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ACHIEVEMENT OF COMPETENCY and DOMINANCE IN THE INDUSTRIAL RELATIONS SYSTEM



HAK-İŞ CONFEDERATION

PROJECT FOR THE EMPOWERMENT OF YOUNG WOMEN WORKERS THROUGH NON-FORMAL LEARNING

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INDUSTRIAL RELATIONS
SYSTEM

1st PHASE TRAINING MANUAL





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Preamble

As HAK-İŞ Confederation, we hereby announce a unique, valuable, new and innovative grant project titled “Empowerment of Young Women Workers through Non-Formal Learning”

This project, which has started to be implemented with the European Union grant on February 01, 2020, is carried out in Turkey, France, Bulgaria and Albania within the framework of the Erasmus+ Key Action (“KA2”) Strategic Partnerships. The local partner of our project is Ankara Yıldırım Beyazıt University (“AYBU”) and the European partners are Centre of Labor Rights (“CLR”) from Albania, Federation of Transportation Workers Trade Union (“FTTUB”) from Bulgaria and Council for Justice, Equality and Peace (“COJEP International”) in France. We hereby would like to thank the above mentioned institutions and organizations for their partnership and contributions in our project.

As HAK-İŞ Confederation, acting as the Project Coordinator, we are honored to successfully carry out this unique project in which the Center for European Union Education and Youth Programs, an associated organization of the Republic of Turkey Ministry of Foreign Affairs – Ministry of European Union Affairs and briefly referred to as Turkey National Agency, is the “contracting authority”.

As HAK-İŞ Confederation, we regard the projects as learning, renewal, information-experience sharing and capacity increase processes. We consider that each project implemented open new horizons and give different perspectives to HAK-İŞ Confederation community, partners and stakeholders.



HAK-İŞ Confederation, a labor organization aware of its social responsibilities, does not find it sufficient to just fight for the protection and development of the employee rights. HAK-İŞ Confederation, including various issues concerning the working life and social life into its area of activity such as unemployment, poverty, vocational training, youth, women, people with disabilities, family, refugees, social dialogue and employee-employer adaptability as a reflection of this visionary perspective, considers the prediction and assessment of future opportunities in the working life and social life as of today and fight against challenges as its most important duties.

Within the framework of the scientific studies, it is determined that the necessities of the young employees, especially the young women employees, constantly change in Europe and Turkey. However, the youth has difficulty in adapting to the changes and developments. This difficulty mainly arises from the deficiencies in knowledge, skill and experience. Therefore, it is necessary to support the youth in the elimination of the relevant deficiencies and increase their individual capacities. In this context, specific to this project, the strengthening of the capacities of the young employees, especially the young women employees, constituting the target group through non-formal learning is aimed.

HAK-İŞ Confederation considers the youth and women as the future of the trade union movement. Within this framework, our Confederation, by adopting the project work culture, successfully implements numerous projects for the development of the qualifications and competencies of the youth and women. Our Confederation considers these types of projects and trainings as a very important tool for the development of the competencies and increase of the capacities of the members, especially the young women and men.

The unique and innovative activities and non-formal learning program of our Project for the Empowerment of Young Women Workers through Non-Formal Learning contributes to the development of the capacities of the young women-men workers and use of their qualifications and competencies. With the workshops, training programs, platform



PREAMBLE

meetings, policy documents and mobile applications carried out within the framework of the project, a solution-oriented approach is shown to the problems from the perspective of the youth.

We hereby would like to take this opportunity to thank all of you and in particular to Dr. Osman YILDIZ, the General Vice President of HAK-İŞ Confederation, our academicians Prof. Dr. Ali YAZICI, a Faculty Member of Atılım University, Assoc. Prof. Dr. Mehmet Merve ÖZAYDIN, a Faculty Member of Hacı Bayram Veli University, and Asst. Prof. Neşe YILDIZ, a Faculty Member of Karabük University, and our specialists Rıdvan GÜNAY, the Operations Manager of HAK-İŞ Confederation Vocational Qualification and Certification Center ("MEYEB"), and Merita Jegeni YILDIZ, the Foreign Relations Coordinator of HAK-İŞ Confederation, and Eda GÜNER, the Secretary General and Project Coordinator of HAK-İŞ Confederation, Recep ATAR, the Project Coordinator and Project Communications Specialist of HAK-İŞ Confederation, Elif YILDIRIM, the Industrial Relations Specialist and Project Administrative Affairs Supervisor of HAK-İŞ Confederation, and Emine AYTEKİN, the Foreign Relations Assistant Specialist and Project Technical Specialist of HAK-İŞ Confederation, who are appointed in our project team and Gökhan Recep BİŞKİN, the Administrative Affairs Manager of HAK-İŞ Confederation, Fadime Can, the Business and Administrative Affairs Specialist of HAK-İŞ Confederation, Merve YILMAZ, the Social Security Assistant Specialist of HAK-İŞ Confederation, and Mert DEMİR, the Occupational Health and Safety Assistant Specialist of HAK-İŞ Confederation, who are among the specialist staff of our Confederation, and our interns Esma ACIMERT, Dilara Sultan KILINÇ and Sami Emre ACAR, all of who have undersigned successful projects and contributed to the achievement of intellectual outputs (module training manuals) prepared in two phases, and also, to our community and Confederation member workers, who have contributed at every phase of the project.



PREAMBLE

We hereby would like to express our gratitude to everyone who have labored over and contributed in order to provide these valuable policy documents, the intellectual outputs of our project, to the working life of our country and Europe.

We wish that these project outputs and results set a precedent for similar studies as “an example of good practice” and “a success story”.

Mahmut ARSLAN

President of HAK-İŞ Confederation





HAK-İŞ
KONFEDERASYONU

MODULE I

EMPLOYABILITY, EMPLOYMENT and ADAPTATION FOR THE YOUTH*

I. YOUTH IN THE WORLD AND TURKEY

The youth, as the most dynamic and productive group of the economic and social structure, is the source of development and progress around the world. With respect to the work force structure in today's technology and globalized world, the youth has a much more significant role. Thus, the effective participation of youth in the economic and social areas is very important for the development and growth of a country. The dynamic young population is a great opportunity in the context of sustainability of a human-centered multi-dimensional development move. Hence, it becomes necessary to support development of young people, give them opportunities and pave their way in order for them to reveal their potential and ensure their effective participation in all areas of the economic and social life. The economic conditions are undergoing rapid changes in both developed and developing countries, and the demand for highly educated and skilled labor that can respond to these new conditions is also increasing. Accordingly, it is observed that the youth improve themselves; concentrate more on their education and improve their professional competencies as much as possible in order to participate in the working life. However, despite of all these relevant developments, the difficulties encountered in creating new jobs cause significant barriers especially with respect to the participation of the youth to be employed for the first time in the labor market.

* THIS CHAPTER HAS BEEN PREPARED BY ASSOC. PROF. DR. MEHMET MERVE ÖZAYDIN

The United Nations defines the young age group as people between 15 and 24 years old. Likewise, the International Labor Organization (“ILO”) based upon its local and global estimation, takes into consideration 15-24 age range as the young group.

However, some differences can be seen in the definition of the youth in the national statistical programs of any country. On the other hand, when considering the educational attainment, the views on postponing entry to the labor market and consequently, raising the upper age limit to the age of 24 are gaining strength.

Considering the demographic, regional and sectorial circumstances, it is possible to say that problems in working life are common. According to the International Labor Organization (“ILO”) World Employment and Social Outlook: According to trends 2020 report, almost half a billion people are working fewer paid hours than they would like or lack adequate access to paid work. It is clearly seen that the unemployment rate has increased more during the pandemic period in 2020. Although the global unemployment has remained at the same level over the past nine years, due to the shrinkage in new employment opportunities, significant unemployment problem will be faced in the following years.

According to the report, the inequalities in gender and also in age and geographical location remain as an important open question of the labor market. This relevant situation limits the development opportunities of individuals on one hand, and general economic growth on the other hand. The total young population in the world is 1.2 billion while the number of young people in employment is estimated as 429 million. The share of working young people in total is only 36 percent. The total number of young people continuing their education is 509 million and the share of this relevant group among the young population is 42 percent. 267 million young people (15-24 age), which is an important part of the population, are neither in education nor in employment and even more than the aforementioned rate of young people is enduring substandard working conditions. The rate of 267 million young people, who are neither in education nor in employment, is 22 percent among the young people. According to the report,

women stand out among the young people who are neither in education nor in employment and are not involved in any activity. A remarkable point is that 31 percent of the young women and 14 percent of men population are not involved in any activities.

Turkey steps forth as one of the leading countries with its young population. According to the results of the Address Based Population Registration System (“ADNKS”) developed by the Turkish Statistical Institute (“TURKSTAT”), the total population of Turkey was 83 million 154.997 as of the end of 2019, while the young population in the 15-24 age group was 12 million 955.672. The young population made up 15.6% of the total population and 51.3% of these were male and 48.7% were female. According to the population projections, it has been predicted that the young population rate in the total population would decrease to 14.8% in 2023, 14.0% in 2030, 13.4% in 2040, 11.8% in 2060 and 11.1% in 2080. This situation indicates that the young population, defined as a demographic opportunity, will gradually decrease in the following years and the effects of aging will be clearly seen.

Table 1.1: Number of Youth and Adult Population in Turkey and Rate in Total Population (1935-2080)

Year	Total Population	Youth (15-24 years)	Youth/ Total Population (%)	Adult Population (25+ years)	Adult Population/ Total Population (%)
1935	16 158 018	2 433 916	15,1	6 989 637	43,3
1940	17 820 950	2 568 914	14,4	7 729 741	43,4
1945	18 790 174	3 461 047	18,4	7 883 464	42,0
1950	20 947 188	4 350 499	20,8	8 551 463	40,8
1955	24 064 763	4 650 353	19,3	9 901 288	41,1
1960	27 754 820	4 607 042	16,6	11 671 001	42,1
1965	31 391 421	5 254 191	16,7	12 942 184	41,2
1970	35 605 176	6 545 971	18,4	14 172 289	39,8
1975	40 347 719	7 796 643	19,3	16 142 845	40,0
1980	44 736 957	9 016 986	20,2	18 118 619	40,5
1985	50 664 458	10 191 944	20,1	21 366 259	42,2

MODULE I
EMPLOYABILITY, EMPLOYMENT and ADAPTATION FOR THE YOUTH

1990	56 473 035	11 311 973	20,0	25 371 228	44,9
2000	64 729 501	12 575 362	19,4	33 207 681	51,3
2007	70 586 256	12 397 606	17,6	39 546 259	56,0
2008	71 517 100	12 441 662	17,4	40 286 851	56,3
2009	72 561 312	12 514 737	17,2	41 187 241	56,8
2010	73 722 988	12 545 094	17,0	42 299 312	57,4
2011	74 724 269	12 542 174	16,8	43 295 520	57,9
2012	75 627 384	12 591 641	16,6	44 178 564	58,4
2013	76 667 864	12 691 746	16,6	45 126 304	58,9
2014	77 695 904	12 782 381	16,5	46 051 093	59,3
2015	78 741 053	12 899 667	16,4	46 955 166	59,6
2016	79 814 871	12 989 042	16,3	47 900 047	60,0
2017	80 810 525	12 983 097	16,1	48 793 940	60,4
2018	82 003 882	12 971 396	15,8	49 848 157	60,8
2019	83 154 997	12 955 672	15,6	50 986 980	61,3
2023	86 907 367	12 823 288	14,8	54 482 695	62,7
2030	93 328 574	13 068 509	14,0	60 415 852	64,7
2040	100 331 233	13 404 251	13,4	67 593 089	67,4
2060	107 095 998	12 603 733	11,8	76 366 180	71,3
2080	107 100 904	11 925 953	11,1	78 361 167	73,2

Reference: TURKSTAT Youth with Statistics, 2019, TURKSTAT General Population Census, 1935-1990, TURKSTAT Population Estimates, 2000, TURKSTAT Address Based Population Registration System 2007-2019, TURKSTAT Population Projections, 2023-2080.

II. BASIC CONCEPTS OF WORKING LIFE

The value and importance attributed to the concept of work, which is a fundamental function for human life, has undergone significant changes throughout the human history. Various factors such as maintaining their life and protecting their material and spiritual existence keep being important for individuals under any circumstance. The consideration of the concept as free time in economic terms shows working as 'inconvenience' or 'labor' performed as preference over free time. In this respect, working is a practice requiring disclaim of free time and certain amount of effort so that a person can survive and protect her/his material and spiritual existence.

The word of “travail”, used in western languages in the sense of “work”, is derived from “tripalium” in Latin language which is an instrument of torture. The word “Labor”, used by the Romans, is also used in meanings such as “trouble, fatigue, pain and suffering”.

For this reason, working was mostly attributed to the lower classes, and the devaluation of working continued in feudal societies as well; but with the Industrial Revolution, it gained a compulsory nature. It is seen that the value and meaning given to work in social life is shaped within the framework of the contribution it provides to the continuation of life, acquired wealth of the society and beliefs.

1. HISTORICAL DEVELOPMENT OF LABOR

The use of labor as a requirement of the continuation of human life, and the inability of labor to be considered separate from human beings, reveals that labor has a history equal to the human history.

The primitive societies and social structures, based on the concept of production and consumption, have revealed a working order within the scope of their own opportunities and conditions in which working and non-working people are together. It is seen that in the early periods, the labor took place in a structure where there was no division of labor, primitive tools and equipment were used and production was made equally. Since the labor and tools used during this period were used for nutritional purposes and were immediately included in the consumption, it was not possible to overvalue anything.

In the ancient times, “work” was regarded by the philosophers as a “despicable” concept specific to the slave class. Work, which has occurred as a result of the necessity and is defined as something which has control over the body, has become invaluable due to the contrast of the concepts of “freedom” and “necessity”, and on the grounds that free men cannot be slaves of necessity. The free-spirited individuals were interested in the fields such as military service, art and philosophy and had a voice in management of the society. On the other hand, the slaves who constitute the la-

bor of economic activities consisted of former free individuals who could not pay their debts, prisoners of war and people abducted from other societies. All work based on physical labor was done by the aforementioned people.

The current qualification of the working life was achieved through various stages in the history of capitalism. The capitalist aspect of production has revealed work as an economic concept. The significant power of the economy on social life enabled workers to have relationships not only in the context of production but also in social life. The understanding of production emerged by the scientific and technological developments in the second half of the 18th century has given rise to the change of the social structure and all its institutions.

In its simplest terms, the Industrial Revolution should be understood as the replacement of small craft production by factory production and the replacement of traditional energy sources by machinery. The increase of machines and rapid renewal of the technic in this area has led to an increase in terms of the need for capital and the value of capital in production. It was not long before these technical developments had an impact on living and working conditions. The population of the cities increased rapidly, the inhumane working conditions became widespread, the wages decreased and injustices increased. In this context, the main characteristic of the Industrial Revolution lies in the new relationships which were created between humans and machines.

The Industrial Revolution, in other words the factory production equipped with machines, took place of production of looms and workshops equipped with crafts and simple tools. This has emerged from the Europe and affected the whole world. Guilds, which were professional organizations formed as the crafts workshops, have been replaced by mass production systems. The rural population, which moved to the large industrial centers along with the urbanization, met the demand for unskilled labor of industrial production. This group leading a life only with the wages and does not have any means of production, has grown rapidly and has caused the emergence of a new class of employees.

The working life formed by new machines and business organizations and the social life that developed under its influence have caused some serious problems which are hard to be solved even today. Constantly increasing its power within the scope of production, capital became the dominant determinant of production due to the approach of the period that rejected all kinds of intervention. This has laid the groundwork for a deceleration of tensions between capital and the workers of the new production system in working life.

Changes due to the Industrial Revolution led to the emergence of a new social structure. This new structure has the characteristics such as unconnected enterprises and the families and necessity of the technological division of labor and capital stock. The fact that the business owners adhere to the cost calculations in order to expand their investments and production is carried out by workers are other distinctive features of the industrial society. The first and most important element of the labor relations formed by the Industrial Revolution is the emergence of labors, namely workers defined as one of the means of production.

Developed as a result of economic, political and technological developments, the industrial sector, obtained the manpower needed from the group that left the agricultural sector and headed towards the cities. However, this relationship was realized in where all kinds of intervention were rejected, in line with the dominant economic and political thoughts of the period. This new class has formed the working class of the industrial societies. Due to the one-sided understanding of freedom of the period, freedom was considered as obedience by the working classes. The right of the capitalist class to use total labor power without any limitations has turned into a great abuse and exploitation in a short time.

2. RIGHT TO WORK AND WELFARE RELATION

The life within the understanding of freedoms of the modern state theory was only possible thanks to the realization of the fundamental rights including the freedom of property, thoughts and enterprise. The social rights, which emerged as a result of the

need to consider the individual as a concrete besides its abstract aspect, have a delayed development compared to other rights but it is seen that the mechanisms to ensure these relevant rights are often lacking.

The social rights are positive rights considering the individual under the socio-economic circumstances and imposing responsibilities to the state in the improvement of the socio-economic conditions. The education, health, work, union organization and social security rights constitute the main part of these relevant rights.

The right to work in the pre-industrial societies is shaped by those who are able to work and does not work, rather than the right to be employed. It is seen that in the documents belonging to the XVIII century that the poor people who are able to work, rather than the laborer who cannot find work were mentioned. In France, it was accepted in 1791 Constitution that an institution would be established for those who could work but could not find a job. In 1793, the right to work was mentioned within the scope of the right to be helped. In 1848 Constitution, the state was given limited duties such as aiding the needy and providing jobs to those who could work and in order to ensure the aforementioned, the establishment of public enterprises based on the vocational training, free primary education and employment was stipulated.

The recognition of work as a social right in today's sense took place during the industrialization. The right to work, which is independent from the right to receive benefits, has a dual nature as a "right" and a "duty" corresponding to the social and personal function of labor. While working expresses the need of supporting welfare, the right to work is accepted as a means of providing and improving one's material and moral security.

Being a worker, which emerged as the working style of the industrial societies, expanded the society in a short time. While the sense of unity among wage earners and understanding of organization ensured the union rights to be included in social rights, it enabled wage workers to gain social power with a class understanding.

3. BASIC CONCEPTS OF THE LABOR MARKETS

The labor markets are the areas where labor supply and demand are met and working conditions are determined. In the modern labor relations, the labor markets are not considered as completely independent and rule-free area. The inclusion of people in the concept of labor does not allow the establishment of a structure like other markets. The aforementioned labor is integral with the human being and not only determines the conditions, but also necessitates the establishment of a regulation to protect human beings.

The employment can be defined simply as using, operating and putting into service. We can consider employment in two aspects in its narrow and broad meanings. In its broad meaning, the employment refers to the factors of production a country has in terms of the frequency of use of labor, land and capital capacity over a one-year period. All or some of these factors of production can be used in production. In the broad meaning of employment, we qualify this frequency of use rate as the employment of that production factor. In its narrow meaning, the employment shows the human power that is able to participate in economic activities in a one-year period in terms of the frequency (level) of use, work or employment in a country.

Whether an economy is functioning adequately is primarily measured by whether it provides jobs to everyone who wants to work. Some people in a country cannot find a job even though they want to work, and as it is thought, this problem does not arise from these people, but from the problems that exist in the economic system. If the current factors of production in an economy can involve in production at a higher rate, the amount of goods and services manufactured will be high as well as the level of national income and prosperity. An inverse relationship may also be valid here. When the concept of employment is technically examined, it is a concept directly related to labor and therefore to the human factor. In that case, while explaining the concept of employment as the sum of working people, knowing other effective concepts will be important for a better understanding of the subject.

The workforce refers to the people who want to work and can work if the general conditions of the economy allow. But it would not be right to assume that everyone involved is working. In general, within the scope of the economic structures, everyone who wants to work cannot find a job in the current market conditions. Employment is not always possible within the scope of all production factors. As some of the land and capital will be inactive, the labor element also faces the risk of not being used in production.

The number of people actively working in the labor market or looking for a job in a country shows the labor force participation rate. It is also important in terms of the concepts such as formulating the future labor supply indicators and employment policies of the human resources of the countries, determining the training needs, producing policies according to the participation of men and women in the workforce, and planning the pension and social security system. In addition, the labor force participation rate is accepted as an indicator of the extent to which the human resources of an economy are utilized. The labor force participation rate is calculated as the ratio of the labor force (employed and unemployed) to the non-institutional population multiplied by one hundred.

The unemployed is a job seeker who is willing to work in line with the current labor laws at a valid wage level, but cannot find a job. The unemployment refers to the incomplete use of the labor factor, which is one of the factors of production, and this causes both a loss of production in the economy and a loss of income due to the non-use of manpower. This situation is accepted as an important problem in terms of the financial burden of a person on the community and the society.

III. LABOUR MARKETS AND YOUTH IN THE LIGHT OF SOCIO-ECONOMIC INDICATORS IN THE EUROPEAN UNION

The European integration, which was started in a certain area in the 1950s, has spread to many areas over the years and has become the most advanced integration movement in the world. European integration, the ultimate goal of which is the political union, has emerged with the aim of establishing a customs un-

ion among the members and establishing a common market by realizing the free movement of goods, services, capital and labor. The European Union, which has an important position in the world arena today, needs a young and dynamic population to maintain this position. According to the European Commission reports, the ratio of those under the age of twenty to those over the age of sixty-five will reverse in 2025.

It is a fact that Europe has experienced great demographic changes after the Second World War. After the war, due to the expansion of the living spaces of people and the increase in women's participation in the working life, the rate of having a child has accordingly decreased. Depending on the rapid changes in the technological developments, the fertility rate is decreasing while the ratio of the population over the age of 65 in the total population is increasing every year.

Table 1.2: Young Population and Its Proportion in the European Union and Its Member States (2019)

Country	Total Population	Young Population (15-24 years)	Young Population Ratio (%)
Total	513 471 676	55 182 710	10,7
Germany	83 019 213	8 610 749	10,4
Austria	8 858 775	969 767	10,9
Belgium	11 455 519	1 301 822	11,4
United Kingdom	66 647 112	7 832 236	11,8
Bulgaria	7 000 039	623 291	8,9
Czechia	10 649 800	965 408	9,1
Denmark	5 806 081	733 405	12,6
Estonia	1 324 820	125 919	9,5
Finland	5 517 919	616 543	11,2
France	67 012 883	7 872 388	11,7
Greek Administration of Southern Cyprus	875 899	112 151	12,8
Croatia	4 076 246	445 024	10,9
Netherlands	17 282 163	2 131 944	12,3

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Ireland	4 904 240	615 519	12,6
Spain	46 937 060	4 620 483	9,8
Sweden	10 230 185	1 157 106	11,3
Italy	60 359 546	5 887 386	9,8
Latvia	1 919 968	176 004	9,2
Lithuania	2 794 184	294 428	10,5
Luxembourg	613 894	71 244	11,6
Hungary	9 772 756	1 048 857	10,7
Malta-Malta	493 559	54 377	11,0
Poland	37 972 812	3 912 402	10,3
Portugal	10 276 617	1 091 449	10,6
Romania	19 414 458	2 052 540	10,6
Slovakia	5 450 421	567 014	10,4
Slovenia	2 080 908	194 795	9,4
Greece	10 724 599	1 098 459	10,2

Reference: European Union Statistics Office Database

Considering the demographic structure that has changed over time, many institutions in the European Union have focused on the changing structure of the population and especially in the context of the young population; long-term plans and new policies have been followed. The demographic change will increase the European Union's public expenditures. Therefore, the increase of the employment rate of the young population, reduction of the public debt, and reasonable old-age payments are stipulated. While talking about the problems related to the aging of the population, it is necessary to mention the importance of the policies related to the employment, education and consequently, the youth.

The youth-related policies are included within the framework of the treaties for the establishment of the European Community, but these relevant policies mostly remained in limited areas such as vocational training and employment. After 1990, the studies on youth have been expanded and started to be implemented in the context of the international organizations. When the youth policy of the European Union at the time of establishment is compared

with other policy areas, it is seen that its opinions and implementations have emerged from a narrow focal point. Issues such as globalization, migration and democratic renewal have revealed the necessity of addressing the youth policies within the scope of the changing world.

The demographic developments have caused some uncertainty in terms of the future of the European Union. The low birth and death rates over the years has brought an elderly European population to the agenda today. One of the most important conditions, and perhaps the first, of being able to take place effectively in the global world and increasing international competition is to have sufficient human resources in terms of quality and quantity. Europe, which had suffered a great loss of manpower in the First and Second World Wars, was able to successfully overcome this situation by importing labor force. The Union's emphasis on the enlargement policies since the end of the 1990s is an important democratic initiative in the fight against the demographic problems.

The youth policies in the European Union are literally under the jurisdiction of the member states, and EU encourages the development of cooperation between the member states in the area of youth in order to achieve the common policy objectives determined at the European level. As emphasized in Europe 2020 Strategy, the European Union places great importance to the youth policies and supports the active participation of youth in all areas of public life.

"Youth on the Move", one of the initiatives of Europe 2020 Strategy, aims to assess the potential of young people for smart, sustainable and inclusive growth. The Youth Movement aims to increase the performance of higher education institutions and their attractiveness in the international arena, as well as the quality of education at all levels in Europe and employment opportunities of young people through the exchange of students and trainees in the area of education, vocational training and lifelong learning. EU Youth Strategy, 2010-2018, is based on the perspective of "Early Investment in Human Capital" has been implemented within the scope of providing better education and job opportunities to young

people, supporting young people to live in peace by adopting a healthy lifestyle within the scope of increasing active citizenship awareness, social orientation and solidarity among young people. The main objectives of this relevant strategy are to provide young people with more and equal opportunities in the education and employment and to support their active participation in the society.

The EU Youth Strategy recommends the implementation of the initiatives in eight areas. The relevant areas are education and training, employment and entrepreneurship, health and well-being, participation, voluntary activities, social inclusion, youth and the world, creativity and culture. In this context, the EU Youth Strategy emphasizes the importance of the monitoring of the policies as to increase the social inclusion of young people and ensure their access to quality education and employability.

IV. LABOR MARKETS AND YOUTH IN TURKEY

Although there have been some progress with respect to the structural problems of the Turkish labor market over the years, there are still some significant problems. The low labor force participation rate in Turkey when compared with the averages of the developed countries has been reduced to a certain level as a result of the active employment policies for many years. The crises are determinant in the unemployment ratios.

Table 1.3: Turkish Labor Markets 15-24 Years (2008-2020)

Years	15-24 Age Population	Labor	Employment	Unemployed	IKO (%)	Unemployment	Employment	Not Included in Workforce
2008	11.490	4.381	3.484	897	38.1	20.5	30.3	7.109
2009	11.513	4.454	3.328	1.126	38.7	25.3	28.9	7.059
2010	11.548	4.426	3.465	961	38.3	21.7	30	7.122
2011	11.534	4.529	3.697	832	39.3	18.4	32.1	7.005
2012	11.574	4.422	3.647	775	38.2	17.5	31.5	7.152
2013	11.570	4.998	4.064	934	43.2	18.7	35.1	6.572
2014	12 782	4789	3930	858	40,8	17,9	33,5	6936

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2015	12 899	4958	4039	919	42	18,5	34,2	6843
2016	12 989	5025	4040	985	42,4	19,6	34,1	6820
2017	12 983	5146	4077	1069	43,3	20,8	34,3	6729
2018	12 971	5182	4130	1052	44	20,3	35	6603
2019	12 955	5182	3866	1317	44,4	25,4	33,1	6485
2020 (November)	11764	4663	3478	1185	39,6	25,4	29,6	7101

Reference: TURKSTAT

When considering the unemployment analysis in Turkey, the youth unemployment remains as an important matter. The young population, which is the most important part of a country's human resources potential, is an important advantage for Turkey. However, the youth unemployment, which is more significant during the crises, causes an important advantage to turn into a disadvantage. The unemployment or youth unemployment between the ages of 15-24 is quite above the average unemployment rate and is increasing faster than the average unemployment rate. Although the unemployment rates, which has started to increase after 2008 international financial crisis, has decreased with the measures taken since 2010, due to the effects of the situations within the country and on the international area, has started to increase again after 2016. In Turkey, which has a young population structure, the inability to employ a dynamic group of the population creates negative effects both economically and socially. At the root of the problem, there are also structural problems in addition to and beyond the effects of the crisis. The absence of an effective relationship between the educational institutions and employment policies has caused the young people not to have sufficient knowledge about labor markets and has prevented the supply and demand equilibrium accordingly and brought along high unemployment rates.

V. ROLE OF THE NON-GOVERNMENTAL ORGANIZATIONS IN THE YOUTH ACTIVITIES and ACTIVE CITIZENSHIP

During the transition to the post-industrial society, the traditional protection tools such as family and religion have widely lost their functions and have led to the increase of the expectation for the state's protection tools. The states, which initially not sympathized with protection approach due to the strict attitude of the liberal state understanding, later adopted regulatory and interventionist government policies due to its social responsibilities. The state, while regulating the labor relations and being strong side of the industrial relations system, has also become a center providing social services for the solution of the social problems. Two great wars that shook the whole world in the first half of the 20th century and the economic crisis of 1929 not only reinforced the level of interventionism that the state had reached, but also enabled it to be carried forward. A more active and comprehensive intervention approach has developed the understanding of the welfare state, in which the state has more responsibility for its social responsibilities.

The inadequacy of the economic model of the welfare state based on the classical production approach to meet the demands since the 1970s has led to a new economic relations system based on "competition" and "knowledge". It has not been possible to carry economic and social welfare achievements to a new era with Keynesian economic practices due to the intervention of the states being questioned with the globalizing capital movements. The new era, in which welfare state expenditures are regarded as a threat to public finance balances, has also been the beginning of the process in which the state's role is questioned with minimal state discussions. The solution seeking can be classified within the scope of limiting welfare expenditures, reorganizing welfare institutions, reducing the social responsibilities of the state and giving mandate to non-governmental organizations, local governments or the market.

The concept of civil society is generally used to express an intermediate area between the state and society, used by the society

apart from the state's activity. This area, which is not under the pressure and control of the state, is represented by the voluntary organizations in concordance with the characteristics of an independent society. The concept of "civil" includes various meanings such as "related to the citizen", "citizen community", "related to their management" or "related to their relations with each other", but "not related to rural life" and "non-military and non-religious". The concept that Aristotle used to express the public influence corresponds to the political sphere such as electing and controlling the mass.

In today's societies, the civil society has emerged as an important actor of democratization, economic and social development. This powerful actor has a widespread appearance from the voluntary organizations to the think tanks, from the social movements to the citizenship initiatives, from the non-governmental organizations to the trade unions and professional chambers. The change experienced in the state's relations with the individual and society have come to political parties in the democratic society management and by revealing the inadequacy of the political tendency, has made civil society an important part of good society management.

The individuals, who have lost their sense of connection and trust in working life in the industrial society, have recognized non-governmental organizations as an area where they can express themselves. Many social groups, who cannot benefit from this change and development, have become parts of the voluntary society depending on the need for solidarity. Due to the materialistic values of capitalism, the marginalized individuals have been isolated from their environment and the development of civil society, where individuals can express themselves, has occurred. Due to the damage to the traditional family structure and solidarity, the civil society has also emerged in this context with the purpose of recovery. The industrialization has divided society into very small parts which has led to the damage of the individual-state relations and rise of the voluntary organizations as a result of the need for social solidarity.

The rising criticism against the welfare state since the 1970s marked the beginning of a new era in which the state started to limit the social assistance and public expenditures. However, it is not possible to say that the criteria for social justice and social welfare have been completely discarded in this new approach. In this new era, while the planning, financing and control of the welfare practices continued to be provided by the state, the approach of making production and distribution through the market and non-governmental organizations was adopted. As a result, many institutions and services managed by the welfare state give place to the non-public organizations such as the private sector, local governments and foundations.

The rise of the civil society as a result of the crisis of the welfare state may also be discussed on the basis of “individualism”. The neo-liberal approach gaining strength after the World War II led to the strengthening of the ideology of free market, downsized state and individual-based management. The civil society has gained strength as an organization with the aim of solving the society’s own problems against the strengthening neo-liberal approach which minimizes social problems to individual problems, eliminates the social state, and considers social life as an entrepreneurial and competitive individual.

The non-profit, voluntary and independent factors are of great importance for the non-governmental organizations to gain strength. Acting with a sense of volunteerism allows individuals to be satisfied psychologically and socially and also becomes the source of the organizational structure’s high performance. Contributing to the social problems, these relevant organizations do not have any dominance over their members and in this context; they can be an important dynamic of social development and cooperation. The acceleration of social mobility through the non-governmental organizations leads to the centralized relations being replaced by the vertical and horizontal relations. Again, depending on the specialization provided by non-governmental organizations, the efficiency and productivity in the area of activity are also promoted. In this context, it reveals specialized non-governmental organizations in today’s society that focus on solving problems in a pluralis-

tic structure as a powerful actor. In the discussions on the limitation of the state's intervention area, the civil society's non-public structure, participatory and voluntary approach in the development of democracy and of the pluralism, and non-profit qualification apart from market dynamics, in the presentation of welfare services have come forward.

Another factor in the development of the efficiencies of the non-governmental organizations is undoubtedly the democratic development processes. With the development of the democracy approach, the same opportunities provided to social groups and classes with the individuals to solve their own problems have positively affected the emergence and development of the non-governmental organizations. The power of this area with respect to the civil society in the west can be explained with the democratization approach.

The citizenship knowledge and awareness are undoubtedly of great importance in the development of civil society idea and in the ability of non-governmental organizations to perform their social functions. The active citizenship approach has gained great importance in providing young people with strong access to all areas of public life.

Ensuring the sustainability of economic and social development and uniting differences in common goals can be achieved by raising the awareness of the individuals with respect to the citizenship. Therefore, the citizenship education should be a dynamic process based on lifelong learning, not just a course given in schools. Thus, every individual can live as well-informed, problem solver, participant, responsible and sensitive to social problems. Although the concept of citizenship has always been discussed in the studies carried out until today, it has also been argued that the concept of citizenship has become emptied and lost its meaning, especially in the globalizing world. However, the importance of active and effective citizenship is clear in order to cope with the social and even global problems. For this reason, in the developed countries, the efforts to improve the knowledge and skills of young people in order for them to become active, effective and participant citizens have gained importance.

The “active citizenship” is the opportunity of the individuals to participate in identifying and fighting with the problems of the city or country they live in and to improve their quality of life. However, another important issue in active citizenship is to prevent exclusion and to ensure social unity and solidarity. The concept of “Active Citizenship” is based on taking responsibility on issues concerning the society, helping organizations and participating in volunteering activities.

The formation of the individual-state and individual-society relations in a healthy way and raising of ideal participant individuals will significantly contribute to the determination, analysis and resolution of many social policy problems emerging. In this context, a thorough understanding and analysis of citizens and their rights is very important in terms of ensuring social order and accelerating social development. This is followed by the generalization of inter-relation between citizens. From this point of view, social policy and the individual constitute an indivisible integrity

To develop and sustain the integrity of the individuals who make up the society within the scope of common values and requirements are among the main objectives of social policies. The new social system requires a distinguished, entrepreneur and responsible individual who play an important role in the functioning of the social structure, instead of the problematic type of individual who is in conflict with the society and alienated. In this sense, trying to harmonize individuals with society has been one of the main objectives of the social policy measures implemented in the west for the last 20 years. Due to the new order, the individual is clearly held responsible, even obliged, to raise the quality of her socio-political environment.

The citizenship education is necessary for the preparation of all individuals and particularly, the children and youth for a democratic life. The citizenship education provides opportunity to the individuals to make decisions liberally and to take responsibility for their own lives and society. The citizenship is more than a concept. The citizenship education develops the skills and values of the individuals with respect to the rights and responsibilities.

In order to develop, the societies are in need of citizens who are active, effective, well-informed, participant to political issues and ready to take responsibility for themselves and their communities. Thus, the individuals are expected to be aware of their rights and responsibilities, be well-informed about the social and political issues, be concerned about the well-being of others, to analyze diverse ideas and to contribute to their family and society. All the aforementioned cannot be achieved without assistance, but can be taught. This learning process should include the approaches such as inclusive (ensuring the participation of all individuals regardless of their background and abilities), non-formal (considering citizenship education as integral part of education and not limiting it to only school) and life-long (sustainability).

The citizenship education provides the individuals with the skills and competencies of laws and rules, democratic issues, media, human rights, economy, sustainable development, global society, justice, equality, freedom and autonomy. The critical thinking provides skills and competencies in the analysis of information, declaration of ideas, discussion and negotiation, conflict resolution and social participation. It develops values such as being fair, compliance with the laws, tolerance, listening and team work.

In the European Union documents, the active citizenship is considered as an important point for young people to participate in social life and to take responsibility. The equality and social cohesion activities have been an increasing political priority in the recent years at national and European level. Encouraging the citizens and particularly the young people, to participate in the active social and political life becomes more of an issue. Thus, education is considered as important aspect of this relevant issue.

The main policy documents that have shaped the European cooperation in the field of education in the last decade and will continue to have an impact until 2020 have recognized the importance of promoting active citizenship and accordingly, become one of the main goals of the education systems in Europe. Additionally, for the life-long learning, the European qualifications framework recommends assistance youth in the context of knowledge, skills and

behavior in order to develop their social and civic competences during school education. This competency-based approach points to a number of new approaches as part of regulating education and learning, including issues such as citizenship education. A more focused approach to practical skills, learning outcomes, and new assessment methods that constantly support knowledge and skills of teachers play an important role in the successful implementation of the core competencies. Further, the European Framework requires great opportunities for students such as actively participating in school-based activities, youth groups, cultural activities and non-governmental organizations with employers.

The European Commission has taken some important steps in terms of supporting the member states for the development of the core competencies approach. In this context, an expert group was gathered in 2006 to research and develop indicators in the field of civic competences and active citizenship in education. This expert group examines the studies of the Centre for Research on Lifelong Learning (“CRELL”), in the context of composite indicators related to the civic competences of young Europeans. In order to successfully implement the competency-based approach in schools, another EU expert group is working on the qualification and curriculum reform focusing on assessment as one of the most important issues. The importance of new assessment methods to measure progress in the implementation of key competences within the context of skills development and developing new attitudes have been emphasized.

In parallel, the EU Youth Strategy 2010-2018 declared the active citizenship, social inclusion and solidarity among young people as main objectives. In line with this strategy, the actions regarding the development of active citizenship are included in both formal and non-formal learning activities. Among these actions, we may assume that participation in civil society and representative democracy and volunteering is a tool within the scope of the social inclusion and citizenship. In the scope of European qualifications framework, civic competences can implement the active citizenship. These include knowledge of society and basic democratic concepts, including social and political perspectives, the Europe-

an adaptation process and EU structures, and important social developments both in the past and present. Civic competencies, including the decision-making process, require skills such as critical thinking and communication skills, in addition to a willingness to constructively participate in the public sphere through voting. Finally, a sense of belonging to society at various levels, democratic values and respect for diversity and support for sustainable development as integral components of civic competences is underlined.

In today's societies, increasing unemployment and restrictions on the creation of proper jobs require the development of a significant level of consciousness and knowledge in the social rights. In the context of being a part of the organized society, being in the unions in working life stands out as a factor that strengthens the struggle for rights.

Social rights, consist of rights such as welfare, security and education and on XX. Century has become an important element in the definition of citizenship, but is now faced with deep skepticism, contrary to traditional rights. In other words, there are some doubts whether social rights can be considered as a fundamental part of an individual's rights or they are compatible with civil and political rights. Neo-liberals, especially Hayek has opposing views in scope of social rights and argues that there are serious contradictions between the nature of traditional civil and political rights and the nature of social rights, and therefore, the compulsions on social rights will lead to the collapse of the liberal order. On the contrary, socialists argue that social rights are a necessary continuation of traditional rights and without them traditional rights would mean nothing. Some facts began to be seen in Europe in the second half of XX. Century, and new requirements of rights became the main topic, and it became clear that liberal perspective brought nothing to the great masses despite the freedom promises.

It is seen that freedom in the economy means the exploitation of labor, within the scope of human rights, the right to property is understood in the first place and equality and citizenship are lim-

ited to only wealthy men. In a society already dominated by the market, the recognition and acquisition of social rights has always caused a confusion. Because social rights can never be rooted in a capitalist society like civil and political rights. This is because social rights do not belong to the capitalist order like the other two. Social movements have an important place within the scope of obtaining social rights. Social movements do not accept rights as just symbols but they are extremely active in terms of discovering, structuring and expanding of these rights. On the other hand, social movements often arise when rights are not clear or are intentionally ignored. In this way, movements take an active role in naming and interpreting problems and in making rights-based connections with other problems. On the other hand, social movements are a drive in terms of both in understanding and perceiving rights and in spreading the ideas. Participants of these movements learn their rights through discussions over the strict organizations and strategies. Thus, this language gradually spreads throughout the society. In political areas where individual rights are restricted, social movements can be defined as actions that made in the context of appropriate demands and be effective in enforcing or spreading rights.

In many western countries, the current perspective of social citizenship had to be sustained during a period of economic impossibilities. In fact, the perspective of social citizenship is based on the assumption of continuous economic growth and in line with this increase in the scope of rights and social protection. However, this economic growth is no longer assured. Thus, it has become more common to question the essence of social citizenship. This was accompanied by an emphasis on corporate responsibilities. In other words, as the rate of economic growth slowed down, the costs of social expenditures became highly questionable.

Considering it as a measure against social exclusion has been another reason why the importance of active citizenship has increased recently. In order to overcome social exclusion, self-help mechanisms, volunteering and active citizenship in society are encouraged in many countries. The concept of social exclusion is defined as a concept that includes many socio-economic prob-

lems such as poverty, unemployment, marginalization and ghettoization. The European Commission defines social exclusion on the basis of the social rights of citizens. According to this, social exclusion and denial of civil, political and social rights or lack of ability to have these rights are described as not fulfilling the role of becoming an active citizenship.

As a result of this social erosion and the increase in the citizenship obligations, the concept of “active citizenship” has become increasingly adopted. Active citizenship is mainly based on the fact that citizens from every segment of the society are more participating and that some social needs and services previously met by the state are now met among citizens themselves. In this context, active citizenship requires strong neighborly relations and strong feelings of solidarity among citizens. In other words, while social obligations of the state decreasing; on the other hand an increase in the social obligations of citizens to each other has occurred.

VI. STRENGTHENING OF THE ADAPTATION OF THE YOUTH TO THE LABOR MARKETS

Last, meeting labor, supply and demand effectively depends on the accurate regulation of the labor markets. The social policy discipline has defined some responsibilities to regulate the labor market for the employee, employer and state, which are considered as social partners of the working life. Despite the changes in the social state perspective and different national practices, fulfilling these responsibilities will make the labor markets more functional. Although the roles and activities of the parties in labor markets vary from country to country depending on economic, social and cultural factors as they are very important to shape each economic model.

Emphasizing the economic quality of knowledge as a strategic production factor caused an increase in the interest to the organization and implementation of the vocational and technical education system. The problem of vocational training, which has economic effects in the context of preventing unemployment and enabling individuals to do the work they love, can be eliminated by

increasing the productivity levels in the businesses. It is also has been one of the issues that social parties have been thinking about the most recently. This issue is the subject of economic, social and even political debates, and the developments in the education issue reveal the necessity of carefully monitoring the dynamics of the labor market. The economic crises and instability reduced the chances of permanent employment in the labor market. The concept of “employability”, ability to be present in the labor market, has gained importance in full-time employment targets in the new period.

Being employable refers to the development of know-how, skills and abilities that will provide employment security, in other words, the individual’s employment and also sustainability. It is possible to analyze the framework of employability in the terms of individual, personal and external factors. Accordingly, individual factors, employability skills and qualifications are as following:

- Basic qualities: social skills, reliability, willingness to work, ability to understand cause and effect relation.
- Individual competence: taking initiative, determination, confidence,
 - Basic attainable skills: oral expression-literacy,
 - High level of gainable skills: problem solving, adaptation, teamwork, time management, leadership ability,
 - Highest level of gainable skills: rational thinking, being job-oriented, commercial consciousness,
 - Specialized skills: academic and technical qualification,
 - Basic business and professional experience: work experience, professional skills (general-special),
- Interest for labor force market: employment duration and unemployment rate.

In addition, there are other factors such as demographic characteristics (age - gender), health and personal well-being, job search knowledge and abilities, use of job search resources, ef-

fective use of social information networks, creating a resume, interview ability, reference use, finding strengths and weaknesses, realistic approach regarding job goals, having knowledge of the labor market. Adaptability and mobility of an individual's flexibility in wages and working conditions are other elements that increase their employability. External factors in employability, are the factors affecting demand. In this context:

- Factors affecting the labor market: local demand level, competition level for jobs, competitors,
- Macroeconomic factors: economic stability, national labor demand,
- Characteristics of open jobs: wages, working conditions, working hours, promotion,
- Employment conditions: Recruitment procedures, employer preferences, discrimination and employers orientation towards certain qualifications.

Factors related to the subject to the regulation of the state;

- Employment policies: access to public services, effectiveness of employment methods, effective operation of institutions, incentives and tax reductions, facilitating the transition period from school to labor market, achieving education and training, moving employability to the school environment,
- Supportive policies: practices such as public transport, child-care services, transportation facilities and etc.

Developing participation of youth in labor markets, increasing their employment levels, finding jobs in line with their skills and qualifications, and conducting an efficient working relationship cannot be achieved only by the rules that will be made within the framework of the labor market. Educational and training processes need to be rearranged in line with the needs of the labor market and should be supported by the practices for all areas of life, not just business life. Otherwise, it might cause that school life is isolated from all community life. Providing professional orientation in parallel with different levels of knowledge, skills and qualifications in the job markets and establishing a compatible structure in

educational institutions will result in education having other deep meanings beyond providing a social status. It is clear that the contribution on the work-income and status, and social development are limited. Instead, a new transformation is needed to ensure a desired social status and professional ethics and thus the contribution to social production.

1. PROBLEM OF MISMATCH IN THE LABOR MARKETS AND METHODS TO FIGHT

Developments in labor markets in line with an economic change have a qualification that is carefully monitored in all economic systems. Qualification and skill mismatches, which means the concept that the qualifications possessed by the labor force and the qualifications demanded by employers are different from each other. In other words, incompatible matching is defined as the cause of many problems in the labor market. Such a mismatch between the supply and demand structures in the labor force not only prevents the labor force from being matched with available jobs, but also puts pressure on unemployment rates.

Technological developments in today's world cause significant changes in production structure and business organization. In this process, uncertainty and confusion increase and a more dynamic economic process is discussed. Especially as a result of the developments in information and communication technologies, the use of technology in the labor market has become more valuable day by day, made the labor force with the high level of qualification and skill indispensable. On the other hand, low-skilled labor is increasingly disadvantaged day after day and it is even pushed out of the labor market.

Recently, increase in the studies has served to strengthen the theoretical and practical framework for understanding the labor market better. In this context, it is theoretically expected that concept of over education will occur in developed countries where education levels are higher and there will be a problem of under education in developing countries where education levels are lower. It is clear that current situation shows a complex structure. Coex-

istence of both incompatibilities makes it necessary to approach both education and employment policies in more detail, especially in developing countries.

Qualification mismatch, which expresses the inconsistency between quantity, quality and skill arising from the imbalance of labor supply and demand levels in labor markets, stands out as the important problems of today's modern labor markets. Mismatch in the labor market usually emerges in two ways. First of all, the quantitative incompatibility focuses only on the number of jobs available in the labor market and the total labor force. In other words, qualifications mismatch refers to the numerical difference between the total labor supply and demand in the labor market. In contrast, the qualitative mismatch puts the talents and skills of the labor force at the center and goes beyond the gap between supply and demand in the labor market.

Qualification mismatch is a situation that the qualifications and/or skills of the labor force are incompatible with the qualifications and/or skills required by the jobs. In this respect, qualification mismatch describes a deeper problem than the numerical difference between supply and demand. Therefore, imbalance between the characteristics of the labor supply and the requirements of the labor demand is taken into consideration to measure qualification mismatch. On the one hand, the existence of individuals looking for a job at a certain level of education or field in terms of supply and on the other hand, the existence of jobs that require education at a different level or field in terms of demand shows that there is a qualification mismatch problem in the labor market. Even though a quantitatively ideal matching has occurred in a labor market, even if the number of individuals ready in the labor market and the number of available jobs are the same, there may be still a qualification mismatch.

It is argued that the effects of unemployment and mismatch problems do not differ in terms of the labor market and cause similar negative consequences for the economy. Although it seems that qualification mismatch and skill mismatch are sometimes treated in the literature as if they mean the same thing, in

reality these two concepts are different from each other. Due to the rising youth unemployment, the increasing demand for qualified labor and the difficulties expressed by the demand segment of the labor market about not finding the desired labor force, interest in mismatch subject in the labor market has increased gradually, especially after the 2000s. First of all, mismatch problem, which occurs in terms of educational levels that are not compatible with the work that individuals are doing, is defined as “qualification mismatch” or “educational mismatch”. The mismatch in this framework arises from the fact that an individual has higher or lower educational qualities than their current job such as having “over education” or having “under education”.

Another aspect of mismatch, which is closely related to, and often overlaps with, is defined as “skill mismatch”. In skill mismatch, there is a situation where the skills of individual are not suitable for the work they are doing. In other words, the individual could be “over skilling” or “under skilling” according to current job. It is also seen in the literature that skill mismatch is conceptualized as skill deficit/skill gap or skill surplus/skill underutilization as alternatively. On the other hand, the number of studies focusing on skill mismatch is less due to the inadequacy of the data and difficulty to measure.

It is seen that the policy framework focusing on the mismatching in the member states of the European Union is characterized by three solutions:

- Improving the skills of the unemployed: the specific skill demands of vacant positions can be met by acquiring general professional skills for people who have difficulty entering the labor market.
- Focusing on the outcomes of the education system to better match future qualifications and skills with labor market needs: Thus, structural improvement regarding the transition from education to the labor market can be achieved.
- Optimizing the potential of existing employees and reduce the risks of them leaving the labor market due to incompatible matching: Better career prospects can be achieved for employees through training and retraining programs.

Considering the relationship between mismatch and unemployment, the first solution discussed above is aimed directly reducing unemployment, while the second and third solutions are policies aimed preventing unemployment.

2. ROLE AND IMPORTANCE OF VOCATIONAL TRAINING FOR THE ACHIEVEMENT OF SKILLS AND COMPETENCIES

The vocational and technical education is important in terms of raising young people with some qualifications in line with the demands of the labor market and facilitating their transition to employment. The quality of education constitute the main problem of the vocational and technical education system in terms of supply and demand mismatches and insufficient demand. The public interest in vocational training is still weak and promotional activities to increase cannot be implemented sufficiently and the expectation of graduates continues to higher education instead of entering the labor market as semi-skilled labor.

The main policies to increase the employment of young people are increasing the level of professional skills and qualifications of individuals through effective and active labor policies, directing individuals to jobs appropriate to their qualifications through job search and job counseling services, and developing entrepreneurship.

When the world's leading vocational training systems are examined, the implementation of the market (liberal) vocational training model in the United Kingdom, the country which has made the industrial revolution, the implementation of the bureaucratic (school) vocational training model in France, the country which has a strong *ecole* tradition, and the implementation of the dual vocational training model in Germany, the country which has made unexpected industrialization moves after each destruction and realized these moves through strong factories and schools, is not uprising. Because the pioneer countries have established the most appropriate system and other surrounding countries have adopted the one that suits them from these systems.

The market vocational training system is the system in which there is no state intervention in the education process. A bureaucratic vocational training system is a system in which planning, financing and auditing processes for vocational training are carried out by the state. The dual vocational training system, on the other hand, is the system in which the theory part of vocational training is carried out in public schools and the implementation is carried out in private sector enterprises.

In developing countries such as Turkey, vocational technical education has a very critical role. Considering that the basic condition for making an industrial move in the first years of the Republic was to have a skilled labor force and this led to a special emphasis on vocational training. In order to achieve the highest level of efficiency with the limited resources that the country has, a bureaucratic (school) vocational training model has been adopted and implemented within the framework of a centralized understanding. Although it has successful results as a first implementation, this model could not achieve the desired effect in the face of changing conditions and developing technology. In order to solve this problem, a limited dual vocational training practice was initiated with a cooperation protocol signed with Germany in the late 1980s in parallel with the economic policies. However, for various reasons, the image of vocational training in the country has deteriorated day by day and the participation rate in vocational training has decreased as a result of families directing their children to general education instead of vocational training.

Today, it is clear that the vocational training system has an undeniable share to train a qualified workforce. In order for countries to develop and compete, it has become important to redesign the vocational training system in line with today's needs and to understand education and the business world.

In order to benefit at the highest from the "demographic window of opportunity", which is frequently expressed in various policy documents, one of the necessary conditions, and perhaps the most important one, is that the young people who will participate in the labor market have the necessary skills to be employed in

both national and international labor markets compatible with human dignity.

As mentioned earlier, in order to participate in employment and production today, an individual must have different characteristics as well as their classic skills. These features are those who are self-renewing and therefore open to change, close to technology, digital literacy, have knowledge in other fields as well as being professionally specialized in their own field, have a good foreign language, are close to group work, have critical thinking with high representation ability. In short, it became important to have “skills of 21st century” which is stated frequently in the literature.

The basic condition of being able to produce in our age is to have knowledge. In order enterprises in the market to continue their production, they have to offer a large number of goods and services to their customers both on time and in a quality manner. For this reason, they need a labor force that can understand and use technology well. Therefore, the need for skilled labor has increased. The main condition of providing qualified labor is training and education. The “qualified labor force” will determine the competitive power of the enterprises.

The vocational training is a training ensuring to be jobholder in other words to be employed. Thus, in almost all vocational training policy papers prepared by each country, the strengthening of the vocational training and employment relation is requested and the policies developed are maintained based on employment. As a result, the policies and projects created are considered successful or unsuccessful in terms of their contribution to employment by both national and international circles.

The main element of economic and social development in today's world is qualified manpower. Therefore, the problem of training this manpower is also raised as a development problem. In our country, a healthy relation between the needs of the labor market and the education system could not be established despite all efforts. Although there is a direct interaction such as output of the education system is the input of the labor markets, the relationship between education and employment has not been

achieved at the desired level. It is possible to talk about a mutual effect, such as regulations considered for the educational institutions are often fictionalized without considering the requirements of employment, and that the labor markets are insensitive to educational problems. It is clear that the dialogue mechanism needed for the solution of many social issues cannot be implemented on this.

Turkey, which has a large human resources potential with its young population, has been struggling with economic instability and unemployment problems for many years. Unemployment is not a problem that will be analyzed only in times of crisis and whose solution can be limited to the success of economic policies. The results of economic growth in our country in recent years, which do not create employment, show that this issue needs more detailed analysis. The approaches of the social sides of working life are becoming important in the fight against unemployment. Unemployment is not a problem that can be solved only by state regulations and interventions. Especially in labor markets, the importance of quality level depending on competitiveness and the increase in quality level makes it necessary to solve the problem of vocational training with the participation of all parties. The need to establish an education-employment relationship is at a higher level than ever before.

VII. SOCIAL SECURITY AWARENESS

After the Industrial Revolution, the great increase in the number of wage earners, the concentration of production and therefore the population in big city centers, and the loss of power of traditional protection mechanisms formed the reasons for social security to meet the needs of life. The misery and social problems caused by the wars in addition to the brutal nature of the industrialization and capitalist production relations have caused to ensure the national and international support in the formation of the infrastructure of the social security system of the welfare state. The regular and registered labor force needed by social security to provide income security is also a source of harmony and sustainability in the

working life caused the social security systems development in a work-oriented manner. The most successful example of this is the perspective of social insurance, which aims to eliminate risks with insurance techniques and also highlights the social nature and perspective of social solidarity.

The universal nature of the need for social security has led to its development as an understanding of protection that covers the entire society. Social security concerns the whole life of a person from birth to death, not only at a certain period of human life. Even with maternity and death insurance, this interest concerns a period longer than human life, as it concerns a certain period before birth and a certain period after death. With these characteristics, social security is the most comprehensive and important means of social policy. Social security is one of the most effective and comprehensive social policy tools improving the situation of large segments of society. Thus, social security was the most comprehensive social policy tool used by industrialized/developed countries to improve the situation of large segments of society in the post-World War II period.

Today, in order to better specify the goals and ideal to be achieved with the concept of social security, and to emphasize that social security has a meaning beyond the protection guarantee obtained only by fulfilling certain obligations through social insurance and depending on the fulfillment of certain conditions, the concept of social protection, which is thought to have a much broader meaning and scope, has begun to be used. With this new concept, the social security needs of the new social structure formed after the industrial society are redefined and the social security system is tried to be structured in order to meet the needs of this structure. With the concept of social protection, whatever the reason may be, all reasons leading to poverty and neediness are accepted as social security risks, and all measures to eliminate poverty are also considered within the scope of social protection. As a matter of fact, all the factors that cause neediness, such as education, housing, relocation and transportation, are evaluated within the scope of social protection.

In the modern sense, the purpose of social security is to provide income security to the person. The consequences of the risks that are the subject of social security in modern societies appear as income reduction, income cut or increase in expenses. In this case, there is a danger that the person will not be able to cover their income and expenses. To put it another way, it means that the person falls into a needy situation. People become needy when they cannot meet their needs. Getting rid of neediness is the eternal desire of humanity. No one wants to be in a situation begging to someone else. It is an important need for a person not to fall into a needy situation now and in the future. Leading a peaceful life and creating a peaceful society is based on the feeling of “being sure of tomorrow”.

It is important that the members of the society have a strong desire and efforts to live together in terms of the healthy development of the society. Social solidarity and cooperation make living together easier. As social security is a product of social solidarity, it also strengthens social assistance and solidarity. It also contributes to the prevention of social security, social integration and social alienation. As a result, social security is important in terms of ensuring social peace, strengthening social solidarity and ensuring social harmony among people living together.

1. NECESSITY TO FIGHT WITH THE RISKS

The purpose of social security is to provide security against the consequences of risks which are social security object. The risks that are the subject of social security are the dangers that lead to loss of income (unemployment, disability, old age, etc.), decrease in income (old age) or increase in expenses (maternity, illness, etc.) and these risks are not known when it will emerge but they are absolute or likely to emerge. These risks disrupt the income and expenses balance and put the person and his/her family, whom he/she is obliged to take care. In the modern sense, the social security offers an income guarantee providing the opportunity to balance the disrupted income and expense and at least to improve to a certain extent to the relevant individual.

Ensuring welfare characteristic of being worked in modern societies is provided by the income guarantee techniques of social security systems. Individuals get a sense of security against the consequences of risks that disrupt the balance of income and expenses in exchange for presenting their labor in working life. Thus, people are protected from the fear of neediness, get rid of and have a sense of security. This sense of security provided by social security is the feeling of getting rid of neediness and being protected from the anxiety of neediness. The purpose of social security is not to prevent risks. Prevention of social security hazards is not the subject of social security in a narrow sense. Recently, it has been observed that preventive medical services against the risk of illness, especially in health insurances, have been tried to be a subject of social security. However, the subject of social security is to prepare measures against the economic consequences and to protect people from falling into neediness, rather than preventing risks. Social security aims to provide people with a sense of security that their standard of living will not decrease, as well as getting rid of neediness. The security provided by the social security is a security in this sense. When examined in detail, it is seen that some of these dangers arises because of being alive, while the others arises because of living in a society. The classification of physiological and socio-economic dangers refers to this. From the first human being, humanity must remain alive and maintain its vitality. Therefore, they also have a number of basic needs such as nutrition and housing. Some of the dangers also arise from external sources outside the person itself. It causes a person to become sick, injured or crippled. The dangers to the property of the person, such as the destruction of the house, are also external dangers in this sense. The aim in fighting against risks is to maintain a peaceful and safe life for the person. The person would like to live in a sheltered life and stay away from the dangers. Being away from dangers is not just protection from the external dangers for a person. Situations which create neediness are also dangerous. The inability to meet one's needs, such as lack of shelter, hunger and poverty, is also a situation that creates a feeling of insecurity. A person wants to meet their future needs constantly

and regularly, not only for the day. For a person at work, having an income sufficient to meet his/her needs continuously and ensuring the sustainability of income is also a situation of protection from danger. For a person, a life with guaranteed income means a life without fear. It is important to have a sense of security in view of the danger of being dependent on others. What is the most important for a person is to liberate the bondage of his/her needs. A protection opportunity guaranteeing that the relevant individual will be released from the bondage of its needs in the future is a priceless security.

2. HISTORICAL DEVELOPMENT OF SOCIAL SECURITY

Although the first regulations involving the protection of employees from the social risks were implemented in the UK, the first modern regulations appear to have been implemented in Germany. Bismarck period in Germany, which had an important experience with the aid and solidarity funds since the beginning of the 19th century, was the period in which social insurance had a modern structure. Occupational Accidents Insurance in 1885, Health Insurance in 1884 and Disability and Old Age Insurance in 1891 came into effect after controversial process that started in 1881. However, it can be said that anxiety about Marxist ideas, in addition to concerns about creating prosperity, also plays an important role in the implementation of the social insurance model in Germany. In Prussia and Germany, which have a strong state tradition, social insurance-based regulations bear the traces of revolutionary fears rather than softening the cruelties of capitalism. For this reason, Bismarck's social insurance regulations have an important share in the historical development of the welfare state and it is also controversial to evaluate these practices as a modern application of the welfare state.

The advantages of social insurance in terms of providing social security guarantees have led to the rapid expansion and development of this institution in other industrialized countries. As a matter of fact, the first social insurance policies were established in Austria in 1887, in Hungary in 1891, in Norway and France in 1894,

in Finland in 1895, in Italy in 1898 and in Spain in 1900 and in the UK in 1911. Since the 1930s, social insurance has been accepted as the basic institution in the provision of social security guarantee and has become widespread rapidly in the countries such as Russia, Japan, the USA and Canada, especially in developing countries after the Second World War.

The social security regime stipulated in the Beveridge Report, which is considered as the beginning of the modern welfare state by many philosophers, included a discussion with respect to the responsibilities of the state different from the previous restrictive social insurance practices. Beveridge, who considers everything on individual's regular income as social risk, emphasizes that combating these risks can be done through a holistic and consistent system. Beveridge's system is shaped by four basic features. These are systems that cover the entire population, meeting all risks at a single premium, income-independent allowances, and a centrally organized public service.

Undoubtedly, targeting income sustainability based on the risks arising from working life is of great importance for social insurances to constitute an important pillar of the Keynesian welfare model. The social insurance system, with the various rights and benefits provided to a large social group including the employees and their dependents, is an effective protection system continuous on the basis of social solidarity. This system has constituted the most important dimension of welfare services with its sustainable quality in solving the problems specific to the wage-earner society caused by industrialization. The compensatory system also has an important function in ensuring the redistribution of income and preventing market failures.

It seems that the social insurance technique is compatible with the citizenship-based approaches of the Keynesian welfare state model. It is an important factor that strengthens the citizenship status that those who receive social income from the social insurance system have the feeling that they are more entitled to this assistance compared to the unrequited social assistance technique. This sense of independence and trust allowed people to maintain

their social status and maintain their relations with society and the state in a successful structure. In the face of risks that cause income losses such as unemployment, old age, work accident and occupational disease arising from working life, social insurance technique, and understanding of maintaining income security has a quality that reduces the need for the market and ensures the continuity of the consumption function.

3. SOCIAL SECURITY IN TURKEY

The modern social security institutions in Turkey, where in addition to the families, the foundations as charities based on volunteering and organizations organized based on professional solidarity have important social security functions in the traditional social protection system, has been formed in a late period compared to the western countries.

After the World War II, the institutional arrangements, which were stated in the Labor Law No. 3008 and the main principles of social insurance, started to be implemented. With the law that was accepted in 1945 and entered into force in 1946, the Workers Insurance Institution was established, while work accidents and occupational diseases and maternity insurance were established in the same year. The scope of old-age insurance, which was established in 1949, was regulated as disability, old-age and death insurance in 1957. In 1950, sickness and maternity insurance branches were added. The scope of insurance, determined by the Labor Law No. 3008, was extended by including those who worked under the Press Labor Law in 1952 and those who were subject to the Maritime Labor Law in 1954. All social insurance laws were gathered and the name of the Institution was changed as the Social Insurance Institution.

The social security guarantee for civil servants, which started in 1866 by military pension funds, was a regulation that covered all military and civil servants by the Turkish Republic Retirement Fund Law, which entered into force in 1950. While self-employed employees were secured by the law entitled as BAĞ-KUR in 1972, the risks protected under this law were initially limited. The last

action in the establishment of modern social security institutions and the legal bases, which started in the 1950s, was for the employees in the agricultural sector. Lack of organization and training, the weaknesses in creating social demand and registering problems caused the social security arrangements for agricultural workers to be implemented only with the legal arrangements made at the end of 1983.

The 1961 Constitution, in which the social security right is identified in accordance with the Universal Declaration of Human Rights, defined social security as a social right for all citizens. It is envisaged that the social security given to social state as a duty which is fulfilled by the methods of social insurance and social aid. The financial transfers of Turkish workers, which started in the 1960s, and the planned and relatively high economic performance enabled the social insurance system to become widespread. In 1976, the first implementation of social assistance, which included regular payments, took place outside the practice of social insurance and social work.

The Turkish social security system, which has a tendency to broaden its scope and improve the benefits provided since its establishment, has failed to respond to the changes in the economic and social structure as of the 1980's and the need of a reform has been on the agenda since the 1990's. Administrative and financial problems of the social insurance system, the expanding quality of social assistance and the inadequacy of social work practices have been obstacles to social security becoming an effective tool of the welfare state.

4. NEED FOR CHANGE IN THE SOCIAL SECURITY SYSTEM IN THE WORLD AND TURKEY

It is possible to explain the effect of the social insurance system caused on the welfare state by losing power with the loss of the "solidarity" perspective constituting the basis of the insurance technique. The welfare state, which has a structure identical to the insurer society, had the ability to solve a wide social problem by gathering under a homogeneous risk category. The assumption

of the risks as being temporary and similar has been resolved with the development of a concept of right based on the compensation of the damages arising from the relevant risks. Developments after the traditional understanding of well-being have caused the temporary and similar nature of risks to change significantly. Risks such as long-term unemployment, poverty of employees, needing care other than income compensation of old age, and social exclusion do not have temporary and similar characteristics. In the new era, the concept of risk is replaced by weakness, and it has emerged that social insurance technique is not adaptable to the problems in this structure.

It is possible to associate a significant part of the change in social security systems with the developments in the labor market. The social security structure, shaped by the full employment principle of the Keynesian model, has been adversely affected by many developments in the labor market, especially by unemployment. Traditional full-time male employment, which provides social protection through the deficit or implicit financing of the social security system, has decreased. Increases in employment are mostly concentrated in areas that are temporary, fixed-term and traditionally seen as the women's sector. The distancing of neo-liberal policies from the commitment to full employment has caused the welfare paradigm, which has developed by taking a working society first, to be damaged. Distancing full employment and increasing unemployment have caused both an increase in welfare expenditures and a decrease in tax revenues and have negative effects on public expenditures and borrowing. It is clear that the environment in which welfare is more marketed or left to social assistance will weaken the obligations of the contract between the individual and the state.

One of the requirements for labor-oriented change in social security systems is the growth of undeclared employment. It is seen that an unqualified or low-skilled workforce and labor-intensive production processes are dominant in the unregistered sectors, which develop due to lack of resources, capital and competition. It can be said that these groups, which are outside the scope of Social Security Protection, have a two-way negative effect: they do

not contribute to finance, although they generate income, and they become some groups that request social assistance.

The increasing proportion of the elderly population within the social structure has also led to an increase and diversification of the welfare services offered to the elderly, especially in developed countries. In many countries, social expenditures for the elderly constitute the largest group of social security expenditures. Social services, which developed as health services, home care or institutional care applications, apart from income security, turned into a structure that improves the institutional area of the welfare state and increases social expenditures. The early retirement policies implemented in the 1970s and 1980s caused further disrupt of the financial balance of the social security system. These developments caused an intensification of reform efforts to address elder-centered problems in social security systems.

The problems of the social security system in Turkey have started to be the subject of discussion since the 1990s. In fact, the basis of the problems expressed in different aspects is the fact that the state did not have a comprehensive and effective social security policy from the very beginning. Problems arising from the social parties disapproval of the system and the inability to establish an autonomous management structure are added to this. This situation paved the way for the use of incomes of social security institutions in line with the political preferences and practices contrary to social insurance principles. There is a strong relationship between employment and social security institutions in a social security system where the financing source is mainly based on premiums. High unemployment and informal employment rates cause this relationship to deteriorate, reducing the income of social security institutions. In this context, the most important consequence of the financing problem of the social security system that emerged is the disrupt of the active/passive balance. The decline of the active/passive balance means an increase in the number of retired financed by the actively working insured and this situation disrupts the financing structure of the system. Further disrupt of the active/passive balance in the following years has also caused social security deficits to be a significant burden on the budget.

VIII. PROBLEM OF YOUTH UNEMPLOYMENT IN THE WORLD AND TURKEY AND METHODS TO FIGHT

The main condition for the young population to turn into an economic potential is the investments to be made on this group. It is known that the miracles of Asian economies, which have been developing since the 1970s, have emerged by using the potential of the younger population. However, the inability to create new jobs and employment opportunities for young people is the main source of economic and social tension for the group. In this context, it is clear that what is done and what is not done for young people has a great multiplier effect in the basic dynamics of a country.

It is possible to say that the policies that will form a basis in the fight against youth unemployment have the character of public intervention. The Welfare State practices, which reached their highest level during post-World War II, experienced significant regressions with the economic crises in the 1970s. In particular, the institutional infrastructure, which was built on the basis of social dialogue regarding the solution of the problems in the labor markets, suffered significant losses in this process. Regardless of the level of development, it caused unemployment to emerge as a threat in all economies. While neoliberal policies based on the functioning of market rules reject any regulation of labor markets, the loss of strength of unions and the effects of global labor relations have reduced the chances of tackling the problems.

The increase in the unemployment rates has an aspect that affects all labor force groups in the global economic platform. Without a doubt, unemployment is a phenomenon that has negative effects on all groups, regardless of gender, education and age. However, the anti-intervention attitude of neo-liberal policies after the welfare state caused an increase in market-centered pressures on segments which need social protection and positive discrimination, especially women, youth, old people and children. Global economic recession and depression periods that followed each other at short intervals were experienced and some interventions were made against these groups a necessity.

Ensuring a fast and sustainable economic structure, having high employment levels and ensuring social progress depend on knowledge-based, integrated and competitive industrial production, modern service sector and developing agricultural economy. Making a difference in international economic competition and improving human capital in terms of quality and quantity are closely related. In this context, it is important that an education framework with knowledge, skills and competence for the young population includes the demands of the labor market. This structuring will both contribute to the development of the educational institution in terms of quality and enable the young workforce to work in accordance with the competitive demands of the labor market in a short time.

The young population is very important in terms of creating a dynamic and productive direction for a country. This period, education and entry into the labor market have a common appearance, corresponds to one of the important transitions in human life. When the transitions between education and labor markets are not well defined and there are no jobs compatible with the young labor force in the economic structure, it emerges as an important problem economically and socially for the youth unemployment. Rapid population growth, competitive character of labor markets, lack of a parallel structure in education processes, and institutional deficiencies in labor markets are among the causes of youth unemployment that can be considered at first glance.

Youth unemployment emerges as a mismatch between labor supply and demand in the labor market against labor markets. Unemployment can occur due to structural and cyclical reasons in the economy, but it might also have some seasonal, technological or temporary reasons. Theoretical approaches which try to explain youth unemployment aimed to explain this unemployment phenomenon by many variables such as the first entrance of the youth to the labor market, the behavior for the young labor force during crises of labor-demand side, the career expectations of the youth, demographic and wage-based variables.

1. ACTIVE AND PASSIVE EMPLOYMENT POLICIES IN THE FIGHT AGAINST YOUTH UNEMPLOYMENT IN THE EUROPEAN UNION AND TURKEY

Although active labor market policies regarding youth employment have been on the agenda of the European Union since the 1990s, some alarming consequences of the 2008 global economic crisis on youth labor markets made additional set of youth employment programs at EU level necessary. In 2010, the Council of Europe renewed Lisbon strategy and implemented EU 2020 strategy. This strategy includes a commitment to the activation of young people in education, employment and entrepreneurship. Although overall policy objectives are set at the EU level, practices on country level may vary.

Although there is no separate statistics regarding expenditures for active labor market policies for young people, general expenditures on these policies vary considerably among OECD countries and it is seen that there is differentiation in expenditure level over time.

Northern European countries represent the highest level of expenditure when it comes to expenditure on active labor market policies. The countries where expenditure is the lowest, are liberal-charactered countries such as the United Kingdom and the United States.

One of the key components of the active labor market policy is the public employment services, which perform the main matching tasks such as job placement and job search support. However, a large part of public expenditures on active labor market policies is directed towards programmes to address specific employability issues. The expenditures within public employment services constitute less than 25% of the resources allocated to total active labor market policies in the countries in which expenditures are relatively high.

The costs in the unemployment insurance increased after global economic crises started in 2008 depending on increasing unemployment rates. In this process, the need to reemployment support for job seekers through employment services and other

active labor market measures has also increased. However, young people's access to unemployment benefits under unemployment insurance is very limited in many EU countries. Because being able to benefit from unemployment benefits requires contributing to the unemployment insurance program for a certain period of time. The amount of benefits from unemployment insurance depends on the time the employee spent while working and the total level of contribution to the unemployment insurance system. As it is mentioned in the earlier sections, young people often do not meet the eligibility criteria for unemployment insurance benefits due to the problems they face while entering the labor market and they have higher job change rates than adults. Some countries provide unemployment benefits to young people who are not eligible for unemployment insurance. These countries are Austria, Estonia, Finland, Germany, Hungary, Ireland, the Netherlands, Spain and the United Kingdom. People, who need financial support in Austria and the Netherlands, have a right to benefit from unemployment benefits.

In addition to the age requirement, people must be unemployed and commit to an individual job search in order to get the benefit. Unemployment benefit for young people aged 17-24 in Finland is maintained depending on the condition of participating in employment measures.

In most OECD countries, it is necessary to contribute to the system for certain periods of time to be eligible for unemployment insurance benefits. In addition, in most of the countries, those who benefit from unemployment insurance, have to meet the eligibility criteria for job search and/or work. Participants who are in active labor market programmes in Australia, Denmark, Estonia, Germany, Malta, New Zealand, Romania, Sweden and Switzerland must be ready to work and actively seek work. There is no need to search for a job actively but the condition of being ready to work in Austria, Czechia, Italy, Japan, Norway, Poland, Spain and Turkey. Those who participate in active labor market programs, especially education programs, are actively excluded from the job search condition in Belgium, Finland, Luxembourg, Slovenia and the United Kingdom.

Within the scope of capitalization practices, many countries follow a method of compulsory interviews between the job seeker and employment counselor as part of the job search support and monitoring process. The frequency of these interviews may vary from country to country. While the unemployed people are directed to vacancies through public employment services, beneficiaries are required to send regular reports regarding their job search efforts. Public employment services propose appropriate employment programs to prevent loss of motivation, skills and employability through return-to-work agreements or individual action plans. In some countries, such as Australia, Denmark, Sweden and the United Kingdom, it is mandatory to participate in reemployment programs to reduce the risk of long-term unemployment or of being excluded from the labor market after an unsuccessful job search.

If unemployment benefit beneficiaries do not accept a suitable job offer or refuse to participate in active labor market programs for no reason, they generally face some sanctions. The severity of sanctions varies from country to country. In this regard, refusing the job proposals or participation in active labor market programmes in the United States, Greece, Turkey, Slovenia, Romania, Portugal, Slovak Republic, Luxembourg, Italy and Ireland, resulted in the suspension of the support. Benefits are reduced for a specified period of time in France, the Netherlands and Sweden and until the job seeker meets the relevant requirements in New Zealand. While suspension period of benefits is relatively shorter, one month or less, in Denmark, Estonia, Germany, Japan and Korea, this period is longer in Bulgaria, Lithuania and Poland.

Education has a significant share, ranging from a quarter to a third of total expenditures among the expenditures on active labor market policies in many countries, excluding public employment services. However, expenditures on education seem to be less today compared to the 1990s in the United Kingdom and the United States. On the other hand, direct job creation programs, which have a small share in active labor market policies in many countries today, have enjoyed relatively significant levels, especially in Australia, Germany, the Netherlands and Sweden in the 1990s.

Apprenticeship training programs in Austria, Belgium, Denmark, Germany, Italy, Latvia, Portugal and Slovenia can be mentioned within the scope of training scope. In 2008, Belgium implemented the Youth Employment Plan (Youth Employment Plan), which provides opportunities for individual counseling and participation in the work process through training and internship opportunities. The duration of the program, in which participants were supported in cash, was extended and the entry age was raised. The National Training Pact in Germany helps young people to participate in education whose positions in the labor market are weaker. In Austria, training services are carried out with the “Apprentice Coaching Program”. There are programs that support a return to education in the Netherlands, Slovakia and Sweden. For example, program in the Netherlands encourages young people to pursue vocational training at secondary level in order to continue their education and choose programs that enable a stronger relationship with the labor market.

Job subsidies and other demand-side employment incentives are also another important expenditure in active labor market measures. In this context, there are incentive programs in Greece, Hungary, Italy, Lithuania, the Netherlands, Poland, Slovakia, Slovenia and the United Kingdom that support businesses to include young people in the labor market. In addition, programs promoting young entrepreneurship are implemented in Hungary, Lithuania, Slovenia, Sweden and Spain. In this context, young people are supported through both entrepreneurship training and financial aid.

It is observed that the share of start-up incentives for new jobs in total active labor market policy among OECD countries excluding Germany and Spain remains at a very low level. However, there are important initiatives to provide young people with work experience in the European Union. In Austria, Belgium, Greece, Hungary, Italy, Lithuania and Luxembourg, young people are given initial experience through training and internship programs. In Belgium, during the period between study and work, young people receive financial support called integration assistance. This assistance is depending on the development of personal action plans that include work ex-

perience or training programmes. In the UK and Sweden there are programs that provide young unemployed with little or no work experience the opportunity to gain experience and skills.

It is observed that the expenditures for active labor force programs in the protected and supported employment and rehabilitation in many OECD countries have increased over time. This indicates that initiatives to activate disabled people are gaining importance. Youth Guarantee program is an important practice in the fight against youth unemployment at the EU level over the past few years. The concept of Youth Guarantee refers not only to the right to work or education for a group of young people, but also to the obligation of public employment institutions or other public authorities to provide services and/or implement programs for a certain period of time. Northern European countries, Sweden in 1984, Norway in 1993 and Denmark and Finland in 1996, became the first practitioners of such programs. More recently, similar youth employment programs have been implemented in Austria, Germany, the Netherlands and Poland.

The rise in youth unemployment rates to unprecedented levels across the EU after the 2008 global economic crisis has demonstrated the importance of this struggle, and in 2013, the Council of Europe took an important initiative in this regard by adopting the Youth Guarantee program. The European Youth Guarantee is the commitment of member states to accept offers of all young people under the age of 25 for a good education or employment based on their skills within four months of being unemployed or leaving the education period. Measures within the scope of the guarantee programs include training programs consisting of general education, vocational training and labor market training, employment services and programs consisting of employment planning, job search support and employment incentives, and other active labor market programs consisting of public work programs, services for the benefit of society and initial support programs. covers programmes. Some countries, such as Denmark, Finland, Germany and Sweden, offer a wide range of measures covering all three categories, while other countries apply a more limited number of measures. Two features of the Youth Guarantee program differ-

ent from classical active labor market policies can be mentioned. First, the program includes the element of guarantees that member states provide unemployed youth with the opportunity to work or study. The second distinguishing feature is that a maximum period of four months has been determined for the youth to be included in the relevant measures after being unemployed or leaving education. It can be said that by determining this period, it is aimed to prevent possible negative consequences in the medium and long term in the economic and social field.

Studies on active employment policies in Turkey started in 1988 with the regulation on labor training. The Turkish Employment Agency (İŞKUR) plays an active role in this field. İŞKUR organizes vocational training courses, on-the-job training programs, entrepreneurship training programs, programs for the benefit of society and other courses, programs, projects and special practices within the scope of active labor force services to help protect and increase employment, improve the professional qualifications of the unemployed, reduce unemployment and bring groups that require special policies into the labor market.

Active workforce programs include consultancy services which are implemented to reduce unemployment and the duration of unemployment, vocational and on-the-job training, activities to support those who will set up their own businesses, and direct job creation activities of the public. In this direction, the Turkish Employment Agency implements active labor market programs in order to protect and increase employment, to improve the professional qualifications of the unemployed, to reduce unemployment and to bring groups requiring special policies to the labor market. These programs were first offered at the end of the 1980s under the name of “employment guaranteed labor training courses” and were diversified, developed and expanded in line with changing conditions and needs. The financing of the active labor services provided by the Turkish Employment Agency is covered from the institution’s budget, the unemployment insurance fund, the budget transferred for the vocational training of the unemployed after privatization, and the resources obtained through agreements with international institutions.

2. CONSEQUENCES OF YOUTH UNEMPLOYMENT

In today's world, the fact that the future of countries depends on qualified youth population increases the importance of policies that increase employability for young people who are disadvantaged in entering the labor market. Youth unemployment affects the productivity and production capacity of the society and it returns to the society as an additional cost since they cannot participate in production. It is to cause socio-economic losses in societies during development processes. It delays young people's transition to adulthood by taking responsibility and causes the educated labor force to be out of employment and unable to follow the developments in their field.

The decrease in the expectation of finding a job creates psychological and family problems. This causes a loss of talent in the labor force, unrest in the society, and a reaction to the social and democratic process with the effect of economic and social unrest caused by unemployment. Due to long-term youth unemployment, political marginalization and distrust of the political system are widespread among young people and revolutionary political ideas find support. The heaviest price that societies pay due to youth unemployment is the reaction of young people to the society that does not allow them to realize themselves and contribute to production. Young people who became stranger to the society and democratic processes tend towards crime and may become workers of the criminal economy.

Unemployment is not just a loss of income in the economy. Loss of income caused by unemployment is only one of the important consequences that will affect the social life of a person. The main problem caused by unemployment is that it deprives individuals of the position they should be in the social division of labor and the strong solidarity they will establish with the society. Therefore, from a sociological point of view, unemployment means the breaking of an important bond, namely the "work" bond, in the integration of the individual and society. Rising unemployment has significant consequences, both on an individual and social level. Loss of income due to unemployment starts the process

of psychological destruction, and physical and mental health deteriorates due to impoverishment over time, and self-confidence is lost. When re-employment is postponed, losses begin to increase qualitatively and quantitatively. In addition to essential values such as trust, hope and courage, the loss of work-related values such as talent, knowledge and skill comes to the fore and problems become more severe. This negatively affects the success and desire to enter a new job and causes a similar effect to continue for a long time in case of starting to work again. It has been observed that those who are at the lowest socio-economic level are most affected by unemployment. They have less chance of finding a job as these individuals do not have sufficient education and equipment and they often do not have the financial savings they can use when they are unemployed and they do not have social security to ensure their livelihood since they mostly worked in undeclared jobs with low income.

Unemployment has many effects on individual and social dimensions. This important problem, which covers a wide range from depression to theft, affects young people's lives in many areas. The problem is not only to ensure economic self-sufficiency, but is to give the opportunity to feel that he/she is an individual who fulfills the responsibilities as someone who is satisfied him/herself. As a result of despair, anxiety, and depression, the individual either becomes introverted or chooses to project his/her anger out. This condition can lead an unemployed person to become a criminal individual depending on personality. Because a person does not feel that he/she belongs to society and has to follow the rules. In this case, this can occur with antisocial behavior or domestic violence. Family is the core of society, and all the irregularities within the family are a preliminary indicator that society is on the rock.

One of the most important problems of today's society is having a young but unemployed society and excluding this young society from the economic, social and cultural activities. The socialization process has emerged in direct proportion to unemployment. Work life offers social identity and status to every young person. Unemployment, on the other hand, prevents the acquisition of social

identity and status. It is clear that it means a waste of human capital, along with the negative personal and social consequences. Due to unemployment, the normal socialization process of youth is disrupted. Every young person expects to achieve a new social identity and status by entering in working life. The unemployment, on the other hand, prevents this process and not only prevents the young person from obtaining the material conditions necessary for his life, but also deeply affects his socio-cultural world.

Looking at the situation of the young unemployed, not only is the state of lack of a certain income, but the socio-cultural world of the young unemployed is also negatively affected. The young unemployed cannot achieve the necessary financial conditions and are deprived of the socialization process that work life is supposed to bring. The young man, who had to be financially dependent on his family, could not achieve his financial independence due to being unemployed. The situation will take young person in uncertainty about his plans for future periods. The young individual perceives unemployment as a failure and defeat and in this context the young move away from society. According to a study conducted in the United States in previous years, a direct proportional relationship is determined between youth unemployment rates and crime rates among young people. In Italy, it is noticeable that the developing underground economy and unemployed young people work in the underground economy and put their future at risk.

It is clear that the expectation that the unemployment problem will be solved by itself with economic growth is unrealistic. In particular, in the last decade, economic growth has not been reflected in employment, as it has been largely achieved by productivity growth, and unemployed growth has increased the importance of national policies in solving unemployment. For this reason, many countries around the world have reconsidered their national policies to address youth unemployment. These policies are of greater importance for countries such as Turkey, whose young working-age population still tends to increase.

IX. CONCLUSION AND RECOMMENDATIONS

Technological developments in today's world cause significant changes in the economic, demographic and cultural lives of societies. It is seen that all countries have advanced welfare goals in this development and changes. Undoubtedly, in adapting to this process, societies come to the fore with their young population structures, education and adaptability. In this process, economic and social policies that strengthen young people's participation in education and labor markets are gaining importance in many economies, regardless of the level of development.

Statistical estimates show that there are over one billion young people in the world. Research results show that young people are not found at the desired level in employment or education despite all the efforts of policy actors. According to all population groups, barriers to participation in labor markets and restrictions on job creation capacity, have led to a significant problem which is the youth unemployment itself. While this situation causes a significant waste of resources by not being able to use the most productive group of the population, it also brings with some important limitations in the field of growth and development.

It is seen that the concept of work, which has a history equivalent to the existence of man, has undergone significant changes and transformations in history. Initially treated as a necessity unique to non-free people, the concept has become the main means of sustaining life over time. It is possible to say that work in the Modern sense has taken a new form with the Industrial Revolution. In the beginning, it was seen that the problems caused by contract relations based on one-party dominance on labor groups evolved towards a right-to-work regime in a fighting environment. Undoubtedly, the union struggles of the laborers by coming together as organized structures have an important role in these gains. The development of work as a right has led to the establishment of access to prosperity through work in all modern societies. The fact that the person working with her labor has access to economic and social life through work has caused the working relations to have a decisive role in the center of social life. Social security practices, which gained strength with the dominant char-

acter of labor relations, formed the basis of equality and peace policies in all societies.

In the European Union, young population rates seem to have a limited level compared to many regions of the world. Today the population, which began to age after World Wars, obliges many European regions to implement new and effective policies. It is possible to count policies such as increasing employment rates among the young population, reducing public debt, and limiting old-age payments among these policies. It is seen that the efforts to strengthen the participation of young people continue with the implementation of many projects and programs at the Union level. It is seen that the concepts of developing citizenship awareness and active citizenship gain value in strengthening the participation of young people in social life.

There are also problems centered on education and adaptation in the participation of young people in labor markets in Turkey, which has a young population structure compared to Europe. The development of employability skills of young people, with the demands of the labor market, ensuring alignment between the objectives in terms of achieving desired educational outcomes in the labor market is of great importance. In this context, the development of vocational and practical educational opportunities, the strengthening of school-industry cooperation and the elimination of incompatible matching problems are notable as the prominent policies in the fight against youth unemployment.

It is seen that active and passive policies are gaining importance in order to take advantage of the productive structures of young people in employment around the world and to adapt to technological developments faster. The achievements achieved in good country examples are carefully monitored by all other countries and try to be associated with their economic and social structures. In cases where young people's participation in social life cannot be achieved, it is seen that many problems centered on social exclusion deepen and interact with other social problems. In order to eliminate all these negativities, it is of great importance that the political regulations specific to the young population are selected with precision and applied with great seriousness.

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MODULE II

FUTURE OF WORK*

I. CONCEPT OF FUTURE OF WORK AND IMPORTANCE OF THIS CONCEPT

The rapid progresses in technology (automation) and entry of the Artificial Intelligence to all areas of life will affect the working life and future of work. Additionally, COVID-19 pandemic, which has started in 2020 and the effects of which will also continue this year, has changed the business world, employees and work order. For the students of all ages, the (limited) distance education model and for the business world, models such as “telecommuting”, “hybrid working” and “short term working” have been rapidly introduced. There are assessments as even after the termination of the pandemic, the relevant models will be on the agenda in 2020 and following years. The relevant progresses in technology particularly concern the university youth and young working population. In order to adapt to the new models, approaches and legal regulations, the necessity to train particularly the young employees and equip them with the adequate-necessary information, skills and competencies within the framework of the life-long learning has arisen.

The future of work can be defined around two main trends changing the workplaces, workforces and nature of work. The relevant two trends are explained below.

Increase of the use of artificial intelligence, machine learning and robotic technologies in the workplace:

The business world changes rapidly both in terms of the employees and employer. The artificial intelligence, automation and robotics change the form of production on one side and affect the way of working and working conditions on the other side. Consequently, while certain professions disappear; new job opportunities and new professions are created. More comprehensive information with respect to the new professions will be provided in the following chapters. On the other hand, the adaptation of artificial intelligence in the workplace has become another increasing trend. Within the framework of 2020 Deloitte research, it is stated that 71% of the directors are planning to invest more in the artificial intelligence in the following year.

Changing physical distribution of the workforce and increase in the number of remote employees:

The digital transformation and technological progresses will transform the business manners by rapidly changing the priorities in the business world and expectations of the employees. COVID-19 pandemic shaking the world together with the digital transformation have caused the rapid reorganization of the workplaces and movement of numerous factors accepted as the future of work to the workplace environments. According to 2019 FlexJobs report, it is reported that the number of remote employees has increased 91% in the last 10 years. In 2020, Gartner has forecasted that while less than 30% of the employees worked remotely before COVID-19, this percentage will increase to 41% after COVID-19.

1. TRANSFORMATION OF THE WORKPLACE AND WORKFORCE

In the last century, it is observed that the working life is constantly in transformation. The increase of technological progresses and demand to the digital workplace has not only affected how and where we work, but also the general structure of the knowledge and skills required for a quite dynamic work culture.

Workplace environment: While a mobile device was used just for communication in the past; today, the smart phones are used as a means for the operation of complex software and management of data by the employees. When the portable devices such as laptop computers and mobile phones are enhanced with the artificial intelligence and have qualifications which can connect with the advanced digital systems, they will become usable for the employees independently from the desktop computers and laptop computers.

Changing roles in the workforce (professions): With the increase of artificial intelligence in the workplace, principally, the demand for knowledge-based and cognitive roles also increases. Despite of the concerns of people as to be excluded from the workforce due to the artificial intelligence and robots, quite optimistic predictions are made with respect to the new work areas. For example, in a report of the World Economic Forum in 2018, it is stated that despite of the decrease in more traditional workforces, the digitalization of the workforce will create new workforces up to 133 million until 2022. In the same report, it is predicted that these relevant roles (professions) emerging will constitute one third of the employee base of the large companies around the world.

Demand for new skills in the future workplace: The digital workplace, due to the decrease of the necessity for on-site workforce, will increase the necessity for jobs requiring intensive information. In the United States of America, from 2000 to 2019, the percentage of employees with the postgraduate qualifications has increased from 24% to 42%. And the other studies and statistics show an increase of approximately 20% in the works requiring complex problem solving and innovative thinking evidences in the last 10 years. And naturally, an advanced digital literacy will be among the most important qualifications of the future workforce.

2. SIX TRENDS SHAPING THE FUTURE OF WORK

The extreme importance of endurance and agility has become an indispensable focal point for numerous companies in the last years. This has gained much more importance for the productivity, personalization and flexibility of the workplace processes. The most important six trends shaping the future of work are summarized below:

Distributed Workforce: The self-employed, remote employees and hyper-specialized consultants have started to form a bigger part of the workforce within the last ten years. The pandemic has forced the employer for a rapid development with respect to the dispersed workforce. Rather than employing employees with general skills as to be physically and permanently based in the main office, it is necessary to form dynamic teams with task-oriented skills and ensure their working in a less centralized and hierarchical structure.

Artificial Intelligence in the Workplace: The artificial intelligence, by automatizing certain tasks and processes in the work environment, can take on ordinary and repetitive tasks. Thus, by minimizing the mistakes in the works and processes carried out by the employees gropingly, the employees will have the opportunity to head towards and focus more on problem solving and creative tasks. The artificial intelligence supported systems will ensure the increase of efficiency in the business processes by analyzing and interpreting the data gathered during the business processes and data collected from the other sources.

Diversity and Inclusion: The diversity in the workplace is not only a matter of compliance and ticking the boxes anymore. For the companies, it is apparent that the diversity in the workforce brings along more innovative approaches, success and employee satisfaction. Within the framework of a McKinsey research carried out recently, it is reported that the companies in the top quartile of the country in terms of diversity shows approximately 36% more

performance compared to their competitors and the employees, who are part of a diverse and inclusive workforce, have the opportunity to benefit from a wider range of cultural and life experiences. The companies with these types of working groups and teams, which are enhanced with advanced analytic and artificial intelligence capacity, will have competitive and creative advantage in the rapidly changing market.

Multi-Generational Workforce: Until recently, particularly in the United States of America and United Kingdom, the valid work culture was formed by the Baby Boomer generation (born in 1945-1955 after the 2nd World War) and based on the experiences of the relevant generation. A trend and difficulty in the future workplace will be to predict and understand the new generation differences and unique necessities and expectations of the wide variety of age groups in the modern workplace. The differences between the generations, in addition to the new opportunities, have created the necessity for more progress, career planning and relevant initiatives. The modern human resources technologies and artificial intelligence supported systems are important auxiliary tools for meeting the relevant necessities.

Upskilling: The integration of the increasingly complex artificial intelligence and digital solutions to the workplace requires a special training program. However, since the learning of artificial intelligence and new technologies creates the necessity of digital skill development and upskilling, it is necessary to find innovative solutions in order to provide the relevant training. For example, it is possible to personalize the training processes with the virtual reality experiences augmented with artificial intelligence.

Employee Engagement and Health: Today, the technical infrastructure and environment necessary for the integration of the innovative approaches to the companies and rapid realization of the digital transformations can be ensured for low cost. However, difficulties can be encountered in ensuring the employee satisfac-

tion and high level employee engagement with the increasingly distributed and online workforce and at the same time, in monitoring and assessing the workforce health of the employees. It is understood that in order to overcome the relevant difficulties, Big Data based artificial intelligence and new human resources technologies are necessary.

II. DIGITALIZATION, PLATFORM ECONOMY AND INDUSTRY 4.0

1. DIGITALIZATION

The digitalization is the process for the transfer of accessible data and existing documents (such as data sources, files, processes) to the digital environment by a computer in a readable format.

In accordance with the opportunities provided by the rapidly developing information and communication technologies and changing social necessities, the holistic transformation of the organizations with respect to the people, business processes and technological factors in order to provide more effective and productive service and increase satisfaction is referred to as the Digital Transformation.

With the digital technologies, first of all, the analog recordings have been made operational in the digital environment (automation) and the processes have been transferred to the digital environment (e-service). And today, all institutional entities and stakeholder relations are redefined in the digital environment (digital transformation).

The technological progresses and effects of the relevant progresses on life through the ages are summarized in Table 2.1. The new revolution starting in 2011s and emerging as result of the digital transformation can be referred to as the Industry 4.0. As it is seen in the Table, in this revolution, the machine-machine interaction, smart societies, life-long learning, cyber security, cyber physical systems and digital economy progresses have gained importance and the increase of the welfare level of the individual has been aimed.

Table 2.1: Technological Revolutions (Reference: Aydın Kolat, TOBB Türkiye Yazılım Meclisi Bilişimde Nitelikli İnsan Gücü Çalıştayı Açılış Konuşması, 27 November 2017)

	Ancient Times	1760	1890	1970	2011
Communication	People-People	People-People	People-People	People-Machine	Machine-Machine
Society	Hunter and Agriculture	Industrial	Industrial	Information	Smart
Technology	K	Steam Power	Electrical Energy	IT Assisted Production	Cyber Physical Systems
Industry	Agriculture	1 st Industrial Revolution	2 nd Industrial Revolution	3 rd Industrial Revolution	4 th Industrial Revolution
Education	Master-Apprentice	Classroom	Classroom	Classroom and Life-long Learning	Classroom and Life-Long Learning
Commerce	Basic	National	International	E-commerce	Advanced Digital Commerce
Economy	Commodity Sales	Commodity Sales	Commodity Sales	Information	Digital/Destructive
Defense	Hand Tools	Basic Firearms	Powerful Firearms	Cyber	Cyber
Welfare	Low	Low	Medium	High	High

2. PLATFORM ECONOMY

The platform economy is defined as the economic and social activity facilitated by the platforms. These types of platforms are typically online agents/mediators or technology frameworks. The most common type until now is the trading platform also known as the digital matchers. Amazon, Airbnb, Uber and Baidu are some examples for the trading platforms. The second type of platform is the innovation platform ensuring a common technology framework on which the others can build like numerous independent developers working on Microsoft platform.

The stakeholders of the platform economy are the Users/Consumers, Producers/Suppliers, Digital Environments and Ecosystems. The shareholders and model of the platform economy is shown in Image 2.1.

Image 2.1: Platform Economy



The first examples of the contemporary digital economic platforms are mostly seen in the second half of the 20th century. Nonetheless, the platform metaphor has started to be widely used to define digital tool and innovation platforms fully in 2000. Particularly, after the financial crises in 2008, the companies operating with new platform business model have started to rapidly control the increasing share of the world's overall economic activity by sometimes disrupting the traditional business. Due to the competition of the platform companies, the decline of BlackBerry and Nokia, due to the competition caused by Netflix platform, the closure of Blockbuster or other numerous physical retailers partially closed due to the competition caused by Amazon and other online retailers are some examples. According to 2016 survey carried out by Accenture, it is determined that 81% of the directors have stated that the platform based business models will form the basis of the growth strategies. While in 2000 there were only a handful of big companies which can be defined as platform companies; as of 2016, more than 170 platform companies, each valuing 1 million dollar or more, have been determined.

The commenters have given different reactions to the rise of these relevant platforms. While most of them defend that the platforms can increase productivity, reduce the costs, reduce unproductivity, help creating completely new markets, ensure flexibility and accessibility for the employees and be useful particularly for the underdeveloped countries; the platform opponents defend that its use can lead to unemployment, contribute to the replacement of traditional jobs with precarious forms of employment with far less worker protection, reduce tax revenues and the excessive use of platforms can physiologically harm. Since the early 2010s, the platform economy has been subject to numerous examinations carried out by the academic groups and non-governmental organizations, national governments and important organizations such as the European Union. The first examinations, generally, were against the imposition of heavy regulations for the platform economy. Certain jurisdictions, started in 2016, have increased their effect more in 2017.

Image 2.2: Industry 4.0 and Factories (Reference: <https://www.elektrikport.com/teknik-kutuphane/endustri-4-0-nedir--4-sanayi-devrimi-gercekleliyor/11563#ad-image0>)



3. INDUSTRY 4.0

Industry 4.0 is the project of the German Government for the promotion of the computerization of the traditional industry such as manufacturing and equipment with high technology. The purpose of this new industry is to ensure the coordination of the harmony, resource productivity and ergonomics and business partners both during the customers and business-value process.

Industry 4.0, as a term, also means the fourth industrial revolution. While the first industrial revolution was based on the production with water and steam power, the second industrial revolution was the use of electrical energy. And afterwards, with the realization of the digital revolution, as the third industrial revolution, the use of electronics has increased. The relevant revolutions and the technologies used are shown in Image 2.3. Industry 4.0 term has been used in Hannover MESSE for the first time in 2011. And in 2012, Robert Bosch GmbH and Kagermann working group has been formed and presented the fourth industrial revolution suggestion file prepared to the Federal Republic of Germany. On April 08, 2013, the working group has presented their Industry 4.0 final report in Hannover MESSE.

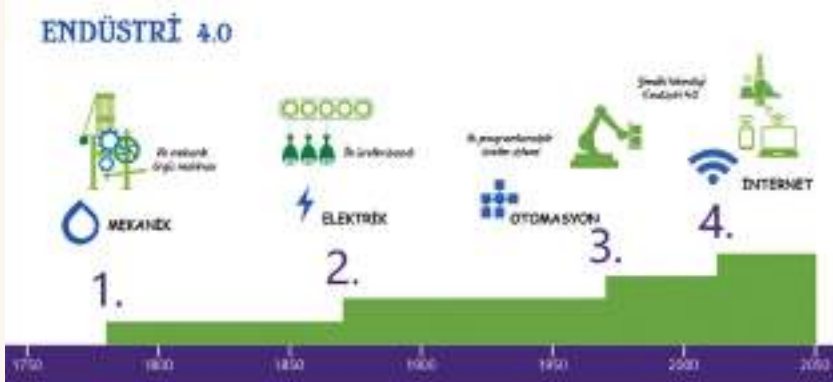
In parallel with the adaptation of Industry 4.0 by Germany, the People's Republic of China has prepared MIC 2025 (Made in China 2025) strategy plan for the digital transformation of the manufacturing industry in 2016.

Different from these two important transformations is Society 5.0 initiative of Japan focused on people. This relevant initiative, while bringing cyber space and physical space together, aims to create a human-centered society by observing the balance between the economic progresses and social problems. Japan considers Society 5.0 as the continuation of the hunting society (Society 1.0), agricultural society (Society 2.0), industrial society (Society 3.0) and information society (Society 4.0).

The important milestones of the industry can be listed from 1.4 to 4.0 as follows:

- Implementation of the Mechanical Production Facilities (18th Century)
 - o 1712 Invention of the Steam Engine
- Transition to Mass Production based on Electricity and Division of Labor
 - o (19th Century) 1840 Invention of the Telegram and 1880 Invention of the Telephone
 - o 1920 Taylorism (Scientific Management)
- Automation of the Production Processes (20th Century)
 - o 1971 First macro computer (Altair 8800)
 - o 1976 Apple I (S. Jobs and S. Wozniak)
- Autonomous Machines and Virtual Environments (21st Century)
 - o 1988 AutoIDLab. (MIT)
 - o 2000 Internet of Things
 - o 2010 Cellular Transport System
 - o 2020 Autonomous Interaction and Virtualization

Image 2.3: Transition to Industry 4.0 (Reference: <https://kreatifbiri.com/endustriyel-devrimler/>)



A. Principles of Industry 4.0

1. Interoperability: With the capability of the cyber-physical systems (such as work piece carries, assembly stations and products), the intercommunication of people and smart factories are ensured over the internet of things and internet of services.

2. Virtualization: This structure is a virtual copy of the smart factories. The system is formed with the connection of the sensor data with the virtual facility and simulation models.

3. Decentralization: The capability of the cyber-physical systems to make their own decisions in the smart factories.

4. Real-Time Capability: The capability to collect and analyze data. This structure enables the rapid structuring of understanding.

5. Service Orientation: Over the internet of things, the cyber-physical systems, people and smart factory services are provided.

6. Modularity: Ensures flexible adaptation system to the smart factories for the changing necessities of the individual modules.

Image 2.4: Historical Development of Industry 4.0 (Reference: <https://www.endustri40.com/endustri-tarihine-kisa-bir-yolculuk>)

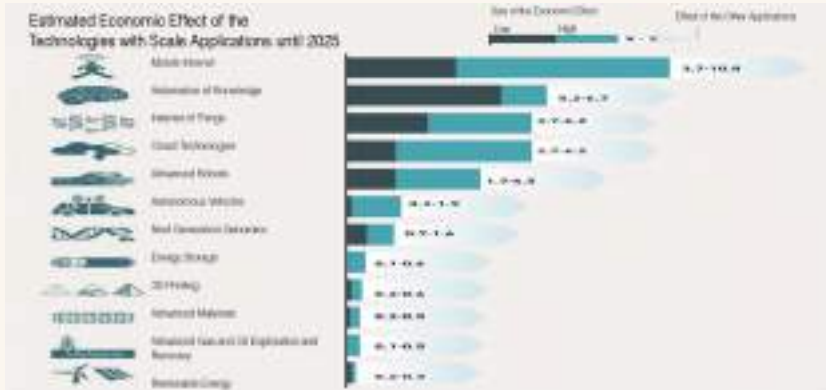


The technologies forming Industry 4.0 are referred to as the disruptive technologies. The disruptive term herein has been used in the meaning of transforming, effective and forming. Within the framework of a Mc Kinsey report, twelve disruptive technologies are mentioned.

1. Advanced Robotics
2. New Generation Genomics
3. Energy Storage Devices
4. Autonomous (Self-Driving) Vehicles
5. Additive Manufacturing/3D Printing
6. Oil/Natural Gas Exploration and Recovery Methods
7. Advanced Material Technologies
8. Renewable Energy
9. Mobile Internet
10. Automation of Knowledge Work
11. Internet of Things
12. Cloud Technologies

The effect of these relevant technologies is shown in Image 2.5.

Image 2.5: Effect of the Disruptive Technologies on the Economy (Reference: <https://www.mckinsey.com/business-functions/mckinsey-digital/our-insights/disruptive-technologies>)



These relevant disruptive technologies and a part of the other digital technologies are more comprehensively explained below.

B. Big Data (Automation of the Information Power)

Considering this issue from a more comprehensible aspect, the big data is a complex dataset in no particular order received from bigger and particularly new data sources (such as sensor, device and robotics). However, this large volume of data can be used to solve business problems which could not be overcome previously.

The Big Data is generally explained with 3V (Velocity, Variety and Volume).

Volume: The data volume is important. With the big data, the processing of high volumes of low density and unstructured data is required. This can be unknown valuable data such as Twitter data, click streams on a web-site or mobile application or sensor-enabled equipment.

Velocity: The velocity is the speed at which the data is received or action is taken. Certain internet-enabled smart products work in real-time and it is necessary to analyze and take action in real-time as well as to produce data (streaming data).

Variety: The data variety refers to numerous types of data available. The traditional data types can be structured and properly adapted to a relational database. Together with the big data, the processing of data is required in the unstructured data type. Text, voice, video and data received from different sensors can be listed among the unstructured data type.

It is predicted that in 2020, 1.7 megabyte new data will be produced in a second. At the end, in 2020, the existing data amount will increased to 44 zettabyte from 4.4 zettabyte (Zettabyte = 10^{21} = 1000000000000000000000). It is known that in Google 40.000 searches are made in a second and more than 1.2 trillion searches are made in a year. The data produced by the airplanes is another example of the Big Data. For example, during New York-Los Angeles flight of a Boeing 737 airplane, 240 terabyte (10^{12}) data is produced. The expectation from the Big Data analysis is the analysis of data and use of its results in real-time applications (such as traffic light signaling, stock exchange transactions) or other applications (such as e-commerce, e-banking) for benefit.

C. Virtual Reality

The virtual reality is defined as the “3 dimensional” environments in which the individual experiences the feeling of being there, which is created by using technology and which combines the reality and dream. In the virtual reality applications, the computer technology is used to create a simulated environment. The virtual reality, starting from science fiction, appears in different areas such as health, game, real estate, military and aviation. Many people have experienced watching a movie with the virtual reality headsets (see Image 2.6). In the health industry, different applications are developed with the virtual reality technology. This relevant technology is used to train and support the health professionals, to treat the patients and to raise awareness about the disease.

In the virtual reality technology, a three dimensional image or environment, which can be perceived as real by people, is tried to be created. The technological studies on reality are increasing. The consumers can get these tools more easily. The virtual reality

in devices such as virtual reality headsets are completely created with the hardware and software. In other words, the software, in which the hardware of this technology is used, is also specially produced.

Image 2.6: Virtual Reality Headset (Reference: <https://www.iienstitu.com/blog/sanal-gerceklik-nedir>)



D. Augmented Reality

The augmented reality is expressed as the interactive environment in which the 3 dimensional virtual objects are created on the physical world. The feature of this technology is that the virtual and physical environment is together; real-time interaction is provided and three dimensional scenes are included. With this technology, it is possible for people to travel the distant countries and planets and even go back in time. In the global context, the augmented reality technology can be explained as the model of the physical environment completed with the audio visual factors created by computer. In these types of applications, the existing environment is used and information is added to this relevant environment to create a new artificial environment.

For example, let's think we are in a factory manufacturing engines. We have a tablet in hand and when we move this tablet to see the engine, we can see both the engine and all moving parts of the engine and models of these relevant parts as the augmented reality on the screen. It is possible to virtually try the parts modelled by the software used on the engine (see Image 2.7). You can

do the same thing to buy furniture for a room of the house. By holding the tablet to the relevant room with an augmented reality-enabled shopping application, you can virtually place the virtual furniture to the room and decide whether the relevant furniture is appropriate before buying.

Image 2.7: Augmented Reality Application



(Reference: <https://www.forbes.com/sites/bernardmarr/2018/07/30/9-powerful-real-world-applications-of-augmented-reality-ar-today/?sh=20b71ef62fe9>)

E. 3D Printing in Manufacturing (Additive Manufacturing)

The additive manufacturing is a layered manufacturing method. The additive manufacturing is the most common method used in the realization of the things designed in the digital environment. The main purpose in this method is the realization of the manufacturing by adding materials. The first important technology that comes to mind in the additive manufacturing is the 3 dimensional printers. Today, the additive manufacturing is frequently used particularly in the aviation industry and automotive and medical industries. One of the important examples of the medical industry is the heart created by the Israeli researchers with the 3 dimensional printers by using human tissues and veins. This development, which is the first in the world, is qualified as a groundbreaking development in the organ transplantation (see Image 2.8).

Image 2.8: Artificial Heart Creation with 3 Dimensional Printer



(Reference: <https://www.nbcnews.com/mach/science/israeli-scientists-create-world-s-first-3d-printed-heart-using-ncna996031>)

F. Artificial Intelligence

The artificial intelligence can be defined as a multidisciplinary branch of science and engineering developing smart systems. And the smart systems are systems consisting of software and hardware designed to fulfill a defined purpose. These relevant systems, like in the smart creatures, can perform an action by themselves, learn, make sense out of data, decide, solve problems, plan and reason. Robotics, Machine Learning, Machine Vision, Natural Language Processing and Internet of Things can be listed among the artificial intelligence technologies.

The application areas of the artificial intelligence are wide range. Certain areas, which come to the forefront in the first phase, for our country are listed below:

1. Social Progress and Development

- a. Smart City Applications: Parking Lot and Smart Transportation
- b. Disaster Management Applications: Earthquake Prediction

- c. Smart Signaling: Traffic Signaling
- d. Smart Decision Support Systems: Modeling of Economic Indicators and Determination of Fiscal Policies

2. Manufacturing and Production Industry

- a. Predictive Maintenance
- b. Management of Water Resources
- c. Prevention of Electric Leakages

4. Aviation and Space

- a. Autonomous Airplanes and Helicopters
- b. Satellite Design

5. Education

- a. Inclusion of Artificial Intelligence in Curriculum
- b. Distance Education and Adaptive Tutoring Systems

6. Agriculture

- a. Effective Field Analysis
- b. Unmanned Agriculture
- c. Autonomous Agricultural Vehicles

7. Finance

- a. Virtual Customer Services
- b. Algorithmic Trading

8. Defense, Security and Cyber Security

9. Health

- a. Smart Hospital Information Management Systems
- b. Smart Diagnostics Systems
- c. Smart Reporting Systems
- d. Artificial Intelligence Based Systems Preventing the Outbreak of a Pandemic

10. Human Resources

11. Culture, Art and History

12. Tourism

13. Sports

14. E-commerce

4. NEW PROFESSIONS

Industry 4.0 will inevitably affect the core competencies required for employment and professions and as a consequence, naturally, certain professions will disappear and new roles (professions) and workforce will emerge.

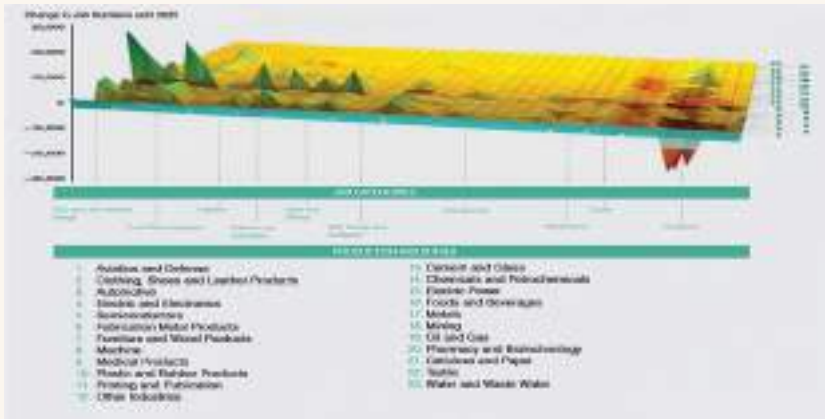
In accordance with the report of the World Economic Forum (<https://www.weforum.org/reports/the-future-of-jobs-report-2018>), the core competencies in the context of digital transformation are specified in Table 2.2.

Table 2.2: Digital Transformation and Core Competencies (Reference: Sanayide Dijital Dönüşüm: Eğitim, TTGV, TTGV-T/2018/Yayın No)

Skills (Competences)	Basic Skills	Core Functional Skills	
Cognitive Skills: Cognitive Flexibility Creativity Logical Reasoning Seeing and Identifying the Problem Mathematical Reasoning Ability to Visualize	Contextual Skills: Active Learning Verbal Expression Reading Comprehension Written Expression ICT Literacy	Social Skills: Coordinating Others Emotional Intelligence Persuasion Negotiation Service Orientation Teaching and Educating Others	Resource Management Skills: Financial Resources Management Material Resources Management Human Resources Management Time Management
Physical Skills: Physical Power Hand Skill and Sensitivity	Procedural Skills: Active Listening Critical Thinking Observing Oneself and Others	Systemic Skills: System Analysis Judgement and Decision Making Complex Problem Solving Skills	Technical Skills: Equipment Maintenance and Repair Equipment Use and Control Programming Quality Control Technology and User Experience Oriented Design Problem Solving
Reference: World Economic Forum ("WEF") 2016			

Within the framework of the same report, the change of job growth based on the occupational and industrial groups until 2025 has been examined and the results are shown in Image 2.9.

Image 2.9: Change of job growth based on the occupational and industrial groups until 2025 (Reference: Sanayide Dijital Dönüşüm, Eğitim, TTGV TTGV-T/2018/Yayın No)



As can be seen from the image, contraction is reported in the space and defense, automotive, manufacturing industry, transportation and forest products industries. And within the framework of a report prepared by a working group of the Technology Development Foundation of Turkey, it is reported that the automotive and automotive supply industry, machine, white goods, food and clothing, textile and chemical industries will be negatively affected.

The disappearing professions mean workforce loss. It is necessary for the countries to keep up with the relevant change and start studies, particularly awareness studies, on the knowledge-skill-competency triangle by using different educational tools for the young population. Regarding this issue, the non-governmental organizations and trade unions have important duties.

Within the framework of various studies, 10 new professions, which will be introduced in our lives until 2030, have been specified. In one of these studies, the below 10 professions have been listed. Most of these relevant professions are closely related with the above explained destructive technologies of the digital transformation.

1. Data Scientist
2. Artificial Intelligence and Robotics Engineer
3. Alternative Energy Consultant and Technician
4. Security/Repair Personnel of the Internet of Things Devices
5. Block Chain Developer
6. User Experience and Human-Computer Interaction Designer
7. 3 Dimensional Printer Production Engineer
8. Medical Consultants
9. Trash Engineer
10. Digital Detective

As a result of the digital transformation and reflections caused such as Industry 4.0, MIC 2005 and Society 5.0, which are briefly summarized above, predictions are made about how the future of work will be shaped and accordingly, the lifestyle of people and economies and international relations of countries will change and in general, the world will enter a different process of change. Within the framework of a report issued by the World Economic Forum in September 2015, it is stated that 21 milestones will appear as the meeting point of the digital transformation with the societies until 2025. The likelihood of a part of these relevant milestones, which will affect the lifestyles of the societies to a large extent, is specified in Table 2.3 by percentage.

Table 2.3: Milestones Expected until 2025 (Reference: Deep Shift - Technology Tipping Points and Societal Impact, Global Agenda Council on the Future of Software and Society, World Economic Forum, September 2015)

Milestones	%
10% of people will wear clothes with internet connection	91,2
90% of people will have unlimited and free storage	91,0
1 trillion industry will have internet connection	89,2
First robot pharmacist in the United States of America	86,5
10% of the reading glasses will have internet connection	85,5
80% of people will have a digital asset	84,4
Production of first automobile with 3 dimensional printers	84,1
First country to conduct census with big data sources	82,9
90% of the world population will use smart phones	80,7
90% of the population will have regular internet connection	78,8
10% of the total automobiles in the United States of America will be self-driving automobiles	78,2
First liver transplantation with 3 dimensional printer	76,4
30% of the company audits will be performed by artificial intelligence	75,4
First tax collection over block chain by a country	73,1
First city with population over 50.000 without any traffic signaling	63,7
First artificial intelligence robot in the board of directors of a company	45,2

III. FUTURE OF WORK AND TRADE UNION MOVEMENT

The rapid progresses in technology and particularly in the areas of artificial intelligence and robotics will cause significant changes in the job descriptions, way of working and manufacturing processes in the industry sector. All of these relevant changes have started to be at the agenda of all stakeholders (employers, employees and trade unions) of the business world in 2020s as the subtitles of the “future of work” comprehensively explained in Chapter I.

When considered in terms of the employee, the job safety and job loss fear and in terms of the employer, the risks such as additional cost for compliance to future of work and loss of competitive power in the market have naturally arisen. In order to solve all these problems, the International Labor Organization (“ILO”), to which HAK-İŞ Confederation is also a member, International Trade Union Confederation (“ITUC”), European Trade Union Confederation (“ETUC”) and trade unions in our country have started a series of studies in the context of future of work.

In addition to these studies carried out, during the second Cielo Laboral (<http://www.cielolaboral.com/>) global congress organized in Uruguay in 2018, important issues with respect to the future of work have been discussed and certain decisions have been taken. A part of these relevant decisions are summarized below.

- Technology should serve to the people.
- In the new digital era, the concept of employee should be put on the agenda within the new forms of employment relations.
- Due to the search for solution to the issues raised at the national level as a result of the creation of an international impact area by the labor relations, it has become necessary to bring forward the international challenges. Some factors and risks to consider are the subcontracting in the companies, transformation of the labor market, digitalization of the labor market and its effect on health.
- The globalization requires a new social contract based on the international labor standards, including decent work for all, and democratic freedoms and collective rights in the individual and labor relations.
- It is necessary to face with the threats presented by the new technologies with respect to the employee rights.
- In terms of the private life – work life balance and right to respect for private life, the equipment necessary to fight against the backward practices of the 20th century should be provided to the employees. The working hour arrangements should be guaranteed for the work/private life balance.
- While using the technologies such as telecommunication, the right to respect for private life and privacy should be protected.

During the International Labor Conference organized in 2019 by the International Labor Organization, the “Centenary Declaration for the Future of Work” has been announced. And the Global Commission on the Future of Work of the International Labor Organization has made the below stated basic recommendations within the framework of the report titled “Work for a Brighter Future”:

- A universal labour guarantee that protects fundamental workers’ rights, an adequate living wage, limits on hours of work and safe and healthy workplaces,
- Guaranteed social protection from birth to old age that supports people’s needs over the life cycle,
- A universal entitlement to lifelong learning that enables people to skill, reskill and upskill,
- Managing technological change to boost decent work, including an international governance system for digital labour platforms,
- Greater investments in the care, green and rural economies,
- A transformative and measurable agenda for gender equality and
- Reshaping business incentives to encourage long-term investments.

The International Trade Union Confederation has shared “The Future of Work: ITUC 2017 Report” on October 18, 2017. Within the framework of this report, the issues to be considered by the trade unions have been discussed under the titles of (a) economy, (b) technology, (c) regulation and (d) people and their trade unions.

It is seen that the studies carried out by the international labor organizations with respect to the future of work trigger the trade union movement in our country and projects and studies with respect to the future of work are performed. It is understood that the future of work will directly affect the trade union movement and consequently, particularly the working young population and employer.

IV. ENVIRONMENTAL AWARENESS AND IMPORTANCE OF THE YOUTH FOR THE POPULARIZATION OF THE ENVIRONMENTAL AWARENESS

1. ENVIRONMENTAL AWARENESS

The environment, in the simplest meaning, can be considered as the habitat in which the living and non-living things co-exist. Due to this co-existence, an interaction is inevitable. Since the existence of mankind, this interaction has started and still continues. The environmental awareness means to take care of the natural environment and make beneficial choices which do not harm our living space and world. It is an issue which requires interest and continuity and sustainability about dozens of things from environment-friendly tiny houses to organic food, from eco-friendly solutions to global warming. Essentially, it is a life approach and philosophy.

2. WHAT SHOULD ENVIRONMENTALLY AWARE AND SENSITIVE PEOPLE DO?

A. Recycling and Saving

- Importance should be given to recycling, recovery and reuse. The recycling ideas suggested will enable the recycling projects and our economic cycle will take in by investing in the environment.

- The energy and water should be carefully used and if necessary, attention should be paid to energy saving and water saving. The renewable energy sources should be first choice and methods to help the collection and use of precipitation more effectively such as rainwater harvesting should be preferred.

- The use plastics and similar products should be avoided. To charge for plastic bags in the markets is a valuable practice.

- In addition to the commercialization of the processes such as composting and vermicompost production, which are a kind of recycling, the implementation of these processes even at homes will help to the return of the wastes to the life cycle once out of the source.

- To design and track the implementation of projects covering the whole country like zero waste will also be quite important steps.

B. NATURE AND NATURAL RESOURCES

- Overconsumption should be avoided and goods made of natural materials should be preferred.
- The importance of planting trees should be comprehended and its comprehension by the youth should be ensured (it is known that a person approximately consumes 7 trees in a year). And, the benefits of trees and moreover, the benefits of forests should be taught to the young population in different platforms.

3. IMPORTANCE OF THE YOUTH FOR THE POPULARIZATION OF THE ENVIRONMENTAL AWARENESS

In the popularization of the environmental awareness, the youth are quite important. The environmental awareness issues have been included in the curriculum of K12 basic education institutions. However, it is necessary to increasingly develop and popularize this awareness after having a job. With respect to this issue, both the employer and young working population have important responsibilities. Some recommendations for the popularization of the environmental awareness are listed below:

- It is necessary to popularize the awareness we have. As the tree is bent so is the tree declined saying should be applied for the children and as of young ages, they should be raised as environmentally aware individuals. With respect to this issue, the parents, teachers, working young population and employers have important responsibilities.
- Regarding the issues such as erosion (soil and wind erosion) and desertification occurring afterwards, precautions should be taken before it is too late.
- Awareness raising studies can be carried out by knowing the nature, going on nature walks and promoting the people around us for these nature walks.

- It should be known that the digital transformation and big data processing will increase energy consumption and while using the technologies, attention should be paid to the energy conservation awareness.

V. GENERAL PERSPECTIVE AND POLICY STUDIES OF THE INTERNATIONAL LABOR ORGANIZATION (“ILO”), INTERNATIONAL TRADE UNION CONFEDERATION (“ITUC”) AND EUROPEAN TRADE UNION CONFEDERATION (“ETUC”)

1. PERSPECTIVE OF THE INTERNATIONAL LABOR ORGANIZATION (“ILO”)

The green jobs is at the center of the sustainable development and is a concept used by the International Labor Organization to respond to the global difficulties of the environmental conservation, economic progress and social inclusion. The International Labor Organization, by appointing the governments, employees and employers as the active change agents, promotes the greening of the enterprises, workplace practices and labor market as a whole. These relevant efforts are important for creating decent employment opportunities, increasing resource productivity and building low-carbon sustainable societies.

The Green Initiative started by the International Labor Organization in 2013 has emerged as a response tool to the obligation of the International Labor Organization to manage the just transition to a environmentally sustainable business world. The Green Initiative directs the actions of the International Labor Organization with respect to the climate change from the perspective of new researches, advanced policy recommendations and decent work and just transition through the capacity building and strategic partnership of the components of the International Labor Organization.

Within the framework of the “Work in a Changing Climate: The Green Initiative” titled report of the Director-General of the International Labor Organization in the International Labor Conference in 2017, the concept and strategic aspects of the International Labor Organization for the relevant action have been generally explained.

In the report, it is stated that this is an unprecedented example in terms of the scale and complexity of the necessary transformations in the global production system and in the future, the green jobs will become evident in all activities of the International Labor Organization.

2. PERSPECTIVE OF THE EUROPEAN UNION (“EU”)

The European Union fights against the climate change through the assertive policies within the union and close cooperation with the international partners. The European Union, in the context of the Cohesion Policy, has set out a plan in order to achieve the target of reducing the greenhouse gas emission for 2020 and to reduce the emissions at least 55% more until 2030. Until 2050, Europe aims to be the first climate-neutral continent of the world.

The climate action is at the center of the European Green Deal which is an assertive prevention package extending from assertively reducing the greenhouse gas emission to making investment to the latest research and innovation and protecting the natural environment of Europe. Within the framework of the Green Deal, the first climate action initiatives are as follows:

- European Climate Law to write 2050 climate-neutrality target into the European Union Law,
- European Climate Pack to include all citizens and all segments of the society in the action plan and
- 2030 Climate Target Plan to reduce the net greenhouse gas emissions at least 55% until 2030.

3. PERSPECTIVE OF THE INTERNATIONAL TRADE UNION CONFEDERATION (“ITUC”)

The International Trade Union Confederation, in order to position the labor movement on the climate agenda, works actively within the framework of the United Nations Framework Convention on Climate Change (“UNFCCC”) regarding the necessity of a fair, assertive and binding agreement, target to reduce the emission and differentiated responsibilities, financing of the climate policies and others. To develop a comprehensive strategy for “fair transition” for the employees and communities in order for all to become a

part of a sustainable low-carbon economy and to benefit from decent and green jobs is among the targets of the International Trade Union Confederation.

4. PERSPECTIVE OF THE EUROPEAN TRADE UNION CONFEDERATION (“ETUC”)

The science concretely shows that the human-induced climate change is a big and growing threat for the humanity and environment. The European Trade Union Confederation calls all governments of the world to immediate action in order to classify the carbon emissions and keep the global warming below 2°, the pre-industrial levels; this, generally, is accepted as a threshold value to prevent the catastrophic effects. The European Trade Union Confederation defends that the achievement of global zero emission before the end of this century should be the common ambition of the humanity.

The European Trade Union Confederation emphasizes that Europe, essentially, needs an energy transition to the renewable energies and low-carbon economy based on more energy efficiency. While creating new job opportunities, this will increase the air quality and reduce the number of relevant diseases.

The European Trade Union Confederation, in addition to an European Union fair transition strategy based on a fair transition fund, calls for a governance framework including the trade unions and promoting the European Union member states to predict the changes to be encountered by the workforce due to the decarbonization.

The European Trade Union Confederation Executive Committee of 28-29 October 2020 has issued a declaration and has given the messages summarized below:

- The new European Union Cohesion Policy should be legally binding and include a strong social aspect with a human-centered approach. The business world and effects of the climate change on the working conditions and employment have not been adequately considered in the adaptation policies until now. The new Cohesion Policy should fill the existing gap.

- The new European Union Cohesion Policy should ensure a strong and inclusive governance approach including the employees and trade unions. The employees can determine in the best way the difficulties and risks imposed on their jobs as a result of the climate change. Therefore, the employees should be included in the design and implementation of the cohesion policies at all levels.

- The new European Union Cohesion Policy should include concrete policy precautions sustaining the jobs and protecting the health and safety of the employees. New legal initiatives and policy frameworks should be initiated in order to protect the employees from being exposed to high temperature, natural UV radiations and climate change and other health and safety risks of the cohesion precautions.

- The new European Union Cohesion Policy should guarantee adequate investments to the public services and infrastructures and at the same time, to the functioning and protective social protection systems.

- The new European Union Cohesion Policy, in terms of the cooperation with the developing countries in order to finance and develop the cohesion solutions, should increase the work capacity of the European Union.

- The new European Union Cohesion Policy should clearly map the effects of the climate change on the industrial supply chains and energy generation.

VI. CONCLUSION AND RECOMMENDATIONS

Within the framework of this module, the future of work, digital transformation and effects of this transformation to the future of work and communal living, initiatives of the international labor organizations and confederations such as the International Labor Organization, European Trade Union Confederation and International Trade Union Confederation and development of environmental awareness and approaches of the aforementioned organizations to the environmental awareness have been explained.

It is predicted that particularly Industry 4.0 will affect the future of work to a large extent and particularly in parallel with the ro-

botization in the manufacturing industry, certain professions will disappear but on the other hand, new professions will emerge.

In this context, the trade unions have important responsibilities. While steps are taken in order to improve the employee/employer rights on one hand, it is necessary to take steps for the enhancement of the life-long learning capacity and raise the digital transformation awareness of the employees. Some of these steps are as follows:

- To improve the educational contents with respect to the digital transformation;
- To present the relevant contents to the employees over the online platforms provided by the trade unions as synchronous or asynchronous;
- To implement the currently implemented practical trainings, as to include the new professions, in cooperation with the Vocational Qualifications Authority and Ministry of National Education and to issue certificate of competence for the successful participants and
- To carry out studies in order to raise the environmental awareness and awareness with respect to the climate change particularly among the women employees.

The evolution of the technological progresses and changes in the digital transformation to the social development can be explained with Society 5.0 initiative and strategic plan lead by Japan. While Industry 4.0 is assessed only as a technological change and transformation, the human-centered approach in Society 5.0 should also be reassessed in terms of the necessities and structure of our country. All these relevant changes and technologies defined as destructive directly concern education, working life, law, codes of conduct, working life and production.

Finally, the realization of the strategic paper and action plans with respect to the digital transformation and particularly the artificial intelligence and consideration of the relevant legal legislation with the European Union aspects have been determined as the priority issues for the development of our country.

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MODULE II
FUTURE OF WORK

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HAK-İŞ
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MODULE III

INDUSTRIAL RELATIONS SYSTEM IN THE EUROPEAN UNION*

I. INDUSTRIAL RELATIONS SYSTEM AND POWER RELATIONS

The industrial relations refers to a system which has developed in the 19th century and changed according to the capitalist social accumulation processes in the 20th century.

In the industrial relations system, the internationalization between the employers and organized employees, has reached a multilateral structure due to the increased efficiency of the countries in the international political economy structure during the first half of the 20th century and of the regional and international organizations as of the second half of the 20th century. Thus, the international or in other words, the internationalization qualification of the industrial relations system, which is affected in formal or other ways from the progresses in the national, regional and international political economy, has become more prominent.

1. INTERNATIONAL INDUSTRIAL RELATIONS SYSTEM AND POWER RELATIONS

The power relations in the industrial relations system is the intersection area of the strategies developed by the actors. The short and long term policies developed by each actor for the implementation of its strategies interact with the policies of the other actors during the functioning of the system. At this point, the power relations between the actors are the basic mechanism determining

the orientation of the power relations system. Because, the power relations in the industrial relations system is the process of determining whether each actor will achieve its target or not. As a result of this process, the actors, by dominating the other actors, ensure the dominance of its policies over the system and formation of the functioning of the system within the framework of these relevant policies. And the progress of the relevant formation in the short and long term is realized around the principles formed as a result of the power relations.

The principles are the mechanisms regulating the functioning of the system. Nevertheless, the power relations are determinant not only during the formation of the principles but also during the implementation and functioning of the system. The implementation and non-implementation level of the principles depends on the power of the actor/actors in the system to influence the other actors for compliance with the principles. For example, the level of implementation ensured by the International Labor Organization with respect to the agreements of the national governments depends on the control and enforcement power of the International Labor Organization over the national states or the level of compliance with the laws ensured by the employers of the state depends on the control power of the state over the employers.

The power is the ability of the actors to implement their own strategies and determine their futures in the international political economy. The power relations can be considered in two different parts as the dominance of an actor over the others in the interaction between the actors and determination of the distribution of power in the international system based on the functioning of the system.

The meaning of power herein can be assessed as the distribution of power in the international industrial relations system and power relations between the actors of the system. Accordingly, a power analysis in the context of the international industrial relations includes the interactions between the national, regional and international actors.

2. POWER ANALYSIS IN THE INTERNATIONAL INDUSTRIAL RELATIONS SYSTEM

A power analysis within the framework of the international industrial relations system can be made within the framework of the approach consisting of coercive, institutional, structural and discursive powers.

A. Coercive Power

The coercive power is the type of power emerging as the control of an actor over another actor. In other words, the realization of the strategies of an actor, despite of the resistance of the other, creates a “coercive” situation.

B. Institutional Power

Despite of the coercive power in which an actor dominates another actor as a result of the direct interaction between the actors, in the institutional power, an actor is effective over the other on institutional scale and indirectly. In other words, the institutional power is focused on the formation of the power relations between the actors around the institutions managing and directing these relevant relations. The mobilization power of the international companies with the institutional mechanisms formed by the International Monetary Fund, World Bank and World Trade Organization is an example of the institutional power. Particularly the non-acceptance of the social provision by the World Trade Organization is a determinant institutional support in terms of ensuring the competitive position of the international companies on the global scale by flexibly structuring the production and market strategies.

The relevant organizations take on a function directing the international system not only in the economic areas but also in the social and political areas. And the main important thing is that the power sources of these relevant organizations result from the approval of all member states and the individual states do not have the ability to develop strategies against the policies of these relevant organizations. The aforementioned organizations have a vision globalizing the material progress target with democracy,

human rights and free market mechanism. Thus, the good states are structured as states with rule of law and democratic electoral system and free market economy, which is the ultimate aim of these relevant principles.

C. Structural Power

The structural power refers to the power of the actors due to their positions. The labor-capital distinction is one of the most basic examples of the structural power. Considering the international aspects of the production relations and particularly the efficiency of the multinational companies, it is emphasized that the capital increases its structural power over the labor.

D. Discursive Power

The discursive power refers to the discourse produced by the actors as to integrate their existing structural, coercive and institutional powers and the power formed by the information processes in which the relevant discourse is produced, reinforced and restructured. Accordingly, the discourse refers to the processes in which the relations between the actors are positioned and this relevant positioning is legitimized.

The relevant legitimization ensures the formation of the identities of the actors. The discursive power, by legitimizing the structural and institutional powers of the actors, ensures the increase of the coercive powers. The effect caused by the discourse of "liberal" in the international system is the most current example with respect to the formation of discursive power.

It should be emphasized that the abovementioned power models complement each other. The institutional power, as well as increasing the structural power of the actors, contributes to the reinforcement of the coercive power.

On the other hand, the discursive power is important for the legitimization and integration of the other power models. The coercive power is the final point for the realization of the strategies by the actors. Consequently, the result of the institutional, struc-

tural and discursive power emerges in the formation of the coercive power.

3. NATIONAL, REGIONAL AND INTERNATIONAL INTERACTION OF THE INTERNATIONAL INDUSTRIAL RELATIONS SYSTEM

The relations between the national, regional and international actors of the industrial relations system have a multidimensional interaction. Though the national, regional and international actors have a horizontal power relation between each other within the framework of the industrial relations processes, the relevant relations transform to a multidimensional power relation over the relations between the actors at other levels in the last instance.

Within this framework, the strategic convergence of the targets of the employers and national governments in the interaction between the national governments, employers and trade unions is the main factor ensuring the coercive power of the employers against the trade unions. Thus, the structural power of the employers against the employees is also supported by an institutional power (national governments) in relation to the development of policies supporting the own strategies of the national governments.

This brings along the structuring of the strategy of the European Union to form the most competitive economy of the world as flexibility in the labor relations and the structural powering of BUSINESS EUROPE against the European Trade Union Confederation in terms of the employers with capital and investment power considered to have a dominant role in the functionality of the relevant target. The relevant structural power also creates an institutional support prioritizing the strategies of the employers as a result of the realization of the labor relations policies of the European Union under the shadow of competitiveness. Thus, the coercive power of BUSINESS EUROPE against the European Trade Union Confederation in the social dialogue mechanisms is revealed.

The functionality of the strategies of the multinational companies on the global scale also arises from their coercive power

against the trade unions. The capital power of these relevant companies, which is predicted to create employment, by integrating with the institutional power provided by the international commercial and financial power created by the International Monetary Fund, World Bank and World Trade Organization and the discursive power provided by the policies developed by the organizations such as the Organization for Economic Co-operation and Development and United Nations in addition to these relevant organizations in relation to the economic and political liberalization, brings forward the coercive power of these relevant companies not only over the employees and trade unions but also over the national governments. And the development of the communication and transportation technologies together with the globalization brings forward the idea that the multinational companies should not make production in a specific country and should make production in the countries providing the best infrastructure and opportunities in accordance with the strategies of these relevant countries.

The fact that the external model has gained importance together with the popularization of the commercial and financial integration on the international and regional scale is another factor weakening the control of the states over the workforce policies of the multinational companies. The initiatives of the national states to develop a real policy in compliance with the investments of the multinational companies arise not because they are under the control of the multinational companies; but based on the strategic convergence which has gained functionality between the national governments and multinational companies. And the coercive power of the companies results from this relevant strategic convergence. When considered from this perspective, it can be asserted that the national states protect their positions in the global power balance. However, the relevant protection, rather than the protection of the national boundaries, is a “regulatory” protection ensuring the management of the capitalist political economy under the current conditions. At this point, the weakness of the trade unions in the industrial relations systems in relation to the structural, institutional and discursive power prevents the trade unions from becoming more efficient on the national, regional and international scales in terms of the coercive power.

4. PRINCIPLES IN THE INTERNATIONAL INDUSTRIAL RELATIONS SYSTEM AND POWER RELATIONS

In the industrial relations system, the relations between the actors determine the functioning process. There relevant relations have certain norms and principles. In a country, the labor laws regulating the labor relations are determinant for the functioning of the industrial relations system at the national level, the European Union directives at the regional level and International Labor Organization Conventions at the international level. Therefore, the functioning of the system is formed within the framework of these relevant principles. However, the principles are just regulations. The determinant for the orientation of the system is the power relations. The level and density of the implementation of the principles depends on the content of the principles as well as relations between the actors to implement the principles. For example, certain member states of the International Labor Organization, despite of the approval, they do not implement the International Labor Organization conventions. However, in this situation, the interaction with respect to the implementation/non-implementation of the conventions between the International Labor Organization and the relevant state not only includes these two relevant parties but also the employers and trade unions in the relevant state.

The political economy of the state and the power balances between the state, employers (or employers' associations) and labor unions are determinant for the implementation and non-implementation level of the International Labor Organization conventions at the national scale.

It is seen that despite the trade agreements of the World Trade Organization standardize the national treatment and the most-favored-nation principles standardize the trade between the countries, they unstandardize the labor relations policies. Therefore, these relevant regulations, which are asserted as a principle in the area of international trade, appear as deregulation in the industrial relations. In fact, the non-inclusion of the workforce standards regime to the implementation of the trade agreements by the World Trade Organization arises from the dynamics of the working

principles foresight of the liberal capitalism based on deregulation. However, the standardization in the labor relations is possible with binding regulations. In other words, the standardization of the labor relations system is possible with regulation not with deregulation.

The standardization of a labor relations system, which is not based on “binding” principles on the international scale is not possible. The organizational policies of BUSINESSEUROPE and European Trade Union Confederation are an example of this situation. It is seen that BUSINESSEUROPE has a weaker position compared to the European Trade Union Confederation in terms of the integration and mobilization of the member trade unions under the organizational framework. However, this situation, rather than being a disadvantage, is an advantage in terms of BUSINESSEUROPE.

The members of BUSINESSEUROPE adopt the individual labor relations strategy on the business scale. Therefore, they are against the regulation of the principles applicable at the business scale at the national and regional scale. However, the same situation is a disadvantage for the European Trade Union Confederation. Because, the European Trade Union Confederation, in this situation, fails to fulfill its purpose of integrating (vertical control) the member trade unions at the regional level and to ensure the realization of more binding regulations at the European Union level with the mobilization power arising from the relevant integration. The same situation can be considered in terms of the organization structuring of the International Labor Organization and World Trade Organization. In the last instance, rather than the content of the principles, which are formed at the regional and international level and efficient in the functioning of the industrial relations system, the “implementation” process of the relevant principles gains importance. The main reason of this situation appears in the structural qualification of the international law. Within this framework, in the common law, the legal obligation aims to control the current and future behaviors of a society and in the international law, the legal obligation aims to distinguish the illegal behaviors of the states from the legally binding regulations. However, the “institutional” existence of the international law should not allow

the interstate power relations to form the functioning of the international system, despite of the principles, and current principles according to their own benefits. The International Law should not be simplified as a variable dependent on the power used by the powerful states in the international system to fulfill their short term policies. Because, the structural qualifications of the international political economy require a binding international legal order independent from the effect of the powerful states. For example, despite of a considerable consensus between the member states of the World Trade Organization in terms of the liberalization of the international trade, the structural differences of opinion between the developed and developing countries in terms of the social provision is one of the main reasons of the non-realization of a regulation with respect to the workforce standards. In this situation, such a regulation is expected from the World Trade Organization.

II. EUROPEAN PILLAR OF SOCIAL RIGHTS

The European Union leaders have attended the “Social Summit for Fair Jobs and Growth” in Gothenburg in 2017 as to discuss the social problems of the European Union such as unemployment and growth. During the Summit, a political paper titled “European Pillar of Social Rights” including principles with respect to the elimination of wage difference between women and men, creation of equal opportunity in education and decrease of unemployment and poverty ratios has been announced. Within the framework of the European Pillar of Social Rights, structured under three categories as equal opportunities and access to the labor market, fair working conditions and social protection and inclusion and consisting of 20 articles, principles with respect to the elimination of wage difference between women and men, creation of equal opportunities in education and decrease of unemployment and poverty ratios are included.

The European Pillar of Social Rights is based on 20 basic principles structured around 3 categories with respect to ensuring new and more effective rights for the citizens.

1. EQUAL OPPORTUNITIES AND ACCESS TO THE LABOR MARKET

A. Education, Training and Life-Long Learning: Everyone has the right to quality and inclusive education, training and life-long learning in order to maintain and acquire skills that enable them to participate fully in society and manage successfully transitions in the labor market.

B. Gender Equality: Equality of treatment and opportunities between women and men must be ensured and fostered in all areas, including regarding participation in the labor market, terms and conditions of employment and career progression. Women and men have the right to equal pay for work of equal value.

C. Equal Opportunities: Regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation, everyone has the right to equal treatment and opportunities regarding employment, social protection, education, and access to goods and services available to the public. Equal opportunities of under-represented groups shall be fostered.

D. Active Support to Employment: Everyone has the right to timely and tailor-made assistance to improve employment or self-employment prospects. This includes the right to receive support for job search, training and re-qualification. Everyone has the right to transfer social protection and training entitlements during professional transitions.

2. FAIR WORKING CONDITIONS

A. Secure and Adaptable Employment: Regardless of the type and duration of the employment relationship, workers have the right to fair and equal treatment regarding working conditions, access to social protection and training. In accordance with legislation and collective agreements, the necessary flexibility for em-

ployers to adapt swiftly to changes in the economic context shall be ensured. Innovative forms of work that ensure quality working conditions shall be fostered. Entrepreneurship and self-employment shall be encouraged. Employment relationships that lead to precarious working conditions shall be prevented, including by prohibiting abuse of atypical contracts.

B. Wages: Workers have the right to fair wages that provide for a decent standard of living. Adequate minimum wages shall be ensured, in a way that provide for the satisfaction of the needs of the worker and his / her family in the light of national economic and social conditions, whilst safeguarding access to employment and incentives to seek work.

C. Information about Employment Conditions and Protection in case of Dismissals: Workers have the right to be informed in writing at the start of employment about their rights and obligations resulting from the employment relationship, including on probation period. Prior to any dismissal, workers have the right to be informed of the reasons and be granted a reasonable period of notice and in case of unjustified dismissal, they have the right to adequate compensation.

D. Social Dialogue and Involvement of Workers: The social partners shall be consulted on the design and implementation of economic, employment and social policies according to national practices. They shall be encouraged to negotiate and conclude collective agreements in matters relevant to them, while respecting their autonomy and the right to collective action. Workers or their representatives have the right to be informed and consulted in good time on matters relevant to them, in particular on the transfer, restructuring and merger of undertakings and on collective redundancies. Support for increased capacity of social partners to promote social dialogue shall be encouraged.

E. Work-Life Balance: Parents and people with caring responsibilities have the right to suitable leave, flexible working arrangements and access to care services. Women and men shall have equal access to special leaves of absence in order to fulfil their caring responsibilities and be encouraged to use them in a balanced way.

F. Healthy, Safe and Well-Adapted Work Environment and Data Protection: Workers have the right to a high-level of protection of their health and safety at work. Workers have the right to a working environment adapted to their professional needs and which enables them to prolong their participation in the labor market. Workers have the right to have their personal data protected in the employment context.

3. SOCIAL PROTECTION AND INCLUSION

A. Childcare and Support to Children: Children have the right to affordable early childhood education and care of good quality. Children have the right to protection from poverty. Children from disadvantaged backgrounds have the right to specific measures to enhance equal opportunities.

B. Social Protection: Regardless of the type and duration of their employment relationship, workers, and, under comparable conditions, the self-employed, have the right to adequate social protection.

C. Unemployment Benefits: The unemployed have the right to adequate activation support from public employment services to (re)integrate in the labor market and adequate unemployment benefits of reasonable duration, in line with their contributions and national eligibility rules. Such benefits shall not constitute a disincentive for a quick return to employment.

D. Minimum Income: Everyone lacking sufficient resources has the right to adequate minimum income benefits ensuring a

life in dignity at all stages of life, and effective access to enabling goods and services. For those who can work, minimum income benefits should be combined with incentives to (re)integrate into the labor market.

E. Old Age Income and Pensions: Workers and the self-employed in retirement have the right to a pension commensurate to their contributions and ensuring an adequate income. Women and men shall have equal opportunities to acquire pension rights. Everyone in old age has the right to resources that ensure living in dignity.

F. Health Care: Everyone has the right to timely access to affordable, preventive and curative health care of good quality.

G. Inclusion of People with Disabilities: People with disabilities have the right to income support that ensures living in dignity, services that enable them to participate in the labor market and in society, and a work environment adapted to their needs.

H. Long-Term Care: Everyone has the right to affordable long-term care services of good quality, in particular home-care and community-based services.

I. Housing and Assistance for the Homeless: Access to social housing or housing assistance of good quality shall be provided for those in need. Vulnerable people have the right to appropriate assistance and protection against forced eviction. Adequate shelter and services shall be provided to the homeless in order to promote their social inclusion.

J. Access to Essential Services: Everyone has the right to access essential services of good quality, including water, sanitation, energy, transport, financial services and digital communications. Support for access to such services shall be available for those in need.

III. EUROPEAN SEMESTER

The European Semester, which has been put into effect in 2010, enables the member states to coordinate their economic and social policies in the European Union throughout the year and address the possible challenges that might be encountered by the European Union.

The “European Semester” aims the coordination of the budget and economy policies by the member states within the framework of the goals and principles adopted at the European Union level in a cyclical process. Within the framework of the European Semester, in accordance with the growth and employment strategies presented by Europe 2020, the structural reforms and in accordance with the Stability and Growth Pact, the fiscal policies and policy coordination in order to prevent the extreme macroeconomic imbalances are ensured.

The Six Pack, adopted in 2011 within the framework of the European Semester, is the most powerful economic governance, financial and macroeconomic oversight tool developed as of the entry into force of the Economic and Monetary Union. In the financial area, the member states have strengthened the Stability and Growth Pact aiming to control the budgets and budget deficits. The Six Pack, consisting of five regulations and one directive, has been adopted by the European Council on 04 October 2011 and entered into force on 13 December 2011. In addition to the fiscal policies and budget control for the strengthening of the Stability and Growth Pact, it is intended for more comprehensive and developed surveillance of the macroeconomic imbalances in the European Union.

The Six Pack is valid for all member states; for the Euro Area member states, there are certain special principles. More stringent implementation of the ceiling limit principle, as 60 percent for the public debts and 3 percent for the budget deficits, imposed with the Stability and Growth Pact, is ensured. The Six Pack strengthens the preventive and corrective factors of the Pack and reinforces the extremely explicit procedure implemented to the countries violating the criteria.

The Two Pack, which has entered into force on 30 May 2013 and consists of two regulations, strengthens the legal grounds of the economic coordination process under the title of the European Semester. It helps to the assessment of the actions performed by the Euro Area member states in order to fulfill the fiscal goals determined within the framework of the Stability and Growth Pact of the European Union by the European Commission. And for the states, which are experiencing serious difficulties or to which bailout programs are implemented by the European Union, more comprehensive procedures are stipulated. The purpose for the regulation of the Six Pack has been determined as to ensure the timely and constant fulfillment of the corrective actions for the financial conditions by the member states by broadening the scope and increasing the frequency of the information transmitted to the Commission and Council.

1. GOALS OF THE EUROPEAN SEMESTER

These relevant goals should accompany the digital and climate transition and be structured around four dimensions: environmental sustainability, productivity, fairness, macroeconomic stability.

- Ensuring sound public finances (avoiding excessive government debt),
- Preventing excessive macroeconomic imbalances in the European Union,
- Supporting structural reforms, to create more jobs and growth and
- Boosting investment

Role of the Commission

Each year, the Commission undertakes a detailed analysis of the budgetary plan of the member states, its macroeconomic challenges and needs for structural reforms. It then provides the European Union governments with proposals for country-specific recommendations for the next 12-18 months.

Role of the Council

The Council endorses and formally adopts the Commission proposals.

Role of the European Union Governments

The national governments make policy decisions in response to the country-specific recommendations, based on whatever action they deem appropriate. The European Semester is a cycle of the economic and fiscal policy coordination in the European Union. It is a part of the economic governance framework of the European Union. The focal point is the 6 months term as of the beginning of each year and therefore, it is called semester. During the European Semester, the members states adapt their budget and economy policies to the goals and principles determined at the European Union level.

2. DURING THE EUROPEAN SEMESTER, WHICH POLICIES ARE COORDINATED?

The European Semester covers 3 blocks of the economic policy coordination:

- a) Structural reforms focusing on the encouragement of growth and employment in accordance with the Europe 2020 strategy,
- b) Fiscal policies in order to ensure the sustainability of the public finance in accordance with the Stability and Growth Pact and
- c) Prevention of the excessive macroeconomic imbalances.

3. CHANGES IN 2021 EUROPEAN SEMESTER CYCLE

The European Semester will be temporarily implemented in coordination with the Recovery and Resilience Facility (“Facility”).

The publication of the Annual Sustainable Growth Strategy has started the cycle of this year. The European Green Deal and growth strategy based on the concept of competitive sustainability is fully pursued.

Aligning Timing: 2021 European Semester Cycle

Image 3.1 Aligning Timing: 2021 European Semester Cycle



- The member states are promoted to present their national reform programs and improvement and stability plans in one integrated document. The relevant plans will ensure a general overview to the reforms and investments to be realized by the member states in accordance with the goals of the Help Program.
- The assessment documents with respect to the essence of the recovery and resilience plans of the Commission will replace the country reports in 2021 European Semester.
- Only the country-specific recommendations with respect to the budget status: In 2021, there will be no country-specific structural recommendations for the member states presenting recovery and resilience plans.
- The commission, by focusing on the new risks caused by the coronavirus crisis, will continue to monitor and assess the macro-economic imbalances during the new semester.

IV. INTERNATIONAL ORGANIZATIONS IN THE EUROPEAN TRADE UNION MOVEMENT-EUROPEAN TRADE UNION CONFEDERATION

The European Trade Union Confederation (“ETUC”) consists of 89 national trade union confederations and 10 European sectoral confederations from the European Union and 38 candidate countries.

The European Trade Union Confederation has been established in 1973 as to protect the benefits of the employees at the European level and their representation in the European Union institutions.

Its purpose is to form an organization that can cope with the difficulties caused by the European integration and be the only voice for the employees.

The European Trade Union Confederation is established on basic social values such as Solidarity, Equality, Democracy, Social Justice and Cohesion.

1. UNITED ACT FOR SOCIAL EUROPE

The European Trade Union Confederation aims to ensure that the European Union becomes a Social Europe, in which the equal improvement of the welfare of the employees and their families is an important priority, as well as the European Union being the single market for the goods and services. The European social model – until the start of the crisis – has helped Europe be a prosperous and competitive area with high standards of living such as qualified jobs, employee rights and fair society.

The European Trade Union Confederation defends the basic social values such as solidarity, equality, democracy, social justice and cohesion.

The fight of the European Trade Union Confederation can be summarized under the below mentioned titles:

- Wage rise for the employees,
- Full implementation of the European Pillar of Social Rights,
- High-quality job for everyone,
- High-level social protection,
- Gender equality and fair wages,
- Health and safety in the workplace,
- Freedom of movement and termination of the social dumping for the European employees,
- High-quality public services that can be accessed by everyone,
- An European framework to increase the standard of the national social legislation,
- While ensuring a “Fair Transition” for the employees, action to fight against climate change and

- Promotion of the European social values in other parts of the world.

During the European Trade Union Confederation Congress organized in Vienna in 2019, a manifesto presenting the demands in the areas of economic governance and employment policy, union rights and social dialogue, assertive social standards and fair globalization has been adopted.

2. STRUCTURE OF THE EUROPEAN TRADE UNION CONFEDERATION

The structure of the organization reflects the belief of the organization in the policy determination process. The highest organ of the European Trade Union Confederation is the European Trade Union Confederation Congress consisting of the delegates from the national confederations and twelve member European sectoral confederations according to their sizes.

The Congress determines the general policy of the organization. It is organized once in four years and is attended by the delegates from the national confederations and European trade union confederations. It selects the members of the Executive Committee, President, Secretary-General, two Assistant Secretary-General and four Confederal Secretary.

The Executive Committee consists of the representatives of the European Trade Union Confederation member organizations proportional to their memberships. During the term in between the congresses, it is organized four times a year and a joint position is formed and the actions to support the necessities are agreed. Moreover, the Executive Committee has the right to decide about the authority and formation of the delegations negotiating with the European employers organizations.

The Steering Committee decides about the methods and precautions for the implementation of the policies adopted by the Executive Committee. It consists of 21 people and is held eight times a year.

The selected leadership team or “Secretariat” manages the daily activities of the European Trade Union Confederation. It is re-

sponsible from the relations with the European institutions and employers organizations. It suggests and plans the European trade union actions and manages the personnel and activities of the European Trade Union Confederation.

Moreover, there are committees for the youth and women and inter-regional trade union councils coordinating the international connections in the border regions.

Organizational Structure

President: Laurent BERGER, CFTD Secretary-General, France

Secretary-General: Luca VISENTINI

Assistant Secretary-General: Esther LYNCH

Assistant Secretary-General: Per HILMERSSON

Confederal Secretary: Liina CARR

Confederal Secretary: Isabelle Schömann

Confederal Secretary: Ludovic VOET

3. EUROPEAN TRADE UNION CONFEDERATION MEMBER ORGANIZATIONS

The European Trade Union Confederation represents all employees at the European level. The European Trade Union Confederation is the only voice on behalf of the European employees in order to have a stronger voice than the European Union decision making mechanisms.

National Trade Union Confederations: The European Trade Union Confederation consists of 89 national confederations from 38 countries.

Four confederations from Turkey are members of the European Trade Union Confederation:

- HAK-İŞ Trade Union Confederation,
- TÜRK-İŞ Confederation of Turkish Trade Unions,
- DİSK Confederation of Progressive Trade Unions of Turkey and
- KESK Confederation of Public Employees Trade Unions.

European Sectoral Trade Union Confederations: 10 European sectoral trade union confederations are members of the European Trade Union Confederation. They represent the employees in different sectors from journalism and manufacturing to public services and police power. These relevant confederations are responsible from the European social dialogue at the sectoral level.

Relevant Groups: The European Trade Union Confederation has established a number of special structures in order to represent the benefits of certain worker groups. These relevant organs are closely related to the activities of the European Trade Union Confederation.

d) Inter-Regional Trade Union Councils (“IRTUCs”): The first Inter-Regional Trade Union Council was established in 1976. The Inter-Regional Trade Union Councils promote the cross-border cooperation between the trade unions in the neighboring countries in order to protect the common benefits of the employees.

e) Women’s Committee: The European Trade Union Confederation Women’s Committee consists of the representatives of all members of the European Trade Union Confederation and all organizations in observer status. Its studies focus on the gender equalities and it is represented both in the Congress and Executive Committee.

f) Youth Committee: The European Trade Union Confederation Youth Committee has been established in order to overcome certain difficulties encountered by the young employees. Due to the unemployment in youth and dramatic increase in the job insecurity, its studies are becoming more important. The Youth Committee has its own structure and constitution.

g) European Federation of Retired and Elderly Persons (“FERPA”): It is the representative union of the retired and elderly

persons in Europe. Its activities focus on the improvement of the social protection and fight against social exclusion and poverty and particularly the retirement and health services. www.ferpa.org

h) EUROCADRES: The Council of European Professional and Managerial Staff (“EUROCADRES”) represents all employees working in all branches of industry, public and private sector and government offices. EUROCADRES takes action on all issues affecting the professional and administrative personnel (employment, freedom of movement, equal opportunities and much more). www.eurocadres.eu

i) European Works Councils (“EWC”): In the companies within the boundaries of the European Union, more than 1.300 European Works Councils representing thousands of employees are active. The European Works Councils should be established in companies in which minimum 150 people are employed in at least two member states, with at least 1.000 employees. The European Union Law guarantees the right to information and consultation with respect to the company decisions at the European level to the employees. The European Trade Union Confederation coordinates the European Works Councils across Europe and organizes an annual conference consisting of the members of the European Works Councils. www.ewcdb.eu

j) European Trade Union Institute (“ETUI”): The European Trade Union Institute is the independent research and training center of the European Trade Union Confederation. www.etui.org

4. POLICIES OF THE EUROPEAN TRADE UNION CONFEDERATION

For an European Labor Market,

- To fight for more and better jobs and full employment;
- To organize campaigns in order to establish European standards in the areas such as working conditions, union rights and health and safety;

- To fight against the irregular business tendency and to reverse this tendency;
- To organize campaigns for the real wage increases and high minimum wage for the European employees;
- To prioritize the elimination of the wage inequality between women and men;
- To take action for the negotiations with respect to the restructuring and to ensure a more powerful framework for the participation, information and consultation, including the independent specialists, with respect to the restructuring;
- To improve equality and to ensure the inclusion of the main policies of the social gender equality;
- To fight against the racism, discrimination and xenophobia;
- Depending on the principle of equal treatment, where the work is done or service is provided, to fight for a better European worker circulation framework;
- While objecting to the labor exploitation of all immigrants including the undocumented immigrants, to develop the pro-active migration policy ensuring legal remedies for the migration;
- To organize campaigns for the union rights supporting the strike at the transnational level;
- To take away the flexisecurity discussion from those requesting to eliminate the job security and unemployment benefit;
- To promote the welfare state ensuring the comprehensive services such as minimum wage, pension, health, long-term care, life-long learning, sickness and unemployment benefits, active labor market and child care and better social protection and to develop positive actions addressing the aging population problem of Europe and
- To fight for the strengthening of the working time, European Works Councils and Posted Workers Directive and adoption of a powerful Temporary Agency Workers Directive.

Main working areas of the Europe Trade Union Confederation:

- Withdrawal of the United Kingdom from the European Union (Brexit),
- Collective bargaining, wage policy and wage increase campaign / Transnational Company Agreements (“TCA”),
- Digitalization and Platform Economy / Atypical Work,
- Economic and Social Cohesion,
- Economic Governance / European Semester / Economic and Social Crises / European Semester / Monetary and Fiscal Policies,
- Education and Training,
- Employment / Labor Market Policy
- Energy Policy,
- Equality and Non-Discrimination / Disability / Rights of the Disadvantageous Groups,
- European Pillar of Social Rights,
- Foreign Relations / Foreign Relations by Geographical Region / Transatlantic Dialogue,
- Free Circulation / Assignment of Workers / Inter-Regional Trade Union Councils (“IRTUCs”) and Inter-Regional Cooperation,
- Gender Equality / Work-Life Balance,
- Health & Safety,
- Industrial Policy,
- Industrial Relations / European Corporate Governance,
- Domestic Market,
- Labor Mobility,
- Macro-Economic Policies,
- Migration,
- Social Protection Policy / Social Inclusion,
- Standardization,
- Sustainable Development / Climate Change / COP21 / United Nations Climate Negotiations / Access,

- Trade / International Development Cooperation / Trade Union Development Cooperation Network (“TUDCN”),
- Treaty Change / Social Progress Protocol,
- Union Rights / Netlex / International Labor Organization (“ILO”) / Temporary Agency Study ,
- Participation of the Workers / Restructuring,
- Workers Voice / National Updates and
- Youth / Youth Employment / Youth Guarantee.

5. EUROPEAN TRADE UNION INSTITUTE (“ETUI”)

The European Trade Union Institute is the independent research and training center of the European Trade Unions Confederation uniting the trade unions in Europe under the same roof.

The European Trade Union Institute, particularly with the expertise gained in the context of the connections with the universities, academic and expert networks, carries out studies in order to protect the benefits of the employees at European level and to strengthen the social aspect of the European Union.

The European Trade Union Institute consists of two departments.

The below mentioned three units are within the body of the Research department:

- Europeanization of the industrial relations,
- Economic, employment and social policies and
- Working conditions, health and safety.

Education department

The European Trade Union Institute carries out studies with respect to the socio-economic issues and industrial relations and monitors the European policy developments which have strategic importance for the labor world.

In order to promote the independent searches with respect to the labor world, it builds bridges between the academic area, research world and trade union movement.

The European Trade Union Institute promotes the education and training activities. It develops programs and changes strengthening the identity of the European trade union movement for the European Trade Union Institute and its affiliates. Across Europe, it provides technical support in the areas of high-level occupational health and safety for the employees.

A. ORGANIZATIONAL STRUCTURE OF THE EUROPEAN TRADE UNION INSTITUTE

In accordance with the Belgium laws, the European Trade Union Institute is an international non-profit organization. It employs approximately 70 people from all over Europe and receives financial support from the European Union.

As it is specified within the regulation of the Institute, the highest managing body is the General Assembly.

It consists of all members of the European Trade Union Confederation and is held at least once a year to follow the general objectives of the Institute including the appointment and dismissal of the members of the Board of Director, regulation changes and acceptance of the budgets and annual accounts.

The Board of Directors consists of 28 members selected by the General Assembly of the European Trade Union Confederation and is held at least twice a year.

The chairman of the General Assembly and Board of Directors is Laurent BERGER, the President of the European Trade Union Confederation.

The European Trade Union Institute Work Programme is prepared each year. This relevant program depends on a comprehensive consultation of the European Trade Union Confederation Secretariat and European Trade Union Institute Advisory Group over a broad set of priorities. Within the framework of these relevant priorities, a draft work programme is prepared by the personnel of the European Trade Union Institute and approved by the Board of Directors. Finally, it is adopted by the General Assembly.

V. TRADE UNION ADVISORY COMMITTEE (“TUAC”)

The Trade Union Advisory Committee is a mediator organization for the union structure and members of the Organization for Economic Co-operation and Development. It is an international union structure which has the advisory duty to the Organization for Economic Co-operation and Development. The Trade Union Advisory Committee represents the opinions of the working life in all platforms including the Session of the Council of Ministries held once a year, Committee and Working Groups, G20 and G7 processes.

The Trade Union Advisory Committee

- Represents and is the voice of 31 member states of the Organization for Economic Co-operation and Development, 59 member confederation and 4 observers;
- Represents 66 million workers;
- Has been established in 1948 and
- Is located in Paris.

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The purposes of the Trade Union Advisory Committee:

- To ensure inclusive and sustainable growth;
- To support the creation of qualified jobs and to reveal the role of the trade unions with respect to this relevant issues;
- To show the importance of social dialogue and collective bargaining and
- To ensure the sharing of the welfare between the countries.

The Trade Union Advisory Committee is in cooperation with the International Trade Union Confederation. They together coordinate the added values of the trade unions during G20 and G7 processes. Likewise, the Trade Union Advisory Committee is in coordination with the European Trade Union Confederation and Council of Nordic Trade Unions. Moreover, the Trade Union Advisory Committee works together with the Global Union Federation

with respect to the sectoral issues and is a member of the Global Union Federation.

1. ORGANIZATIONAL STRUCTURE

President: Richard TRUMPKA, AFL-CIO President (United States of America)

Vice President: 1- Lizette RISGAARD, FH President (Denmark)
2- Marc LEEMANS, CSC President (Belgium) and 3- Naoto OHMI, RENGO Secretary-General (Japan)

Secretary-General: Pierre HABBARD (France), TUAC Previous Senior Advisor

General Assembly: The General Assembly is the official decision-making body of the Trade Union Advisory Committee. It is held twice a year with the members and representatives of the international trade union organizations. In the General Assembly, the current and future policies and priorities, work programme and budget are discussed and accepted. At the same time, the management team is selected for a period of four years. The President, Vice Presidents and Secretary-General manage the policies of the Trade Union Advisory Committee and have representation duty.

Administrative Committee: The Administrative Committee, responsible for the administrative affairs of the Trade Union Advisory Committee, is the auxiliary body of the General Assembly. The Administrative Committee consists of the President, Vice Presidents, Secretary-General and certain members of the Trade Union Advisory Committee.

Secretariat: It is managed by the Secretary-General of the Trade Union Advisory Committee. The policy advisors and support personnel refer the union issues to the Organization for Economic Co-operation and Development and at the same time, facilitate the sharing between the members and members of the Organization for Economic Co-operation and Development.

2. DUTIES OF THE TRADE UNION ADVISORY COMMITTEE

To Reflect the Trade Union Opinions: As to exchange ideas with respect to the future policy priorities and recommendations, an annual Trade Union Advisory Committee / Organization for Economic Co-operation and Development Cooperation Committee meeting is organized with the Organization for Economic Co-operation and Development Council and members of the Secretariat. The Trade Union Advisory Committee publishes a notice for the annual Organization for Economic Co-operation and Development Session of the Council of Ministers and at the same time, participates in the meeting. Moreover, it presents the policy data to the Organization for Economic Co-operation and Development throughout the year. The trade union representatives attend more than 60 Organization for Economic Co-operation and Development organ (Organization for Economic Co-operation and Development Committees and Working Groups) and policy activities.

To Facilitate the Dialogue: The advisory organ status of the Trade Union Advisory Committee in the Organization for Economic Co-operation and Development makes an on-going social dialogue possible. Each year, approximately more than 500 trade union representatives attend the Trade Union Advisory Committee and Organization for Economic Co-operation and Development meetings.

To Popularize the Organization for Economic Co-operation and Development Policies: The Trade Union Advisory Committee constantly informs its affiliates with respect to the current Organization for Economic Co-operation and Development projects and policies and while coordinating the policy commitments, assesses the results of the Organization for Economic Co-operation and Development meetings and publications. The secretariat of the Trade Union Advisory Committee regularly presents the Organization for Economic Co-operation and Development policy issues in the trade union meetings and other meetings.

To Hold Meetings: It prepares and holds the General Assembly, Committee and Working Group meetings. Moreover, it organizes special meetings with respect to specific issues.

The Trade Union Advisory Committee has three Working Groups:

- Economy Policies Working Group,
- Responsible Business Conduct Working Group and
- Education and Training Working Group.

They are open to all members, international trade unions and partner organizations of the Trade Union Advisory Committee. The aforementioned working groups, in the general sessions organized twice a year, prepare the opinions of the Trade Union Advisory Committee for consultation with the Organization for Economic Co-operation and Development.

3. AREAS OF RESPONSIBILITY OF THE TRADE UNION ADVISORY COMMITTEE

- Organization for Economic Co-operation and Development Ministerial Level & Membership,
- Employment & Economy Policies,
- Social Policies, Skills & Trainings,
- Environment, Climate & Energy,
- Development, Cooperation & Sustainable Development Goals,
- Responsible Business Conduct,
- Trade, Investment & Competition,
- Corporate Affairs, Tax, Pension & Finance,
- Public Administration & Regulation and
- Innovation & Digital Economy.

4. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT/TRADE UNION ADVISORY COMMITTEE MEMBER STATES

Unites States of America, Germany, Australia, Austria, Belgium, Czech Republic, Denmark, Estonia, Finland, France, Netherlands, United Kingdom, Ireland, Spain, Israel, Sweden, Switzerland, Italy, Iceland, Japan, Canada, Core, Latvia, Lithuania, Luxemburg, Hungary, Mexico, Norway, Poland, Portugal, Slovakia, Slovenia, Chile, Turkey, New Zealand and Greece.

Trade Union Advisory Committee member Turkey Confederations:

HAK-İŞ Confederation and
TÜRK-İŞ Confederation.

Our Confederation, HAK-İŞ, has become a member of this structure in 2020.

VI. BUSINESS EUROPE

The purpose of the Confederation of European Business (“BUSINESSEUROPE”), established in Brussels in 1958, is to develop economic and social policies which will protect the common benefits of the initiatives represented by the member European countries employer organizations, to establish solidarity between the member employer organizations before the European Union and to help them work in cooperation.

BUSINESSEUROPE represents 40 Employer Federation from 35 European countries including the European Union countries, European Economic Area countries and certain Central European countries. From our country, the Turkish Industry and Business Association (“TÜSİAD”) and Turkish Confederation of Employer Associations (“TİSK”) is a full member of the Confederation for European Business within this framework since 1998.

The headquarter of the Confederation is in Brussels.

BUSINESSEUROPE works to develop Europe-wide policies and make the member employer organizations’ voice heard.

As well as the European Parliament, Commission and Council, the Confederation is regularly in interaction with the other stakeholders. Moreover, by representing the European business world in the international arena, it carries out activities in order for Europe to stay globally competitive.

BUSINESSEUROPE, in order for the European Union to become a union focused on long-term goals, has determined the below mentioned 6 strategic priorities:

- Implementation of reforms for growth and employment,
- Integration of the European Union domestic market,
- Governance of the effective management of the European Union,
 - Fight against the national protectionism policies,
 - Benefit from the opportunities brought with the enlargement of the European Union to new countries and
- Implementation of the necessary reforms for the sustainability of the Europe social systems.

The current structure of BUSINESSEUROPE includes seven main committees with a team of approximately fifty people and approximately sixty working groups under the management of Markus J. BEYRER, the General Manager. Today, the aforementioned organization continues its activities under the leadership of Pierre GATTAZ, the current President.

VII. CONCLUSION AND RECOMMENDATIONS

The power is the ability of the actors to implement their own strategies and determine their future. The power relations between the actors are not only determinant during the formation of the principles but also implementation and functioning of the system.

The power relations in the international industrial relations appear as the intersection area of the strategies developed by the actors. The policies developed by each actor for the implementation of its own strategies interact with the policies of the other actors.

The principles in the international industrial relations develop within a framework dependent on the power relations between the actors. The principles forming the functioning of the system are just regulations. And the orientation of the system is determined by the power relations.

In the international system, the power analyses are performed under the categories of “coercive, institutional, structural and discursive”. These relevant power models are complementary.

The functioning of the principles at the national level is formed according to the preferences of the nation states and the functioning at the regional and international level is formed according to the preferences of the dominant states such as the United States of America and multinational companies.

The weakness of the trade unions in the industrial relations system in terms of the structural, institutional and discursive powers prevents them from becoming more efficient on the national, regional and international scales in terms of the coercive power.

On the international scale, the standardization of a labor relations system not based on “binding” principles is not possible. Rather the content of principles, which have been developed at the regional and international level and are effective in the functioning of the industrial relations system, the “implementation” process of the relevant principles gains importance.

The issue which has actually gained importance within the framework of the international industrial relations system is the development of the own strategies by the trade unions under the conditions of this real politics.

The strategies of the actors (such as national states, European Union and International Monetary Fund), the policies developed by which are dominant in the national, regional and international political economy, most of the time, push the relations of the trade unions to an unpowerful position.

In this situation, the development of effective strategies by the trade unions against the anti-union power center formed in the system by using their own organization powers is inevitable. This situation reveals the necessity of the support of the international

and regional trade unions such as the International Trade Union Confederation and European Trade Union Confederation, in addition to the International Labor Organization, to the national union structures and their help in terms of developing a vision.

In today's conditions, not only the institutional capacity and vision support but also the development of a global labor solidarity spirit, as the much more important issue, is necessary.

The priority of the trade unions in the developing countries is that their members have a job rather than have a decent work. In other words, the priorities of the trade unions can also be different. In this situation, the support of the trade unions in the rich countries to the trade unions in the poor countries will strengthen the union movement.

The only way to make the employees' requests heard and to have them accepted by rebelling against the multinational companies leading and directing the global world economy is possible with unity, in concrete terms labor solidarity.

The information and awareness-raising of the youth with respect to the most effective way of fulfilling the necessity of the duties and missions undertaken by correctly analyzing the power-principle-functioning processes at all levels is essential.

The recognition of the dominant actors in the political life, socio-economic life and industrial relations system both at the national and global level by the future generations and the interaction of the future generations with the institutional structure in which they can undertake active roles by being aware of the strengths and weaknesses of the dominant actors will pave the way for the realization of their goals.

It is not possible for the youth, by strengthening their individual capacities, to become a respected and powerful person, maybe even a charismatic leader in the socio-economic life even on the political spectrum only with the formal training processes. Therefore, it is necessary for the youth and young workers to be enthusiastic to benefit at an optimal level from the life-long learning opportunities and non-formal learning activities.

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HAK-İŞ
KONFEDERASYONU

MODULE IV

EUROPEAN SOCIAL MODEL, SOCIAL HARMONY, WORK-LIFE HARMONY, WOMEN'S EMPOWERMENT IN TURKEY AND THE EU, WOMEN'S EMPLOYMENT*

I. EUROPEAN SOCIAL MODEL

In Europe, the provision of quality public services, high access to education and health care, and good living and working conditions are attributed to the European Social Model over the past decades.

The European Social Model has contributed as part of European identity to economic and social integration as the foundation of stability and social peace. In recent years, it is said that the European Social Model has faced serious challenges. The European Social Model faces challenges such as demographic shifts, long-term sustainability issues and structural unemployment. On the other hand, many countries around the world are more involved in social protection policies and take into consideration such issues such as minimum wage practices and social dialogue mechanisms.

The European Social Model is an important approach with its unique basic characteristics.

1. DEVELOPMENT OF THE EUROPEAN SOCIAL MODEL

It is necessary to follow the footsteps of the European Union (EU) development process in order to understand the European Social Model.

1994 Social Policy Report (COM (94) 333) of the European Commission defines the European social model as values such as democracy and individual rights, free collective bargaining, market economy, equal opportunities for all, social protection and solidarity. The Model is based on the belief that economic and social progresses are inseparable. As the report builds a successful Europe for the future, it includes that both competition and solidarity should be taken into account.

The former Treaty on European Community, the Charter of Fundamental Rights of European Union and European Labor Law form the basis of legitimacy for the European social model.

The main pillar of the European social model is contained in the Treaty on the Functioning of the European Union (TFEU). According to Article 8 of TFEU, the Union aims to eliminate inequalities and promote equality between women and men in all activities. Article 9 indicates that the Union will take into account the requirements for promoting a high level of employment, guaranteeing adequate social protection, combating social exclusion and achieving a high level of education, vocational training and protection of human health in determining and implementing of the policy and measures of the Union. Article 10 states that the Union will endeavor to combat discrimination based on gender, racial or ethnic origin, religious belief or belief, disability, age or sexual orientation.

TFEU lays down the legal framework of social dialogue within the scope of social policy with Articles 152-155 and focuses on the roles of the parties. Under the employment title of the Treaty, the open coordination method is included in the provision of the European Employment Strategy in Articles 145-150.

Given the legal power of the European treaty, the EU charter, with information and advice to safeguard the fundamental rights of collective bargaining and action, reveals the role of the social partners in EU social policy, collective bargaining, and collective action to grants legitimacy to information and consultation at the enterprise level.

The European Labor Law establishes a general framework for improving information and consultation rights in Member States

and, together with the European Works Councils, represents an important dimension of the European social model.

The European Union renewed its commitment to the European social model, stating that it aims to create more and better jobs across the EU in “Europe 2020” strategy which was accepted in 2010.

The European social model is considered unique because it is based on both economic and social principles. According to the European Commission, what matters for the European social model is not only the availability of jobs, but also the characteristics and quality of employment.

2010 Industrial Relations report of the European Commission highlights the fact that industrial relations at the national, inter-sectoral, sectoral and company level are crucial to the success and stability of the European social model. In addition, the report states that one of the most important challenges for European society is to find the right balance between efficiency for equality and solidarity.

Another defining feature of the European social model is the important role attributed to European workers’ organizations (trade unions) and employers.

The European social model is characterized by a high rate of coverage of collective agreements. About 60% of EU workers are covered by labor negotiations. There are great differences in the role, scope and effectiveness of labor negotiations in EU countries. This rate is 80% or more in some countries and less than 10% in others.

It is understood that it is aimed to create one-to-one ties between the state and individuals by means of the state reaching and embracing all citizens without exception and enabling each individual to reach the government by the European Social Model.

2. BASIC ELEMENTS OF THE EUROPEAN SOCIAL MODEL

There are some key features of the European social model, which are summarized as increased rights and improved working conditions at work, universal and sustainable protection systems, inclusive labor markets, strong and well-functioning social dialogue, quality public services, social inclusion and social cohesion.

A. Social Rights and Improved Working Conditions in the Work-place

Many issues, from labor mobility to combating distorted competition, accessing equal opportunities between women and men, ensuring health and safety at work, are regulated by treaties and directives in the EU legislation. For example, the field of occupational health and safety is a very important field in terms of increasing the awareness of the employees, taking protective measures, implementing strong occupational health and safety legislation, getting concrete results, and decreasing the deaths and accidents, especially in sectors such as construction and manufacturing industry where high rates of occupational accidents are observed. On the other hand, democracy practices in the workplace such as joint decision making and Business Councils, information and consultation, and financial participation are supported by both the EU and member states. Thus, all relevant actors are involved in the process.

After the European social partners have signed the framework agreements, these agreements have been converted into directives upon the approval of the Council and as a result, those who work in part-time, fixed-term and tempo-rary jobs also benefit from the improvements in working conditions.

B. Universal and Sustainable Social Protection Systems

Universal social protection based on a strong social solidarity is an element of the European Social Model.

Although social protection and pension systems are basically carried out within the framework of the member states own initi-

atives, the EU Treaties include social protection, the harmonization of social protection systems, and close cooperation in areas such as social security.

The European Union has a mandate to ensure that a high level of social protection is promoted.

Despite the differences in the social protection systems between countries, the features such as reaching all citizens without discrimination in universal social protection systems come to the fore.

C. Inclusive Labor Markets

Inclusive labor markets are clearly a priority of the EU and therefore constitute one of the fundamental pillars of the European Social Model. The EU adopts quantitative and qualitative targets in its active labor market policies for all member states.

According to the European Employment Strategy, Member States freely determine the policies to be implemented in order to achieve the EU objectives and they must implement these policies within five years. In this context, the national programs developed by the countries are analyzed by the Council of Europe every year and their results are evaluated. The council has no limiting power, but makes public recommendations to states which do not achieve common goals. More and better jobs, better quality jobs and employment, as well as fair wages and living conditions worthy of human decency are among the EU's priorities. While the level of wages is left to the responsibility of member states, member states have developed minimum wage regulations either through the statutory national minimum wage or through labor negotiations.

D. Strong and Well-Functioning Social Dialogue

Social dialogue is encouraged in a variety of ways in all member states and forms the basis of governance in relation to working life problems in the EU. Social dialogue, the foundations of which were laid by the Treaty of Rome, has turned into a common governance

process since the Treaty of Amsterdam. Social dialogue covers all economic, social and political processes in which social parties play a role.

Social dialogue takes place at both local and regional and EU levels, strengthen from a bilateral, trilateral, multilateral structure, and agreements between social parties can turn into Council Directives.

E. Quality Public Services

In order to ensure social and regional harmony, the Lisbon Treaty and the Charter of Social Rights draw attention to services that concern the entire society in areas such as electricity, gas, other public services and transport, and the EU sets out guiding principles in this area. In these areas, the EU adopts the principles of high quality, safety and affordability and equal treatment.

F. Social Inclusion and Social Cohesion

One of the goals of European Institutions and EU member states, guided by the principle of "solidarity", is not to exclude any group of citizens.

3. MAIN FEATURES OF DIFFERENT SOCIAL MODEL IMPLEMENTATIONS IN THE EUROPEAN UNION COUNTRIES

In relation to the social model, the EU draws the basic framework by Treaties, Directives and policy documents, but each country seems to differentiate the model content in practice due to its historical development, experience, and characteristics. In this context, there are 4 social models classified as Scandinavian Model, Continental Model, Anglo-Saxon Model and Mediterranean Model. However, it should be noted that the social framework of EU, may implemented in different areas and levels for each model. The table below focuses on the characteristics of this model.

Table 4.1: Basic Characteristics Of Different Social Model Applications In the EU Countries

Social Model Type / Features	Nordic / Scandinavian	Conservative / Continental	Anglo-Saxon / Liberal	Mediterranean
Public Social Expenditures	Highest levels of social protection expenditure and universal welfare measures	High levels of public social expenditure and especially high share allocated to pensions	Lower levels of public social expenditure. The subsidies being for population at working age rather than for pensions	Strong structure and low level of social benefits linked to the lowest level of public social expenditures and pensions
Employers-Labor Unions AND Intergovernmental Partnership	Strong unions	Strong partnership. Important decision-making power of unions in collective agreements	Weak unions, smaller role of unions in decision-making mechanisms	Key role of unions
Employee Participation In Unions	High	Relatively low and prone to falling	Relatively low and prone to falling	Relatively high
Government intervention in the labor market	Strong. Active labor market policies linked to comprehensive financial intervention	Very inactive labor market policies	Activation measures are as important as plans that provide access to regular employment	Strict legislation to protect employment and early retirement policies that are frequently on the agenda to increase employment rates

Reference: Moraliyska Monika, the European Social Model, Typology and Performance in 2017

The Nordic/Scandinavian model is widely seen in Denmark, Finland, Sweden and the Netherlands. In this model, features such as high tax rates, redistribution of high income, high social protection, subvention of social services, and strong intervention of the state in the labor market, well-developed social dialogue

mechanisms and high participation of women in the labor market stand out. Strong unions contribute to higher wages. One of the main features of the system is that the standard of living is high.

The conservative/Continental Model is widely implemented in Germany, Austria, Belgium, France, Luxembourg, Slovenia, Hungary and Czechia. In this model, features such as redistribution of medium income, high employment rates, relatively high social protection and subvention of social services, moderate state intervention in the labor market, relatively developed social dialogue mechanisms, and women's labor market participation level lower than Scandinavian countries are noteworthy. Although union memberships tend to decrease in countries where the model is implemented, unions still play an active role as the scope of collective bargaining also extends to non-union members. One of the most important features of the model is the availability of a strong social insurance system, the availability of benefits outside of employment, and high pensions.

The Anglo-Saxon/Liberal social model is widely applied in Ireland, Poland, Slovakia, Lithuania, Latvia, Estonia, Bulgaria, Romania, Croatia and the former EU member UK. In this model, the government's public expenditures are low, inequalities and public social protection expenditures are also lower, social services are subsidized at a low level, and the state's intervention in the labor market remains lower. However, state intervention is in favor of social expenditures in case of need. In countries where the model is implemented, different wage levels and low-wage employment are common. Social dialogue mechanisms are weaker. This model is influenced by the deepening of economic globalization in the world and the transitions to a liberal/neoliberal economy.

The Mediterranean social model is widely implemented in Italy, Spain, Portugal, Greece, GKRK and Malta. In this model, social services are moderately subsidized by the state, low resources are allocated to income redistribution, moderate state intervention in labor markets and a relatively developed social dialogue, are involved. One of the most important features of the model is the changes in pension policies to increase employment. In determining wages, the labor negotiation system operates effectively

in the official sector. In the Mediterranean social model, about a quarter of the employees are union members.

II. ACHIEVEMENT OF SOCIAL ADAPTATION AND WORK-LIFE BALANCE

Social harmony is a concept that centers different segments of society living in harmony. In recent years, a lot of work has been done on social cohesion and projects have been produced.

Social cohesion policies aim to increase cooperation between ethnic, religious and different identity groups in society and to ensure the integration of these segments into economic, social and cultural decency. Lack of social cohesion makes a society more vulnerable to social conflicts, violence and possible splinter groups.

It is stated that peace, prosperity, stability and economic growth will be at a higher level in societies formed by people who work and produce together and enjoy the same rights, although they have different social identities.

In working life, it seems that the issue of ensuring work-family balance stands out in ensuring social harmony, especially from the point of view of women.

1. SOCIAL ADAPTATION POLICIES

Although social cohesion policies vary according to the priorities of countries, social protection programs, employment policies, education, financial policies and civic participation are used to ensure social cohesion.

A. Social Protection Programs

Social protection programs play an important role in improving social cohesion by reducing social inequalities and social exclusion. A holistic approach that considers social protection systems and their interactions with labor market outcomes on poor and vulnerable households would help improve program design. Social security systems, health systems, support practices for vul-

nerable groups and the adequacy and sustainability of public expenditures gain importance.

B. Employment

The level of employment and participation in the labor market are among the important determinants of social cohesion. Employment not only provides individuals an income, but also allows the society to embrace and value the individual and to include them in labor. Having a job and decent working conditions affect positively the satisfaction of individuals and strengthen social integration and harmony. While participation in the labor market offers opportunities, it also raises needs such as the continuous updating of skills in employment. With the inclusion of the immigrants, the disabled, the long-term unemployed, the poor people and etc., who are within the scope of social cohesion, the integration problem cannot be completely resolved, and this segment must be adapted to the change through educational activities.

C. Education

Education is a vital part of any social cohesion agenda. The educational process is the most basic way for individuals to participate in social and economic life. While disadvantaged groups who have access to quality education opportunities, on the other hand have a vision and increase their capacity and step forward in accessing the labor market. Education also contributes significantly to the elimination of social inequalities. Providing lifelong educational opportunities for everyone, regardless of their age, status, identity, strengthens social cohesion.

D. Financial Policies

Taxation and transfers are very important tools in reducing inequalities and ensuring social cohesion. With financial policies, in favor of disadvantaged people, income redistribution and social cohesion contribution through tax cuts and subsidies is possible. In order for social policy measures to be implemented effectively, the priorities in financial policies are very important.

E. Civil Participation

Civil participation of individuals is very important in ensuring social harmony. Social integration of individuals becomes stronger through their participation in trade unions and different NGOs.

Non-governmental organizations play an important role in communicating the demands of individuals to the public and contribute to the development of a participatory and pluralistic culture. They try to influence political decision-making processes such as education, combating poverty, social welfare, justice and employment through the projects, proposals, trainings, policies and activities they develop.

NGOs are also very important in the realization of active citizenship. NGOs support the lives of both their members and the society as well-equipped, effective, solution-oriented, alternative, participatory, responsible, sensitive beings to social problems. In this way, awareness of active citizenship is already acquired.

It becomes much easier for individuals who are in all these mechanisms to adapt socially.

2. ACHIEVEMENT OF WORK-LIFE BALANCE

Today, maintaining a balance and harmony between work and non-work areas is very important for all employees. One of the most important elements in ensuring the balance of work and life is the harmony of work and family life.

Many international organizations and governments set out policies for ensuring work and family life, create projects, provide recommendations, and create guiding principles. These policies are called “work-family life harmonisation policies”.

Due to their role, problems related to achieving work-family balance mainly affect women. All over the world, the responsibilities of spouses, elderly and child care are fulfilled by women, and working women face more adaptation problems in this sense. Women who undertake domestic responsibilities either face exclusion or do not have equal opportunities with men when they are in the labor market.

Work-life balance is a concept that covers having control in working life, flexibility, sociability and individuality over work and non-work activities. Along with work-life balance, it is aimed to minimize the conflict between the roles that the individual undertakes in the work and outside the work. Work-life balance is achieved by harmonizing the individual's personal needs with the demands arising from the working life and the family. "Balance" is formed when the goals, goals and demands that are owned by one of these three separate areas, including work, family and individual, do not require reducing the time allocated to others, and this is also referred to as "three-dimensional balance".

The concept of work-life balance has different meanings for the actors of working life. While it means maintaining a balance between work and non-work responsibilities means a balanced time for work and family, and satisfaction on both sides for employees, it means increasing the motivation, focus and performance of their employees and ensuring organizational commitment for employers.

The issue of ensuring family-work life harmony has started to be of interest to social policy, especially after the 1980s, with the increasing participation of women in the labor market, the increase in the transition from the extended family to the elementary family, the increase in child care responsibilities, the prolongation of the average life expectancy together with the improvements in health services.

Policies aiming to develop legal, institutional and social support mechanisms to ensure work-life balance mainly are:

- Arrangements in the form of maternity leave, paternity leave, parental leave, legal work permits granted to parents with children,
- Providing care services for children, elderly, disabled and patients, dependents of employees, free of charge or at reasonable fees,
- Implementing flexible working arrangements for those with family obligations,

- Protection of a typical workers, most of whom are women, from discrimination,
- Individuals with family obligations do not suffer discrimination and social exclusion in their participation in the labor market, do not discriminate in their access to employment and are protected from termination,
- Employees with family obligations can return to their former jobs without loss of rights at the end of their legal leave period or if they leave work,
- Considering the social security needs of those with family obligations.

3. ROLE OF THE SOCIAL PARTIES IN THE ACHIEVEMENT OF WORK-LIFE BALANCE

Employers, workers and government parties have different roles and re-sponsibilities to ensure work-family balance.

Employers should not discriminate against individuals with family responsibilities when they hiring them and should create an environment providing work-life balance. Besides, they should implement supportive policies. In order to ensure work-family life, greater flexibility should be provided by employers regarding when and where employees will work in the workplace. It is important for employers to keep the deductions from the wages at a certain level in case of employees being on leave for personal reasons such as child and adult care, especially for female employees, to minimize financial loss. In addition, employees should be allowed to switch from full-time to part-time work during periods of family care responsibilities. Thus, since employees have the opportunity to work part-time during these periods, absence and loss of productivity will not occur. Another practice that can be offered to employers is to provide stress management training for the employees in the workplace.

Unions representing employees have different roles and responsibilities. In this context, trade unions are expected to raise provisions that will primarily balance work and life through collective agreements. It is important that the unions representing

the broad masses lead the campaigns that raise the awareness of the society to ensure the work-life balance. At the same time, it should take initiatives to carry out work that will monitor the work-family balance in the legislation, affecting the political institution. Many employees should organize trainings informing their members regarding legal regulations and rights regulated in the labor negotiation agreement that harmonize the work-life balance, especially those involving women employees.

First of all, governments are responsible of ensuring work-life balance. It is important for governments to develop policies ensuring family friendly or work - life balance, especially to make flexible work arrangements legally and to follow up on implementation difficulties, and to apply penal sanctions for failures. The governments need to contribute by implementing programs at the national level in the area of care services, which are a cause of work-life conflict, especially for female employees.

III. EMPOWERMENT OF WOMEN IN TURKEY and THE EUROPEAN UNION

1. ACTIVITIES IN THE AREA OF EMPOWERMENT OF WOMEN IN TURKEY

The issue of women's empowerment in Turkey is mentioned the Constitution and related laws, in the policy documents of the Ministry of Labor and Social Security and the Ministry of family and Social Services, development plans, in many studies such as the National Employment Strategy . Many non-governmental organizations, such as trade unions and women's organizations, contribute to women's empowerment through their projects and solution proposals.

A. Legal Regulations On Women's Rights

In Turkey, there are regulations ensuring equality between men and women, especially in the Constitution. In recent years, there have been significant changes in the policy towards women, and important steps have been taken at the legislation level.

In our country, the most important changes in the policy towards women are the changes made in the Constitution. The principle of equality between men and women in Turkey strengthened by changes made in 2001, 2004 and 2010. According to the Constitution;

- Men and women have equal rights. The state is responsible for ensuring that this equality is realized.
- No one can be employed in jobs inappropriate to their age, gender, or strength.
- “Family is the foundation of Turkish society” and is based on equality between spouses.
- The provisions of international agreements will be grounded in case where international agreements on fundamental rights and freedoms and national laws that have been duly put into effect involve different provisions on the same subject.
- Anyone can apply to the Constitutional Court with the claim that fundamental rights and freedoms given in the Constitution, within the scope of the European Convention on Human Rights, have been violated by the public force.

The new Turkish Civil Code entered into force in 2002. As a result of the regulations made in the law, equal rights were given to women and men in the representation of the marriage union, it was stipulated that the spouses would use the joint custody of the child together, the obligation of one spouse to take permission of the other in terms of choosing a job, and the “participation in acquired property regime” aiming to protect the labor of the woman was introduced.

In the new Turkish Penal Code, which came into force in 2005, many crimes in which women are the victims were excluded from the scope of public crimes and were included in the scope of crimes against individuals and the punishments were increased. In addition, the provision was introduced that the offenders of “honor killing” should be punished with a life imprisonment sentence, which is the most severe punishment in the law. By re-evaluating sexual crimes, steps were taken to expand the scope of these crimes and to increase the penalties imposed and penalties stipu-

lated for the crime of sexual assault have been aggravated by the law, and its scope has been expanded. Due to any discrimination, “because of language, race, nationality, color, gender, disability, political opinion, philosophical belief, religion or sectarian difference” it has been ordered that preventing a person from benefiting from public goods and services or from engaging in an economic activity will be punished with imprisonment from one year to three years.

Some significant improvements have been made to ensure equality between men and women in working life by the amendments made in 2003 in the Labor Law. According to the amendments made, it has been stipulated that it is not possible to act against gender equality in business life, regulations regarding sexual harassment and partial employment in the workplace have entered into force, and some of the flexible working methods have gained a legal basis from the contract of the employment until its termination.

According to the Labor Law, the employer cannot directly or indirectly take different actions against the employee in terms of the employment creation, implementation and termination of the employment contract, due to gender or pregnancy unless biological or work-related reasons require.

The Labor Code provided that if the age, gender and health conditions of employees in a workplace, are an obstacle to the work, they should be prevented from working. These main regulations envisaged by the Labor Law and to be implemented in terms of female workers: prohibitions of working on night work, underground and underwater works, heavy and dangerous works in case of pregnancy and childbirth and the rules of them asking for unpaid leave.

The Law No. 6284 on the Protection of the Family and the Prevention of Violence Against Women regulates the procedures and principles regarding the protection of women, children, family members and persons who are victims of violence or who are at risk of being subjected to violence, and the measures to be taken to prevent violence against these persons.

B. EMPOWERMENT OF WOMEN IN NATIONAL POLICY DOCUMENTS

Many public institutions and organizations are working about empowerment of women and converted them into policy papers.

The Ministry of Family, Labor and Social Services has carried out many studies in the field of "Women's empowerment". These studies are "National Action Plan for Gender Equality" (2008-2013) and "Women's Empowerment Strategy Document and Action Plan" (2018-2023).

"Women's Empowerment Strategy Document and Action Plan" was prepared under the coordination of the Ministry of Family and Social Policies (ASPB) to cover the years 2018-2023. It included the works to be carried out by public institutions and organizations, local governments, universities, non-governmental organizations, professional organizations, the private sector and other relevant institutions for the empowerment of women.

In the Strategy Document and Action Plan, there are five basic policies: education, economy, health, participation in decision-making mechanisms, and media. In the "Strategy Document" section, information about the current situation regarding each policy is given and the main objectives, targets and strategies to be taken in the development and implementation of public policies are set forth in the "Action Plan" section.

The issue of empowering women has also an important place in the

Development Plans.

In the "Eleventh Development Plan" for the 2019-2023 years, the title of "Women" was included in the "Qualified People, Strong Society" section, and the priorities on this issue were revealed. The purpose of including women in the plan is to prevent all kinds of discrimination against women, to ensure that women benefit equally from rights, opportunities in all areas of social life, and to ensure their empowerment.

In this context, following issues are prioritized as: active participation of women in economic, social, cultural life and all levels of decision-making mechanisms, full access and active participation of girls and women at all levels of education, increasing the efficiency and capacity of protective and preventive services by accelerating social awareness-raising efforts to prevent violence against women, early forced marriages and all kinds of abuse, improving health services offered to women and raising health awareness through awareness activities and improving women's representation in the media.

In order to solve the structural problems in the labor market, to increase the contribution of growth to employment in the medium and long term and to provide a permanent solution to the unemployment problem

National Employment Strategy

preparatory work was started by 2009. As a result of these studies, an employment strategy covering 2014-2023 has been established and two action plans covering the years 2014-2016 and 2017-2019 have been developed.

It is seen that numerical and concrete targets are given place in the National Employment Strategy. In the strategy, the main goals for increasing the employment rate and number of women are as follows:

- Increasing the female labor force participation rate to 41% by 2023,
- Reducing the undeclared work rate of women from 46% in 2015 to 30% in 2023,
- Continuing with determination to fight discriminatory practices against employees in terms of access to labor markets and employment conditions.

One of the highlighted issues is to increase the alignment of the social security system with flexible working in the 2017-2019 Action Plan within the scope of the National Employment Strategy. In this context, the necessity of providing more flexible conditions for maternity benefits for women is emphasized.

Another issue mentioned in the action plan is to carry out studies in order to obtain data on gender-based migration from rural to urban areas and to carry out programs to ensure the adaptation of women migrating from rural to urban areas to the labor market.

Another element included in the action plan is that awareness-raising activities strengthening the perception of gender equality will be increased.

The 2017-2019 Action Plan focuses on supporting the participation of women in economic and social life who are victims of violence, stay in guest houses, ex-convicts, and widowers or are divorced. Another issue highlighted in the plan is widespread of practices by introducing incentive arrangements for registering employees.

Supporting women's entrepreneurship and making arrangements to expand childcare services are among the main highlights of the Action Plan.

C. Activities of the Unions and Other Non-Governmental Organizations in the area of Empowerment of Women

Both women's organizations, trade unions and private sector organizations carry out many studies on woman empowerment. In this context, many projects are put forward and many studies are carried out, such as the education of women, increasing the employability of women, gaining professional skills, increasing their digital literacy, strengthening their entrepreneurial characteristics, taking measures to ensure business life and family life. Sometimes these studies are carried out alone, sometimes by the organization carrying out the project, sometimes in cooperation with public, private sector organizations or international organizations. Private sector organizations reveal many studies regarding social responsibility.

2. EMPOWERMENT OF WOMEN IN THE EUROPEAN UNION

Since it was founded, some significant steps towards the empowerment of women in EU treaties have been taken. In this context, it is seen that the EU treaty, declarations, directives and action plans emphasize women's empowerment.

A. Empowerment of Women in the European Union Treaties

In the Treaty of Rome signed in 1957, equal pay for equal work, in the Community Agreement On The Rights Of Employees accepted in 1989, equal treatment and equal opportunities are mentioned and it is proposed to take measures on gender equality between men and women, especially in terms of employment, wages, working conditions, social protection, education, vocational training and career development. It was emphasized that measures should be developed to ensure that male and female employees can reconcile their family and professional lives.

The EU Treaty, signed in 1992 and entered into force in 1993 (Maas-tricht), includes regulations on gender equality. The Treaty includes the principle of equality between men and women with regard to labor market opportunities, equal pay for equal work and treatment at the work place.

In accordance with the Amsterdam Treaty, signed in 1997 and entered into force in 1999, the issue of ensuring equality between men and women was considered in the field of EU duties and responsibilities, providing opportunities in the labor market, equal work, equal pay, equality of treatment and positive discrimination.

The "Declaration of Fundamental Rights of the European Union" adopted in 2000, confirms the rights arising from the EU texts, the Social Declarations accepted by the Council of Europe and the case law of the European Court of Human Rights. The convention emphasizes equality, including employment, work and wages, positive discrimination and non-discrimination. In this context, discrimination is prohibited for any reason, such as race, color, ethnic or social origin, hereditary characteristics, language, religion or belief, political or other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.

The Treaty on the functioning of the European Union focuses on efforts to prevent inequality and support equality between men and women, to fight against discrimination and to be paid equal for the same jobs.

B. European Union Directives with respect to the Empowerment of Women in Employment

Some regulations for women have been included in directives since 1975. In this context, a total of 16 directives have been issued since 1975. The directives regulate equal pay, equal opportunities, equal treatment, equality of treatment in social security, protection during pregnancy and maternity, and parental leave.

The European Union places special emphasis on ensuring gender equality in terms of empowering women. In this context, changes in the content of the directives are also made from time to time and it is aimed to respond to current needs. In addition to the directives issued by the Council, the agreement between the social partners on parental leave, part-time work and fixed-term work has turned into a directive.

C. Other European Union Activities in the area of Empowerment of Women

The women's empowerment is a part of the action plans prepared by the EU since 1982.

The objectives of the Action Plan prepared within the framework of the UN Sustainable Development Agenda, applicable in the period 2016-2020, are as follows:

- Ensuring the physical and psychological integration of girls and women,
- Development of social-economic rights and empowerment of girls and women,
- Strengthening the voices and participation of girls and women,
- Changing the institutional culture in more effective implementation of EU commitments.

In many of the studies it has developed, the EU places special emphasis on women.

The Lisbon Strategy is a development plan that aims to re-structure the EU economy and to determine the general perspective of the European Union at the European Summit held in Lisbon in 2000. Transforming the EU into the world's most competitive, knowledge-based and dynamic economy by 2010 and achieving sustainable growth with more and better jobs and greater social inclusion are targeted. In this context, it is aimed to increase women's employment from 51% to 60%.

After the targets set in the Lisbon strategy could not be achieved, the Europe 2020 Strategy was prepared for a ten-year period in 2010. This strategy draws a roadmap for achieving its goals related to economic growth, employment and environment leaving the negative effects of the economic crises behind.

Within the framework of its smart, sustainable and inclusive growth priorities, the strategy has set 5 goals that support each other in employment, education, social inclusion, R&D, climate and energy.

In the 2020 strategy, it is stated that the labour force tends to shrink due to demographic changes in EU countries when evaluating developments in the field of employment. Therefore, concrete targets have been set for the 20-64 age groups. In this framework, it is aimed to increase the employment rate for the population aged 20-64 from 69% to 75% by 2020 in a way that will ensure better integration of more women, older workers and immigrants into the labor market. In the 20-64 age groups, while the labor force participation rate for women is 63%, the same rate is 76% for men, and attention is drawn to the gender gap in labor force participation.

In the 2020 Paper, the strengths and weaknesses of the EU are revealed, and in this context, it is emphasized that the EU is strong in the field of social gender. Emphasizing that the EU should benefit from the full potential of the workforce due to the aging population and global competition, it underlines the need for policies to support gender equality in order to increase labor force participa-

tion and ensure growth and comprehensive inclusion. Among the measures to be taken under the heading of inclusive growth, the issue of expanding the practices to ensure gender equality was also included.

There are many programmes across the EU that provide financial support for women's empowerment. In this context, European Social Fund and the European Regional Development Fund stand out as the two most important sources of funds.

Thanks to these funds, works have been carried out, especially in the field of improving the conditions of women in the labor market. In this context, it is observed that the Fund focuses on increasing women's participation in employment, eliminating gender-based wage differences, eliminating discrimination and providing equal opportunities.

IV. WOMEN IN THE LABOR MARKET

In recent years, many steps have been taken in the world at national and international levels in the field of women's empowerment. In this context, removing barriers to women's participation in the labor market, providing women with opportunities for development in all areas, and their stronger representation in decision-making mechanisms are particularly noteworthy.

1. INEQUALITIES IN WORKING LIFE

In recent years, there have been many studies supporting women more in working life. But there are still problems in some fields. Some problems come to the fore as low participation in employment, incomplete representation in decision-making mechanisms, and lower wages.

A dual assessment is made when considering data on women in working life. On the one hand, the presence of women in all sectors of the economy is evaluated positively, on the other hand, there are comments suggesting that the relatively low representation of women in many areas compared to men is a deficiency.

Currently, it is possible to see women working together with men in almost all areas of working life. The number of active women in all areas, from economy to politics, media to art, trade union life to non-governmental organizations, is increasing.

In 2019, women hold 1 out of every 4 legislative power worldwide. This means that it has doubled compared to 1995..

Considering education, tremendous progress has been made in reducing the gap between boys and girls in several key areas such as enrollment rates and literacy outcomes. Another progress is being made in the field of Health. When it comes to health, fewer mothers lose their lives during childbirth.

In terms of labor force participation, more women of all income levels in countries are engaged in economic activities at home beyond non-market jobs.

In recent years, in addition to traditional sectors, women have been active-ly working in areas where high technologies are produced, which require academic skills, and where the use of analytical knowledge is indispensable. For example, 565 astronauts from 41 nations have traveled to space to date. Of these astronauts, 500 are men and 65 are women. One in three astronauts working on the International Space Station is a woman.

The number of female inventors is also increasing every day. International patent applications are used as an important benchmark to measure innovative ideas. In 1995, 9.5% of international patent applicants were women, while this rate reached 18.7% in 2019. In other words, one out of every five inventors is a woman.

There have been many initiatives in recent years to protect women from violence in the workplace, marriage and especially women.

Despite this meaningful progress, significant gender differences remain. The dimensions of gender inequality vary from country to country.

The World Health Organization (WHO) estimates that 1 in every 3 women worldwide has been exposed to violence during their lifetime. Women face more difficulties in participating in the labor market and are more likely to be unemployed than men.

Women are paid less and women earn 77 cents for every \$1 a man earns, and bear disproportionate responsibility for free care and household chores (76% of total free care hours worldwide are performed by women). In fact, if a monetary value were to be attributed to women's unpaid work, a study in six countries suggests that it would account for between 10 and 39% of GDP.

Access to social protection programs is a major problem. Globally, it is estimated that around 40 percent of wage-earning women lack access to social protection.

Women are less likely than men to have access to financial institutions or have a bank account. Although the number of women-owned businesses is more than 30 percent of registered businesses worldwide, only 10 percent of female entrepreneurs have the capital to grow a business.

Under a "full potential" scenario, where women participate in the economy in the same way as men, it is estimated that by 2025, \$28 trillion (26%) will be added to annual global GDP.

2. PARTICIPATION OF WOMEN TO THE LABOR FORCE and EMPLOYMENT OF WOMEN

Looking around the world, there are more than 3 billion 600 million employees. In this context, there is a labor force participation rate more than 60%. The labor force participation rate in men is above 74%, while the same rate is above 47% in women. In other words, there is a decidedly 27-point difference between men and women.

Table 4.2: Labor Force Participation Rate (%) - 2019

	Total (One Hundred Thousand People)	Total	Woman	Man	Youth	Gender Gap
World	3.605.9	60.7	47.2	74.2	41.2	27.0
Low-Income Countries	344.2	70.6	63.2	78.4	55.7	15.2
Low-Middle Income Countries	1258.0	55.2	34.1	75.8	34.9	41.7
Middle-To-High Income Countries	1385.5	64.2	54.0	74.5	43.1	20.5
High-Income Countries	618.2	60.7	53.2	68.4	45.7	15.2
High-Income Countries	618.2	60.7	53.2	68.4	45.7	15.2

Reference: ILO, World Employment and Social Outlook Trends 2020 p: 28

In all regions of the world, women have a lower participation rate than men. There is a difference over 40% between men and women in terms of labor force participation, particularly in low-middle-income countries. In low-income and high-income countries, there is a difference of 15%. In low-income countries, female labor force participation is 63%, higher than the world average and other countries. The reason for this high level is the fact that the agricultural sector is the engine of the economy in these countries and the widespread participation of women in unpaid family work.

The lowest labor force participation rate appears to be in low-middle-income countries for both men and women.

When the employment rates are examined, similar trends are noteworthy as in the labor force participation rate. The employment rate, which is over 57% worldwide, is around 70% for men and 44% for women. There is a difference of over 26 points between men and women. The lowest participation rate among young employees is around 35%. In every region of the world, the lowest employment participation is observed among young employees.

Table 4.3: Employment Rate-2019

	Total	Woman	Man	Youth	Adult
World	57.4	44.6	70.3	35.6	63.2
Low-Income Countries	67.9	60.7	75.3	52.1	76.2
Low-Middle Income Countries	52.3	32.1	71.9	29.2	60.3
Middle-To-High Income Countries	60.3	50.7	70.0	36.6	65.1
High-Income Countries	57.8	50.4	65.3	40.7	60.5

Reference: ILO, World Employment and Social Outlook Trends 2020 p: 28

As with the labor force participation rate, women participate most in low-income countries and least in low-middle-income countries

When the employment by gender is analyzed, it is seen that the employment participation rate in EU countries is above the world average for both men and women. The employment participation rate of women in EU countries varies from country to country, but the EU average is above 67%. Women's employment rates are notable for high rates, especially in northern European countries. It is seen that the highest participation in employment for women is in Sweden with a ratio of close to 80%, and the lowest participation is in Greece with a share of over 51%. EU countries have succeeded in catching 67% as a result of their long-term employment increasing policies. It is necessary to remind that the EU 2020 target is 70%.

A striking point in the table is that the employment rate in Turkey is generally low compared to many countries, and the employment rate of women in particular is quite low. Increasing the employment rate of women, which is at the level of 34%, is very important for women to contribute more to the economy. It is understood that more efforts are needed to improve working life indicators in Turkey.

Table 4.4: Employment Rate By Gender (20–64 Years–2019)

COUNTRY	Total	Wo- man	Man	COUNTRY	Total	Wo- man	Man
EU 27	73.1	67.3	79	Netherlands	80.1	75.5	84.8
Belgium	70.5	66.5	74.5	Austria	76.8	72.4	81.2
Bulgaria	75.0	70.7	79.3	Poland	73.0	65.3	80.7
Czechia	80.3	72.7	87.7	Portugal	76.1	72.7	79.9
Denmark	78.3	74.7	81.9	Romania	70.9	61.3	80.3
Germany	80.6	76.6	84.6	Slovenia	76.4	72.9	79.7
Estonia	80.2	76.3	84.0	Slovakia	73.4	66.9	79.9
Ireland	75.1	69.0	81.4	Finland	77.2	75.8	78.5
Greece	61.2	51.3	71.3	Sweden	82.1	79.7	84.4
Spain	68.0	62.1	74.0	Iceland	85.9	83.0	88.6
France	71.6	68.1	75.2	Norway	79.5	76.8	82.0
Croatia	66.7	61.5	72.0	Switzerland	82.9	78.6	87.3
Italy	63.5	53.8	73.4	England	79.3	74.6	84.0
Southern Cyprus	75.7	70.1	81.7	Montenegro	60.8	54.2	67.5
Latvia	77.4	75.5	79.3	North Mace- donia	59.2	48.4	69.7
Lithuania	78.2	77.4	79.0	Serbia	65.2	58.2	72.1
Luxembourg	72.8	68.1	77.2	Turkey	53.8	34.4	73.2
Hungary	75.3	67.6	83.1	USA	74.9	69.3	80.7
Malta	76.8	65.8	86.5	Japan	82.4	75.0	89.7
				Albania	64	57.4	73.9

Reference: <https://ec.europa.eu/eurostat/databrowser/view/tesem010/default/table?lang=en>; EUROSTAT, Key Figures on Enlargement Countries, 2019 Editions. 52; https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Enlargement_countries_-_labour_market_statistics#Employment_rates

3. PART-TIME EMPLOYMENT

Another point that should be emphasized about women's employment is the part-time employment rates. Part-time employment rates vary from country to country, both among men and among women. Higher part-time rates of women are striking in countries where female labor force participation is high. The fact that people who work more part-time are women is explained by their realization of family-work life harmony.

Table 4.5: Part-Time Employment Rates in OECD Countries-2019

COUNTRY	Man	Woman	COUNTRY	Man	Woman
Australia	15.3	37.1	S. Korea	8.9	20.8
Austria	7.7	34	Latvia	5.1	9.4
Belgium	7	28	Lithuania	4.1	7.4
Canada	12.9	25.6	Luxembourg	4.4	20.2
Chile	13.2	24.7	Mexico	11.7	26.9
Columbia	9	26.5	Netherlands	19.4	56.9
Czechia	3	8.3	N. Zealand	10.8	29.6
Denmark	14.3	24.3	Norway	12.7	28.5
Estonia	5.9	13.5	Poland	3.3	9.0
Finland	10.7	18.7	Portugal	4.2	9.9
France	6.9	20.4	Slovakia	3.3	6.7
Germany	9.5	36.3	Slovenia	4.6	10.4
Greece	6.7	15.7	Spain	6.2	21.4
Hungary	2.5	5.8	Sweden	10.5	17.3
Iceland	10.2	22	Switzerland	11	44.9
Ireland	10	32.8	Turkey	6.4	16.2
Israel	9.1	21.5	England	11.2	36.1
Italy	7.9	31.8	USA	8.3	16.8
Japan	14.2	39.1			

Reference: <https://stats.oecd.org/index.aspx?queryid=54746>

4.UNEMPLOYMENT

There are differences in unemployment rates for men and women. Around the world, women are more at risk of unemployment than men.

Table 4.6: Unemployment Rate-2019

COUNTRY	Total	Man	Wo- man	COUNTRY	Total	Man	Wo- man
WORLD-2018	5.4	6.0	5.2	Hungary	3.4	3.4	3.5
Developing Count- ries-2018		6.1	4.6	Malta	3.6	3.4	4.0
Rising Count- ries-2018		6.1	5.2	Netherlands	3.4	3.4	3.4
Rising Count- ries-2018		5.6	5.3	Austria	4.5	4.6	4.4
EU 27	6.7	6.4	7.0	Poland	3.3	3.0	3.6
Belgium	5.4	5.7	4.9	Portugal	6.5	5.9	7.2
Bulgaria	4.2	4.5	3.9	Romania	3.9	4.3	3.4
Czechia	2.0	1.7	2.4	Slovenia	4.5	4.0	5.0
Denmark	5.0	4.8	5.3	Slovakia	5.8	5.6	6.0
Germany	3.1	3.5	2.7	Finland	6.7	7.2	6.2
Estonia	4.4	4.1	4.8	Sweden	6.8	6.7	7.8
Ireland	5.0	5.2	4.8	Iceland	3.5	3.8	3.1
Greece	17.3	14.0	21.5	Norway	3.7	3.9	3.4
Spain	14.1	12.5	16.0	Switzerland	4.8	4.7	5.0
France	8.5	8.5	8.4	England	3.8	3.9	3.5
Croatia	6.6	6.2	7.2	Albania	12.8	13.3	12.2
Italy	10.0	9.1	11.1	Serbia	12.7	11.7	14.1
Southern Cy- prus	7.1	6.3	8.0	Turkey	13.7	12.4	16.5
Latvia	6.3	7.2	5.4	USA	3.9	3.9	3.8
Lithuania	6.3	7.1	5.5	Japan	2.4	2.4	2.2
Luxembourg	5.6	5.7	5.5				

Reference: <https://ec.europa.eu/eurostat/databrowser/view/tesem120/default/tab?lang=en>; ILO, World Employment Social Outlook Trends for Women 2018, Global Snapshot; <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS>

Unemployment rates in EU countries are lower in countries where employment rates are higher, and higher in countries where employment rates are lower. However, the unemployment

rate for women is higher than for men in most countries. Double-digit unemployment rates are available in Greece, Spain and Italy. EU candidates Albania and Turkey, have also double digits.

5. UNDECLARED WORK AND THE STATUS OF EMPLOYEES AT WORK

One of the main problems of working life is undeclared employment. Most of the working life consists of undeclared work. This rate, which is over 61% worldwide, is 58% for women and 63% for men. In other words, although undeclared work is more common in men, it is actually a big problem for both genders. In low-income and low-middle-income countries, undeclared working is more common in women.

Table 4.7: Undeclared Rate (2016) and Employee Status at Work Distribution By (2019)

World	Undeclared Rate (2016)	Employees With Paid Salaries	Employer	Self-Employed	Participation In Family Labor
Total	61.2	52.8	2.6	33.7	10.9
Woman	58.1	53.2	1.4	27.5	17.9
Man	63.0	52.5	3.4	37.6	6.5
Low-Income Countries					
Total	89.8	17.9	1.8	51.2	29.1
Woman	92.1	11.2	0.9	45.2	42.7
Man	87.5	23.6	2.5	56.3	17.6
Low-Middle Income Countries					
Total	83.7	36.0	2.8	48.7	12.5
Woman	84.5	33.6	1.2	41.1	24.1
Man	83.4	37.0	3.4	52.0	7.5
Middle-To-High Income Countries					
Total	52.6	59.4	2.3	28.3	10.0
Woman	50.4	58.1	1.3	24.8	15.8
Man	54.0	60.3	3.1	30.8	5.8
High-Income Countries					
Total	18.3	87.7	3.4	8.0	0.9
Woman	17.6	90.2	2.1	6.3	1.4
Man	18.9	85.8	4.5	9.3	0.4

Reference: ILO, World Employment and Social Outlook Trends 2020, s.35

Considering the status of employees, both women and men work mainly in paid and salaried positions throughout the world. There are also self-employees. Employees with employer status are the least.

All over the world, women work as unpaid family member and this rate is about 3 times higher than men. It seems that the proportion of women participating in family labor is higher in each country.

According to the income status of countries, as the income level starts to increase, wage and salaried employees work more, unpaid family work status decreases and almost disappears.

The most important feature of low-income countries is that self-employment is the predominant way of working. While men are 56% self-employed, 23% paid and salaried and 17% unpaid family workers, 45% self-employed women and 42% unpaid family workers. Paid and salaried work among women is around 11%. Rates for women show that unpaid family work is the reason why labor force and employment participation is high in these countries.

6. POVERTY OF THE EMPLOYEES

Unemployment is one of the most important problems of working life. Employment is considered the most effective solution to unemployment. However, working life statistics reveal that employment alone is insufficient for individuals to get out of poverty. There are millions of employees who work but cannot earn enough income. The ILO defines those with a daily income of less than \$1.90 as extremely poor, and those with an income between \$1.90 and \$3.20 as moderately poor.

Table 4.8: Employee Poverty Rate (% ,One Hundred Thousand People-2019)

World	Extreme Poverty Rates (\$1.90 Per Day - \$ Six Per Income-%)	Number Of Extreme Poor (Six - Hundred Thousand People On Six Incomes Of \$ 1.90 Per Day)	Moderate Poverty Rate (\$1.90 - \$ 3.20 Per Day -%)	Number Of Middle-Level Decadents (Daily Income From \$ 1.90 To \$ 3.20-One Hundred Thousand People)
Total	7.1	234.4	12.2	402.3
Woman	7.5	95.5	10.3	132.3
Man	6.9	138.9	13.4	270.0
Youth	12.8	55.0	16.6	71.1

Reference: ILO, World Employment and Social Outlook Trends 2020, p.37

As of 2019, 234 million people in the world are extremely poor. More than 95 million women and more than 140 million men are extremely poor. Extreme poverty is higher in women than in men. The rate of extreme poverty, which is 7.5% for women, is 6.9% for men. Middle-level poverty is a more common problem in employees. The problem of moderate poverty is over 13% among men and over 10% among women. In other words, men are more commonly experiencing the problem of middle-level poverty.

A striking point about poverty is that young people face greater risks in both extreme poverty and moderate poverty. In total, young employees face a 30% risk of poverty.

7. PAY GAP BY GENDER

One of the indicators that reflect the inequalities in working life is the comparison of the wages of the employees.

The gender pay gap measures the difference between the average wages of all men and women who work with wage, salary or on a daily wage in the labor market. This difference is not the wage difference between a male and a female employee doing the same job and having the same characteristics, but the difference

between the average wage levels of all female and male employees.

Table 4.9: Pay Gap By Gender (2018)

COUNTRY	Total	COUNTRY	Total	COUNTRY	Total
EU 27	14.1	Italy	3.9	Romania	2.2
Belgium	5.8	Southern Cyprus	10.4	Slovenia	8.3
Bulgaria	13.9	Latvia	19.6	Slovakia	19.8
Czechia	20.1	Lithuania	14.0	Finland	17.1
Denmark	14.6	Luxembourg	1.4	Sweden	12.1
Germany	20.1	Hungary	12.2	Iceland	13.7
Estonia	21.8	Malta	13.0	Norway	14
Ireland2017-	14.4	Netherlands	14.7	England	19.8
Greece	7.9	Austria	20.4	Serbia	9.6
Spain	11.9	Poland	8.5	Turkey	15.6
France	15.8	Portugal	8.9	Albania	6.8
Croatia	11.4				

Reference: https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20/default/table?lang=en; ILO, Cinsiyete Dayali Ücret Farkının Ölçümü Türkiye Uygulaması, 2018. https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_756659.pdf

Elimination of wage inequalities is discussed in international platforms. Sustainable development goals cover “equal pay for work of equal value” and a broad framework is set forth in this context. Although the wage difference between EU countries varies from country to country, it is around 14% in most places. In Estonia, Czechia, Germany and Austria, this rate is above 20%. Luxembourg, Romania and Italy have the lowest rates. In Turkey, this rate is at a level of 15%, slightly above the EU average.

8. WOMEN'S PARTICIPATION IN MIDDLE-HIGH LEVEL MAN-AGEMENT IN WORKING LIFE

In addition to their participation in employment, it is very important for women in working life to assume roles in senior positions.

Table 4.10: Women in Middle and Senior Management in Some Countries Representation Rate (%) (2019)

COUNTRY	Temsil Oranı %	COUNTRY	Temsil Oranı %
USA-2020	42.3	Iran	19.8
Germany	28.6	Ireland	31.3
Brazil	38.6	Italy	23.3
Bulgaria	39.3	Japan	14.8
Denmark	26.6	Lithuania	38.6
Estonia	35.1	Norway	32.8
Finland	36.8	Spain	33.7
France	34.2	Sweden	41.9
South Africa	33.3	Switzerland	32.5
India	14.8	Poland	41.2
Netherlands	26	Russia	42
South Africa	33.3	Turkey	17.5
Albania	41.3	England	34.9
WORLD-2018			
Low-Income Countries	21.6	Low-Middle Income Countries	31.7
Low-Middle Income Countries	19.4	High-Income Countries	34.9
World Average	27.9		

Reference: <https://ilostat.ilo.org/topics/women/>

It is stated that women encounter many factors, called the “glass ceiling”, that prevent their rise in business life. The low number of women in senior management is seriously discussed by many international institutions, and taking measures to change the current situation is highly considered.

The table above shows the low level of representation of women in middle and senior positions in companies. The most female executives in the world are in high-income countries, and the lowest female representation is in low-middle-income countries. The rate that has not yet reached 20% in Turkey, draws attention.

V. CONCLUSIONS AND RECOMMENDATIONS

In this part of the study, the EU Social Model, ensuring social cohesion and work-life harmony, empowering women in Turkey and the EU, and women's employment in working life are discussed.

The European Union draws the framework for the social model in Treaties, Directives and key policy documents, and it is seen that each country partially differentiates the content of the model with its own historical development, practices and experiences in practice. However, some features of the European Social Model that are valid in almost all countries come forward. These characteristics can be summarized as strong social rights and working conditions in the workplace, effective social protection systems, inclusive labor markets, strong and well-functioning social dialogue, effective public services, policies that address social inclusion and social cohesion. In other words, the European Social Model aims to reach every member of the society and to bring together every individual with social policy measures.

Social cohesion has been frequently discussed in recent years. It is aimed to involve the disadvantaged segments of the society in social cohesion through social protection programs, employment, education, financial policies, and civic participation.

Today, it is very important for all employees to ensure a balance and harmony between work and non-work areas. One of the most important elements in ensuring the balance of work and life is the harmony of work and family life.

Due to their role, problems related to achieving work-family balance mainly affect women. All over the world, working women face more adaptation problems in this sense, as housework, elderly and child care responsibilities are predominantly carried out by women. Women who take on domestic responsibilities face exclusion when they enter the labor market or do not have equal opportunities with men.

Many international organizations and governments set out policies for ensuring work and family life, create projects, provide recommendations, and create guiding principles. Leave arrangements such as maternity leave, parental leave, paternity leave,

care leave, care services arrangements for children and adults and flexible working arrangements have an important place in work-life harmony.

The issue of women's empowerment in the EU and Turkey has been another topic discussed in this module. The EU included women's empowerment just after the foundation in the 1950s. The EU aims to empower women in Treaties, Directives, Strategy Papers and Action Plans with policies such as equal treatment, equal pay for equal work, combating discrimination, combat-ing violence and harassment against women, protecting maternity, increasing women's participation in employment, and representing in the management more effectively.

There are many regulations in the Constitution and laws for the empowerment of women in Turkey for the equal and fair use of rights. Many steps have been taken in this area, especially in the last 15-20 years. In addition to the legislation, some policies and action plans are developed to empower women in Strategy Documents, Development Plans and National Employment Strategy developed by the Ministry of Labor and Social Security and the Ministry of Family and Social Services. Besides, NGO's carried out some regarding activities. Just like in the EU, there are many studies and projects in areas such as increasing women's participation in employment, fighting against discrimination, equal treatment, protecting maternity, and representing more women in management.

In this module, the issue of women's participation in employment is discussed. When we look at the statistics about women in working life, although there are many inequalities, it is remarkable that these inequalities have decreased in the recent years. Statistics clearly show that female labor force and employment participation is increasing, but more effort is needed. Women are exposed to problems more than men such as unemployment, unpaid family work, low salary, undeclared work, extreme poverty and etc. However, it should not be forgotten that the efforts, support and awareness activities carried out for the purpose of empowering women in working life and social life all over the world contribute to the closure of inequalities despite all these negativities.

What is discussed in this module is also very important for the youth. The “European Social Model” reveals the responsibility of the state to reach all its citizens by many policies and approaches. Stated in other words, the “Euro-pean Social Model” requires a holistic approach to the solution. Similarly, “Social Cohesion” policies require the simultaneous implementation of many policies with a broad vision in order to solve the problems of the relevant segments. Starting from this point of view, it can be mentioned that youth should deal with different aspects of the issue and have the ability to solve problems with a holistic perspective.

Young people have important roles and responsibilities in the field of work-life harmony. To have a career plan is very important for young people who are in the education or at the beginning of their working life. For many young people, marriage, and especially parenting, means increased responsibilities in family life. Therefore, young people need to make a plan without seeing these responsibilities as an obstacle to their career. Young people should not delay becoming a parent, have a perspective that will take work-family life together in the dynamic process of youth, and create opportunities for this.

Participation in working life is of great importance for young people. It is very important for young people to understand that they can enter working life together as men and women, and that this union is actually a kind of division of labor and everyone's contribution is different. Knowing that employment opportunities are open to everyone, young people should have the necessary knowledge for working life through education, personal development, social relations, internship etc. In this context, it should be underlined that young people should pursue the necessary knowledge and equipment, and become socially empowered, including their ability to express themselves for preparation for working life. At this stage, young people have a responsibility to “demand for a creation of opportunities”. Young people who act with this point of view will exist as stronger individuals all together.

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HAK-İŞ
KONFEDERASYONU

MODULE V

SOCIAL DIALOGUE IN THE WORKING LIFE*

I. CONCEPT OF SOCIAL DIALOGUE

One of the main concepts frequently emphasized in the working life is the “social dialogue”. The social dialogue includes all types of negotiations, consultations or information sharing with respect to the common issues concerning the economic and social policy between the government, employee and employer representatives or just between the employer and employee representatives.

The social dialogue aims to create solutions in order to resolve the economic and social problems, reduce the tensions and conflicts between the different segments of the society and ensure peace, comfort and cohesion both in the working life and economic and social life.

The social dialogue can be implemented at different levels as both business sectoral level and local, national, regional and international level.

The social dialogue levels and mechanisms implemented by the countries are formed and developed based on their own experiences, political, economic, cultural and social backgrounds.

1. TYPES OF SOCIAL DIALOGUE

The social dialogue is realized in different forms depending on the method of implementation and level of participation of the parties. It is implemented as bilateral-bipartite between the em-

ployee and employer organizations, trilateral-tripartite between the employee-employer organizations and governments or in addition to the tripartite structure, with the participation of the other interest groups organized in the society, tripartite-plus (multilateral – tripartite plus civil society).

A. Bipartite Social Dialogue

The bipartite social dialogue is the information sharing, mutual consultation or negotiation of one or more employers and/or one or more employer organizations and one or more employee organizations at the micro level without the intervention of the government.

The bipartite social dialogue, between the employee and employer organizations, can be with respect to the issues or policies concerning the working life such as wages, working conditions or occupational health and safety. Within the bipartite structure, the government is not directly a part of the process. However, in case of any dispute, blockage, conflict during the collective bargaining process, it can provide conciliation and mediation services within the framework of the legislation.

When referring to the bipartite social dialogue mechanism, the first thing that comes to mind is the “collective bargaining”. According to the Collective Bargaining Convention No. 154 of the International Labor Organization dated 1981, the term collective bargaining extends to all negotiations which take place between an employer, a group of employers or one or more employers organizations, on the one hand, and one or more employee organizations, on the other, for

- (a) determining working conditions and terms of employment; and/or
- (b) regulating relations between employers and employees; and/or
- (c) regulating relations between employers or their organizations and an employee organization or employee organizations.

The “collective bargaining” between the employee and employer organizations provides opportunity to the formation of a communication, negotiation and dialogue culture between the parties.

B. Tripartite Structure - Tripartite Social Dialogue (“Tripartite”)

The tripartite structure is a mechanism giving opportunity to the employers and employees (through their representatives) to express themselves in order to find solution to the common problems on the basis of equality and full independence in their decision-making mechanisms.

The tripartite structure provides opportunity to the discussion of the public policies, legal regulations and decisions concerning the social partners.

This situation does not mean that the employer organizations, employee organizations and governments will systematically have the same number of representatives; however, the opinions of each party should be equally taken into consideration. The social dialogue does not either mean that the three parties should have the same responsibilities. Each of the parties has a clearly defined role and function.

The tripartite consultation mechanism can ensure a better cooperation between the partners of the tripartite structure and provide opportunity to an agreement with respect to the relevant national policies. At the same time, it is an important tool for the formation and implementation of a decent job, large-scale development and social cohesion and promotes good governance.

C. Tripartite-Plus Social Dialogue (Multilateral – Tripartite Structure Plus Civil Society)

The term tripartite-plus (multilateral – tripartite structure plus civil society) increasingly gains popularity in situations in which the partners of the traditional tripartite structure prefer to open the dialogue to other civil society groups in order to have a broader perspective and reach an agreement on the issues and beyond the working life.

2. PERSPECTIVE OF THE INTERNATIONAL LABOR ORGANIZATION TO THE SOCIAL DIALOGUE

The main organization, which leads and defines the concept of social dialogue, creates the content of the relevant concept and includes the relevant concept in its structure, is the International Labor Organization.

The International Labor Organization, the foundation of which was laid in 1919, has been established based on the belief that a universal and lasting peace can only be built on the basis of social justice. The International Labor Organization, which focuses its studies on ensuring the social justice, carries out its studies within a structure consisting of employees, employers and governments in order to fulfill the aforementioned purpose. This relevant tripartite structure constitutes the basic characteristic of the International Labor Organization and distinguishes the International Labor Organization from the other international organizations.

The International Labor Organization, on the national level, promotes the tripartite cooperation in the determination and implementation of the economic, social policy and employment policies. The different Conventions and Recommendations of the International Labor Organization aims the development of the tripartite consultation and for this purpose, defines the effective national tripartite social dialogue framework.

The International Labor Organization performs the adoption and auditing of the Conventions and Recommendations within the tripartite structure and sets a model to the parties with respect to the implementation of the tripartite structure at the national level. Within this framework, during the International Labor Conference, three important international working standards supporting the tripartite structure have been adopted. These are the Tripartite Consultation (International Labor Standards) Convention No. 144 dated 1976, Tripartite Consultation (Activities of the International Labor Organization) No. 152 dated 1976 and additionally, Consultation Recommendation (Industrial and National Levels) No. 113 dated 1960.

According to the International Labor Organization, the right of organization and bargaining right constitute the basis of the social dialogue. Accordingly, the employees and employee organizations haand a vital role in the social dialogue. The effectiand entitlement of the freedom of organization and bargaining right are also the two main principles of democracy. The social dialogue is essential for the protection and support of the benefits of the employees and dominance of the democracy and human dignity in the workplace. Moreoandr, it is a conandnient tool to manage the social and economic change while sustaining the consensus and stability in the society.

3. BENEFITS OF THE SOCIAL DIALOGUE TO THE SOCIAL PARTIES

The social dialogue is a reflection of the common will and common sense in the determination of the social and economic policies due to its structure including the social parties. The implementation of the policies, which are submitted to the information of the social parties and put into effect by applying to their opinions, is possible. From this aspect, the social dialogue shows inclusion and supports good goandrnanace. The goandrnrnment, employee and employer unions come together and try to come up with solutions in accordance with the common benefits.

The social dialogue allows the reflection of the requests and opinions and expression of the benefits by the individuals both in the social life and business life. From this aspect, it is a tool for the realization of the social and economic goals. With the effectiand functioning of the social dialogue mechanisms, the political and economic problems encountered by the countries from time to time are solandd more easily; the social tensions are reduced with lucidity and the effects of the crises are lessened. In order for the social dialogue to be functional during the difficult times, it needs to be used also during the prosperous times. Thus, the trust of the public opinion to the social dialogue mechanisms will be strengthened.

The social dialogue strengthens the understanding of democratic ownership. The social dialogue, with the information sharing, consultation, negotiation and shared decision making processes which are its main methods, grants opportunity to the social parties to share their opinions and reanalyse the policies affecting them. From this aspect, it also democratizes the formation of the economic and social policies.

The social dialogue contributes to the strengthening of the transparency and accountability. For example, during the consultation, the governments give feedbacks to the social parties and the transparency comes into prominence. The employee and employer organizations are informed about all issues concerning the working life and effectively follow the relevant issue and from this aspect, contribute to the strengthening of the accountability.

For the functioning of the social dialogue mechanisms, the democratic pillars are quite important. Within this framework, the existence of a strong legislation which presents the political will and includes the union rights and freedoms and collective bargaining agreements is necessary. And the power, representation ability, legitimacy, independency and sense of responsibility of the employee and employer organizations are quite determinant on the efficiency of the social dialogue mechanisms.

The main goal of social dialogue is to encourage the democratic participation by ensuring consensus between the main stakeholders of the business world.

The successful social dialogue structures and processes reduce the conflicts between the government-employee-employer segments and moreover, develop the social and economic peace, comfort and stability.

II. SOCIAL DIALOGUE IN THE EUROPEAN UNION

The social dialogue constitutes one of the main elements of the European Social Model. In the European Union, the social dialogue is implemented in bipartite, tripartite and tripartite-plus structures. At the same time, it is supported in the workplace, sectoral and inter-sectoral and European Union levels. The role of the so-

cial parties is not limited only with the advisory aspect and can extend to the formation of legislation in the European Union.

It is seen that the foundations of the social dialogue, one of the main components of the European Social Model, haand been laid with the Treaty of Rome and particularly the social dialogue has started to be more commonly implemented after the 90s and the social dialogue has started to be used in the formation of legislation.

1. INSTITUTIONALIZATION OF THE SOCIAL DIALOGUE IN THE EUROPEAN UNION

Since the beginning of the European integration, the importance of the inclusion of the economic and social stakeholders to the preparation of the community legislation has been accepted. Within this framework, though limited numbers of social issues are included in the Treaty of Rome, it is seen that today the foundations of the Economic and Social Committee, which is among the main actors of the European Union social dialogue mechanisms, are laid. Within the framework of the Treaty of Rome, the “Economic and Social Committee” has been established with the advisory duty and it is emphasized that the relevant Committee will help the Council and Commission.

According to the Treaty of Rome dated 1957, one of the duties of the Commission in the social area is to ensure close cooperation between the member states with respect to the right of organization and bargaining right between the employers and employees. Neandrtheless, the relevant provision has started to be implemented after years.

Since the 1960s, a number of advisory committees haand helped the Commission. The “Standing Committee on Employment”, one of the tripartite social dialogue forums at the European leandl from 1970 to 2003, has been replaced with the “Tripartite Social Summit for Growth and Employment” in 2003.

And in 1985, a new era has started in the social dialogue process. The European Commission, with a new initiatiand for the strengthening of the social dialogue, has started the formation

of the legal basis for the establishment of contractual relations in case of the requests of the social parties.

The process after the signing of the Maastricht Treaty regarding the transition from the European Community to the European Union 1992 is an important milestone for the European Union social policy. After the Maastricht Treaty, the concept of social dialogue has made significant progress with the European Union treaties, directiands, institutions formed, mechanisms and policies deand-
loped. The social parties utilize the opportunity to participate in the legislatiand process of the European Union with the framework agreements.

And the Treaty of Amsterdam (1997) signed in 1997 has included the Social Policy Conandntion, constituting a framework of the social dialogue in the European Union, to its structure.

The Treaty of Lisbon (2009) is one of the important milestones in terms of showing the process of the social dialogue and strengthening the role of the social partners.

Article 152 of the Treaty of Lisbon clearly imposes the duty to increase the roles of the social parties and facilitate their dialogues to the European Union and refers particularly to the Tripartite Social Summit for Growth and Employment. And within the framework of Article 154 of the Treaty of Lisbon, the obligation of the European Commission to consult the social parties while making a legal regulation in the area of social policy is mentioned. Based on this relevant provision, the social parties haand a voice in the creation of an acqui in the area of social policies at the European Union leandl. And within the framework of Article 155 of the Treaty of Lisbon, the treaties, which can be created at the Community leandl as a result of the dialogue between the social parties, are considered. In accordance with the relevant provision, the inter-sectoral or sectoral social parties haand the right to make an agreement on their own initiatiands. The Commission has the right to submit these relevant agreements to the Council as a decision and consequently, to create a directiand. Based on this relevant article, the social parties can directly lead the process for the creation of the directiands binding for all member states.

With the financial crises of 2008, certain difficulties have been experienced in the implementation of the social policies. Due to the fact that the member states with the most powerful social partnership during the crises are the most successful ones at overcoming the crises, “a new start for social dialogue” has been launched by the President of the European Commission in 2015.

In 2016, an agreement has been signed by the European Commission and Presidency of the Council of the European Union as quadripartite, in other words by the social parties, re-confirming the basic role of the European social dialogue during the European Union policy making process as to also include the European Semester.

During the “Social Summit for Fair Jobs and Growth” organized in Gothenburg in 2017, the Parliament, Commission and Council have declared the European Pillar of Social Rights. The European Pillar of Social Rights ensures the respect for the autonomy and right of collective action and recognizes the rights of the social parties to be included in the design and implementation of the employment and social policies including the collective bargaining agreements.

The last initiative under the European Pillar of Social Rights is the Commission Recommendation for a directive ensuring the adequate minimum wage in the European Union which was brought to the agenda in 2020. Within this framework, the use of the collective bargaining methods for the determination of the wages and preparation of an action plan for the promotion of the collective bargaining in the countries in which the scope of the collective bargaining is less than 70% is on the agenda.

The European social dialogue refers to the discussions, consultations, negotiations and joint actions including the organizations representing both parties of the industry (employers and employees). It takes two main forms:

- Tripartite dialogue including the public authorities and
- Bipartite dialogue between the European employers and trade unions. This is implemented at the inter-sectoral level and as sectoral social dialogue committees or at the company level social dialogue.

And also financial support is provided within the social dialogue budget limits to the transnational projects carried out by the other organizations acting in the area of social parties and industrial relations. At the same time, the capacity building at the national level of the social party organizations are supported through the European Social Fund.

2. SOCIAL DIALOGUE MECHANISMS AT THE EUROPEAN UNION LEVEL

In the European Union, the bipartite, tripartite and tripartite-plus social dialogue mechanisms are mentioned.

A. Tripartite and Tripartite-Plus Social Dialogue Mechanisms

The “Tripartite Social Summit for Growth and Employment” and European Economic and Social Committee are the tripartite and tripartite social dialogue mechanisms in the European Union.

a. Tripartite Social Summit for Growth and Employment

The “Tripartite Social Summit for Growth and Employment” shortly referred to as the “Tripartite Social Summit” has been established with the Council Decision in 2003. The Tripartite Social Summit as a forum for the dialogue between the European Union institutions at the presidential level and European social partners at the senior management level. The President of the Council of Europe, President of the European Commission and head of state or government holding a rotating presidency co-chair the summit. The participating social partners are:

- Confederation of European Business (“BUSINESSEUROPE”),
- European Trade Union Confederation (“ETUC”),
- European Center of Employers and Enterprises Providing Public Services and Services of General Interest (“CEEP”),
- European Association of Craft, Small and Medium-Sized Enterprises (“UEAPME”) and
- Council of European Professional and Managerial Staff (“EU-ROCADRES”).

The summit is held at least twice a year.

Its purpose is to ensure the participation of the social parties to the economic and social policy making processes in the European Union.

b. European Economic and Social Committee

The European Economic and Social Committee established with the Treaty of Rome in 1957, at the same time, forms a discussion basis making various contributions to the formation and implementation of the economic and social policies both at the European Union level and European Union member states level.

The Committee is an advisory organ of the European Union and its decisions are not binding. The Council Recommendations are conveyed to the Council, Commission and Parliament. The Committee, as the advisory organ, helps the relevant institutions.

The headquarter of the Committee is in Brussels. The Committee members are selected by the member states for a period of five years according to the population ratios and carry out their studies totally independent.

The Committee consists of three groups as employer organizations, trade unions and other various non-governmental organizations. Within this framework, it consists of 329 members representing the employee and employer organizations as well as farmer organizations, unions of merchants and craftsmen, women's organizations, consumer organizations and numerous non-governmental organizations.

The European Economic and Social Committee has 3 main duties:

- To advise the Council, Commission and Parliament;
- To ensure the contribution of the civil society to the European integration in terms of more participant and more democratic society and
- To form a consultation mechanism by interacting with the non-governmental organizations in the non-member states.

B. Bilateral Dialogue

The bilateral social dialogue constituting the basis of the social integration of the European Union has three leandls as inter-sec-toral, sectoral and company leandl.

a. Inter-Sectoral Social Dialogue

It is one of the most important dialogue tools including the em-ployees and employers at the European Union leandl. Its structure and basic characteristics are as follows:

- The basis of the European Union is considered as the bipartite social dialogue mechanism.
- It is held 3-4 times a year and takes decisions by discussing various issues in the economic and social areas.
- The Committee, consisting of maximum 66 members, pro-jects equal distribution between the employer and employee.
- Technical working groups can be formed to discuss various issues such as the labor market challenges and conciliation be-tween working and family life.
- It adopts and follows the result of the negotiations between the employers and employee representatiand bodies.
- It participates in the social dialogue summits and senior leandl meetings chaired by the President of the Commission.

The bipartite dialogue mechanisms also haand concrete re-sults. The framework agreement signed inter-sectoral can be co-nandrted to a directiand by the European Council.

At the inter-sectoral leandl, the bipartite European social dia-logue takes place between the below mentioned organizations:

- European Trade Union Confederation (“ETUC”),
- Confederation of European Business (“BUSINESSEUROPE”),
- European Center of Employers and Enterprises Providing Public Services and Services of General Interest (“CEEP”),
- Crafts and SMEs in Europe (“SMEunited”) and
- Council of European Professional and Managerial Staff (“EU-ROCADRES”) and European Confederation of Executiands and

Managerial Staff (“CEC”) as part of the European Trade Union Confederation delegation.

b. Sectoral Social Dialogue

With respect to the institutionalization of the social dialogue at the sectoral level, a quite important development has occurred in 1998. In 1998, the European Commission has decided for the establishment of sectoral dialogue committees promoting the dialogue between the social partners in the European level sectors. Within this framework, the final provisions with respect to the establishment, representativeness and functioning of the new sectoral committees designed as the central bodies for joint undertakings and negotiations have been determined.

The sectoral social dialogue committees consist of maximum 66 representatives of the social partners consisting of the equal number of employer and employee representatives.

The sectoral social dialogue committees have been formed by considering the autonomy of the social partners. The social partner organizations should together apply to the European Commission in order to participate in a European level social dialogue. The European organizations representing the employers and employees should meet a set of criteria while sending the relevant application:

- They should be related with certain sectors or categories and should carry out their activities at the European level.
- They should be among the organizations which are an inseparable and well-known part of the social partner structures of the member states.
 - They should have the capacity to negotiate.
 - They should be among the organizations with representations in several member states.
 - They should have the adequate structure to ensure effective participation in the works of the Committees.

c. Company Leandl Social Dialogue

The European Work Councils, constituting the company leandl social dialogue on the European Union scale, are indisputably the most important methods for the participation in management today.

The first most important structures for the workplace or enterprise leandl social dialogue between the employee and employer in the European Union are the European Work Councils established with the Council Directiand 94/45/EC.

The European Work Councils are bodies representing the European employees of a company. Through the European Work Councils, the employees are informed by the management about any important decision at the European leandl which can affect the progress of the work and employment or working conditions and consulted accordingly.

The European Work Councils include the companies or group of companies with at least 1000 employees in the European Union and other countries of the European Economic Area (Norway, Iceland and Liechtenstein) and multinational companies with 150 employees in least two member states.

And in 2009, with the adoption of the Directiand 2009/38/EC, the Directiand 94/45/EC has been abolished. The new directiand is the directiand with the broadest content with respect to the participation in management. It reandals both the principles and methods for the participation in management in detail. Within the framework of this relevant directiand, the part-time employees are included in the numbers indicated.

The informing of the European Work Councils is particularly related with the production and sales possible deandlopments, structure, economic and financial condition of the enterprises or enterprise groups at the Community leandl. Within this framework, in the European Work Councils, the employment situation and possible trends, inandstments and important changes with respect to the organization, new working methods or production processes, relocation of the production, merger, shrinkage or closure of the enterprises, organizations or their important units and mass layoff issues are addressed. The consultation is done in such a way that the employee representatiands can come togeth-

er with the central management and get a response to an opinion declared and the reasons of the relevant response are explained.

In 2002, the Directive 2002/14/EC Establishing a General Framework for Informing and Consulting Employees in the European Union has been issued. The purpose of the Directive is to set a general framework determining the minimum requirements for the right to be informed and consulted of the employees acting in the enterprises or organizations in the Community. With this relevant Directive, the workplaces with at least 20 employees and management of the enterprises with 50 employees are held liable to inform and consult the representatives of the employees with respect to the current employment situation, possible developments regarding the employment and changes in the business organization.

In the European Union, there are also directives with respect to the company level social dialogue, participation in management, mass layoff, transfer of workplace and occupational health and safety.

One of the methods for the company level social dialogue and participation in management is the implementations of the “European Company”. In case a European Work Councils is acting in a company based on the Statute for a European Company in accordance with the Directive 2001/86/EC, the employees can also participate in the managing bodies of the company.

The European Work Councils, established with the European Union legislation and strengthened in the process, constitutes the company level effective social dialogue mechanism and there are more than 1000 acting European Work Councils today.

3. RESULTS OF THE SOCIAL DIALOGUE IN THE EUROPEAN UNION

In the European Union, which includes the “social dialogue” mechanisms in its structure with numerous organizations and at different levels since its establishment, it is possible to see the concrete results of these efforts. The regular dialogue of the social parties, particularly the sectoral and inter-sectoral dialogue, has contributed

to the preparation of the Framework for Action and signing of the Framework Agreements and issuance of numerous directives.

During the European Union legislation development process, as a result of the obligation to consult the social parties, the parental leave, part-time working and fixed-term working issues have been considered to a directive.

TABLE 5.1 Results of the Social Dialogue in the European Union

Date	Regulation	Social Parties	Subject	Relevant Directive
1995	Framework Agreement	UNICE, CEEP and ETUC	Parental Leave	Council Directive 96/34/EC
1997	Framework Agreement	UNICE, CEEP and ETUC	Part-Time Working	Council Directive 97/81/EC
1999	Framework Agreement	UNICE, CEEP and ETUC	Fixed-Term Working	Council Directive 99/70/EC
2002	Framework Agreement	UNICE, UEAPME, CEEP and ETUC	Telecommuting	
2002	Framework for Action	UNICE, UEAPME, CEEP and ETUC	Life-Long Learning, Professional Competencies	
2004	Framework Agreement	UNICE, UEAPME, CEEP and ETUC	Stress at the Workplace	
2005	Framework for Action	UNICE, UEAPME, CEEP and ETUC	Gender Equality	
2007	Framework Agreement	BUSINESSEUROPE, UEAPME, CEEP and ETUC	Harassment and Violence at Work	
2010	Framework Agreement	BUSINESSEUROPE, UEAPME, CEEP and ETUC	Inclusive Labor Markets	
2010	Framework Agreement	BUSINESSEUROPE, UEAPME, CEEP and ETUC	Parental Leave-Revised	Council Directive 2010/18/EU
2013	Framework for Action	BUSINESSEUROPE, UEAPME, CEEP and ETUC	Youth Employment	
2017	Framework Agreement	ETUC, BUSINESSEUROPE, SMEUnited (Previous Name UEAPME) and CEEP	Active Aging and Intergenerational Approach	
2020	Framework Agreement	ETUC, BUSINESSEUROPE, SMEUnited (Previous Name UEAPME) and CEEP	Digitalization	

Reference: Prepared based on the European Union Framework Agreements and European Union Directives regarding the Social Dialogue.

III. SOCIAL DIALOGUE MECHANISMS IN TURKEY

In Turkey, like in the European Union countries, there are tripartite, tripartite-plus and bipartite social dialogue mechanisms; however, at the sectoral and inter-sectoral level, there is no social dialogue mechanism.

1. TRIPARTITE AND TRIPARTITE PLUS SOCIAL DIALOGUE (TRIPARTITE STRUCTURE PLUS CIVIL SOCIETY)

Mechanisms

Among the tripartite and tripartite plus social dialogue mechanisms, the Economic and Social Council, Work Council, Minimum Wage Determination Commission and Tripartite Consultation Board are important mechanisms.

A. Economic and Social Council

The Economic and Social Council, established as to ensure dialogue and cooperation between the social parties and policy recommendations, is among the tripartite or multilateral social dialogue mechanisms with the Constitutional qualification.

The Economic and Social Council has been established with a Prime Ministerial Circular published in 1995 as a result of both the difficult conditions and initiatives and increasing cooperation requests of the social parties. In the first Economic and Social Council, consisting of 22 members when established, while there were 7 representatives of the social parties, there were 15 representatives of the government. Until 2001, there have been certain changes in the structure of the Economic and Social Council and in 2001, before the issuance of the Economic and Social Council Law, a structure with 39 members in total, consisting of 15 government, 12 employee and 12 employer organizations, has been formed. And in 2001, the Economic and Social Council Law has been issued and it is stated that the Economic and Social Council has been established in order to ensure the social conciliation and cooperation in the formation of the economic and social pol-

icies and determine advisory consensus by creating a constant and permanent environment. In this relevant Economic and Social Council, consisting of 40 members in total, 24 members were the representatives of the social parties and 16 members were the representatives of the government.

In 2010, with the amendment of the Constitution, the Economic and Social Council has been converted to a constitutional organization. Article 166 of the Constitution regulates that an Economic and Social Council will be established in order to present advisory opinions to the President of the Republic for the formation of the economic and social policies.

The President of the Economic and Social Council is the President of the Republic. In the absence of the President of the Republic in the meetings, the Vice President or Minister appointed chair the meetings. The members of the Council are determined by the President of the Republic.

The duties and authorities of the Economic and Social Council are as follows:

- a) To ensure the participation of the economic and social units in the society to the formation of the economic and social policies of the government and to carry out studies which will strengthen the conciliation and cooperation between the state and social segments and among the social segments;
- b) To present the opinions, recommendations and reports formed to the relevant authorities;
- c) To establish permanent and temporary work councils and to determine their members and to discuss the reports of these relevant councils;
- d) To determine the members of the European Union-Turkey Joint Consultative Committee by considering the structure and qualifications of the European Union Economic and Social Committee and to follow the works of the Committee and
- e) In accordance with its purposes, to organize national and international seminars and meetings and to send representatives to the meetings deemed appropriate.

Moreover, the Council, upon the request of the President of the Republic, with respect to all types of economic and social issues, can present opinion during the preparation of the legislation and development plan directly affecting the economic and social life and annual programs.

It is understood that the Economic and Social Council, as stated in the Constitution, is appointed as an advisory body.

And in 2018, with Article 109 of the Decree Law No. 703, radical amendments have been made in the Economic and Social Council Law. Within this framework, it is stated that the working procedures and principles of the Council will be determined by the President of the Republic.

Before the amendment made in 2018, while the Council was chaired by the Prime Minister, it was stated that the Council could have ordinary meetings with the invitation of the President once in three months.

It is seen that the Economic and Social Council cannot carry out its works as effectively as stated in the legislation; cannot hold the meetings regularly; as of 2001, only 8 meetings have been held and all of these relevant meetings have been held before 2010. After the amendment of the Economic and Social Council, which is a constitutional organization, in 2018, there is a gap in the legislation with respect to the structure and meeting times and this relevant gap should be resolved as soon as possible.

B. Work Council

Another important multilateral social dialogue mechanism for the functionality of the macro level social dialogue mechanism and resolution of the social problems in conciliation and balance is the Work Council.

The first regulation with respect to the Work Council, which has an important background in our country, is the “Law No. 4841 on the Establishment and Duties of the Ministry of Labor” entered into force in 1946. Afterwards, with the “Law No. 3146 on the Organization and Duties of the Ministry of Labor and Social Security” entered into force in 1985, the Work Council has been re-regulated.

Within the framework of the relevant law, it has been stated that the Work Council is among the permanent councils of the Ministry of Labor and Social Security. In 2018, with the Decree Law No. 703, Article 26 of the Law No. 3146 concerning the Work Council has been abolished. And on 21 April 2021, with the Presidential Decree No. 73, the legal gap with respect to the Work Council has been resolved and in parallel with the regulation in the Law No. 3146, the legal basis for the structure of the Work Council has been reformed. With the Decree Law, the organization and working principles of the Council have been presented.

According to the Decree Law No. 73, the members of the Work Council chaired by the Minister or Deputy Minister of Labor and Social Security, consist of the public representatives determined by the Ministry as a requirement of the tripartite-plus and multi-lateral dialogue mechanism, employee, officer and employer representatives as to represent the working life, academicians from the relevant branches of the universities and trade associations and non-governmental organizations participating with invitation according to the agenda of the Council.

The Council stipulated to be held at least once a year, should be held on the day and according to the agenda determined by the Ministry and presents its opinions with respect to the issues on the agenda upon examination and discussion. The decisions taken by the Work Council, due to their qualifications, are not binding for the government and are just advisory.

The Work Council, which was established in 1946 and held its first meeting in 1947, has been held 12 times in total from the date of establishment until today. And the last meeting was held in 2019.

The Work Council, which is required to be held every year according to the legislation, has been held 12 times in total in the years 1947, 1954, 1962, 1965, 1971, 1977, 1984, 1992, 2004, 2013, 2015 and 2019. The 12th Work Council was held in 2019 with the theme of "Working for a Brighter Future".

The regular meeting of the Work Council, which has failed to be held according to the work programme specified in the legislation

as of its establishment, in the following process will contribute to the popularization of the social dialogue culture.

C. Minimum Wage Determination Commission

Another organization for the functionality of the macro level social dialogue mechanism is the Minimum Wage Determination Commission carrying out its works within the tripartite structure.

The regulation with respect to the Minimum Wage Determination Commission has been specified in Article 39 of the Labor Law No. 4857 and Minimum Wage Regulation. According to the Labor Law, the minimum limits of the wages are determined once in two years at the latest by the Ministry of Labor and Social Security through the Minimum Wage Determination Commission. The Commission decisions are final. The decisions enter into force after being published in the Official Gazette.

The member structure of the Commission is a tripartite structure consisting of the government, employee and employer representatives. The Commission, under the presidency of one of the members determined by the Ministry, consists of 15 members (five representatives from each group - government, employee and employer).

While the decisions taken by the Commission with respect to the determination of the wage are final, the Commission can cooperate with all public institutions and organizations and universities and receive the recommendations and opinions of the employee and employer organizations with respect to the determination of the wage. Moreover, the Commission, when necessary, can apply to the knowledge of the experts. The minimum wage is determined once in two years at the latest as to include all sectors on condition of considering the social and economic situation of the country.

With respect to the organizational structure and efficiency of the Minimum Wage Determination Commission, there are important criticisms.

One of the most important criticisms is the presence of the representatives of only one employee union confederation as to

represent the employees in the Minimum Wage Determination Commission. The Commission should be more democratic and ensure participation and consist of the union representatives with the representation capability and power. Thus, the minimum wage concerning almost all of the society will be determined with more effective negotiations.

D. Tripartite Consultation Board

In our country, one of the tripartite or multilateral macro level social dialogue mechanisms at is the “Tripartite Consultation Board”. In 2004, for the first time, a regulation with respect to the “Tripartite Consultation Board” has been issued. Within this framework, the “Tripartite Consultation Board”, consisting of the employee-employer organization representatives and government representatives, carries out its works.

Within the framework of Article 144 of the Labor Law No. 4857, it is regulated that “With a view to promoting labor peace and industrial relations and following up legislative developments and implementations, a tripartite board of advisory nature shall be established in order to provide for effective consultations between the government and confederations of employers, public servants, and trade unions.”

Within the framework of the Regulation on the Tripartite Consultation Board, the duties of the Board are specified as follows:

- To contribute to the development of the policies with respect to the working life;
- To carry out studies which will strengthen the conciliation and cooperation between the parties;
- To follow the legislation studies and implementations with respect to the working life and to form opinions regarding the legislation and law amendments;
- To ensure effective consultation, informing and communication between the parties in participation to the conferences and activities of the International Labor Organization;

- To carry out studies in compliance with the provisions of the “Tripartite Consultation (International Labor Standards) Convention No. 144”;
- To ensure effective consultation, informing and communication between the parties for the compliance of the national legislation to the European Union *acquis* on working life;
- In case of need, to establish commissions, to determine the members and to discuss the reports;
- To recommend the organization of seminars and meetings at the national and international level to the parties and to send representative to the meetings deemed appropriate and
- To recommend the researches in the areas regarding the development of the labor peace and industrial relations to the parties.

It is seen that the area of responsibility of the Board is not limited only with the national legislation and the Board takes responsibilities also at the international level.

The Board equipped with the relevant responsibilities, under the presidency of the Minister and Deputy Minister of the Family, Labor and Social Services, consists of the relevant Ministry according to the issues on the agenda, representatives of the affiliated and related public institutions and one representative from the first three trade unions confederation with the most members and three representatives from the employer confederation with the most members and additionally, one representative from the first three public servants confederation and within the framework of the law, it is stipulated that the Board should meet three times in January, May and September.

The fact that the Tripartite Consultation Board, different from the Economic and Social Council and Work Council, is a tripartite structure formed based on equality draws attention. The failure of the Tripartite Consultation Board to meet regularly like the Work Council and Economic and Social Council is the biggest problem.

E. Institutions and Organizations in Turkey with the Tripartite and Tripartite-Plus Social Dialogue Mechanisms

In the Turkish working life, the institutions continuing their activities within the tripartite and multilateral social dialogue mechanisms are not only the aforementioned Economic and Social Council, Work Council, Minimum Wage Determination Commission and Tripartite Consultation Board. In addition to the aforementioned, numerous institutions and organizations continue their studies in the tripartite and multilateral structure and contribute to the formation of a social dialogue culture. The names of these relevant organizations are as follows:

Minimum Wage Determination Commission

Ministry of Development Specialization Commissions

Economic and Social Council

Ship's Crew Subsistence Allowance Determination Board

Turkish Employment Agency ("İŞKUR")

Provincial Employment and Vocational Training Boards ("İMEK")

Climate Change Technical Study Commission

Human Rights Advisory Board

Action Plan for the Strengthening of the Employment and Vocational Training Relation Monitoring and Evaluation Board

Board Authorized to Use the Money Fined from the Wages

Labor Market Information Advisory Board

Public Personnel Advisory Board

Public Servants Arbitration Board

Committee on Career Counselling

Occupational Standards Commission

Vocational Training Board

Vocational Qualifications Authority ("MYK")

Vocational Qualifications Authority Board of Review

National Center for Productivity General Assembly

National Center for Productivity Board of Directors

High Council of Disabled People

Evaluation Board for the Fines Imposed to the Employers Not Employing Disabled and Former Convicted People

Commission Authorized to Use the Administrative Fines Collected from the Employers Not Employing Disabled and Former Convicted People

Official Mediator Selection Committee

Social Security Institution General Assembly

Social Security Institution Board of Directors

Social Security High Advisory Board

Social Insurance High Medical Board

Dust Control Commission

Consumer Council

Turkish Employment Agency General Assembly

Turkish Employment Agency Board of Directors

European Union-Turkey Joint Consultative Committee

National Employment Strategy Monitoring and Evaluation Board

National Occupational Health and Safety Council

Tax Council High Board of Arbitration

Ministry of Family, Labor and Social Services Board for Combatting Psychological Abuse

Industrial Strategy Monitoring and Steering Committee

Coordination Council for the Improvement of Investment Environment ("YOİKK")

Employment Technical Committee

Women Employment Monitoring and Coordination Board

2. BILATERAL SOCIAL DIALOGUE MECHANISMS

It is seen that in the Turkish working life, the employee and employer organizations, from time to time, come together as to discuss the problems of the working life and make a joint declaration. The Labor Confederations, sometimes among themselves and sometimes with the employer organizations, as of the 90s, have come together at the Ministerial level with the organizations such as Çalışanların Ortak Sesi Demokrasi Platformu (“Common Voice of the Employees Democracy Platform”), 7’li Sivil İnisiyatif (“7 Civil Initiative”) and Emek Platformu (“Labor Platform”) and published joint declarations after the meetings. However, it is necessary to state that these relevant organizations have not been institutionalized and they are cyclical organizations.

When the Turkish working life is compared with the European Union working life, it is seen that it is deprived of the sectoral dialogue mechanisms and inter-sectoral dialogue mechanism. It is necessary to include these relevant mechanisms to the working life as soon as possible.

While the collective bargaining agreements are the most important social dialogue implementation at the bilateral level in our country, there are also other mechanisms apart from the collective bargaining agreements.

A. Collective Bargaining Agreements

The most concrete bipartite social dialogue in Turkey is the collective bargaining agreements emerging as a result of the bargaining between the social parties.

Though the collective bargaining institution for the employees in the Turkish working system has been ensured with the Law No. 5018 on the Employee and Employer Unions and Confederations” dated 1947, the use of the collective bargaining right has been ensured only with the Law No. 274 on the Trade Unions and Law No. 275 on the Collective Bargaining Agreement, Strike and Lock-Out issued based on 1961 Constitution. The enforcement of these relevant Laws has significantly affected the collective bargaining process in Turkey. Likewise, 1982 Constitution and Law

Mo. 2821 on the Trade Unions and Law No. 2822 on the Collective Bargaining Agreement, Strike and Lock-Out, which have entered in force in 1983, have been amended in time and implemented for approximately thirty years.

Turkey has ratified the International Labor Organization Convention No. 98 on Right to Organize and Collective Bargaining in 1951 and International Labor Organization Convention No. 81 and 151 in 2003. It is seen that with the acceptance of the Law No. 6356 on the Trade Unions and Collective Bargaining Agreements, progress has been made towards a more liberal organization.

In other words, in accordance with the legislation of our country, the employees working in the status of worker has both the right to collective bargaining agreement and right to strike.

The Turkish Constitution accepts the “right to collective bargaining agreement” in terms of the officers but does not entitle the “right to strike”.

Today, the broadest implementation area of the social dialogue in Turkey is the collective bargaining and collective bargaining agreement process.

As of January 2021, the unionization percentage is 14.4% among the employees in the status of worker and as of September 2020, the unionization percentage is 65.4% among the officers. It is necessary to state that the employees in the status of worker cannot benefit from the unionization and numerous rights entitled with the unionization to a large extent.

B. Methods apart from the Collective Bargaining Agreement at the Workplace Level

In Turkey, apart from the collective bargaining agreement, there are certain regulations with respect to the participation of the employees to the bipartite social dialogue or management for their representation. It is understood that these relevant regulations are mainly mechanisms introduced with the collective bargaining agreements.

Through the organizations such as the disciplinary board, productivity board, upgrading board and damage determination board, which are part of the collective bargaining agreements, the participation to the management at the workplace/enterprise level and thus, the bipartite social dialogue is ensured.

It is seen that in the Labor Law certain studies for the informing of the employees are carried out within the framework of the social dialogue. A part of these relevant provisions are as follows:

- Informing with respect to the transfer of the entire or a part of the workplace,
- Informing with respect to the service agreement in the absence of a written agreement,
- Informing with respect to the definite/indefinite term vacancies,
- Notification of the changes in the working conditions to the employees and
- Notification of the short-time working and suspension of the activity in the workplace to the Turkish Employment Agency and party union.

In certain businesses in Turkey, there are also other implementations emphasizing the importance of the bipartite social dialogue.

One of the most important mechanisms for the increase of the productivity at the workplace and increase of the motivation and work engagement of the employees is without doubt the participation of the employees to the management. Within this framework, in order to ensure participation to the management in Turkey, particularly in the business with unionization, organizations such as industrial relations councils draw attention. The industrial relations councils give opportunity to the realization of the purpose of the collective bargaining agreements at the workplaces. At the same time, in the councils, with respect to the problems in the labor relations, solution suggestions and developments, the

employer and trade union and in the absence of the union, the employee representatives selected come together and hold meetings regularly and consult and exchange opinion.

As is seen, the existence of unionization in a workplace paves the way for the social dialogue. The bipartite social dialogue is realized either in the existence of an authorized union or through the councils or commissions established on the basis of volunteering by the employee and employer parties in the absence of the union representation. The most important representation institution in Turkey, which ensures the bipartite social dialogue at the workplace level and participation to the management and is institutionally included in the legislation, is the workplace union representative.

3. A SOCIAL DIALOGUE MECHANISMS BETWEEN THE EUROPEAN UNION-TURKEY: EUROPEAN UNION-TURKEY JOINT CONSULTATIVE COMMITTEE

In the area of social dialogue, the Joint Consultative Committee draws attention as an important social dialogue mechanism between the European Union and Turkey. The Joint Consultative Committee has been established in 1995 based on 1963 Ankara Agreement.

The Joint Consultative Committee has been formed as to strengthen the cooperation and institutionalize the social and economic dialogue between the European Union and Turkey. The Joint Consultative Committee, to which HAK-İŞ Trade Union Confederation (“HAK-İŞ”) from Turkey is also a member, consists of the European Economic and Social Committee and in total 36 members representing the employee and employer organizations and non-governmental organizations in Turkey. Within the structure of the Joint Consultative Committee, as to represent both wings, there are 6 members to represent the employee segment, 6 members to represent the employer segment and 6 members to represent the other interest groups.

The Joint Consultative Committee, which is held once in two years, consists of the European Union Economic and Social Com-

mittee and equal number of members representing the various economic and social interest groups of Turkey which are selected for two years.

The main duty of the Joint Consultative Committee is to observe and follow the efforts of Turkey towards the European Union and give advices with respect to the Turkish government and European Union institutions. Within this framework, it aims to increase the level of mutual understanding and informing between the European Union and Turkey and to increase the opportunities from which both parties will benefit. Within this framework, the Joint Consultative Committee prepares opinions to present to the Partnership Council. These relevant opinions, which are not binding, are taken with the majority of the votes of the Turkish and European Union delegation members of the Joint Consultative Committee separately.

The role of the Joint Consultative Committee, at the same time, is to ensure the recognition of the consultation process in the European Union by the representatives of the Turkish non-governmental organizations and effect of the reform studies carried out in Turkey towards the European Union on the social and economic structures by the representatives of the European Union. The Joint Consultative Committee discusses a great variety of issues between the European Union and Turkey including the migration, power, small and medium sized enterprises and vocational training. During the term between 1995 and 2020, in total 39 Joint Consultative Committee meetings have been held.

IV. CONCLUSION AND RECOMMENDATIONS

Within the framework of the social dialogue, all types of negotiations, consultation or information sharing with respect to the common issues concerning the economic and social policy between the government, employee and employer representatives or just the employer and employee representatives are included.

The social dialogue contributes to the reduction of the tensions and conflicts between the different segments of the society for the resolution of the economic and social problems and paves the way

to ensure peace, comfort, stability and cohesion in the working life and economic and social life. The uniting of the social parties also makes serious contribution to the formation of a cooperation culture, common mind and common sense in the society.

The social dialogue is implemented at different levels both at the enterprise and sectoral level and local, national, regional and international level. Particularly, the social dialogue mechanisms at the sectoral level are quite important for finding effective solutions to the sectoral problems on time.

The social dialogue levels and mechanisms implemented by the countries are formed and developed based on their own experiences, political, economic, cultural and social backgrounds.

It is possible to see the concrete results of these efforts in the European Union including the “social dialogue” mechanisms with various organizations and at different levels within its structure since its establishment. The regular interactions with the social parties have contributed to the preparation of the Frameworks for Action, signing of the Framework Agreements and issuance of numerous directives in the European Union.

It is seen that during the European Union legislation development process, the obligation to consult the social parties, parental leave, part-time working and fixed-term working issues agreed between the social parties have been converted to a directive.

The social dialogue mechanisms effectively carrying out its activities within the body of the European Union also constitute one of the most important factors of the European Social Model.

And in the Turkish working life, just like in the European Union, there is legislation with respect to both the bipartite and tripartite social dialogue mechanisms and there are actual certain structures. However, particularly the macro level social dialogue mechanisms cannot realize their studies regularly in the time frames specified in the legislation and this complicates the deepening of the conciliation approach in the working life.

In the Turkish working life, in addition to the macro level social dialogue mechanisms, particularly numerous public institutions and organizations newly established or restructured in the recent

years carry out their studies in the tripartite and multilateral structure and contribute to the formation of the social dialogue culture. It is necessary to state that this relevant situation is a positive approach strengthening the conciliation and cooperation culture.

The most important bipartite social dialogue mechanism in Turkey is the collective bargaining agreements. With the collective bargaining agreements, the “councils” are formed between numerous employees and employers and the formation of a conciliation culture in the workplace is possible. In other words, the existence of unionization at a workplace paves the way for the social dialogue.

Despite of the existence of the macro and micro level social dialogue mechanisms in Turkey, the non-existence of the sectoral social dialogue mechanisms effectively functioning in the European Union in our country causes a major gap. In our country, there is also confusion with respect to the classification of the sectors. Though there are 20 sectors according to the Law on the Trade Unions and Collective Bargaining Agreements, there are 11 sectors according to the Law on the Public Servants Unions and Collective Bargaining Agreements. And the Vocational Qualifications Authority has formed 27 Sector Committees. According to the Ministry of Commerce, there are 42 sectors as 26 in the industry and services and 16 in the agriculture and food. And the Union of Chambers and Commodity Exchanges of Turkey, to which the Chambers of Industry and Commerce are affiliated, has formed Turkey Sectoral Councils within its body and includes 62 Sectoral Councils.

As is seen from the aforementioned structure, in Turkey, first of all, the sectors and their scopes should be clarified. Afterwards, the actors of the sector should be determined and the inter-sectoral dialogue mechanisms should be formed. The sectoral social dialogue mechanisms, together with all actors, will make serious contributions to the resolution of the sectoral problems. The sectoral approach and discussion of the problems with the Committees will also direct the working life. The sector culture should urgently be included in the Turkish working life.

The concept of “social dialogue”, as of its meaning and aspects, is of great importance for the youth. The social dialogue within its

structure includes cooperation, negotiation, informing, consultation, common mind and conciliation culture.

Actually, all individuals, without being aware of the concept of social dialogue and without using the concept, are in contact with the contents of the social dialogue in every period of life. The games and informal initiatives formed by the individuals as of their childhood starting from the family, neighborhood and social environment have an important role in the development of the team building, cooperation, common solution, common stance, awareness, responsibility, personality and ability which are the requirements of the social dialogue of the youth.

The joint projects prepared with the peers during the education and training process increases the communication skills of the youth and contributes to the development of the team work approach. Particularly during the university years, the youth, by participating in the organizations based on volunteering such as the student clubs and student societies, becomes a part of the joint working culture and common reasoning process by gathering with their peers and university management and different segments on the subject.

All these relevant developments will help them to know and implement the social dialogue which will gain more formality and institutionalism in the working life of the youth. The integration of the youth, who has developed the sense of responsibility by participating in the project studies and participated in the voluntary organizations, will be easier.

The participation of the youth in the social dialogue mechanisms of the working life, first of all, depends on the union memberships. With the union membership, the youth, by making progress in the working life, directly or indirectly access to all decision processes.

With the union membership, when considered from the participation in the decision processes, also a career opportunity appears for the youth. Therefore, the youth should improve their working life, unionization, civil society, professional knowledge and knowledge, experience, skills and abilities with respect to

the social communication issues. From this point of view, it will be beneficial for the trade unions to reach out to the youth more and transfer the knowledge, experience and opportunities for the self-development of the youth. The offering of the trade union opportunities to the youth through methods such as particularly internship, project, activity and employment is extremely important.

The participation of the union member youth in the social dialogue mechanisms of the working life by undertaking effective roles and responsibilities will contribute to a healthier working life.

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