

MORE AND BETTER JOBS FOR WOMEN:
WOMEN'S EMPOWERMENT THROUGH DECENT
WORK IN TURKEY

ANALYSIS OF KONYA LABOUR MARKET FROM GENDER EQUALITY PERSPECTIVE

Oğuz KARADENİZ

At work, at home, everywhere

equal



together



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FOREWORD

This study is conducted within the context of “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” Project, implemented by the International Labour Organization in collaboration with the Turkish Employment Agency (ISKUR) and financed by Sweden through the Swedish International Development Cooperation Agency (SIDA). The project aims at supporting the development of an inclusive and holistic policy at national scale to increase and promote women’s employment, creating decent work opportunities for women through active labour market policies, building awareness on gender equality and labour standards, and supporting women’s empowerment in Turkey. Accordingly, it is intended to collect data for a healthier analysis of the labour markets from the gender equality perspective and to develop policy recommendations on this basis.

We wish that this study would be useful for policy makers, researchers and all stakeholders.

ILO Office for Turkey

INTRODUCTION

The study aims to analyse the labour market in Konya from the gender perspective. In Chapter I of the study, information is provided on socio-economic characteristics of Konya (population, migration, sectoral distribution of GDP). In Chapter II, the characteristics of employed and unemployed people in TR52 region are analysed in the light of demographic variables such as age, gender, and marital status using TURKSTAT HLFS database (2010-2013), data table and TURKSTAT HLFS raw data. The chapter addresses the distribution of employment by sector, employment conditions, and social security status as well as such variables like job search duration, educational attainment and last economic activity sector of employment for unemployed people. In Chapter III, information on labour markets in the light of ISKUR Statistical yearbooks and the activities of ISKUR are examined. In Chapter IV, the distribution of vacancies by occupations and sectors in Konya Province has been examined from the perspective of gender equality. Our study ends with policy recommendations in Chapter V for increasing women's employment in Konya.

I. DEMOGRAPHY AND ECONOMY OF KONYA

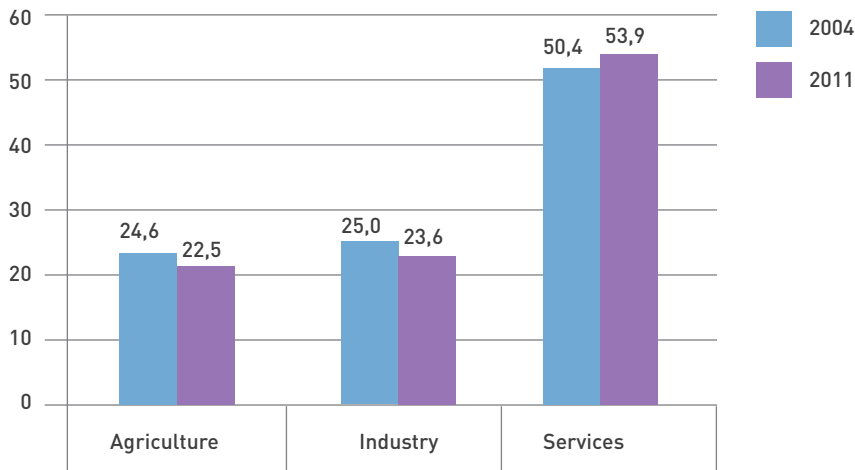
Konya ranked 20th in the socio-economic development rankings of provinces as of 2011 (Source: Ministry of Development, 2013). Konya is in the group of 2nd degree developed provinces (Map of the 6-grade new incentive system finalised on the basis of SEGE, 2011). Competitive industrial infrastructure has an important place in the development of the province. It ranks 5th among provinces highest numbers of OIZs in Turkey with 9 organised industrial zones (KTO, 2011). The capital sizes of newly established firms, industrial infrastructure are important factors in the development rate of the province. However, a low number of firms with foreign capital, inadequacies in education, and development needs in information and communication infrastructure are seen as important obstacles for the province to being in higher rankings (SEGE, 2011).

The population of Konya province is 2,079,225 as of 2013, with 1,031,563 males and 1,047,662 females. The population density is 53 (persons/km²). The annual population growth rate in Turkey was 13.7 per thousand in 2012-2013 while it was 12 per thousand in 2011-2012. In Konya province, the population growth rate was 13 per thousand in 2012-2013 while it was 6.7 in 2011-2013 (TURKSTAT Statistical Yearbook, 2013).

When the migration situation of Konya Province is analysed as of 2012-2013, it is seen that a total of 51,080 people came in and 55,006 went out, with net migration of -3,926 people and the net migration rate was -1.9 per thousand in this period. When the migration destinations for people leaving Konya are examined, it is seen that Ankara ranks first, with 13% of migration from Konya moving to Ankara, followed by Istanbul, Antalya, Izmir, Karaman, Aksaray and Mersin (TURKSTAT Address Based Population Registration System (ADNKS)).

In the TR52 Region covering Konya and Karaman, 53.9% of gross value added is produced by services, 23.6% by industry and 22.5% by agricultural sector. Compared to 2004, while the agricultural and industrial sectors decreased by 2 and 1.5 percentage points respectively, the increase of 3.5 percentage points in the services sector is noteworthy. TR52 Region produces 2.3% of gross value added in Turkey as of 2011 and ranks 14th among 26 regions (TURKSTAT Regional Accounts, 2011).

Figure 1. Shares of Sectors in Gross Value Added in TR52 Region, 2004-2011



Source: TURKSTAT, Regional Accounts, http://www.tuik.gov.tr/PreTablo.do?alt_id=1075 (Access Date: 05.01.2015)

Sectors which displayed 40% or more employment growth during 2009-2012 in Konya Province according to TURKSTAT Industry and Services Statistics are shown below. It is seen that sectors of metal products, automotive ancillaries, trade and catering services were the locomotive sectors in employment growth in

TR52 region for 2009-2012. As can be seen from the examination of the table, in TR52 region for 2009-2012, number of employees increased by 241% in manufacture of basic metals from 4,106 to 13,688, by 178% in manufacture of computer, electronic and optical products from 5,491 to 15,250, by 129% in manufacture of motor vehicles, trailers and semi-trailers from 8,453 to 19,322, and by 127% in manufacture of other transport equipment from 10,151 to 23,048. Similarly, over 100% employment growth was achieved in the sectors of other manufacturing, and repair and installation of machinery and equipment. In the services sector, the employment growth rate exceeded 40% in accommodation, food and beverage service activities, and wholesale and retail trade sector.

Table 1. Sectors with 40% or Higher Employment Growth in Konya Province, by Number of Employees and Growth Rate (%), 2009-2012, TR52 Region

Sectors	2 009	2 010	2 011	2 012	2009-2013 Artış
Manufacture of basic metals	4 016	7 500	7 921	13 688	241%
Manufacture of fabricated metal products, except machinery and equipment	143	c	170	453	217%
Manufacture of computer, electronic and optical products	5 491	10 098	16 052	15 250	178%
Manufacture of electrical equipment	397	136	282	1 090	175%
Manufacture of machinery and equipment n.e.c.	627	794	1 514	1 577	152%
Manufacture of motor vehicles, trailers and semi-trailers	8 453	13 555	19 155	19 322	129%
Manufacture of other transport equipment	10 151	14 516	14 677	23 048	127%
Manufacture of furniture	1 160	2 024	1 650	2 628	127%
Other manufacturing	6 813	9 011	13 844	14 640	115%
Repair and installation of machinery and equipment	7 207	11 128	9 019	15 075	109%
Water collection, treatment and supply	489	739	693	1 000	104%
Sewerage	6 083	7 634	9 990	12 020	98%
Waste collection, treatment and disposal activities; materials recovery	8 648	13 026	11 207	17 035	97%
Remediation activities and other waste management services	3 672	4 923	5 266	7 097	93%
Construction of buildings	1 505	1 549	2 257	2 859	90%
Civil engineering	1 064	c	1 010	1 995	88%
Specialised construction activities	2 827	4 056	4 022	5 297	87%
Wholesale and retail trade and repair of motor vehicles and motorcycles	2 319	3 614	3 859	3 919	69%
Wholesale trade, except of motor vehicles and motorcycles	5 870	8 082	6 422	9 450	61%
Retail trade, except of motor vehicles and motorcycles	3 484	4 228	4 305	5 517	58%
Road transport and transport via pipelines	137	226	234	214	56%
Water transport	2 282	2 900	2 408	3 466	52%
Air transport	3 082	4 750	3 501	4 643	51%
Warehousing and support activities for transportation	15 567	17 662	19 546	23 243	49%
Postal and courier activities	1 724	1 117	1 035	2 569	49%
Accommodation	2 596	3 203	3 867	3 682	42%
Food and beverage service activities	67 205	69 363	85 234	94 205	40%

Source: TURKSTAT Industry and Service Statistics

Konya is a province with large agricultural areas. Agricultural area ratio is 63.8%. In agriculture, it ranks first in Turkey especially in the production of wheat, sugar beet, carrots, dry beans and eggs. 66.20% of Turkey's carrot production, 27.51% of sugar beet production, and 32.64% of dry bean production come from Konya. It ranks second in the production of barley and red meat. Agricultural products constitute 23.22% of Konya province exports. Specialised Livestock Organised Industrial Zone with the largest area in Turkey is also in Konya (www.konyaday-atirim.gov.tr).

While Konya was previously an agricultural city with its favourable agricultural land and its leadership in production, the industrial development started from 1950 and it increased its progress especially in the manufacturing sector and entered into the process of being an industrial city.

Industry sectors that stand out in Konya: (<http://www.kso.org.tr/sayfa/tr/sanayi>):

1. Machinery and equipment manufacturing industry
 - a. Metal processing machinery
 - b. Manufacture of onboard equipment (Market leader with 75% share)
 - c. Manufacture of milling machines (Market leader in the sector)
 - d. Manufacture of agricultural tools, machinery and equipment (Market leader with 65% share. It carries 45% of Turkey's exports of farm machinery.)
2. Automotive ancillaries industry (one of Turkey's largest production centres)
3. Basic metals manufacturing industry
4. Manufacture of furniture
5. Food products and beverage manufacturing industry
6. Leather and leather products manufacturing industry
7. Manufacture of plastics and rubber products
8. Textile and textile products manufacturing industry
9. Wood products manufacturing industry
10. Paper and paper products manufacturing industry
11. Other non-metallic mineral products industry
12. Fabricated metal products manufacturing industry

II. MAIN OUTLOOK OF KONYA LABOUR MARKET: LABOUR INDICATORS

The main source used in the analysis of Konya Province labour market is the TURKSTAT Household Labour Force Surveys. Most of the data are collected from TURKSTAT household surveys Level 2 TR52 (Konya, Karaman) region; for this reason, the data not only include Konya but also Karaman province. There are differences in social and economic development levels between two provinces. As the data contain 2 provinces, it should be taken into account that there will be deviations in the analyses.

Table 2. Labour Force Participation Status of Population, 2010 and 2013, TR52 Region, (000)

	Total		Female		Male	
	2010	2013	2010	2013	2010	2013
Population (15+ Age)						
Non-institutional working age population (000)	1.592	1.634	814	834	778	800
Labour Force (000)	820	795	239	224	581	570
Employed (000)	751	757	215	212	535	546
Unemployed (000)	69	37	23	13	46	25
Labour force participation rate %	51,5	48,6	29,3	26,9	74,7	71,3
Unemployment rate %	8,4	4,7	9,7	5,6	7,9	4,3
Employment rate %	47,2	46,4	26,5	25,4	68,8	68,2
Not in labour force (000)	773	839	576	610	197	230

Source: TURKSTAT Household labour statistics; www.tuik.gov.tr (Access date: 03-04.12.2014)

When the labour force status of population is examined, it is seen that non-institutional working age population increased by 42,000 from 2010 to 2013, with 20,000 of this increase being in females and 22,000 in males. The labour force participation decreased by 15,000 in females while it decreased by 11,000 in males. It is seen that the number of employed people showed no significant change in 3 years while the number of unemployed people displayed a large decrease. It should be kept in mind that the main source of the decline in female's participation in the labour force may be related to the decline in the number of unemployed or to the number of people who gave up seeking a job in a sense. The labour force participation rate for females was 26.9% as of 2013 and displayed 2.4 percentage points decline from 2010 to 2013. The female labour force participation in the region was below the national average of 30.8% (TURKSTAT, access data 08.12.2014). The male labour force participation rate was 71.3% as of 2013 and decreased by 3.4 percentage points since 2010. As of 2013, the male labour force participation rate was below the national average (71.5% (TURKSTAT Access Date: 08.12.2014)) by 0.2 percentage point. When employment rates are examined, the female employment rate was 25.4% as of 2013 and displayed 1.1 percentage points decline compared to 2010. The Region was also below the national average for female employment rates (the average employment rate in Turkey for females was 27.1%). Employment rate for males declined by 0.6 percentage point from 2010 to 2013 and was 68.8% as of 2013. The male employment rate was above the national average (65.2%). When unemployment rates are examined, they displayed 4.1 percentage points decline for females and 3.6 percentage points decline for males from 2010 to 2013. Regarding unemployment rates, TR52 Region was below the national average for both females and males (the national average was 8.7% for males and 11.9% for females).

Table 3. Female Labour Force Status by Educational Attainment, 2013, (000)

2013	Illiterate	Less than high school	High school and equivalent vocational school	Higher Education	Total
Non-institutional working age population	133	563	85	52	834
Labour Force	19	147	23	36	224
Employed	19	142	19	32	212
Unemployed	0	5	3	4	13
Labour force participation rate %	13,9	26,1	26,5	69,2	26,9
Unemployment rate %	0,3	3,4	15,4	11,1	5,6
Employment rate %	13,9	25,2	22,5	61,5	25,4
Not in labour force	115	416	63	16	610

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 03.12.2014)

When the labour force status by educational attainment is examined, it is seen that 68% of the 834,000 non-institutional females are in the less than high school education group, while 147,000 of 563,000 females are participating in the labour force. In the female group with less than high school education, population not participating in labour force is 416,000 and it comprises 68% of total female population who does not participate in labour force. The group with the highest labour force participation rate is the higher education group with 69.2%. In parallel with the labour force participation rate, the group with the highest employment rate is also the female group with higher education attainment. The group with the highest unemployment rate is the group of high school and equivalent vocational school graduates with unemployment rate of 15.4%.

Table 4. Female Labour Force Status by Educational Attainment, 2010, (000)

2013	Illiterate	Less than high school	High school and equivalent vocational school	Higher Education	Total
Non-institutional working age population	131	543	92	49	814
Labour Force	22	156	25	35	239
Employed	22	146	19	29	215
Unemployed	0	10	6	6	23
Labour force participation rate %	17,1	28,7	27,8	71,1	29,3
Unemployment rate %	1,2	6,7	24,7	17,7	9,7
Employment rate %	16,9	26,8	20,9	58,6	26,5
Not in labour force	108	387	66	14	576

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 03.12.2014)

When the female labour force status by educational attainment is examined with 2010 data, it is seen that they are parallel to 2013 findings. 156,000 of 543,000 females with less than high school education were in labour force. The female group of higher education graduates displayed the highest figures both in labour force participation (71.4%) and employment (58.6%) rates.

Table 5. Female Labour Force Status by Educational Attainment, 2010-2013 Difference, (000)

2010-2013 Difference Female	Illiterate	Less than high school	High school and equivalent vocational school	Higher Education	Total
Non-institutional working age population	2	20	-7	3	20
Labour Force	-3	-9	-2	1	-15
Employed	-3	-4	0	3	-3
Unemployed	0	-5	-3	-2	-10
Labour force participation rate %	-3.2	-2.6	-1.3	-1.9	-2.4
Unemployment rate %	-0.9	-3.3	-9.3	-6.6	-4.1
Employment rate %	-3	-1.6	1.6	2.9	-1.1
Not in labour force	7	29	-3	2	34

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

When the female labour force status by educational attainment is examined, it is seen that there are important changes in labour force status differences between 2010 and 2013 for “less than high school group”. When the difference from 2010 to 2013 is examined, the female population not included in the labour force increased by 34,000 in total, and 29,000 of this increase was experienced in the female group with less than high school education. In the same way, the labour force in this group accounted for 60% of the total female labour force decline, with a decrease of 9,000. The decline in the number of unemployed in this group also in the same way accounts for 50% of decline in the total number of unemployed for females.

Table 6. Female Labour Force Status by Age Group, 2013, (000)

2013	15-19	20-24	25-34	35-54	55+	Toplam
Non-institutional working age population	96	76	169	298	195	834
Labour force	17	23	62	102	20	224
Employed	16	19	57	100	20	212
Unemployed	1	4	5	2	0	13
Labour force participation rate %	17,5	30,4	36,8	34,3	10,1	26,9
Unemployment rate %	6,9	15,9	8,5	2,3	0,2	5,6
Employment rate %	16,3	25,6	33,7	33,5	10,1	25,4
Not in labour force	79	53	107	196	175	610

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 03.12.2014)

When the female labour force status by age is examined, age groups with the highest labour force participation are 25-34 and 35-54. Similarly, employment also displays the highest figure in these age groups. Age group with the highest unemployment rate is 20-24 with 15.9%. 610,000 females who are not in labour force are mainly in 25-34, 35-54, and 55 and above age groups. Therefore, it is thought that 416,000 females who have less than high school education and are not in the labour force are not young people who continue their education but are from females with 25 years of age and over

Table 7. Female Labour Force Status by Age Group, 2010, (000)

2010 Kadın	15-19	20-24	25-34	35-54	55+	Toplam
Non-institutional working age population	99	92	169	272	182	814
Labour force	20	31	68	94	26	239
Employed	16	25	59	89	26	215
Unemployed	3	6	8	6	0	23
Labour force participation rate %	19,7	33,7	39,9	34,7	14,4	29,3
Unemployment rate %	17,4	18,6	12,0	6,1	0,2	9,7
Employment rate %	16,3	27,4	35,1	32,6	14,4	26,5
Not in labour force	80	61	102	177	156	576

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 03.12.2014)

Table 8. Female Labour Force Status by Age Group, 2010-2013 Difference, (000)

2013-2010	15-19	20-24	25-34	35-54	55+	Toplam
Non-institutional working age population	-3	-16	0	26	13	20
Labour force	-3	-8	-6	8	-6	-15
Employed	0	-6	-2	11	-6	-3
Unemployed	-2	-2	-3	-4	0	-10
Labour force participation rate %	-2.2	-3.3	-3.1	-0.4	-4.3	-2.4
Unemployment rate %	-10.5	-2.7	-3.5	-3.8	0	-4.1
Employment rate %	0	-1.8	-1.4	0.9	-4.3	-1.1
Not in labour force	-1	-8	5	19	19	34

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

When the differences of female labour force between 2010 and 2013 are examined by age, it is seen that the population not in the labour force concentrates in the age group of 35-54 and 55 and over.

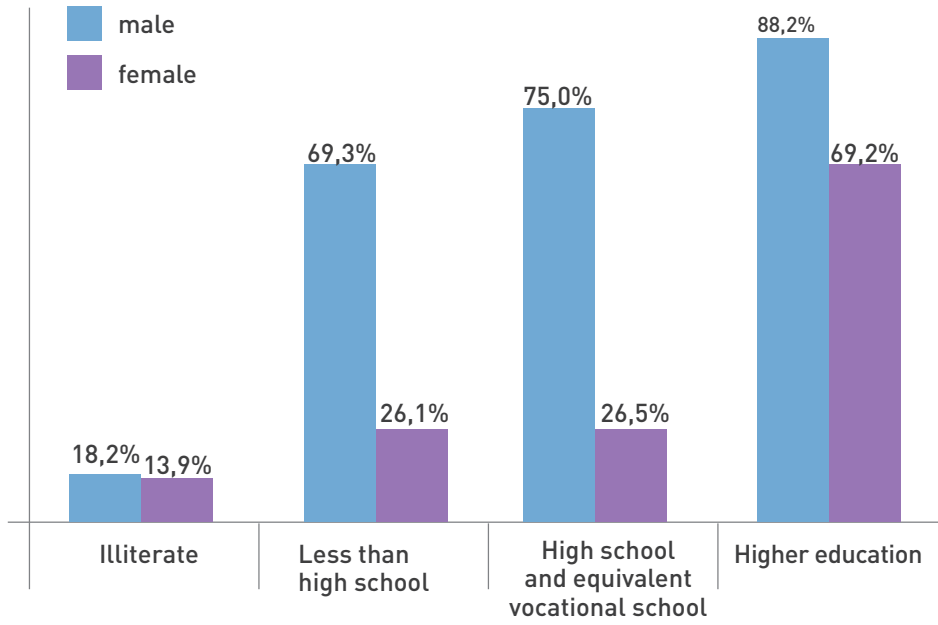
A. Labour Force Participation

When the labour force status by educational attainment is examined, it is seen that the highest drop in labour force participation is experienced in the “illiterate” group for both males and females. The labour force participation for illiterate group showed a drop by 3.2 percentage points for females and 11.9 percentage points for males from 2010 to 2013.

Table 9. Labour Force Participation by Educational Attainment and Gender, 2010 and 2013, (%)

	Male		Female	
(%)	2010	2013	2010	2013
Illiterate	30,1	18,2	17,1	13,9
Less than High School	74,7	69,3	28,7	26,1
High School and Equivalent Vocational School	75,1	75,0	27,8	26,5
Higher Education	86,7	88,2	71,1	69,2

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Figure 2. Labour Force Participation Rates by Educational Attainment and Gender, 2013, (%)

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Table 10. Labour Force Participation Rates by Age Group and Gender, 2010 and 2013, (%)

	Female		Male	
	2010 (%)	2013 (%)	2010 (%)	2013 (%)
15-19	19,7	17,5	47,2	44,9
20-24	33,7	30,4	73,3	75,4
25-34	39,9	36,8	93,5	93,2
35-54	34,7	34,3	90,4	87,8
55+	14,4	10,1	45,6	34,5

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

When the labour force participation status by age is examined, the age group with the largest drop in labour force participation from 2010 to 2013 is 55 and above for both males and females. The labour force participation displayed 4.3 percentage points decline from 2010 to 2013 in the group of females who are 55 and above and 11.1 percentage points decline in the same age group of males. The only age group which showed an increase from 2010 to 2013 in labour force participation is the group of 20-24 ages in males with 2.1 percentage points rise.

Table 11. Females Not in Labour Force by Reasons for Non-participation in Labour Force, 2010 and 2013, (000)

(000)	2010	2013
Lost hope	22	10
Not seeking a job but available to start/Other	95	43
Seasonal worker	0	1
Household chores	163	335
Student (education-training)	57	66
Retired	4	7
Disability, old age or illness	123	92
Family or personal reasons	98	53
Other*	13	3
Total	576	610

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 13.12.2014)

When the reasons for non-participation in labour force for people not in labour force are examined, “household chores” is seen to be the leading reason. It is seen that the reason for 335,000 of 610,000 females not in labour force in 2013 is “household chores”. When 2010 is examined, “household chores” is the leading reason for non-participation in labour force. The second most important reason in 2010 is “disability, old age or illness”. For 2013, “disability, old age or illness” is again in the second place while there was a decrease from 2010 to 2013. Another reason with a large drop in non-participation in labour force is “family or personal reasons”. However, in addition to being busy with household chores, there were increases in non-participation in labour force in 2013 on account of being student (education-training) and retired.

Table 12. Reasons for Female Non-participation in Labour Force by Age Group, 2013, (000)

2013	15-19	20-24	25-34	35-54	55+	Toplam
Lost hope	1	1	3	5	0	10
Not seeking a job but available to start/Other	3	6	15	18	1	43
Seasonal worker			0	0	0	1
Household chores	18	25	56	139	97	335
Student (education-training)	52	11	2	0		66
Retired				2	5	7
Disability, old age or illness	2	2	3	16	70	92
Family or personal reasons	3	7	27	14	1	53
Other*	0	1	1	1	0	3

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 13.12.2014)

When the reasons for non-participation in labour force are examined by age, it is seen that people not in the labour force due to “household chores” are concentrated mainly in the age groups of 35-54 and 55 and above. 236,000 of 335,000 females who are not in labour force due to being busy with household chores are in the age groups of 35 and above. 63,000 of 66,000 females who are not in labour force due to education-training are in the age groups of 15-19 and 20-24. 70,000 of 92,000 females who are not in labour force due to disability, old age or illness are in the age group of 55 and above.

Table 13. Reasons for Female Non-participation in Labour Force, 2010-2013 Difference, (000)

2010-2013 Difference	15-19	20-24	25-34	35-54	55+	Toplam
Lost hope	-2	-1	-2	-6	-1	-12
Not seeking a job but available to start/Other	-8	-7	-12	-21	-4	-52
Seasonal worker	0	0	0	0	0	1
Household chores	8	12	33	72	47	172
Student (education-training)	8	-1	1	0	0	9
Retired	0	0	0	0	2	3
Disability, old age or illness	1	0	-1	-11	-18	-31
Family or personal reasons	-5	-9	-11	-14	-7	-45
Other *	-3	-1	-3	-3	-1	-10
Total	-1	-8	5	19	19	34

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 13.12.2014)

When the evolution of reasons for non-participation in labour force from 2010 to 2013 is examined by age, it is seen that non-participation in labour force due to being busy with household chores increased especially in the age groups of 35-54 and 55 and above. For the people who are not in labour force due to disability, old age or illness, the drops in the age groups of 35-54 and 55 and above are striking as being large.

Table 14. Reasons for Female Non-participation in Labour Force by Educational Attainment, 2013, (000)

2013 (Bin)	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total
Lost hope	0	7	2	1	10
Not seeking a job but available to start/Other	2	29	9	3	43
Seasonal worker		0	0	0	1
Household chores	55	252	24	4	335
Student (education-training)		46	18	1	66
Retired	0	2	2	2	7
Disability, old age or illness	56	36	1	0	92
Family or personal reasons	2	42	7	3	53
Other *		1	1	1	3
Total	115	416	63	16	610

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 13.12.2014)

When the reasons for female non-participation in labour force are examined by educational attainment, it is seen that 307,000 of 335,000 females who are not in labour force due to being busy with household chores have less than high school education, indicating that females with low levels of education are forced to being busy with household chores instead of participating in labour force. It stands out that 44,000 of 53,000 females who are not in labour force due to family personal reasons have again less than high school education, and at this point it can be conjectured that females with low levels of education do not participate in labour force due to family-society pressure. Almost all of the group which does not participate in labour force due to “disability, old age or illness” has less than high school education.

Table 15. Reasons for Female Non-participation in Labour Force by Educational Attainment, 2010-2013 Difference, (000)

2010-2013 Difference (000)	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total
Lost hope	-2	-9	-2	0	-12
Not seeking a job but available to start/Other	-3	-40	-7	-2	-52
Seasonal worker	0	0	0	0	1
Household chores	28	127	14	3	172
Student (education-training)	0	11	-3	0	9
Retired	0	1	1	0	3
Disability, old age or illness	-11	-19	0	0	-31
Family or personal reasons	-4	-37	-4	1	-45
Other *	-1	-7	-2	0	-10
Total	7	29	-3	2	34

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 13.12.2014)

B. Employment

In the period of 2010-2013, the employment in Konya-Karaman Region increased by 6,000 people from 751,000 to 757,000. As can be seen from the table, this increase is linked to the employment increase of 11,000 people in males. Employment in females decreased by 3,000 people during this period.

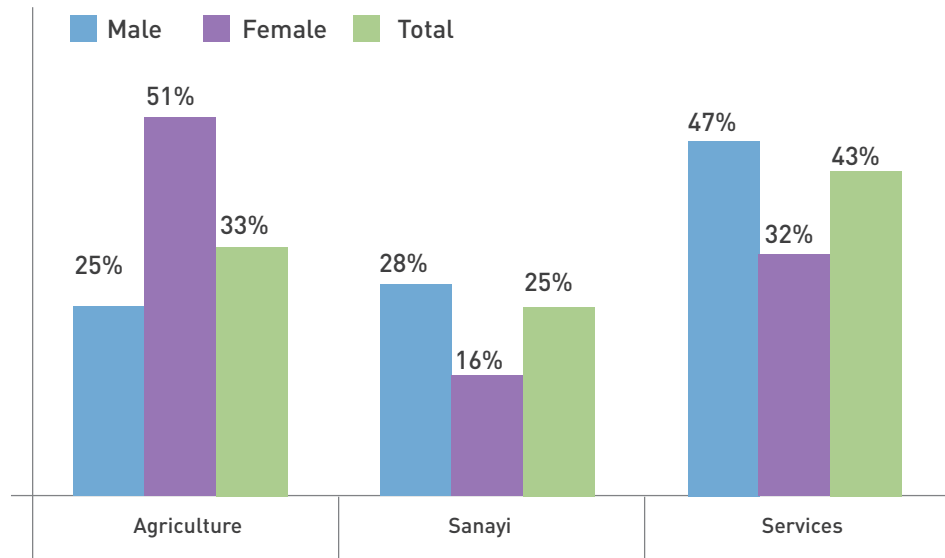
Table 16. Employment by Economic Activity and Gender, 2010 and 2013

	Male		Female		Total	
	2010 (Bin)	2013 (Bin)	2010 (Bin)	2013 (Bin)	2010 (Bin)	2013 (Bin)
Agriculture	145	138	119	109	264	248
	27%	25%	55%	51%	35%	33%
Industry	147	153	38	34	185	187
	27%	28%	18%	16%	25%	25%
Services	244	255	59	68	303	323
	46%	47%	27%	32%	40%	43%
Total	535	546	215	212	751	757
		100%	100%	100%	100%	100%

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04-09.12.2014)

When the evolution of employment development is examined by economic activities, it is seen that employment in the services sector increased in the specified period for both females and males. Employment in services sector increased by 5 percentage points for females and by 2 percentage points for males. Employment in agricultural sector decreased by 4 percentage points for females and by 2 percentage points for males. When the development of employment in industry is examined, it is seen that its share of total employment in males increased by 1 percentage point to 28% while it declined by 2 percentage points to 16% in females. The employment of females decreased by 3,000 people. Especially the employment decline of 10,000 people in the agricultural sector was effective on the decrease in total number. The employment of females decreased by 4,000 people in industry while it increased by 9,000 people by the services sector.

Figure 3. Employment by Economic Activities and Gender, 2013



Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04-09.12.2014)

When the employment development is examined by employment status, regular or casual employment increased by 12,000 in females and by 30,000 in males for the period of 2010-2013. When these increases in regular or casual employment are examined in terms of percentage distribution, it is seen that during 2010-2013 period the share of regular or casual employment in total employment increased by 4 percentage points in males and by 6 percentage points in females.

While the employment of unpaid family workers decreased by 2,000 in females and by 5,000 in males, their share in total employment did not change for females and decreased by 1 percentage point for males. In 2010, while the female employment as unpaid family workers accounted for 71% of total unpaid family worker employment, in 2013 this type of employment increased among females to 73%.

When the employment type of employer or self-employed is examined by gender for the period of 2010-2013, it is seen that it became less common among females as of 2013 and the share of females in this type of employment decreased from 17% to 12% while it became more common among males and their share increased from 83% to 88%.

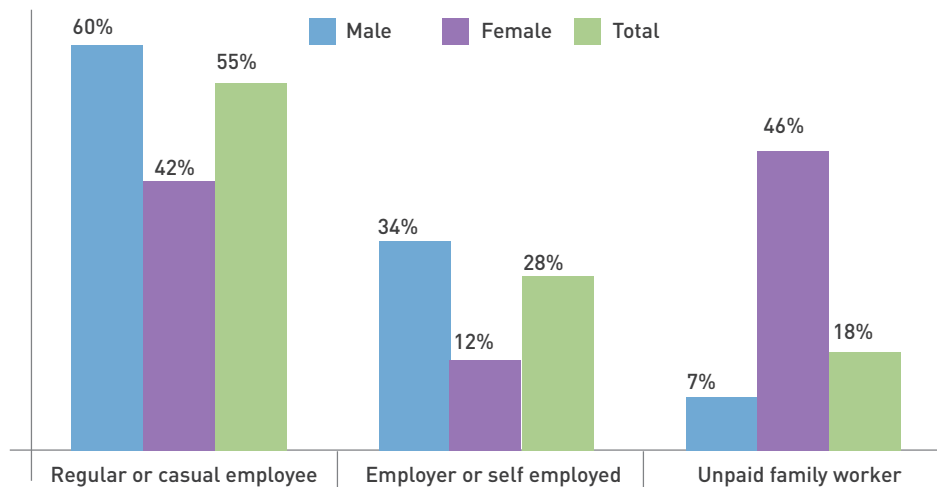
Table 17. Employment by Employment Type and Gender, (000) and (%)

	Male		Female		Total	
(000)	2010	2013	2010	2013	2010	2013
Regular or casual employee	297	327	77	89	374	415
	56%	60%	36%	42%	50%	55%
Employer or self employed	197	184	40	26	237	209
	37%	34%	19%	12%	32%	28%
Unpaid family worker	41	36	99	97	140	133
	8%	7%	46%	46%	19%	18%
Total	535	546	215	212	751	757
		100%	100%	100%	100%	100%

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

When the employment is examined by employment type and by agriculture vs. non-agriculture distinction, it is seen that employment increases are observed in non-agricultural sectors for both females and males. The decline in employment in the agricultural sector shows itself particularly in the employer or self-employed group. In the agricultural sector, the number of employer and self-employed decreased from 103,000 to 93,000 for males and from 16,000 to 8,000 for females.

Figure 4. Distribution of Employment by Employment Status, 2013



Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Table 18. Male Employment in Agriculture vs. Non-Agriculture by Employment Type, 2010 and 2013, (000)

	2010			2013		
	Non-agri- culture	Agriculture	Total	Non-agri- culture	Agriculture	Total
Regular or casual employee	283	14	297	308	18	327
Employer or self employed	94	103	197	91	93	184
Unpaid family worker	14	28	41	9	27	36

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 10.12.2014)

Table 19. Female Employment in Agriculture vs. Non-Agriculture by Employment Type, 2010 and 2013, (000)

	2010			2013		
	Non-agri- culture	Agriculture	Total	Non-agri- culture	Agriculture	Total
Regular or casual employee	68	9	77	79	9	89
Employer or self employed	24	16	40	18	8	26
Unpaid family worker	5	94	99	5	92	97

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 10.12.2014)

In the non-agricultural sector in the region, the female employment increased in regular employees in 2013 compared to 2010 while it declined in employer or self-employed.

In the region, there were employment increases of 6,000 in industry for males with less than high school graduation between 2010 and 2013, while there were increases of 3,000 for males with high school and equivalent vocational school graduation as well as for males with higher education graduation. The highest employment increase was realized in services sector for higher education graduates with an increase of 11,000 people.

Table 20. Male Employment by Educational Attainment and Economic Activity, 2010 and 2013, (000)

Male	2010				2013			
	Agri- culture	Indus- try	Ser- vices	Total	Agri- culture	Indus- try	Ser- vices	Total
Illiterate	5	0	1	7	2	1	1	4
Less than high school	123	108	132	363	120	114	129	363
High school and equivalent vocational school	14	28	52	93	14	25	55	94
Higher education	3	10	59	72	2	13	70	85
Total	145	147	244	535	138	153	255	546

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

In the region, between 2010 and 2013, there was a contraction of 5,000 people in the industrial sector for females with education level of less than high school, while an increase of 4,000 people in the services sector was achieved for females with the same education level. In the same period, there were increases in employment in the services sector by 2,000 people for females with high school and equivalent vocational school graduation and by 3,000 people for females with higher education graduation.

Table 21. Female Employment by Educational Attainment and Economic Activity, 2010 and 2013, (000)

Female	2010				2013			
	Agriculture	Industry	Services	Total	Agriculture	Industry	Services	Total
Illiterate	21	1	1	22	16	1	1	19
Less than high school	93	32	21	146	90	27	25	142
High school and equivalent vocational school	4	4	11	19	3	3	13	19
Higher education	0	2	26	29	0	2	29	32
Total	119	38	59	215	109	34	68	212

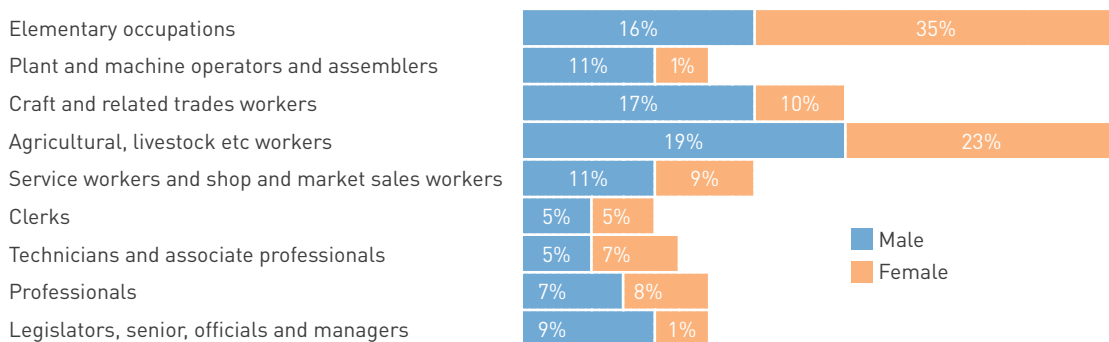
Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Table 22. Employment by Occupational Group (ISCO 88) and Gender, 2012, (000) and (%)

2012	Total	%	Male	%	Female	%
Legislators, senior, officials and managers	49	7%	47	9%	2	1%
Professionals	56	8%	40	7%	16	8%
Technicians and associate professionals	40	5%	26	5%	14	7%
Clerks	36	5%	26	5%	10	5%
Service workers and shop and market sales workers	79	11%	61	11%	18	9%
Skilled agricultural and fishery workers	149	20%	104	19%	44	23%
Craft and related trades workers	116	16%	95	17%	20	10%
Plant and machine operators and assemblers	61	8%	59	11%	2	1%
Elementary occupations	155	21%	86	16%	69	35%
Total	741	100%	546	100%	195	100%

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 09.12.2014)

When the employment is examined by occupational group, it is seen that occupational groups with highest employment in terms of shares are elementary occupations with 21%, skilled agricultural and fishery workers with 20%, and craft and related trades workers with 16%. When the male employment is examined by occupational group, skilled agricultural and fishery workers constitute the highest share. Craft and related trades workers are in the second place. For the female employment, elementary occupations stand out with 35%. The occupational group with the second highest share in females is composed of the skilled agricultural, and fishery workers. While elementary occupations hold an important place in total female employment with 35%, elementary occupations constitute 16% of total employment in males.

Figure 5. Employment by Occupational Group (ISCO 88) and Gender, 2012, (%)

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 09.12.2014)

Table 23. Male Employment by Status in Social Security Registration and Economic Activity, 2010 and 2013, (000) and (%)

Male	2010 (Bin)					2013 (Bin)				
	Unregis-tered	%	Regis-tered	%	Total	Unregis-tered	%	Regis-tered	%	Total
Agriculture	108	74%	37	26%	145	88	64%	51	37%	138
Industry	53	36%	94	64%	147	41	27%	113	74%	153
Service	78	32%	166	68%	244	53	21%	202	79%	255
Total	239	45%	297	56%	535	181	33%	365	67%	546

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

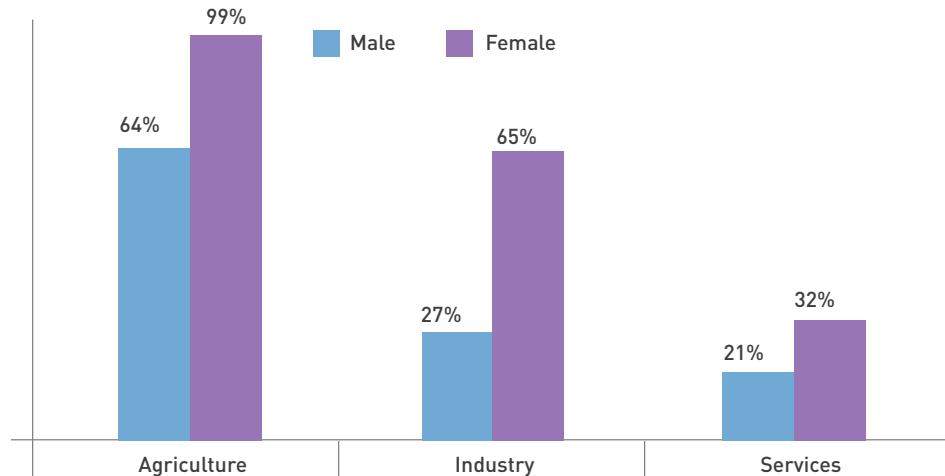
When the male employment is examined by status in social security registration and economic activity, it is seen that 33% of total employment is unregistered as of 2013. The economic activity where unregistered employment is most common is agriculture with 64%. When examined in comparison to 2010, unregistered employment decreased from 45% in 2010 to 33% in 2013. In the same direction, registered employment increased from 56% in 2010 to 67% in 2013.

72% of female employment is unregistered as of 2013. As in males, the economic activity where unregistered employment is most common is agriculture. For females, unregistered employment in agriculture is at a high level with 99%. After agriculture, industry is the second economic activity where unregistered employment is common (unregistered unemployment rate in industry is 65%). Unregistered employment was 79% for females as of 2010 while this ratio declined to 72% in 2013. Registered employment increased from 21% to 28%. Rise of registered rates in industry and services was effective in this increase. In agriculture, unregistered employment increased by 1% between 2010 and 2013.

Table 24. Female Employment by Status in Social Security Registration and by Economic Activity, 2010 and 2013, (000) and (%)

Female	2010 (Bin)					2013 (Bin)				
	Unregis-tered	%	Regis-tered	%	Total	Unregis-tered	%	Regis-tered	%	Total
Agriculture	117	98%	2	2%	119	108	99%	1	1%	109
Industry	30	79%	8	21%	38	22	65%	12	35%	34
Service	23	39%	36	61%	59	22	32%	46	68%	68
Total	170	79%	46	21%	215	152	72%	59	28%	212

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Figure 6. Share of Unregistered Employees in Employment by Economic Activity and Gender, 2013, (%)

Kaynak: TUIK Hane Halkı işgücü istatistikleri; www.tuik.gov.tr (Erişim tarihi: 04.12.2014)

C- Unemployment

The unemployment rate decreased in all age groups from 2010 to 2013. The unemployment rates declined by 6.3 and 6 percentage points in 15-19 and 20-24 age groups, respectively. Likewise, the decline of 10.5 percentage points in 15-19 age group for females is remarkable. The age group in which the unemployment rate declined the most in males was the group of 20-24 years with 7.4 percentage points decrease.

Table 25. Unemployment Rates by Age Group and Gender, 2010 and 2013; (%)

	Male		Female		Total	
	2010 (%)	2013 (%)	2010 (%)	2013 (%)	2010 (%)	2013 (%)
15-19	11,5	6,9	17,4	6,9	13,2	6,9
20-24	16,9	9,5	18,6	15,9	17,5	11,5
25-34	8,4	4,9	12,0	8,5	9,5	5,9
35-54	5,6	3,0	6,1	2,3	5,7	2,8
55+	4,7	2,0	0,2	0,2	3,5	1,6

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04-11.12.2014)

When the unemployment rates are examined by educational attainment, it is seen that unemployment rates declined in all education groups. Largest declines in males are experienced in the groups of illiterate and high school and equivalent vocational school. In females, the groups with the highest decrease are the groups of high school and equivalent vocational school graduates as well as higher education graduates.

Table 26. Unemployment Rates by Educational Attainment and Gender, 2010 and 2013 Difference, (%)

	Male			Female		
	2013 (%)	2010-2013 Difference	2010 (%)	2013 (%)	2010-2013 Difference	2010-2013 Değişim
Illiterate	9.6	2.7	-6.9	1.2	0.3	-0.9
Less than high school	7.7	4.4	-3.3	6.7	3.4	-3.3
High school and equivalent vocational school	9.5	4.8	-4.7	24.7	15.4	-9.3
Higher education	6.5	3.6	-2.9	17.7	11.1	-6.6

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

When the distribution of unemployed males is examined by educational attainment and the last economic activity sector of employment, it is observed that the majority of unemployed population is especially composed of people who have less than high school education and worked in industry and services sectors. It is seen that, as of 2013, industry and services sectors are the last economic activity sectors that 80% of unemployed males worked in, and when the educational attainment of unemployed in industry and service is examined, 80% of unemployed in the industrial sector and 50% of unemployed in the services sector have less than high school education. For the unemployed who worked in the services sector, the ratios of high school and equivalent vocational school graduates as well as higher education graduates are higher compared to other sectors.

Table 27. Unemployed by Age Group, Gender and Educational Attainment, 2013, (000)

2013	Illiterate			Less than high school			High school and equivalent vocational school			Higher education			Total		
	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male	Total	Male	Fe-male
15-19	0			3	3	1	1	1	0	0		0	4	3	1
20-24	0			2	2	0	3	1	1	4	2	2	9	5	4
25-34	0	0		7	5	2	3	2	2	3	1	2	13	8	5
35-54	0	0		8	6	2	1	1	0	0	0	0	10	8	2
55+	0		0	1	1		0	0		0			1	1	0
Toplam	0	0	0	22	17	5	8	5	3	7	3	4	37	25	13

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 15.12.2014)

Table 28. Unemployed Males by Educational Attainment and Last Economic Activity Sector of Employment, 2010 and 2013, (000)

Male	2010					2013				
	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total
Agriculture	0	4	1	0	5		2	0	0	3
Industry	0	15	3	1	19		5	3	2	1
Service	0	10	5	4	19		5	3	2	10
Quit more than 8 years ago		0	0	0	1		0			0
No prior work		1	1	1	2		0	0	0	1
Toplam	1	30	10	5	46	0	17	5	3	25

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Table 29. Unemployed Females by Educational Attainment and Last Economic Activity Sector of Employment, 2010 and 2013, (000)

Female	2010					2013				
	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total	Illiterate	Less than high school	High school and equivalent vocational school	Higher education	Total
Agriculture	0	1	0	0	2		1	0	0	1
Industry	0	2	1	1	4		1	0	0	2
Service	0	4	3	3	10		3	2	2	7
Quit more than 8 years ago	0	0	0	0		1	0		0	1
No prior work		2	2	2	6		1	1	1	3
Toplam	0	10	6	6	23	0	5	3	4	13

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 04.12.2014)

Table 30. Unemployed Females by Duration of Unemployment and Last Economic Activity Sector of Employment, 2013, (000)

	Agriculture	Industry	Service	Quit more than 8 years ago	No prior work	Total
Less than 1 year	1	1	5	0	2	9
1 year and more	0	0	2	0	1	3
Found a job, waiting to start		0	0			0
Total	1	2	7	1	3	13

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 15.12.2014)

Table 31. Unemployed Females by Employment Type in the Last Job and Duration of Unemployment, 2013, (000)

	Less than 1 year	1 year and more	Found a job, waiting to start	Total
Regular or casual employee	7	2	0	9
Employer or self employed	0	0		0
Unpaid family worker	0			0
No prior work	2	1		3
Quit more than 8 years ago	0	0		1
Total	9	3	0	13

Source: TURKSTAT Household labour force statistics; www.tuik.gov.tr (Access date: 15.12.2014)

III- KONYA LABOUR MARKET IN ISKUR STATISTICS YEARBOOK DATA AND ACTIVE LABOUR MARKET POLICIES (2010-2013)

In 2013, 46,593 applications (32,555 men and 14,038 women) were made to ISKUR Konya Provincial Directorate. As a result, the number of registered labour force reached 24,977 in women and 59,227 in men. There is a total difference of 21,329 people between registered labour force and registered unemployed, and people who have a job but seek a different/better job are included in this difference.

From 2010 to 2013, there was an increase of 24,006 people in applications. 29% of this increase occurred in females while 71% in males. As a result, the distribution of the registered labour force, which consists of 82% of males and 18% of females in 2010, changed to 70% males and 30% females in 2013. The females' share of registered labour force increased by 12 percentage points. However, this proportional increase was also reflected in the unemployment figures, and the females' share of registered unemployed, which was 19% in 2010, increased to 31% in 2013. The number of registered unemployed increased by 14,268 in females and 20,565 in male from 2010 to 2013

Table 32. Labour Force and Unemployed Registered to ISKUR by Gender, 2010 and 2013

	2010			2013		
	Male	Female	Total	Male	Female	Total
Applications	15546	7041	22587	32555	14038	46593
Registered Labour Force	26144	5613	31757	59227	24977	84204
Registered Unemployed	22746	5296	28042	43311	19564	62875

Source: ISKUR Statistics Yearbooks, 2010 and 2013

Table 33. Vacancies and Placement by Gender, 2010 and 2013

	2010			2013		
	Male	Female	Total	Male	Female	Total
Applications During the Year			3334			25710
Presentations to the Employer	12726	1659	14385	63951	22567	86518
Placement	2098	613	2711	11882	3321	15203

Source: ISKUR Statistics Yearbooks, 2010 and 2013

A total of 3,334 vacancies were taken during the year and placements were done for 2,211. While the ratio of placement to vacancy rate was 81% in 2010, this ratio declined to 59% in 2013.

Table 34. Registered Unemployed by Age Group and Gender, 2010 and 2013

	2010		2013		2010		2013		2010		2013	
	Male	Female	Male	Female	Male	Female	Male	Female	Kadın	Toplam	Erkek	Kadın
15-19	469	186	2,086	1,143	2%	4%	5%	6%	0	0		0
20-24	3,889	1,457	8,181	4,606	17%	28%	19%	24%	1	4	2	2
25-29	6,181	1,509	10,352	4,471	27%	28%	24%	23%	2	3	1	2
30-34	4,789	926	8,033	3,357	21%	17%	19%	17%	0	0	0	0
35-39	3,566	560	5,750	2,505	16%	11%	13%	13%		0		
40-44	2,133	324	4,147	1,882	9%	6%	10%	10%	3	7	3	4
45-54	1,516	236	4,093	1,392	7%	4%	9%	7%				
55-64	190	83	594	194	1%	2%	1%	1%				
65+	13	15	75	14	0%	0%	0%	0%				
Toplam	22,746	5,296	43,311	19,564	100%	100%	100%	100%				

Source: ISKUR Statistics Yearbooks, 2010 and 2013

When the registered unemployed are examined by age groups, the share of females who are in 20-29 age group decreased from 56% in 2010 to 46% in 2013.

Table 35. Registered Unemployed by Educational Status and Gender, 2010 and 2013

	2010		2013		2013	
	Male	Female	Male	Female	Erkek	Kadın
Illiterate	264	225	376	313	2%	4%
Literate	157	57	252	223	17%	28%
Primary Education	12,077	1,453	22,414	8,121	27%	28%
Junior High School	7,113	1,940	12,041	5,083	21%	17%
Associate Degree	1,888	905	4,188	2,868	16%	11%
Bachelor's Degree	1,208	684	3,906	2,830	9%	6%
Master's Degree	36	32	130	126	7%	4%
Doctorate	3	0	4	0	1%	2%
Total	22,746	5,296	43,311	19,564	0%	0%

Source: ISKUR Statistics Yearbooks, 2010 and 2013

When the distribution of registered unemployed is examined by educational status, it is seen that the highest unemployment increase in both females and males is in the graduates of primary school and junior high school. After these educational groups, the highest increase occurred in the holders of associate degree and bachelor's degree.

The group with the highest unemployment by 2013 is primary school graduates both in females and males.

Table 36. Distribution of Applications by Age Group and Gender, 2010 and 2013

	2010		2013	
	Male	Female	Male	Female
2013				
15-19	1,174	809	2,173	1,197
20-24	4,490	2,280	6,606	3,492
25-29	3,461	1,328	7,122	2,905
30-34	2,122	937	5,744	2,349
35-39	1,634	720	4,326	1,801
40-44	1,215	502	3,133	1,318
45-54	1,202	366	2,981	892
55-64	225	88	433	81
65+	23	11	37	3
Toplam	15,546	7,041	32,555	14,038

Source: ISKUR Statistics Yearbooks, 2010 and 2013

When the educational group of applications is examined, primary school graduates constitute 59% of applications in males and 46% in females. After primary school graduates, the largest groups of applications are the graduates of junior high school and associate-degree holders.

Table 37. Distribution of Applications by Educational Status and Gender, 2010 and 2013

	2010		2013	
	Male	Female	Male	Female
Illiterate	2526	1375	215	108
Literate	388	105	132	148
Primary Education	7729	2675	19,300	6,488
Junior High School	3337	1673	7,754	3,672
Associate Degree	737	623	2,645	1,852
Bachelor's Degree	799	568	2,421	1,701
Master's Degree	30	21	85	69
Doctorate	0	1	3	0
Total	15546	7041	32,555	14,038

Source: ISKUR Statistics Yearbooks, 2010 and 2013

In 2013, a total of 241 courses and programs were opened within the framework of 3 main active labour market programs organised by ISKUR. The number of courses and programs that 3 main programs contain are “Vocational Training Courses; 48 courses”, “Entrepreneurship Training Program; 14 programs” and “On-the-job Training; 179 programs”.

A total of 2280 people participated in these courses and programs, 47% of the participants were male and 53% were female. Females displayed higher participation compared to males especially in vocational training courses. (Participation of females was 59%.)

Table 38. Konya Province Active Labour Market Programs, 2013

Konya			2013
Vocational Training Courses (VTC)	Number of Courses		48
	Number of Trainees	Male	327
		Female	465
		Total	792
	Number of Programs		14
Entrepreneurship Training Program (ETP)	Number of Trainees	Male	176
		Female	198
		Total	374
	Number of Programs		179
On-the-job Training (OJT)	Number of Trainees	Male	558
		Female	556
		Total	1,114
	Total Number of Programs		241
Total Number of Trainees	Number of Trainees	Male	1061
		Female	1219
		Total	2280

Source: ISKUR Statistics Yearbook, 2013

When the age groups of the trainees participating in the courses and programs organised in 2013 are examined, it is seen that 50% of females and 61% of males are in the 20-29 age group. Education levels are mainly primary school and junior high school. The share of primary school and junior high school graduates in females is 72% and in males is 78%.

Table 39. Trainees by Age Group and Gender, Konya, 2013

	Male	Female	Male	Female
15 -19	163	170	15%	14%
20 -24	382	389	36%	32%
25 -29	262	225	25%	18%
30 -34	125	175	12%	14%
35 -39	74	111	7%	9%
40 -44	33	96	3%	8%
45-49	16	27	2%	2%
50-54	4	24	0%	2%
55-59	1	2	0%	0%
60-64	1	0	0%	0%
65+	0	0	0%	0%
Total	1061	1219	100%	100%

Source: ISKUR Statistics Yearbook, 2013

Table 40. Trainees by Educational Status and Gender, Konya, 2013

	Male	Female	Male	Female
Illiterate	1	1	0%	0%
Literate	1	43	0%	4%
Primary Education	464	503	44%	41%
Junior High School	359	377	34%	31%
Associate Degree	135	194	13%	16%
Bachelor's Degree	98	100	9%	8%
Master's Degree	3	1	0%	0%
Doctorate	0	0	0%	0%
Total	1061	1219	100%	100%

Source: ISKUR Statistics Yearbook, 2013

IV- RESULTS OF KONYA LABOUR MARKET DEMAND-SIDE SURVEY (2014)

The Turkish Employment Agency conducted the 2014 Local Level Labour Market Analysis Demand Survey during 12 May-27 June 2014 across Turkey. The survey questionnaire administered to employers in 2013 was revised by the academic staff working in the field of gender equality and taking part in the project team. In the questionnaire of the year 2014, questions on demand by gender for the relevant occupations were added to the vacancies section of employers. Moreover, it was aimed to collect additional data, as causes of difficulty in recruitment, on topics determining the participation of females in labour force by adding questions on issues affecting female labour force participation like working hours, distance to workplace and child care centre. The survey was conducted with 110,509 workplaces through the method of face to face interviews (ISKUR, Konya IPTA, 2014). Workplaces, which had 10 or more employees and were included within the sectoral scope using the Turkish Workplace Registration System base, were used as the sampling framework. In the context of the research, workplaces across Turkey, which had 10 or more employees and were contained within the 17 subsectors excluding employers in agriculture, public sector and households according to the Statistical Classification of Economic Activities in the European Community (NACE) Revision 2.0 classification and international organisations, were included in the survey, sampling unit was designated as workplace, and forecasts for provinces and Turkey were provided on the basis of 17 sectors (ISKUR, Konya IPTA, 2014).

A- Workplaces And Current Employment

Table 41. Workplaces by Size and Sector, Konya, 2014

Number of Workplace by Sectors	1-9	10-49	50-249	250+	Genel Toplam	Genel toplam %
Mining and Quarrying	7	25	3	0	36	1%
Manufacturing	148	974	246	19	1387	32%
Electricity, Gas, Steam and Air Conditioning Supply	1	2	3	2	8	0%
Water Supply; Sewerage, Waste Management and Remediation Activities	0	5	2	1	8	0%
Construction	303	349	58	2	712	17%
Wholesale and Retail Trade	310	658	48	3	1020	24%
Transportation and Storage	74	144	17	2	237	6%
Accommodation and Food Service Activities	41	97	13	0	151	4%
Information and Communication	3	12	2	0	17	0%
Financial and Insurance Activities	13	23	2	0	38	1%
Real Estate Activities	7	18	1	0	26	1%
Professional, Scientific and Technical Activities	63	108	7	0	179	4%
Administrative and Support Service Activities	42	46	38	17	143	3%
Education	27	97	13	1	138	3%
Human Health and Social Work Activities	9	69	11	5	94	2%
Arts, Entertainment and Recreation	5	6	1	0	12	0%
Other Service Activities	50	35	2	0	87	2%
Total	1103	2668	469	53	4293	100%

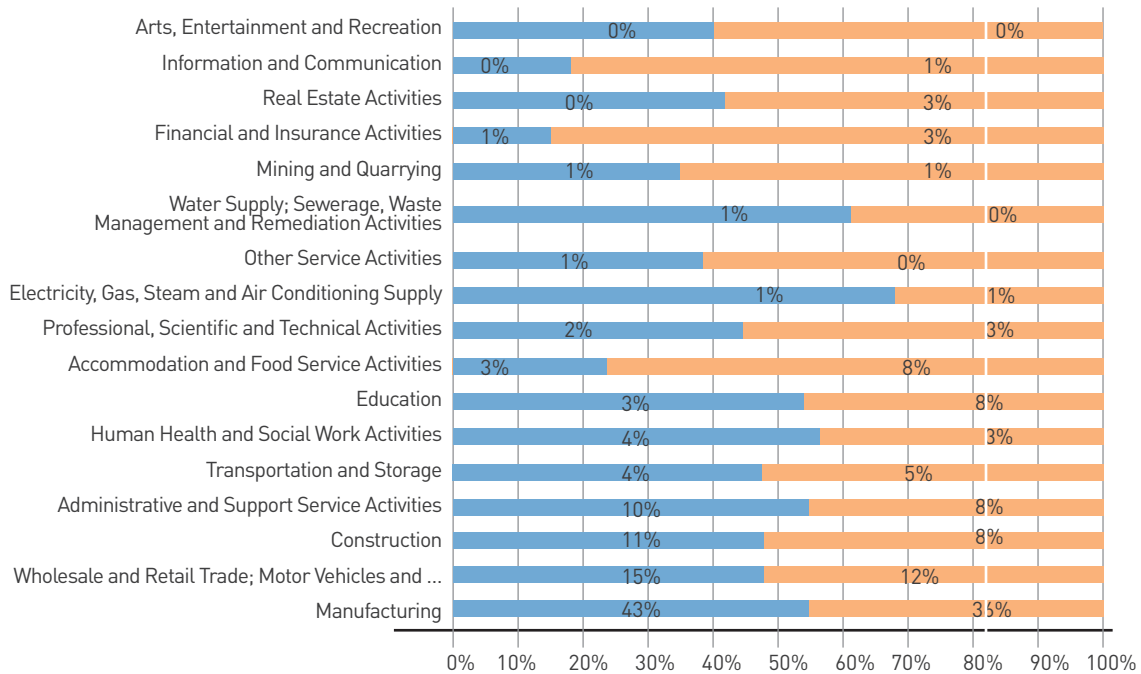
Source: ISKUR, Konya IPTA (2014)

The manufacturing sector is the leading sector in the region and accounts for 32% of total workplaces. Throughout Turkey, the share of manufacturing sector workplaces is 25%. The sector with the second highest number of workplaces is wholesale and retail trade with 24% while the national average for wholesale and retail trade is 23%. The construction sector constitutes 17% of the total number of workplaces and is in the third place.

When the 2013 data are examined, manufacturing sector ranks first with 33%, wholesale and retail trade second with 26%, and construction third with 14%. While the number of workplaces in the construction sector decreased by 3% and the number of workplaces in the manufacturing sector decreased by 1% from 2013 to 2014, the number of workplaces in wholesale and retail trade sector increased by 2 percentage points.

When the workplaces with 250 and above employees are considered, most of these workplaces are concentrated in the manufacturing sector and administrative and support service activities.

Figure 7. Employees by Sectors, 2014



Kaynak: İŞKUR, Konya İPTA (2014)

When the number of employees is examined by sectors, it is seen that manufacturing sector is the leading sector both in Konya and throughout Turkey. The number of employees in the manufacturing sector in Konya is 7 percentage points higher than the number of employees in the manufacturing sector throughout Turkey. It is seen that construction and health services sectors in Konya also have employees at a higher ratio than the national average. It is observed that accommodation and food service activities in Konya have employee percentage at a level which is 5 percentage points lower than the national average.

Table 42. Employees by Gender and Sectors, 2014, (%)

Sectors	Konya		Turkey	
	Male	Female	Male	Female
Mining and Quarrying	96%	4%	94%	6%
Manufacturing	91%	9%	76%	24%
Electricity, Gas, Steam and Air Conditioning Supply	91%	9%	88%	12%
Water Supply; Sewerage, Waste Management and Remediation Activities	89%	11%	91%	9%
Construction	96%	4%	91%	9%
Wholesale and Retail Trade	86%	14%	73%	27%
Transportation and Storage	94%	6%	84%	16%
Accommodation and Food Service Activities	71%	29%	69%	31%
Information and Communication	84%	16%	65%	35%
Financial and Insurance Activities	69%	31%	54%	46%
Real Estate Activities	90%	10%	76%	24%
Professional, Scientific and Technical Activities	80%	20%	64%	36%
Administrative and Support Service Activities	74%	26%	70%	30%
Education	57%	43%	49%	51%
Human Health and Social Work Activities	45%	55%	41%	59%
Arts, Entertainment and Recreation	88%	12%	77%	23%
Other Service Activities	82%	18%	68%	32%
Total	86%	14%	74%	26%

Source: ISKUR, Konya IPTA (2014)

When the number of employees according to sectors is examined by gender, it is seen that the occupations that require physical strength such as “mining and quarrying” concentrate on males. The sectors with the high ratio of female employment have been human health and social work activities along with education and finance sectors. When compared with data for Turkey, it is seen that some of the results are especially below the ratio of female employment in the sector in Turkey. For example, while the ratio of female employment in the manufacturing sector is 24% throughout Turkey, it is 9% in Konya. This difference is noteworthy considering that the manufacturing sector is the leading sector in the region. While the ratio of female employment in the finance and insurance sector is 46% throughout Turkey, it is 31% in Konya. Similarly, while the national average for the ratio of female employment in the information and communication sector is 35%, it is 16% in Konya.

Table 43. Employees by Occupational Group and Gender, 2014, (%)

Occupational Group	Konya		Turkey	
	Male	Female	Male	Female
Clerical Support Workers	67%	33%	55%	45%
Services and Sales Workers	76%	24%	73%	27%
Elementary Occupations	78%	22%	69%	31%
Skilled Agricultural, Forestry and Fishery Workers	87%	13%	85%	15%
Professionals	73%	27%	59%	41%
Craft and Related Trades Workers	97%	3%	87%	13%
Technicians and Associate Professionals	84%	16%	78%	22%
Plant and Machine Operators and Assemblers	96%	4%	83%	17%
Managers	91%	9%	76%	24%
Total	86%	14%	74%	26%

Source: ISKUR, Konya IPTA (2014)

When the distribution of employees is examined by occupational group and gender, it is seen that for all occupational groups females participate in labour markets at a lower ratio in Konya than the national average. In Konya, the occupational group with the highest female employment ratio has been “office services (/clerical support)” with an employment ratio of 33%. In the second place is the professionals with 27%. However, Konya is also well below the national average (female employment ratio in professionals in Turkey is 41%) in this occupational group.

B- Vacancies

In Konya, there are vacancies in 1,253 of 4,293 workplaces. 47% of workplaces with vacancies are in manufacturing, 23% in wholesale and retail trade, repair of motor vehicles and motorcycles, 7% in construction and 4.6% in accommodation and food service activities sectors. When the national average is also checked, it is seen that these sectors stand out but there are differences between averages of Konya and Turkey in these sectors. For example, while the ratio for the number of workplaces with vacancies in manufacturing sector is 43% in Konya, the national average is 29%. In the same way, while this ratio in accommodation and food service activities in Konya is 39%, it is 27% throughout Turkey (Konya, IPTA, 2014).

In Konya, vacancy ratio (vacancies/(vacancies + number of current employees)) is estimated as 3.6% in 2014. 58.6% of vacancies are in manufacturing, 18.1% in wholesale and retail trade, 5.1% in construction, 3.5% in accommodation and food service activities, 3.4% in administrative and supports service activities and 2.8% in transportation and storage activities. In Konya Province as of 2014, for 6.4% of 4,833 vacancies females are preferred and, for 70%, males are preferred. The ratio of no gender preference is 23%. In Konya, the preference ratio of males compared to females in vacancies by employers is more than 11 times.

The male preference ratio is above 70% for jobs in mining and quarrying, construction, manufacturing, and transportation and storage. There is no sector where female preference is higher. However, when it is checked according to gender preference, taking also into account the option of no preference, it is seen that females can be preferred in vacancies with a ratio of 99% in human health and social work activities, 72% in administrative and support activities, 59% in accommodation and food service activities, 43% in wholesale and retail trade, repair of motor vehicles and motorcycles sector, and 16% in manufacturing sector. At this point, it will be appropriate to follow policies aimed at increasing the employment of females in these sectors.

Table 44. Vacancies by Sectors and Gender Preference, 2014

Sectors	Current Ratio (%)		Number of Vacancies	Vacancy Ratio (%)	Gender Preference (%)		
	Male	Female			Female	Male	No preference
Mining and Quarrying	96	4	19	2.1	0	94	6
Manufacturing	91	9	2834	4.7	4	83	12
Electricity, Gas, Steam and Air Conditioning Supply	91	9	3	0.2	0	0	100
Water Supply; Sewerage, Waste Management and Remediation Activities	89	11	19	1.9	44	56	0
Construction	96	4	248	1.6	2	92	6
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	86	14	879	4.2	10	57	33
Transportation and Storage	94	6	138	2.3	10	76	14
Accommodation and Food Service Activities	71	29	168	4.6	21	41	38
Information and Communication	84	16	14	3.2	8	15	77
Financial and Insurance Activities	69	31	20	2.9	0	0	100
Real Estate Activities	90	10	24	4.7	4	42	54
Professional, Scientific and Technical Activities	80	20	99	3.2	8	33	60
Administrative and Support Service Activities	74	26	165	1.2	6	28	66
Education	57	43	50	1.3	12	8	80
Human Health and Social Work Activities	45	55	137	2.6	10	1	89
Arts, Entertainment and Recreation	88	12	3	1.5	0	33	67
Other Service Activities	82	18	13	1.2	0	100	0

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

When vacancies are examined by occupational group, for the ratio of vacancies to the total number of employees, craft and related trades workers are in the first place in Konya. In the second place are services and sales workers. When the national average is examined, first two occupational groups in vacancies are plant and machine operators and assemblers along with skilled agricultural, forestry and fishery workers (Konya, IPTA, 2014).

Occupations with more than 4% vacancy ratio are craft and related trades workers (5.16%) and services and sales workers (4.41%). However, male employee preference ratio for employees in craft and related trades is at a high level as 93%. In the aforementioned jobs, there is segregation in favour of males in the labour market. It is likely that there are prejudices regarding that females cannot work in heavy and dangerous jobs. It seems difficult for that picture to change in the short term. The occupational group with the highest female worker preference ratio is clerical support workers (35%). However, when it is checked according to occupational groups and gender preference, taking also into account the option of no preference, it is seen that females can be preferred in vacancies with a ratio of 72% in the occupational group of professionals, 65% in the occupational group of clerical support workers, 63% in the occupational group of services and sales workers, 57% in the occupational group of managers, 45% in the occupational group of technicians and associate professionals, and 28% in the occupational group of plant and machine operators and assemblers. At this point, it will be appropriate to follow policies aimed at increasing the employment of females in these occupational groups.

Table 45. Vacancies by Occupational Group and Gender Preference, 2014

Occupational Group	Current Ratio (%)		Number of Vacancies	Vacancy Ratio (%)	Gender Preference (%)		
	Male	Female			Female	Male	No preference
Clerical Support Workers	67	33	198	3.54	32	35	33
Services and Sales Workers	76	24	502	4.41	10	37	53
Elementary Occupations	78	22	710	3.89	11	74	15
Skilled Agricultural, Forestry and Fishery Workers	87	13	29	1.82	0	77	23
Professionals	73	27	375	3.64	5	28	67
Craft and Related Trades Workers	97	3	1852	5.16	1	93	6
Technicians and Associate Professionals	84	16	387	3.89	6	55	39
Plant and Machine Operators and Assemblers	96	4	775	3.40	8	72	20
Managers	91	9	7	0.19	14	43	43

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

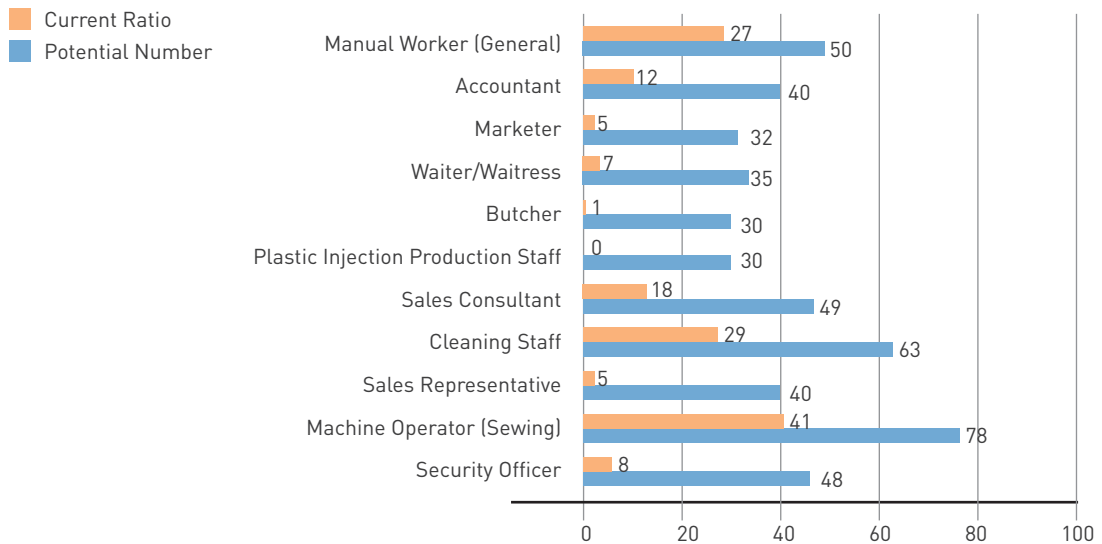
In 2014, the ratio of top 20 occupations with vacancies in total vacancies is 44%. In vacancies, for the occupations of machine operator (sewing) and cleaning staff, females are preferred more compared to males. Nevertheless, taking into account the ones choosing the option of no gender preference, it is seen that the number of jobs that females can work increases potentially in the occupations of security officer, sales consultant, accountant, sales representative, marketer, waiter/waitress, plastic injection production staff, and butcher. When the options of female worker preference ratio along with no preference are assessed together in gender preferences of employers, the potential number of vacancies for females increases from 158 to 539. At this point, conducting studies related to the employment of females in the aforementioned occupations might increase female employment.

Table 46. Distribution of Top Twenty Occupations with the Highest Vacancies by Gender

Occupations	Current Ratio (%)		Va-cancy Ratio	Number of Va-cancies (%)	Gender Preference (%)			Po-tential Number	Cur-rent Ratio	Dif-ference
	Male	Fe-male			Fe-male	Male	No Pref-erence			
Arc Welder	100	0	11	410	0	98	2	6	0	6
Manual Worker (General)	93	7	5	408	2	88	11	50	27	24
CNC Turning Machine Operator	100	0	8	239	0	98	2	5	0	5
Moulder (Metal)	100	0	7	89	1	99	0	1	0	1
Machine operator (Sewing)	50	50	15	82	21	5	74	78	41	37
Cleaning Staff	62	38	1	76	31	17	52	63	29	34
Machinery Assembly Worker	97	3	12	75	0	99	1	1	2	-1
Driver-Transportation	100	0	2	74	12	86	1	10	0	10
Sales Consultant	75	25	5	70	26	31	43	49	18	31
Waiter/waitress	89	11	5	67	2	48	51	35	7	28
Security Officer	88	12	13	67	0	29	71	48	8	40
Plastic Injection Production Staff	100	0	8	63	0	52	48	30	0	30
Sales Representative	92	8	5	63	7	36	57	40	5	35
Butcher	99	1	26	63	0	52	48	30	1	29
Accountant	80	20	2	62	12	35	53	40	12	27
Lathe-Operator	100	0	7	59	0	95	5	3	0	3
Marketer	92	8	3	58	11	45	45	32	5	27
Welder, Oxygen and Electrical	99	1	6	54	0	100	0	0	1	-1
Machine operatorial Engineer	95	5	9	51	0	67	33	17	3	14
Total				2130		Total		539	158	381

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

Figure 8. Top Twenty Occupations with Highest Vacancies by Gender



Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

Which occupations can make the most contribution to the placement of females? In order to be able to answer the question, the potential situation (under the assumption that females can work in the jobs with the option of no preference) is compared with the current ratio (the ratio which is found by multiplying vacancies with current female employment) (Memiş, 2015). Accordingly, the top five occupations where the greatest difference is observed are respectively security officer, machine operator (sewing), sales representative, cleaning staff, and sales consultant.

In Konya, as of 2014, in the occupations where the number of female employees is the highest, in the jobs of secretary, tea maker, and clerical support workers, female labour force is preferred more. Taking also into account the option of no gender preference, the top five occupations where female employment can increase are respectively the occupations of security officer, machine operator (sewing), cleaning staff, sales consultant, and sales representative. When the employment of females in all of the no preference option is assumed in top twenty occupations with the highest number of female employees, the number of female employees increases by 316 compared to the current ratio and reaches to 579.

Table 47. Top Twenty Occupations with Highest Number of Existing Female Employees by Gender

Occupations	Current Ratio (%)		Number of Vacancies	Vacancy Rate %	Gender Preference (%)			Potential	Current Ratio	Difference
	Male	Female			Female	Male	No preference			
Cleaning Staff	62	38	76	1,0	31	17	52	63	29	34
Secretary	26	74	27	2,5	96	0	4	27	20	7
Cook	57	43	30	1,7	31	32	37	20	13	8
Accountant	80	20	62	2,0	12	35	53	40	13	27
Nurse	23	77	31	4,4	10	0	90	31	24	7
Office Staff (General)	67	33	17	1,1	51	12	37	15	6	9
Tea Maker	44	56	8	1,1	56	44	0	4	4	0
Medical Secretary	19	81		0,0				0	0	0
Security Officer	88	12	100	4,1	15	35	50	65	12	53
Cashier	50	50	31	4,2	13	3	83	30	15	14
Sales Consultant	75	25	70	5,3	26	31	43	49	18	31
Manual Worker (General)	93	7	408	8,2	2	88	11	50	27	24
Old and Sick People Nurse	17	83		0,0				0	0	0
Packaging Worker (Manual)	70	30	21	2,7	24	76	0	5	7	-1
Front Accountant	78	22	43	3,9	27	34	39	28	9	19
Machine operator (Sewing)	50	50	82	15,3	21	5	74	78	41	37
Packaging Worker (Manual)	52	48	13	2,9	38	62	0	5	6	-1
Hoer-Combined Farming	16	84		0,0				0	0	0
Sales Representative	84	16	63	5,4	7	36	57	40	10	30
Store Attendant	70	30	28	4,7	7	11	81	25	8	16
Labourer, Manufacturing/Ready-made	43	57	3	1,0	0	0	100	3	2	1
Total								579	263	316

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

Females are predominantly preferred in the occupations of secretary, bakery products packaging worker and food packaging worker, where vacancies are potentially the largest for females. Taking also into account the option of no gender preference, the top five occupations in which female employment can increase

are the same occupations with increase potential in the occupations where females work most. When the employment of females in all of the no preference option is assumed in top twenty occupations with the highest potential vacancies, the number of female employees increases by 456 people compared to the current ratio and reaches 733.

TTable 48. Top Twenty Occupations with Highest Vacancies for Females by Gender

Occupations	Current Ratio (%)		Number of Vacancies	Vacancy Rate %	Gender Preference (%)			Potential	Current Ratio	Difference
	Male	Female			Female	Male	No preference			
Machine operator (Sewing)	50	50	82	15,3	21	5	74	78	41	37
Cleaning Staff	62	38	76	1,0	31	17	52	63	29	34
Manual Worker (General)	93	7	408	8,2	2	88	11	50	27	24
Sales Consultant	75	25	70	5,3	26	31	43	49	18	31
Security Officer	88	12	67	2,1	0	29	71	48	8	40
Sales Representative	84	16	63	5,4	7	36	57	40	10	30
Accountant	80	20	62	2,0	12	35	53	40	13	27
Waiter/waitress	89	11	67	5,2	2	48	51	35	7	28
Marketer	92	8	58	2,9	11	45	45	32	5	28
Nurse	23	77	31	4,4	10	0	90	31	24	7
Plastic Injection Production Staff	95	5	63	8,9	0	52	48	30	3	27
Butcher	99	1	63	25,6	0	52	48	30	0	30
Cashier	50	50	31	4,2	13	3	83	30	15	14
Front Accountant	78	22	43	3,9	27	34	39	28	9	19
Bakery Products Packaging Worker	81	19	35	20,7	50	21	29	28	7	21
Call Centre Staff	18	82	27	20,6	8	0	92	27	22	5
Secretary	26	74	27	2,5	96	0	4	27	20	7
Store Attendant	70	30	28	4,7	7	11	81	25	8	16
Foreign Trade Professional	80	20	26	6,7	4	20	76	21	5	15
Packaging Worker (Food)	74	26	21	4,1	50	0	50	21	5	15
Total								733	277	456

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

1. Required Level of Education in Vacancies

When the distribution of vacancies by required level of education in Konya is examined, it is seen that education level is not important in 54% of the vacancies. In the results of 2013 research, it is observed that education level was not important at 42% of the vacancies (Konya, IPTA, 2013). It is noteworthy that there is a 12-percentage point increase from 2013 to 2014 in education level not being an important factor. While less than high school education level is required in vacancies at 18% level, educational status of general high school graduates has a ratio of 10% in vacancies. From 2013 to 2014, there is a decline in required level of education in vacancies for all levels except general high school. Especially, less than high school (22% in 2013, 18% in 2014), vocational high school (10% in 2013, 7% in 2014) and bachelor's (11% in 2013, 6% in 2014) are remarkable. These declines and the apparent increase in the education level of "does not matter" group show that expected level of education decreased in vacancy demand. The sum of ones choosing the options of less than high school and "does not matter" reaches 62% in female labour force demand.

Table 49. Vacancies by Required Level of Education and Gender, Konya, 2014

Educational Status	Female	Male	No Preference	Grand Total	Female	Male	No Preference	Grand Total
Apprenticeship Training	0	42	0	42	0%	1%	0%	1%
Less than High School	70	619	160	849	22%	18%	14%	18%
High School	77	189	241	507	25%	6%	22%	10%
Vocational High School	13	269	77	359	4%	8%	7%	7%
Vocational School of Higher Education	14	82	55	152	5%	2%	5%	3%
Undergraduate	12	81	195	289	4%	2%	17%	6%
Graduate	0	0	1	1	0%	0%	0%	0%
Does not matter	124	2118	384	2626	40%	62%	34%	54%
KONYA	312	3403	1119	4834	%100	%100	%100	100%

Source: ISKUR, Konya IPTA (2014)

When skills needed in vacancies are examined by gender, it is seen that three main skills needed in females are physical competence, adequate professional/technical knowledge, and business ethics. First three skills are the same for males. However, having adequate professional/technical knowledge takes the first place for the required skills in males. Communication skills, team work and computer literacy skills are among the more needed skills in females than in males

Table 50. Skills Needed in Vacancies by Gender, Konya, 2014

Skills	Female	Male	No Preference
	Skill (%)	Skill (%)	Skill (%)
Physical Competence	57	63	12
Adequate Professional/Technical Knowledge and Experience	54	65	14
Business Ethics	53	47	12
Communication Skills	48	14	8
Team Work	36	32	8
Computer literacy	23	7	5
Problem Solving and Decision-Making Skills	19	9	4
Willingness for overtime work	17	18	4
Calculation Skills (Analytical Skills)	17	8	4
Sales and Marketing Skills	16	2	3
Ability to travel	7	2	1
Project-based Working	6	6	2
Foreign language skills	1	1	1

Source: ISKUR, Konya IPTA (2014)

The required skills in top five occupations with potentially highest vacancies for females are quite different from each other. For example, in the occupation of machine operator (sewing), first four required skills are physical competence, business ethics, team work and willingness for overtime work. In the occupation of security officer, main required skills are respectively physical competence, professional/technical knowledge and experience, business ethics, and aptness for team work. In the occupation of sales representative, relevant skills are respectively adequate professional/technical knowledge and experience, sales and marketing skills, communication skills, and team work. Similar skills are also required from sales consultants.

Table 51. Skills Demanded in Top Five Occupations with Potential Demand for Female Labour, (%)

Skills Demanded	Cleaning Staff	Sales Consultant	Security Officer	Sales Representative	Machine operator (Sewing)
Computer literacy	0	12	0	12	0
Willingness for overtime work	3	15	20	15	75
Physical Competence	81	35	79	34	90
Calculation Skills (Analytical Skills)	0	25	0	21	5
Communication Skills	19	62	56	46	14
Business Ethics	60	53	64	33	90
Project-based Working	0	9	0	5	0
Sales and Marketing Skills	0	55	0	62	0
Ability to travel	0	15	0	2	0
Problem Solving and Decision-Making Skills	1	35	56	21	0
Team Work	19	39	30	46	82
Foreign language skills	0	0	0	2	0
Adequate Professional/Technical Knowledge and Experience	47	65	77	64	28

Source: ISKUR, Konya IPTA (2014)

2. Job Search Channels

In the search channels of vacancies, seeking for a job through “family-friends” channel is in the first place in Konya with 33%, and “newspaper-advertisement etc.” is in the second place with 25%. Across Turkey, “through ISKUR” is in the first place and “family-friends” is in the second place.

Table 52. Job Search Channels, 2014

Search Channels of Vacancies	Number of Vacancies, Konya	Konya %	Number of Vacancies, Turkey	Turkey %
Family-Friends	2921	33%	109182	28%
Newspaper-Advertisement etc.	2222	25%	78371	20%
Through ISKUR	2101	24%	119983	31%
Internet-Social Media	1005	12%	62395	16%
Recruiting Agencies	485	6%	15580	4%
Total	8734	100%	385511	100%

Source: ISKUR, Konya IPTA (2014)

When the vacancies are examined by sectors and search channels, it is seen that in the manufacturing sector which has the highest number of vacancies, vacancies are searched mainly through informal ways like “family-friends” and then by “newspaper advertisement” and through ISKUR. In the top twenty occupations with potentially highest vacancies for females, the ways of filling vacancies differ across occupations. While in the occupations of manual worker, bakery products packaging worker, food packaging worker and secretary, vacancies are filled mainly through ISKUR; for the occupations of machine operator (sewing), waiter/waitress, sales representative, cashier, store attendant and call centre staff, the family-friends channel is used. It is recommended to conduct studies aimed at increasing the frequency of using the way of filling occupations through ISKUR channel especially in occupations with the highest vacancies for females. In this way, unemployed females can be placed to secure jobs through ISKUR channel, which is a formal channel.

Table 53. Ways of Filling Vacancies in Top 20 Occupations with Potentially Highest Vacancies for Females, (%)

Occupations	Through ISKUR	News-paper-Advertise-ment etc.	Family-Friends	Internet-Social Media	Recruiting Agencies
Manual Worker (General)	72	56	42	11	13
Machine operator (Sewing)	16	80	100	0	0
Cleaning Staff	59	15	40	16	27
Sales Consultant	23	28	53	24	7
Waiter/waitress	37	8	76	11	11
Security Officer	50	2	31	34	31
Plastic Injection Production Staff	41	76	53	2	0
Sales Representative	15	38	67	25	2
Butcher	84	39	56	82	2
Marketer	41	37	48	16	11
Front Accountant	39	39	64	22	5
Baked Products Packaging Worker	85	65	50	15	44
Nurse	0	3	42	62	26
Cashier	57	20	67	7	7
Store Attendant	26	26	67	30	4
Call Centre Staff	8	0	92	92	92
Secretary	62	39	46	27	27
Foreign Trade Professional	32	40	56	32	4
Packaging Worker (Food)	75	75	25	50	0

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

C. DIFFICULT-TO-RECRUIT OCCUPATIONS

In Konya, there is a direct proportional relationship between the number of difficult-to-recruit occupations and the number of vacancies by occupations. In other words, vacancies are predominantly concentrated in the difficult-to-recruit occupational groups. For example, in the occupational group of services and sales worker, while the number of difficult-to-recruit staff is 643, the number of vacancies is 502. Relevant numbers in clerical support workers are respectively 157 and 198. The concentration of vacancies within the difficult-to-recruit occupational groups necessitates a detailed investigation of the causes of difficulty in recruitment.

Table 54. Number of Difficult-to-Recruit Staff and Vacancies by Occupational Group

Occupational group	Number of Difficult-to-Recruit Staff	%	Vacancies	%
Clerical Support Workers	157	2	198	4
Services and Sales Workers	643	9	502	10
Elementary Occupations	820	12	710	15
Skilled Agricultural, Forestry and Fishery Workers	15	0	29	1
Professionals	541	8	375	8
Craft and Related Trades Workers	3.070	45	1.852	38
Technicians and Associate Professionals	546	8	387	8
Plant and Machine Operators and Assemblers	1.065	16	775	16
Managers	6	0	7	0
Total	6.864	100	4.834	100

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

When the sectors of difficult-to-recruit occupations is examined, it is seen that they are mainly in manufacturing (55.2%) and wholesale and retail trade (18.4%). In both sectors, the ratio of difficult-to-recruit staff is above the national average.

In the potentially highest vacancies for females, the causes of difficulty in recruitment differs across occupations. For example, while in the occupation of machine operator (sewing), primary causes of difficulty in recruitment are respectively unavailability of persons with required skills (94%) and unavailability of persons with adequate work experience; in the occupation of plastic injection production staff, they are working in shifts (59%), no application in this occupation (35%), and unfavourable working environment (26%). In the occupations of waiter/waitress, sales representative, marketer, marketer, bakery products packaging worker, front accountant, accountant, foreign trade professional, store attendant, and sales consultant, the most important causes of difficulty in recruitment are unavailability of persons with required skills and unavailability of persons with adequate work experience.

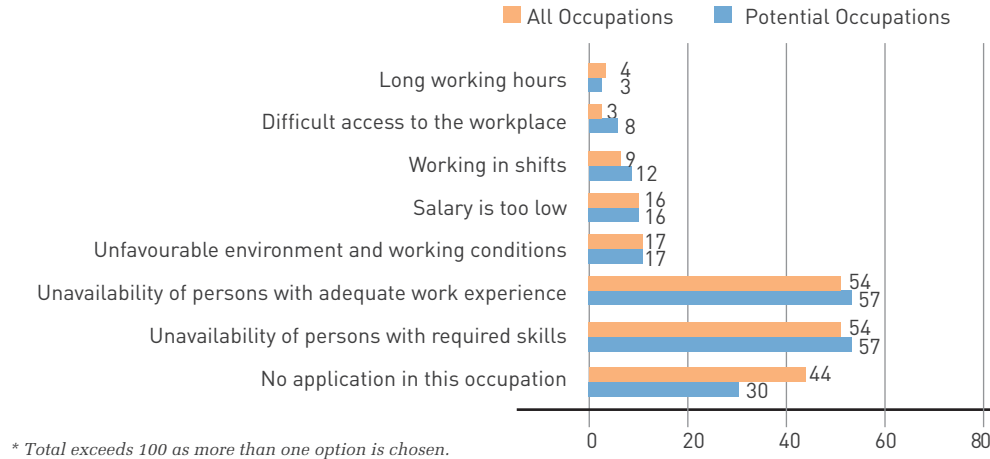
Table 55. Causes of Difficulty in Recruitment in Potentially Highest Vacancies for Females, (%)*

Occupations	No application in this occupation	Unavailability of persons with required skills	Unavailability of persons with adequate work experience	Unfavourable environment and working conditions	Salary is too low	Working in shifts	Difficult access to the workplace	Long working hours
Manual Worker (General)	32	16	13	28	13	47	1	5
Machine operator (Sewing)	80	94	90	47	2	2	0	0
Cleaning Staff	41	45	43	13	69	26	11	1
Plastic Injection Production Staff	35	10	13	26	5	59	0	0
Sales Consultant	21	74	67	7	9	8	5	5
Waiter/waitress	38	69	71	19	17	5	0	4
Sales Representative	90	77	17	7	1	0	2	90
Marketer	19	87	66	15	6	0	0	6
Security Officer	3	61	41	47	65	20	18	14
Butcher	59	86	44	3	15	0	5	5
Front Accountant	38	87	67	9	9	0	3	0
Nurse	82	13	40	17	3	3	0	0
Baked Products Packaging Worker	38	72	72	10	17	34	34	0
Foreign Trade Professional	22	92	70	7	11	0	0	0
Secretary	16	71	50	17	22	0	23	0
Packaging Worker (Food)	0	29	74	29	29	29	29	0
Cashier	6	81	51	0	6	0	11	17
Store Attendant	12	73	79	0	0	0	12	0
Accountant	29	94	64	9	4	0	0	6

* Total exceeds 100 as more than one option is chosen.

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

The causes of difficulty in recruitment in potential vacancies for females differ from the causes of difficulty in recruitment in all occupations. In the potential vacancies for females, difficult access to the workplace, working in shifts, and inadequate work experience are shown as the causes of difficulty in recruitment at a higher rate compared to all occupations.

Figure 9. Causes of Difficulty in Recruitment in All Occupations and Potential Vacancies for Females, (%)

Source: Estimated by author from ISKUR, Konya IPTA (2014) data

D. OCCUPATIONS WITH EXPECTED INCREASE AND DECREASE IN EMPLOYMENT

Occupations for which an increase in employment is expected can contribute positively to female employment. At this point, an attempt has been made to estimate the net change in female employment by multiplying the rate of female employees in the occupational groups by the net change (i.e. net employment increase) found by subtracting the expected increase in employment from the expected decrease in employment (Memiş, 2015). It is estimated that 1,163 of the 9,343 net increase in employment expected in all occupational groups in Konya will occur in females. It is estimated that there will be an increase in the number of female employment by 424 in elementary occupations, 278 in services and sales workers, and 121 in technicians and associate professionals.

Table 56. Main Occupational Groups with Expected Increase and Decrease in Employment

Occupational group	Expected Increase	Expected Decrease	Net Change (NC)	Female Employment Ratio (FR) (%)	Expected Change (NC*FR)
Clerical Support Workers	245	23	222	33	73
Services and Sales Workers	1219	59	1160	24	278
Elementary Occupations	2312	384	1929	22	424
Skilled Agricultural, Forestry and Fishery Workers	31		31	13	4
Professionals	580	201	379	27	102
Craft and Related Trades Workers	3906	529	3377	3	101
Technicians and Associate Professionals	826	72	753	16	121
Plant and Machine Operators and Assemblers	1636	138	1498	4	60
Managers	7	14	-6	9	-1
Konya	10761	1419	9343		1163

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

When the occupations with potential vacancies for females are taken into account, female employment in these occupations can increase by 1,549 people, including also the option of no gender preference. Occupations where the largest increase in employment can be achieved for females are the cleaning staff, security officer, machine operator (sewing), sales consultant and sales representative.

Table 57. Expected Employment Increase in Occupations with Potential Vacancies for Females*

	Net Change	Potential Female Employment
Manual Worker (General)	599	74
Security Officer	424	300
Marketer	184	102
Security Officer (Unarmed)	134	134
Sales Consultant	128	88
Machine operator (Sewing)	127	121
Waiter/waitress	120	62
Sales Representative	118	76
Plastic Injection Production Staff	113	54
Butcher	102	49
Packaging Worker (Manual)	69	33
Packaging Worker (Food)	53	53
Accountant	53	34
Nurse	51	51
Cleaning Staff	386	317
Total	2663	1549

* Hospital cleaning staff are included in the occupation of cleaning staff.

Source: Estimated by author from ISKUR, Konya IPTA (2014) data.

V. CONCLUSIONS AND FOCI OF RECOMMENDATIONS FOR INCREASING FEMALE LABOUR FORCE PARTICIPATION AND EMPLOYMENT IN KONYA

KIn Konya, the female labour force participation and employment rates are below the national average. Education is the most important determinant for employment of females. As the education level increases, the female labour force and employment ratios increase. In parallel with the low level of education and productivity, informal work is widespread among females. Salaries and working hours are low.

According to the results of IPA survey administered to employers by ISKUR, when the causes of difficulty in recruitment for the occupations with difficulty in recruitment are asked to the employers in Konya as of 2014, unavailability of persons with required skills comes in the first place. In the second place is unavailability of persons with adequate work experience, and in the third place is no application in this occupation.

For the placement of females in jobs, it should be taken into account that the occupations for which employers choose the options of no gender preference might provide potential employment increase for females.

In 2014, the ratio of top 20 occupations with the highest vacancies in the total vacancies was 44%. In vacancies, in such occupations as machine operator (sewing) and cleaning staff females are preferred over males. On the other hand, when the ones choosing the option of no gender preference are also taken into account, the number of jobs that females can work increases potentially in the occupations of security officer, sales consultant, accountant, sales representative, waiter/waitress, plastic injection production staff, and butcher. When the options of female worker preference and no preference are considered together in employers' gender preference, potential vacancies for females increase from 158 to 539. At this point, conducting studies on employment of females in the aforementioned occupations might increase female employment.

The required skills in top five occupations with potentially highest vacancies for females are quite different from each other. For example, in the occupation of machine operator (sewing), first four required skills are physical competence, business ethics, team work and willingness for overtime work. In the occupation of security officer, main required skills are respectively physical competence, professional/technical knowledge and experience, business ethics, and aptness for team work. In the occupation of sales representative, relevant skills are respectively adequate professional/technical knowledge and experience, sales and marketing skills, communication skills, and team work. Similar skills are also required from sales consultants.

When the occupations with potential vacancies for females are taken into account, female employment in these occupations can increase by 1549 people including also the option of no gender preference. Occupations where the most employment increase can be achieved for females are the cleaning staff, security officer, machine operator (sewing), sales consultant and sales representative.

The causes of difficulty in recruitment in potentially highest vacancies for females differ across occupations. In the potential vacancies for females, difficult access to the workplace, working in shifts, and inadequate work experience are shown as the causes of difficulty in recruitment at a higher rate compared to all occupations.

In the occupations of waiter/waitress, sales representative, marketer, marketer, bakery products packaging worker, front accountant, accountant, foreign trade professional, store attendant, and sales consultant, the most important causes of

difficulty in recruitment are unavailability of persons with required skills and unavailability of persons with adequate work experience. In the difficult-to-recruit occupations, it is recommended to follow policies and programs to increase female employment in reference to the cause of difficulty in recruitment. For example, in occupations for which unavailability of persons with required skills and unavailability of persons with adequate experience are shown as the causes of difficulty in recruitment at high rates, the organisation of vocational training programs and on-the-job training programs can increase female employment in these sectors. Additionally, active labour market policies should be implemented according to the completed education level of difficult-to-recruit labour. For example, for the occupations like marketer, accountant, front accountant, foreign trade professional, and secretary, which have programs in vocational high schools and vocational school of higher education, building the skills for graduates of these programs through a short vocational training course and then by on-the-job training program can facilitate the employment of the mentioned group. In this way, skills can be built for unemployed females with the re-training of people who obtained the relevant training in formal education, and with the vocational training courses which includes applied training in occupations like machine operator (sewing), plastic injection production staff, and packaging worker, and their employment can be facilitated.

In Konya, focal areas of increasing female employment in the short-term show similarities to the policies across Turkey to a large extent. However, the role attributed to females in household chores in the traditional labour division and the negative viewpoint of the family towards female work can be cited as one of the most important reasons. Changing the negative viewpoint towards female work is possible with long-term structural policies. Short and medium-term policy recommendations aimed at increasing female labour force participation and employment in Konya province are listed below:

- The number of formal and adult education programs in secondary and higher education should be increased to meet the needs of the rapidly developing metal and automotive ancillary industries in Konya and policies should be developed to encourage female participation in such programs.
- Examples of good practice should be disseminated to break the prejudices against female work due to bodily strength and vehicle use like forklift etc. should be encouraged in jobs requiring bodily strength.
- In the areas of machine operator (sewing), sales representative, waiter/waitress, plastic injection production staff, butcher, marketer, cashier, call centre staff, and store attendant, for which vacancies are reported, and employers choose the option of no gender preference, vocational training courses should be organised for females, and some of the courses should be delivered as on-the-job training in the workplace.
- When courses are being organised, the courses opened by Konya Metropolitan Municipality Vocational Training Courses Administration (KOMEK) should be taken into consideration and the opening of duplicate courses should be prevented. In addition, the labour market situation of females who participated in the courses organised by ISKUR as well as Public Training Centre and KOMEK should be examined, and vocational training courses and on-the-job training should be organised in the areas where most employment increase is achieved.
- Employment-guaranteed vocational training courses should be opened in the occupational areas that employers need, especially in the industrial sector. In order to break the prejudices that women cannot work in the industrial sector, visits with unemployed females and their families should be organised to the workplaces in the Organised Industrial Zone.

- The establishment of female-friendly workplaces in which females work intensively and the opportunities of child care centre, commuting services etc. are provided, should be encouraged and these workplaces should be rewarded.
- Good practice examples regarding working environments of females working in industry, especially in production lines, should be shared with the public.
- For families with child and elderly care obligations, child care and day care facilities should be established in cooperation with OIZs and local government. Child care facilities should be publicised within the campaign aimed at increasing female employment.
- The maximum working hours in the Labour Law should be respected and working hours should be reduced as to encourage females to work. Campaigns should be made to break down prejudices about women working at night shifts and examples of good practice should be made known to the public.
- As the distance of the workplace to the residence increases, time spent on the road for women increases. Although the commuting service is provided by the employer, the time spent on the road is added to the long working hours and the time away from the woman's home increases. For this reason, the transport system (especially the rail system) in Konya should be re-arranged to reach the Organised Industrial Zone in the shortest time and the time spent on the road should be reduced.
- Low wages are one of the most important obstacles to females entering the labour market. Social insurance premium incentives to encourage the female employment (Provisional Article 10 of the Law No. 4447) should be made known to the employers and the problems arising from the implementation of this Law should be resolved. Campaigns should be made to ensure that a portion of the premium incentives is reflected as an increase in female labour wages, which would increase female's participation in the labour market.
- Training programmes should be delivered to enterprises to increase employee productivity, and employers should be informed about their obligations arising from labour and social security laws.
- Informal employment should be effectively combated. Women's access to social security can encourage them to work. Legal arrangements for not cutting social assistance benefits especially in the case of registered work should be explained to the public and Social Assistance and Solidarity Foundation (SYDV) staff should be trained in this regard.
- The unionisation of employees and the inclusion in the scope of collective bargaining agreements can lead both to a decrease in working hours and a rise in wages, as well easier access to the such facilities like child care etc. For this reason, campaigns aimed at unionising workers in Konya should be supported and the sensitivity of unions to gender equality and female employment issues should be increased.
- The fact that the connection of urban population with rural areas is not broken in Konya can cause employees to leave the work especially in harvest seasons to help their families and to quit work. Undoubtedly, the main reason for this is the low wages. However, taking into account the volumes in business orders placed to the employer, ensuring that mass leave is applied during periods when demand is low can reduce workers' quit rates.

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