form and content, as contained in the Annex, for implementation by İŞKUR between 2016 and 2018.

## Turkish Employment Agency Directorate-General Regular Household Women's Labour Force Survey: Women's Labour Force Indicators

**Table 1.** Labour Force Status (2014-2015)

	TURKEY	
	2014	2015
<b>Population of age 15 and above ('000)</b>	56.986	57.854
<b>Labour force ('000)</b>	28.786	29.678
<b>Employed ('000)</b>	25.933	26.621
<b>Unemployed ('000)</b>	2.853	3.057
<b>Labour force participation rate (%)</b>	50,5	51,3
<b>Unemployment rate (%)</b>	9,9	10,3
<b>Non-agricultural unemployment rate (%)</b>	12,0	12,4
<b>Employment rate (%)</b>	45,5	46,0
<b>Youth unemployment rate (%)</b>	17,9	18,5
<b>Non-participants in the workforce ('000)</b>	28.200	28.176

Source: TURKSTAT

In 2015, the population of working age in Turkey rose by 868,000 over the previous year, reaching 57,854,000 in total. The total number of those in employment rose by 688,000 over the previous year to 26,621,000. Over this period, agricultural employment increased by 13,000, while non-agricultural employment increased by 676,000. 20.6 percent of those in employment worked in the agricultural sector, 20.0 percent in manufacturing, 7.2 percent in construction and 52.2 percent in services. Compared to the same period of the previous year, the proportion of those employed in the services sector increased by 1.2 percentage points within total employment, the shares of the agricultural and manufacturing sectors declined by 0.5 points each, while the share of the construction sector declined by 0.2 percentage points.

**Table 2.** Seasonally Adjusted Main Labour Force Indicators

	Period	Workforce	Employed	Unemployed	Participation in labour force (%)	Employment rate (%)	Unemployment rate (%)
2015	<b>January</b>	29.332	26.319	3.013	51,0	45,8	10,3
	<b>February</b>	29.257	26.271	2.986	50,8	45,7	10,2
	<b>March</b>	29.353	26.397	2.957	51,0	45,8	10,1
	<b>April</b>	29.424	26.500	2.924	51,0	45,9	9,9
	<b>May</b>	29.626	26.609	3.018	51,3	46,1	10,2
	<b>June</b>	29.733	26.631	3.102	51,4	46,1	10,4
	<b>July</b>	29.802	26.703	3.099	51,5	46,1	10,4
	<b>August</b>	29.782	26.685	3.097	51,4	46,0	10,4
	<b>September</b>	29.982	26.871	3.111	51,6	46,3	10,4
	<b>October</b>	30.006	26.842	3.164	51,6	46,2	10,5
	<b>November</b>	30.029	26.913	3.115	51,6	46,2	10,4
	<b>December</b>	30.068	26.981	3.087	51,6	46,3	10,3

Source: TURKSTAT

**Table 3.** Women's Main Labour Force Indicators (2015)

Period	Population	Workforce	Employed	Unemployed	Workforce participation rate (%)	Unemployment rate (%)	Non-agricultural unemployment rate (%)	Employment rate (%)	Population not participating in the labour force
January	29 090	8 701	7 559	1 142	29,9	13,1	17,3	26,0	20 389
February	29 125	8 735	7 584	1 151	30,0	13,2	17,3	26,0	20 391
March	29 157	8 937	7 787	1 150	30,7	12,9	17,2	26,7	20 221
April	29 193	9 176	8 118	1 058	31,4	11,5	15,9	27,8	20 016
May	29 227	9 375	8 300	1 076	32,1	11,5	16,0	28,4	19 852
June	29 262	9 458	8 361	1 097	32,3	11,6	16,4	28,6	19 804
July	29 300	9 487	8 299	1 188	32,4	12,5	17,5	28,3	19 813
August	29 341	9 413	8 179	1 234	32,1	13,1	18,4	27,9	19 928
Sept.	29 383	9 479	8 218	1 261	32,3	13,3	18,3	28,0	19 904
October	29 423	9 358	8 122	1 235	31,8	13,2	18,0	27,6	20 065
Nov.	29 464	9 309	8 101	1 208	31,6	13,0	17,2	27,5	20 156
Dec.	29 505	9 208	8 021	1 187	31,2	12,9	16,8	27,2	20 296
<b>2015</b>	<b>29 281</b>	<b>9 225</b>	<b>8 058</b>	<b>1 167</b>	<b>31,5</b>	<b>12,6</b>	<b>17,2</b>	<b>27,5</b>	<b>20 056</b>

Source: TURKSTAT

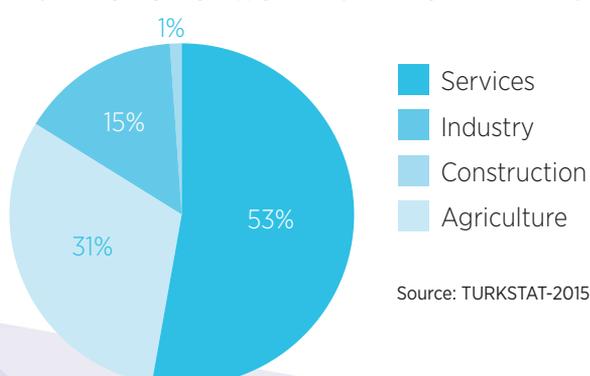
According to TURKSTAT September 2015 Household Labour Force Survey results:

The female population aged 15 and above is 29,281,000 and female labour force participation is 9,225,000. Of those participating in the labour force, 8,058,000 are employed and the remaining 1,167,000 are unemployed. Accordingly:

- The women's labour force participation rate is 31.5 percent,
- The women's unemployment rate is 12.6 percent,
- Non-agricultural unemployment is 17.2 percent,
- The employment ratio is 27.5 percent,
- The population not participating in the labour force is 20,056,000.

31 percent of employed women work in the agricultural sector, 15 percent in manufacturing, 1 percent in construction and 53 percent in services.

#### DISTRIBUTION OF WOMEN'S EMPLOYMENT BY SECTOR



Source: TURKSTAT-2015 ANNUAL

**Table 4.** Women's Employment by Work Status and Economic Activity

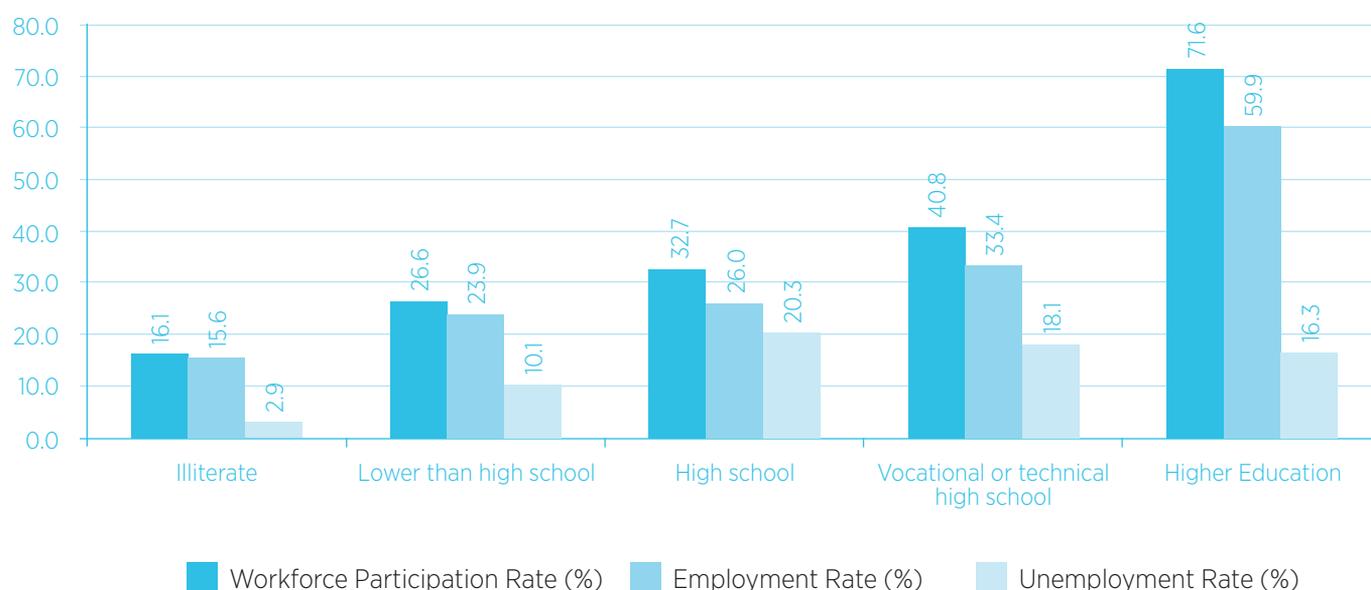
Work Status	Total Number Employed	Proportion in Employment	Informal Employment	Proportion of Informal Employment
Wage Labour / Daily Pay	4.971	61,7%	997	26,9%
Employer	95	1,2%	9	0,2%
Self-Employed	707	8,8%	599	16,1%
Unpaid Household Labourer	2.286	28,4%	2.107	56,8%
Total	8.058	100,0%	3.711	100,0%

Source: TURKSTAT-2015 Annual

**In terms of work status**, most women (61.7 percent) are employed in return for wages or daily pay. 1.2 percent are employers themselves. **Of women who are informally employed**, 56.8 percent are unpaid household labourers, while 26.9 percent work for a wage or daily pay.

The main labour force indicators for women by level of education in 2015 are given in the graph below.

**Figure 1.** Women's Labour Force Indicators by Level of Education (2015, %)



Source: TURKSTAT-2015 Annual

**Table 5.** Distribution of Women Not Participating in the Labour Force by Reason Given

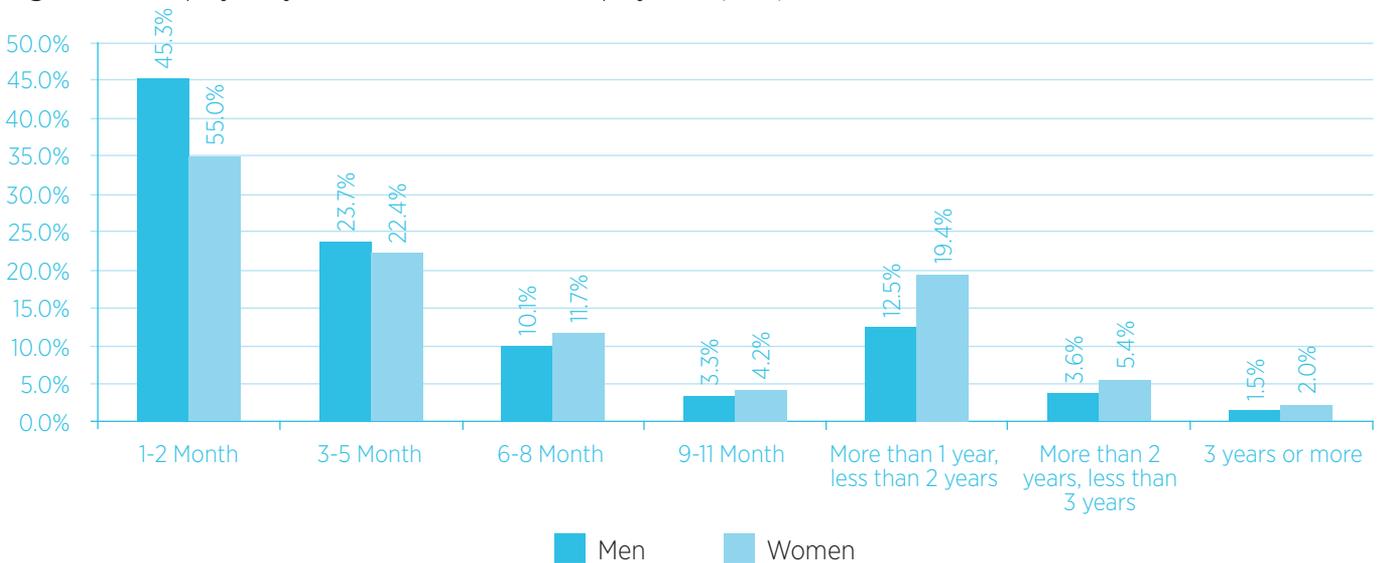
Reason		Number (000)	Distribution %
Not searching for jobs, while ready to work	Given up hope	260	1,3%
	Other	1.144	5,7%
Seasonal workers		68	0,3%
Housework		11.498	57,3%
In education or training		2.275	11,3%
Retired		926	4,6%
Unable to work		2.527	12,6%
Other		1.359	6,8%
<b>Total Not Participating in the Labour Force</b>		<b>20.056</b>	<b>100,0%</b>

Source: TURKSTAT-2015 Annual

7 percent of women who do not participate in the labour force are ready to work although not actively searching for jobs. Of the total number of women not participating in the labour force, 1.3 percent have lost hope of finding employment, while 57.3 percent cite being busy with housework.

2015 data on the duration of unemployment for unemployed people disaggregated by sex are given in the figure below. Women remain unemployed longer than men. While 17.6 percent of men go unemployed for over a year, 26.8 percent of women remain unemployed for over a year.

**Figure 2.** Unemployed by Sex and Duration of Unemployment (2015)



Source: TURKSTAT-2015 Annual

**Table 6.** İŞKUR Work Placement Services

YEARS	APPLICATIONS	PLACEMENTS	REGISTERED WORKFORCE	REGISTERED UNEMPLOYED
2002	61.185	11.630	108.664	84.465
2003	104.101	8.656	122.195	118.031
2004	159.722	12.145	214.265	200.596
2005	136.431	12.743	237.521	225.043
2006	147.890	16.424	294.299	279.201
2007	168.967	23.400	191.141	179.992
2008	347.539	25.011	283.552	263.502
2009	512.780	29.453	539.026	503.130
2010	458.620	49.697	454.732	414.972
2011	538.149	101.708	797.979	702.037
2012	820.061	165.608	1.293.322	938.641
2013	862.605	205.423	1.724.017	1.049.766
2014	875.519	222.596	1.815.056	1.114.723
2015	1.091.780	260.848	2.168.177	1.003.684

Source: İŞKUR

According to İŞKUR records, as of the end of 2015:

- **59 percent** of all applications were by men and **41 percent by women,**
- **71 percent** of all placements were for men and **29 percent for women,**
- **61 percent** of all registered workforce members were men and **39 percent were women,**
- **53 percent** of all registered unemployed were men and **47 percent were women.**

**Table 7.** İŞKUR Vocational Training Programmes

VOCATIONAL TRAINING COURSES	MEN	WOMEN	TOTAL
ON-THE-JOB TRAINING PROGRAMME (İEP)	80.027	75.503	155.530
VOCATIONAL TRAINING PROGRAMME / EMPLOYMENT GUARANTEED	17.744	27.498	45.242
VOCATIONAL TRAINING PROGRAMME / SPECIAL POLICY	13.644	31.524	45.168
ENTREPRENEURSHIP TRAINING PROGRAMME	21.905	20.002	41.907
VOCATIONAL TRAINING PROGRAMME / WITHOUT EMPLOYMENT GUARANTEE	6.254	30.363	36.617
UMEM PROJECT / VOCATIONAL TRAINING PROGRAMME	12.799	12.191	24.990
VOCATIONAL TRAINING FOR EMPLOYEES	11.595	2.266	13.861
UMEM PROJECT/ TRAINING AT WORK	1.803	1.743	3.546
COURSES FOR THE DISABLED/ COMMISSION SOURCED	1.497	1.209	2.706
COURSES FOR CONVICTS/INSTITUTION SOURCED	585	107	692
COURSES FOR THE DISABLED/INSTITUTION SOURCED	73	33	106
COURSES FOR EX-CONVICTS/INSTITUTION SOURCED	20	0	20
<b>TOTAL</b>	<b>167.946</b>	<b>202.439</b>	<b>370.385</b>

Source: İŞKUR

Of those participating in vocational courses, women make up:

- **60.8** percent of participants in vocational training courses with guarantees of employment,
- **82.9** percent of participants in vocational training courses without guarantees of employment,
- **69.8** percent of participants in special policy vocational training courses,
- **49.2** percent of participants in UMEM Project courses (Training at Work),
- **47.7** percent of participants in entrepreneurship training programmes, and
- **48.5** percent of participants in on-the-job training programmes.

**Table 8.** İŞKUR Numbers of Individuals Consulted and Individual Interviews by Sex, 2015

INDIVIDUALS CONSULTED		
MEN	WOMEN	TOTAL
1.426.0145	944.289	2.370.522
INDIVIDUAL INTERVIEWS		
MEN	WOMEN	TOTAL
2.072.884	1.306.065	3.378.949

**Table 9.** İŞKUR Numbers of Individuals Consulted and Individual Interviews by Age Group, 2015

AGE GROUP	INDIVIDUALS CONSULTED		INDIVIDUAL INTERVIEWS	
	MEN	WOMEN	MEN	WOMEN
15-19	86.311	56.595	113.629	70.882
20-24	274.401	199.960	391.345	269.118
25-29	279.034	166.250	409.037	222.721
30-34	230.644	147.041	340.943	203.496
35-39	196.169	145.500	289.918	208.930
40-44	155.232	118.566	227.812	172.798
45-49	113.818	65.477	165.595	95.270
50-54	55.359	31.876	82.968	45.329
55-59	24.630	10.037	36.021	13.631
60-64	7.935	2.342	11.629	3.087
65 AND OVER	2.700	645	3.987	803

**Table 10.** Numbers of Individuals Consulted and Individual Interviews by Education Level, 2015

EDUCATION LEVEL	INDIVIDUALS CONSULTED		INDIVIDUAL INTERVIEWS	
	MEN	WOMEN	MEN	WOMEN
Illiterate	10.070	9.891	11.634	11.462
Literate	16.443	16.480	21.338	20.765
Primary School	812.022	446.723	1.213.528	642.730
High School (Lycee and Equivalent)	394.399	263.515	563.924	356.846
2-Year College Course	92.916	109.253	131.786	150.867
Undergraduate	97.710	95.882	127.405	120.374
Postgraduate	2.495	2.472	3.059	2.938
PhD	96	57	113	67

## İŞKUR DEMOGRAPHIC ANALYSIS OF THE NUMBER OF INDIVIDUAL INTERVIEWS, 2015

BY LEVEL OF EDUCATION	MEN (%)	WOMEN (%)
PRIMARY SCHOOL	64	36
HIGH SCHOOL	60	40
HIGHER EDUCATION	48	52
UNEDUCATED	50	50

BY MARITAL STATUS	MEN (%)	WOMEN (%)
MARRIED	54	46
SINGLE	69	31

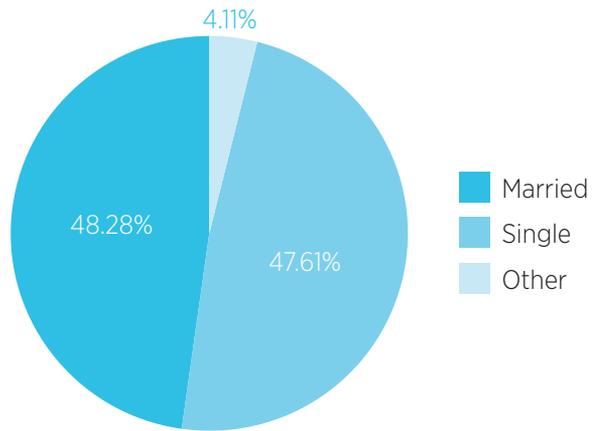


60%

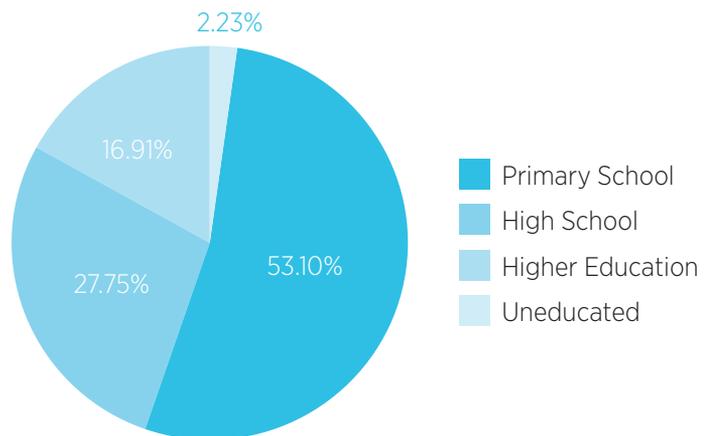


40%

### Marital Status



### Level of Education



## Women's Employment Action Plan (2016-2018)

### 1. Acquisition of vocational skills and orientation towards jobs for increasing women's employment

No	Action	Organisation Responsible	Relevant Organisations	Date	Explanations
1	It will be ensured that on-the-job training programmes are organised in such a manner as to increase women's employment.	İŞKUR	Turkish Confederation of Employer Associations (TISK), Union of Chambers and Commodity Exchanges of Turkey (TOBB), Confederation of Traders and Artisans of Turkey (TESK)	2016 – 2018	Awareness raising for employers regarding on-the-job training programmes and prioritisation of women in these programmes will continue. The activities will be run as part of the Active Labour Force Services legislation in which people from disadvantaged groups are prioritised. In 2015, 76,934 on-the-job training programmes were held and 159,076 people attended, of whom 77,246 were women.
2	A gender equality perspective will be developed in the services of the Institution.	İŞKUR	All relevant organisations.	2016	A representative will be identified and assigned at the Provincial Directorates of Labour and Employment to ensure a gender equality perspective and the necessary training will be provided. The representative will track activities specifically run for women in the province and will report regularly to the General Directorate.
3	Work will be taken to increase the implementation of the clause "Provincial Boards of Employment and Vocational Training will target equality of opportunity between men and women and ensure the participation of a representative of an NGO working on women's issues" contained in the Prime Ministerial circular 2010/14 on Increasing the Employment of Women and Ensuring Equality of Opportunity.	İŞKUR		2018	The local awareness of the circular will be increased in order to ensure that the issues of women and women's employment are taken up at board meetings and that representatives of women's NGOs participate; NGOs will be encouraged to attend the board meetings and the continuity of their participation will be ensured. The participation of representatives of local equality units of municipalities will also be encouraged. This issue will be taken up at the Labour Market Information Consultation Board.  Women's employment will form the agenda for one meeting of the Provincial Boards of Employment and Vocational Training.

4	Employment mobility problems of women will be identified and these points will be kept in mind during the realisation of policies.	İŞKUR		2018	Work is continuing on the Study of Labour Market Analyses and Vacant Positions Statistics. A thematic study on reasons why the unemployed do not prefer certain jobs is planned for the end of 2015. The conclusions of these studies will be used to develop implementation-oriented studies, policies and strategic planning
5	Projects prepared for the vocational training and employment of women will be supported.	İŞKUR	All relevant organisations.	2016	<p>Projects for the vocational training and employment of women will be supported. In this context, the inclusion of disadvantaged groups of women will be ensured, such as those working in agriculture, migrant/temporary agricultural labourers, those working informally in or outside the home, women with disabilities, divorced women, women whose spouses are convicts or who are convicts themselves and women whose spouses have died.</p> <p>Special training courses, programmes, practices, projects and protocols are in place for protecting and increasing employment, developing the professional qualifications of the unemployed and including groups in need of special policies (women, youth, the long-term unemployed, ex-convicts, persons with disabilities etc.) in the labour market. In this framework, 2,021 vocational training courses were held within the scope of special policies in 2015. These were attended by 45,168 people, of whom 31,524 were women.</p>
6	The continuity of special support programmes for the provision of job opportunities for women, especially those looking for work for the first time, will be ensured.	İŞKUR			<p>There is currently no facilitating mechanism for women looking for jobs for the first time. To make good this observed deficiency, adjustment programmes will be developed which will include internships and on-the-job training opportunities supported through incentives as well as by institutions such as the Ministry of National Education and İŞKUR. Prospective candidates take part in work and vocational counselling services before participating in on-the-job training programmes.</p> <p>The “work clubs” project has been accepted and this is expected to offer women various services.</p>
7	The availability of childcare units/ playrooms for the children of women attending Adult Education Courses will be increased.	Ministry of National Education	İŞKUR Local Administrations	2016 - 2018	This is intended to provide quality care to support the development of the children of women attending Adult Education Courses. Space will be allocated for the child playrooms and care rooms within the Adult Education Centres.

8	The proportion of women being placed in jobs in the private sector through İŞKUR will be increased.	İŞKUR	Ministry of National Education	2016-2018	<p>Necessary orientation work will be carried out as part of the labour market analyses carried out on a provincial basis by İŞKUR.</p> <p>The aim is to increase the proportion of women among those who are placed in a job in the private sector through İŞKUR to 35 percent of the total by the end of 2017.</p> <p>The number of placements rose by 27% in 2015 by comparison with 2014. The proportion of women in total placements in 2015 was 29 percent, and further increases are targeted.</p>
9	Labour Market Studies will be carried out which take into account the fields for which women are in demand in the labour market and the need for professional and basic skills.	İŞKUR		2016-2018	<p>The vacant positions take from the Labour Market Studies conducted will be examined from the women's perspective and a detailed analysis of the skills employers expect from women will be carried out.</p>
10	Consultation services will be used actively in directing women who are victims of violence towards vacant positions.	İŞKUR	Ministry of Family and Social Policies/ General Directorate for Women's Status  Social Security Agency	2018	<p>Information will be gathered about the professional lives of women who have applied to the Violence Prevention and Observation Centres (ŞÖNİM) and work on informing them about and orienting them towards vacant positions will be carried out through job and vocation counsellors.</p> <p>A report regarding these women will be prepared and annual data regarding the number of women placed in or directed towards work as part of ŞÖNİM, and the types of work in question, will be shared with the Ministry for the Family and Social Policies.</p> <p>*March 2013-December 2014 In 2014, 400 women in women's shelters were given training in job-seeking skills. In 2015, job-seeking skills training was given to 350 women in women's shelters.</p>

## 2. Increasing Women's means of access to the labour market

No	Action	Organisation Responsible	Relevant Organisations	Date	Explanations
1	Work will be undertaken to increase women's entrepreneurship.	İŞKUR	Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB); Union of Chambers and Commodity Exchanges of Turkey (TOBB); Ministry of Trade and Customs; Ministry of Food, Agriculture and Livestock; Ministry of National Education; Development Agencies, Confederation of Traders and Artisans of Turkey (TESK)	2016-2018	<ul style="list-style-type: none"> <li>• İŞKUR work and vocational counsellors will be given entrepreneurship counselling training.</li> <li>• An entrepreneurship counselling training module and handbook will be prepared in cooperation with the Agency for the Development and Support for Small and Medium Scale Enterprises.</li> <li>• Cooperative activities aimed at women entrepreneur candidates will be increased.</li> <li>• Additional modules will be developed for female entrepreneur candidates and especially female entrepreneur candidates who intend to establish cooperatives.</li> <li>• Publicity work on entrepreneurship will be increased.</li> <li>• Practical entrepreneurship training opportunities will be expanded and increased.</li> </ul> <p>Work on this action point continues. In 2015, 1,625 entrepreneurship training programmes were held, which were attended by 41,907 people, of whom 20,002 were women.</p> <p>As part of the Operation for Supporting Youth Employment, of which İŞKUR is the beneficiary, some work and vocational counsellors have received entrepreneurship counselling training. In the framework of this action point, another group of work and vocational counsellors (around 400) will receive training on entrepreneurship counselling.</p>
2	Awareness raising will be increased to measure the attitudes of those looking for work towards entrepreneurship.	İŞKUR	Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB)	2016-2018	<p>A field study of job seekers will be carried out. Questions will be asked in areas such as:</p> <ol style="list-style-type: none"> <li>1- The demographic characteristics of the job seekers,</li> <li>2- Obstacles to becoming entrepreneurs (Know-how, capital, legislation, etc.)</li> <li>3- Awareness regarding state support for entrepreneurship.</li> </ol>

3	Arrangements will be made for the provision of mentoring services to potential woman entrepreneurs who have received entrepreneurship training by employers or academics.	İŞKUR	NGOs, KAGİDER, Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB), Confederation of Traders and Artisans of Turkey (TESK), universities, Union of Chambers and Commodity Exchanges of Turkey (TOBB), Ministry of Food, Agriculture and Livestock, Ministry of Customs and Trade	2016-2018	Events will be organised to facilitate the sharing of good examples and experiences of women's entrepreneurship and cooperatives.
4	Support will be extended to maintain the formality of women's employment.	İŞKUR	Social Security Institution (SGK), Ministry of National Education	2016-2018	İŞKUR work and vocational counsellors will inform the unemployed and employers about the benefits of formal employment orally and in writing.  A social security module will be added to the present modules which are used in İŞKUR training. The content of present training materials will be expanded to include social security rights.  A Guide for Women Entering and Remaining in the Labour Market will be prepared and disseminated electronically and in print.
5	Emphasis will be placed on publicising İŞKUR's activities for the employment of women.	İŞKUR	NGOs, workers' and employers' organisations, Ministry of National Education, Ministry of Food, Agriculture and Livestock, universities	2016-2018	Recognition of İŞKUR's activities for women's employment will be raised.

6	The incentives provided for increasing the employment of women will be publicised.	İŞKUR	Ministry of Labour and Social Security, employers' organisations, Social Security Institutions (SGK)	2016-2018	Awareness raising activities will be held for employers and women on the available incentives and support for raising women's employment.
7	Women will be given priority in training courses with guarantees of employment.	İŞKUR		2016-2018	<p>İŞKUR holds special training courses and programmes for individuals and groups who have problems adjusting to the labour market.</p> <p>Those who attend these courses acquire a vocation through vocational training and make up for their lack of professional experience.</p> <p>Disadvantaged individuals and groups such as women, young people, the long-term unemployed, persons with disabilities and their families, foreigners and foreigners of Turkish origin, persons receiving treatment for drug addiction and Romani are the priority target groups for these courses and programmes.</p> <p>In this framework, 2,021 vocational training courses for groups requiring special policies were held in 2015, and these were attended by a total of 45,168 people, of whom 31,524 were women.</p>
8	Programmes will be prepared to ensure that women take better advantage of the entrepreneurship training and financing opportunities currently conducted in cooperation with the Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB).	İŞKUR	Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB)		Practical entrepreneurship training courses for women will be expanded.
9	Programmes will be prepared and cooperation entered into in order to increase women's employment and equality of opportunity in rural areas.	İŞKUR	Ministry of Food, Agriculture and Livestock KOSGEB Development Agencies		İŞKUR's employment-oriented vocational training courses and the practical entrepreneurship training courses conducted in cooperation with the Agency for the Development and Support for Small and Medium Scale Enterprises (KOSGEB) will be offered more widely in rural areas and priority will be given to women.

