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**27th meeting of the  
EU-TURKEY JOINT  
CONSULTATIVE COMMITTEE**  
*December 2, 2009*

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# EU- Turkey Relationship: Long Lasting Love, Still No Marriage

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## Contemporary Challenges

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### Challenges of EU

- ☐ EU is economic union which has an economically shaped agenda as opposed to social and cultural issues.
- ☐ Non-existence of a unified European Social Model
- ☐ Question of obligatory power on social and equality issues, the subsidiarity principle

### Challenges of Turkey

- ☐ Limited political commitment to work on gender issues
  - ☐ Dominant patriarchal mentality
  - ☐ Lack of Gender Mainstreaming Tools
  - ☐ Lack of gender sensitive budgeting
  - ☐ Limitations in internal and external coordination capacity
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# Lisbon Targets

Lisbon Strategy mainly targeted a social integration from many fronts;

- (a) information based economy,
- (b) competitive and innovative economy,
- (c) **modernization of the European Social Model and combating social exclusion,**
- (d) macro economic policy design for sustainable growth.

**EU TARGET**

## TURKEY Existing Situation

**46%** Total employment



**24%** Female employment



**60%** Female employment



**70%** Total employment





## Lisbon Targets, Where Are We?

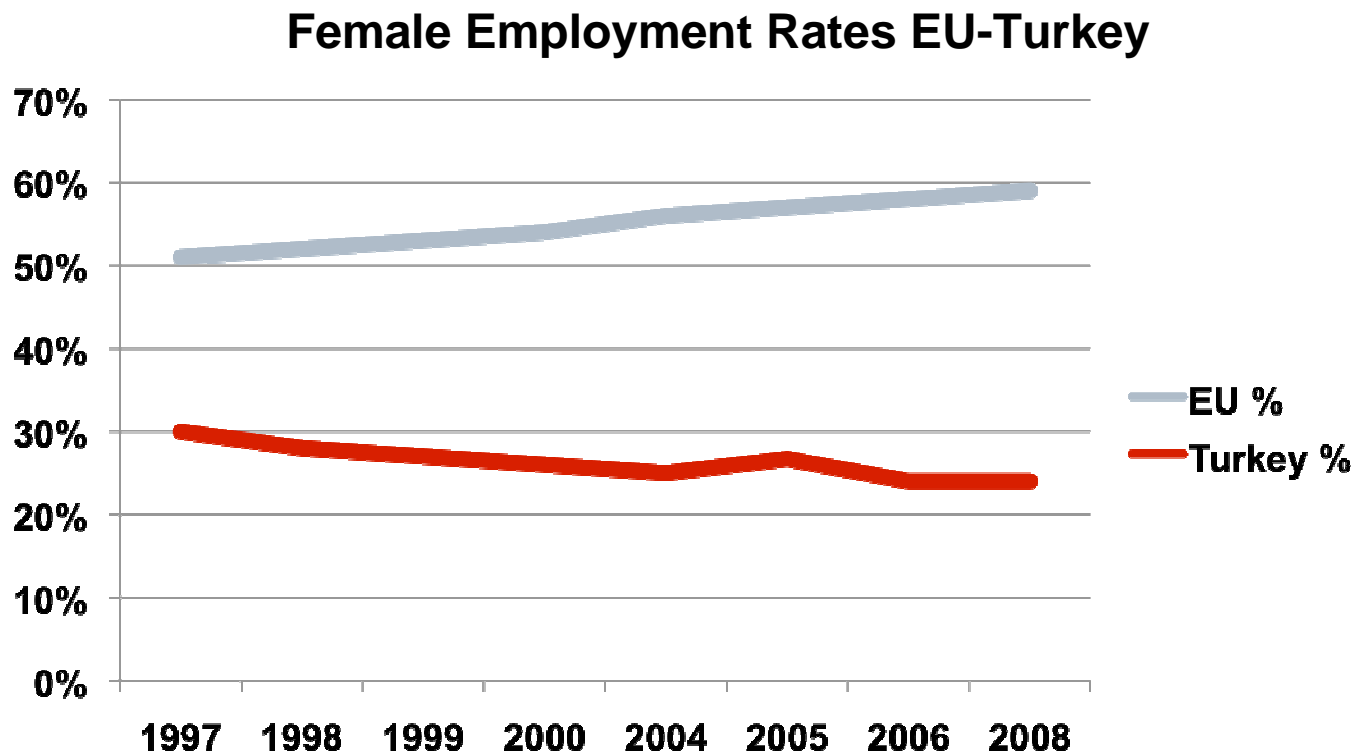
	Turkey	Lisbon Target	EU-25	EU-27	EU (highest)	EU (lowest)
Employment Rate	<b>46</b>	<b>70</b>	66,3	<b>65,9</b>	74 (Denmark)	52,8 (Poland)
Male	68,2		73,2	72,8	79,9 (Netherlands)	58,9 (Poland)
<b>Female</b>	<b>23,8</b>	<b>60</b>	59,4	<b>59,1</b>	74 (Denmark)	37,4 (Malta)
Female (25-54)	26,3		69,1	69,0	81,1 (Slovenia)	35,4 (Malta)
Female (15-24)	20,3	-	33,9	32,9	64,9 (Netherlands)	17,4(Lithuania)
Female (55-64)	17,1		33,7	33,5	66,7 (Sweedden)	12,4 (Malta)

**Source: Eurostat, 2008**

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# Comparing Female Employment Rates

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**Female employment is continuously rising in EU,  
while it is falling in Turkey.  
The Gap is widening !**

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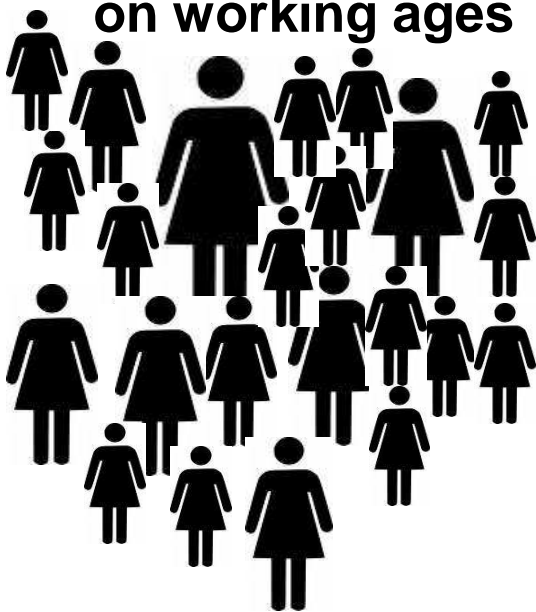
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# Turkey's Challenge

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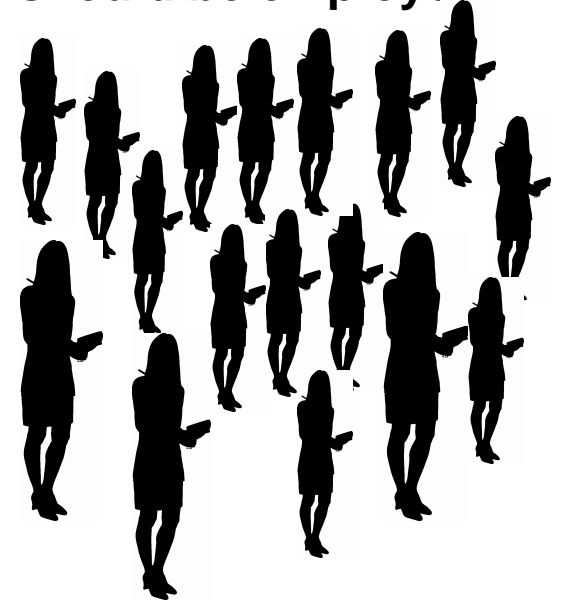
**26 million** women  
on working ages



Only **6 million** works



**10 million more**  
should be employed !!!



**Challenge:**

To reach the Lisbon Target of 16 million working women,  
We have to create 10 million additional jobs to our women.

**Question:** How ? In which Sectors?

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## Female Employment in Turkey

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Occupational Division	# of Women
Industry and Service	2.2 million
Agriculture and Livestock	2.3 million
Crafts and machinery-system operation	500.0000
Non-Qualified Workers	1 million
Total	6 million

*Source: KSGM, 2008*

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## Employment Creation Potential

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Period	Additional Employment # People
2003-2004	+ 644.000 people
2004-2005	+ 255.000 people
2005-2006	+ 284.000 people
2006-2007	+ 420.000 people
2007-2008	- 682.000 people
2008-2009	+ 40.000 people

*Source: TUIK*

**1 million additional employment, 2.2 million additional labor force  
created in 6 years period...**

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## Impact of Crises on Female Employment

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The macroeconomic situation in crises-hit Turkey remains fragile with increasing unemployment.

### **2008-2009 Unemployment Levels**

**15 %** among men

**23 %** among women



In light of Global Economic Crises in Turkey,



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# It is a Challenge of All Social Parties of JCC

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## Solution Proposals

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### 1. Flexible Working Arrangements, More Part Time Jobs ?

- ☐ Greater flexibility in work schedules (part-time work) relaxes a demand constraint, allow more women to participate in the labor market.
  - ☐ The Dutch Example, mainly Netherlands as a success story.
  - ☐ More part-time work opportunities, e.g. through policies that remove distortions against part-time work can increase female employment.
  - ☐ Popular among young population
  - ☐ Easy to reconcile private life-work balances
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## Solution Proposals

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### 2. Child Care Provisions, a New Sector?

- ☐ The availability of affordable and reliable child care enhances the labor force participation of female potential workers.
  - ☐ Moreover, jobs as professional child care servants in a sustainable child care sector can be a new area to create socially secure and formal employment to Women in Turkey.
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## Solution Proposals

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### 3. Entrepreneurship

#### Why entrepreneurship?

- ❑ In those cases where women's human capital is lower in comparison to men, and where women cannot fully participate in the competitive business world, entrepreneurship presents a much easier method especially in the service sector
  - ❑ It is more flexible in work time
  - ❑ Open to creativity and changing work-private life arrangements
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## How to support Entrepreneurship ?

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- ❑ Not only financial support but also providing training, mentoring and role models to women entrepreneur candidates are crucial.
  - ❑ **Kagider and Board of Women Entrepreneurs** set up by the **Union of Chambers and Commodity Exchanges of Turkey (TOBB)**, supports women entrepreneurship through education and counseling services as well as supplying financial resources but it is not sufficient
  - ❑ Entrepreneurship and Leadership Fund should be establish to support entrepreneur to be
  - ❑ University-Private Sector-Civil Society partnerships are crucial for wide-scope entrepreneurship projects. Ex: 10.000 Women Project Özyeğin Uni, Goldman Sachs and KAGİDER.
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## Additional Reforms

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- ❑ Ministry of Education should start a comprehensive reform process for technical vocational training guaranteeing that children trained beyond gender stereotypes and through which graduates find jobs.
  - ❑ “Gender Budgeting” should be integrated in reforms in line with the accession process. The allocation of the state budget should be reformulated in a way that is sensitive to gender mainstreaming in Turkey.
  - ❑ Special support mechanisms and incentives should be developed to specifically target women entrepreneurship
  - ❑ A holistic approach should be applied in overcoming the problems  
Easy to reconcile private life-work balances
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