

## Changing of Labour Force Structure within the Concern of Safety and Health at work: Case of Turkey as an Emerging Economy

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### Abstract

*During the last 30 years, we have witnessed an information and communication technology revolution, not only in highly developed industrial societies but even in developing societies. It means that these developments are reshaping business stiles, skill structures and the organization of enterprises. Through this, they are bringing fundamental changes to the labor market, and to society as a whole. The new pace of change, and modes of production it engenders, requires broader-based skills and new production processes to respond to constantly changing market demands.*

*In these processes of changing work structure, in the future not only highly educated worker will find a job, but jobs are going to be served by well trained workers. May be traditional or manual jobs will remain, but their relative importance will decline in very recent years. Especially the huge number of workers employed in agricultural sector in developing countries is going to be lost their jobs and move to urban sector.*

*In our days, the vision of social and economic systems under the process of globalization is increasingly taken in concern, the solution to the problems of cities. Specially, not only identity of cities and identity of citizenship with in the concern of information society's democratic and social values, but also the huge immigrant flow has been shaping the cities of Turkey. In this case process of development which has been deeply discussed within the approach of the **European Declaration of Urban Rights** How urbanization process affect new comers in city livings and employment: with in the concern of knowledge on the urban structure, culture, using of urban area and the politics of translation of city livings.*

*According to The European Declaration Of Urban Rights in Chapter **Economic development in cities** 'The opportunity for employment is the right of every person of*

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working age in the community, in order that they can participate through their own endeavors in the fruits of what the urban area has to offer'. However newcomers in cities of Turkey have had other serious problems at working places within the concern of occupational health and safety for the reason of lack of ability in urban sectors. Huge number of newcomers of Turkish cities came from rural area with the skills of agricultural sectors without nonagricultural sectors working experience. Most of them need to have an effective training program can reduce the number of injuries and deaths, property damage, legal liability, illnesses, workers' compensation claims, and missed time from work. **The European Agency for Safety and Health at Work** was set up in 1996. Its mission is "to make Europe's workplaces safer, healthier and more productive". In this sense one can easily mention that to ensure good OSH performance as it is recognized can succeed with the training of new recruited workers.

*In this study, in the shaping of urbanized identities, it has been discussed within the concern of social, economic and cultural changing. How new comers were effected within the concern of social and economic system of cities-Turkey. Special attention is going to be given to enrolment of employment and occupational health and safety in working life.*

**Keywords:** Labor, Health and Safety

**JEL Codes:** J8

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## **1. Introduction**

One of the most significant of all post-war demographics phenomena and one that promises to loom even larger in the future is the rapid growth of cities: as in particularly developing countries. It is projected, urban populations will nearly double by 2030 to 5.1 billion. Until the end of 1960's, rural-urban migration was viewed favorably in the economic development literature. International migration was thought to be a natural process in which surplus labour was gradually withdrawn from the rural sector to provide needed work force for urban industrial growth. In Turkey where the population growth rates were very steady until 1950's, the first large scaled migration movement started in between 1950-1960's and major cities like Istanbul, Ankara, İzmir and other industrial and trade based cities has received the large proportion of immigrants in the country. Because of development policies, on the calendar of 2000's the unbalanced increases on the population ratios caused the pressure over the cities, which are providing employment for the sectors not only in agriculture but also for the sectors apart from agriculture. However, migration today be seen as major contributing factor to the ubiquitous phenomenon of urban surplus labour and a force, which continues exacerbate already serious urban unemployment and environmental problems.

In our days, the vision of social and economic systems under the process of globalization, increasingly taken in concern, the solution to the problems of cities. Specially, not only identity of cities and identity of citizenship with in the concern of information societies democratic and social values, but also the huge immigrant flow has been shaping the cities of Turkey.

In this study, in the shaping of urbanized identities, it has been discussed within the concern of social, economic and cultural changing. How new comers were effected within the concern of social and economic system of cities-Turkey. Special attention has to be given to enrollment of employment and occupational health and safety in working life.

## **2. Global Effects on Economy**

Most of the studies deal with globalization as a process. The concept of globalization refers both to an increasing flow of goods and resources across national borders and to the emergence of a complimentary set of organizational structures to manage the expanding network economic activity and transactions. (Trade and Development Report, 1997) The globalization concept is more than a state of control of affiliates it is about a process of taking risk for better utilization of resources to attain a higher performance. However, nowadays globalization is not taken account getting more profit from the world single market; at the same time world single market produce own economic, social and political values under the roof of global interest. This means globalization as an approach; includes not economical values transfer, may be more than cultural and political values. Under these context all inter-disciplinary studies remarks that a new style of social and economic changes. In one sense understanding of living cannot be divided as local, regional and national parts. Globalization process introduces new social, economic and political values to all citizens of world. But in the globalization discussions divided in two counterpart views. Some studies on the globalization process that is not very promising to global trend especially from the developing countries inequality sharing of world profit. This is not concerned about just economical division of values but discussions getting more than that is, cultural development and the pressure on social and cultural values. Local traditional culture interactions thought to be destroyed and domination of western culture is not allowed to be living space for cultural richness in other parts of the earth. This approach also deeply concern of the division of single market with using of innovation techniques in growing and range of products that gives great opportunity to developed economics in global market.

In one word, globalization might be understood that, not only one style of understanding of living, cultural values and one style consumer behavior. Therefore all the human beings have to share world-wide acceptable values for peace and to protect themselves from global threats such as unfair competition, unstable growth, unemployment, nonrenewable resources, global pollution, using knowledge and information technology etc... for that reason in the globalization process sustainable development became most important values not only for developed economies but also for emerging economies.

In the cases where globalization has a positive effect on growth; there will be a favorable effect on poverty reduction. But growth alone is no guarantee of poverty reduction. It is possible that, because of the negative effects of globalization on income distribution, poverty falls modestly or even increases. For that reason, in 2000's the emerging economics are reshaping of theirs economics with the concerning of human resources which can give more chance to increase their involvement of global market. However. Seems to be this process special measurements should be taken for occupational health and safety in global legislation. OHS institute should be established and OHS training should be emphasized In order to diminish the negative effects of globalization. In all global markets enjoy to participative OHS management model should be adopted.

### **3. Human Resources of Turkey**

During the last 30 years, we have witnessed an information and communication technology (ICT) revolution, through this; they are bringing fundamental change to the labor market, and to society as a whole. The new pace of change, and modes of production it engenders, requires broader-base skills and new production processes to respond to constantly changing market demands. In this process of changing work structure, in the future not only highly educated worker will find a job, but jobs are going to be served by well trained workers. May be traditional or manual jobs will remain, but their relative importance will decline in very recent years. Especially, the huge number of workers employed in agricultural sector in developing countries, but they are going to be lost their jobs and move to urban sectors (Tatlidil, 2002a: 214).

Even if the spend of introduction of information and communication technologies between countries, regions and sectors, whole countries including

developed countries have to take part in these global changes for receiving huge potential for wealth creation, higher standards of living and better services. Especially regional and sectorial development and transferring manpower among the sectors and also investment in human resources going to be taken a new form from this approach.

After World War II urbanization has been one of the most remarkable facts in the developing countries. From rural to urban migration mainly put their pressure in large cities. Since 1950s', the number of "million cities" in the world more than tripled, from 78 to 276, is now projected to reach 511 by 2010. In 1990, 33 percent of world's population lived in "million cities" and 10 % in the cities of more than 8 million inhabitants. It is projected urban populations will nearly double by 2030 to 5.1 billion.

According to Gertler, in the future, trade liberalization and financial integration will reinforce the importance of urban agglomeration economies and localized networks for production will be essential underpinnings of global competitiveness (Tatlıdil, 2004: 398). In this sense, globalization trend are helping the cities, setting up a new relation system in hierarchical structure among them in the global perspective. The relation system among the cities in problem solving matter let them to use the same experiences. For that reason, cities establish the same style of organizations and also giving to importance to take place in international organizations. The combination of urbanization, globalization and the reality of cultural dimensions are as an important factor to be put at the foundation of the effort for development. That combination has to be watched with tremendous attention and vigilance. In the 21st century, it is going to be determined how we live and globalization and rapid urbanization creates what sort of social living. Rapid urbanization in the reality of an urban world that is the new situation, we are not prepared for it. The mega-city consists of great complexity, great economic power, great political power and tremendous diplomatic power in the most cases (Tatlıdil, 2002b: 408-409).

### **3.1 Population**

Comparing the figures in Table 1, shows that China and Turkey as emerging countries have similarity in population dynamics apart of other highly industrialized countries like Germany, UK, Japan, especially with accounting of crude death rate and the dependent as proportion of working age population young and old 2002. China and Turkey have great proportion of young ages under 14, comparing the other industrialized countries while the proportion of

over 65 ages were sharply decreasing in total population when these proportion were very high in other industrialized countries. Even if the average annual population growth rate was not the same figure in China and Turkey 1980-2002 and the projected years of 2002-2015, they are still far higher than Japan and developed countries of Europe. Both two countries have also larger proportion of young ages in total. The table also shows that the both countries have still increasing their annual population growth rate in projected years between 2002 and 2015, while the other industrialized countries are being decreasing their population growth. Even if, newly the member of European Union countries like, Poland and Hungary where the agricultural sectors is very important in their economic structure and the settlement of population, are decreasing their population growth, specially Hungary after 1980's dropped its population increasing in negative.

**Table 1:** Population Dynamics

	Total Population Million			Average Annual Population Growth Rate %		Population Age Composition %			Dependency Ratio Dependent as proportion of working age population		Crude Death Rate Per 1,000 people	Crude Birth Rate Per 1,000 people
	1980	2003	2015	1980- 2002	2002- 15	Ages 0-14 2002	Ages 15-64 2002	Ages 65+ 2002	Young 2002	Old 2002	2002	2002
<b>China</b>	981.2	1.280.4	1.389.5	1.2	0.6	24.2	68.6	7.2	0.4	0.1	8	15
<b>Turkey</b>	44.5	69.6	81.3	2.0	1.2	28.4	65.8	5.9	0.4	0.1	7	22
<b>Germany</b>	78.3	82.5	80.3	0.2	-0.2	15.1	68.1	16.9	0.2	0.2	10	9
<b>UK</b>	56.3	59.2	59.6	0.2	0.0	18.4	65.6	16.1	0.3	0.2	10	11
<b>Poland</b>	35.6	38.6	38.4	0.4	0.0	18.2	69.4	12.4	0.3	0.2	9	6
<b>Hungary</b>	10.7	10.2	9.6	-0.2	-0.4	16.5	68.8	14.6	0.2	0.2	13	10
<b>United States</b>	227.2	2888.4	319.9	1.1	0.8	21.1	66.4	12.5	0.3	0.2	9	14
<b>Europe EMU</b>	285.5	305.5	305.2	0.3	0.0	16.0	67.2	16.8	0.2	0.2	10	10
<b>Japan</b>	116.8	127.2	124.6	0.4	-0.2	14.3	67.6	18.1	0.2	0.3	8	9

**Source:** World Development Indicator, 2004: 38-40

Turkey's social and economic parameters will determine the country's population growth rate in the first quarter of the 21st century. The result of the

population census taken at the end of 2000 showed that Turkey's population in that years was 68 million (67.853.315) while 1990 population census disclosed Turkey's population in that year was 56 million (56.473.035). In last ten year, Turkey's population increased 11 million while annual growth rate of population was increasing with 18.35 %o in these years, in Turkey's cities was 27.02%o, villages was just 4.02%o increased. (Tatlıdil, 2003: 48)

Recently at the end of 2010 population of Turkey increased nearly 74 million with the 72% of the country's population lives in cities (communities of 10.000.000 or more inhabitants) over the past four decades the annual average rate of urbanization has been around 6 %. Even if the birth rate was higher in villages comparing with cities, the rate of growth of the rural population was far below this figure during the same period. It is estimated that the urban population will increase even more rapidly in the years ahead rising from 65.7 % in 2000 to 75 % by year of 2010. Although about 55 million people live at present in cities, Furthermore, urban population continues to exhibit a tendency to be concentrated in very large cities by international standards, which are at the same time the main sources of all sorts of urban and employments problems. In case most immigrant receiving cities in five in Turkey in 2009 which are İstanbul % 39.5, Ankara % 37.1, İzmir % 26.9, Antalya % 17.1, Kocaeli % 12.0, are all well developed with creating jobs.

In brief, population of Turkey as emerging countries shows same trend comparing to the other highly industrialized countries with young population and continue birth rate increasing while the age over 65 lower than that.

### ***3.2 Urbanization in Turkey***

Comparing to the Turkish statistical data, Turkish total population of 72 % were living in urban areas, Turkish labor force from agrarian sector to non-agricultural sectors, prefer to move big cities with the large population while some emerging countries like Chinese migrant prefer or motivated by governments to middle size city or towns. Turkish governments seem to be not efficient migration policy to plan population settlement.

The urbanization process in the emerging countries (Turkey and China are no exception) seems constantly to be outrunning the ability of the urban system to provide adequate number of jobs for new arrivals seeking employment. However, the poor living and working conditions in rural areas certainly are a principle motivating factor for moving to urban centers. This inflow of population from the villages or town to the cities, often overburdens the

capacity of urban governments to provide employment, basic services and housing for the newcomers. While one of the most important problems in Turkey where the influx of migrant, has brought to urban centers is the development of squatter communities and destroy the urban green areas and urban forests. The squatting problem may be viewed as part of the larger problem of inadequate urban housing. However, in China there are no data available that new comers create squatting problems in the cities, except unemployment pressure on cities governments. Turkey has been faced with these difficulties since the 1950s, when rapid urbanization began. In other words, the rapid and uncontrolled population growth rate of urban areas put on migrant receiving cities under the serve social, economic and cultural pressures which have been shared both two countries.

In Turkey, most of the major cities that receive high proportion of migrants, have very big squatting areas, average more than  $\frac{1}{3}$  city dwellings taken part in the cities.

It is assume that the pace and patterns of urbanization is one of the most important independent variables for social and working degradation. It can be also use the term of high rate of urbanization in its largest sense as encompassing social and economic characteristics of the population such as the poverty, unbalanced income distribution, unemployment, inadequacy of public services, like health and education.

### **3.3 Education**

To provide for their population, Turkey and China as emerging economics and like other developed countries have a vast and varied school system. There are preschools, kindergartens, schools for the deaf and blind, key schools (similar to college preparatory schools), primary schools, secondary schools (comprising junior and senior middle schools, secondary vocational training schools), and various institutions of higher education (consisting of regular colleges and universities, professional colleges, and short-term vocational universities) and some have open universities. ([countrysides.us/china/35.htm](http://countrysides.us/china/35.htm)) All countries, creates their education system within their historical background and the social development process including newly globalization effects on human resources. For that reason, as it's shown in Table 3 that various countries and EMU have different ratio of enrolment gross in school system. While developed countries shows the similarity with the enrolment of age groups in

school system, China and Turkey as an emerging countries become apart from these countries with the lack of participation in education. Specially, the problems of enrolment arise in high education enrolment in relevant age group. The figure of high education enrolment in relevant groups in China was only 3 % in 1990-91 periods while the rate increased 13% in 2001-02. In Turkey the figure was 13 %, increased to 25 %. However, even if in highly industrialized countries high education enrolment were very high in 1990-91 as like EMU 35%, the figure were increased in 2001-02 to 54% and including newly member countries of Poland and Hungary. (Tatlıdil; 2005.s.234)

**Table 2:** Participation in Education

	Gross Enrolment Ratio (% of relevant age group)							Net Enrolment Ratio (% of relevant age group)			
	Preprimary	Primary		Secondary		Tertiary (Higher Education)		Primary		Secondary	
	2001/02	1990/91	2001/02	1990/91	2001/02	1990/91	2001/02	1990/91	2001/02	1990/91	2001/02
<b>China</b>	27	125	114	49	68	3	13	97	93	-	-
<b>Turkey</b>	7	99	94	47	76	13	25	89	88	41	-
<b>United States</b>	58	102	100	93	94	75	71	96	94	86	87
<b>Germany</b>	101	101	103	98	99	34	-	84	86	89	88
<b>UK</b>	82	104	101	85	158	30	59	97	100	79	95
<b>Poland</b>	49	98	100	81	101	22	55	97	98	76	91
<b>Hungary</b>	79	95	102	79	98	14	40	91	90	75	87
<b>European EMU</b>	98	105	104	97	106	35	54	93	99	87	90
<b>Japan</b>	84	100	101	97	102	30	48	100	100	97	100

**Source:** World Development Indicators, 2004: 76-78

In Turkey, enrolment of the school system in relevant age group is not as high as in other industrialized countries especially in preprimary school and secondary school enrolment with the higher school attainment. Even if in 1998, compulsory education had been expended from 5 years to 8 years enrolment with increasing figure of 47% of, to 76% relevant age group. Gross schooling rate in 2009 given by TÜİK, compulsory education had been increasing figure of 106.5%, secondary school enrollment 84.1% and higher education was 54.2% in 2008. Changing of economic structure accompanied by rapid urbanization where the requirement of school enrolment by population, keep the figures high and this trend promising enrolment of school system in every level

is going to be increased. However, technical and vocational training school system attendance in secondary level was 36.1% while the general secondary system named lycée, preparing students to university education was 48.0%. These figures remind us that 18 age groups have no knowledge and ability in any occupation which the figures in EU about 40% was in general secondary school system and 60% in vocational training schools. According to the Annual Report of World Competition Power in 2010 (IMD – Institute of International Management Development) that was given the level of manpower quality in competitive economies needs from the Turkish Educational System which respond only figure 3.75 with the rank of 41 among 58 countries (TISK; XXIV.p 141). At the same Institution's reports declare that Turkish Universities respond to competitive economies for labor markets with the figure of 4.83 in the rank of 34 within 58 countries. OECD's recommendation in the Report of Economic Policy Reforms: Going for Growth 2010, Turkey has to change educational programs for the demands of labor market or revise of educational understanding.

The real challenge for the transformation and upgrading of skills lies in the re-adaptation of those who are already in the labor force to the new requirements of the information society. However, many in the workforce have limited basic skills in numeric and literacy, skill even more necessary in information society, and a great number have no education and training in informally. People with outdated or inadequate vocational training find it difficult to re – enter the workforce. (European Commission, 1996 :17)

In long term, the underlying need is for countries to develop a new architecture of life – long education and training, involving all parts of education and training systems, including schools and designed and delivered in more appropriate ways, with particular regards to gender, but also by engaging more effectively older people and those with disabilities.

#### **4. Employment, Unemployment in Changing of Sectors**

According to the World statistical data the population aged 16-64 is often used to provide a rough estimate of the potential labor force. But in many developing countries, especially labor force employed mainly in agricultural sector, children under 16 works full or part time. In few decades, population movement from rural to urban areas also brought some of the manpower under age 16 to urban sectors, namely industry and services. And in some sense some

high-income countries many workers seem to be postponed their retirement to continue involving in labor force over age 65. Even if many countries child labor is officially presumed not to exist, and so is not included in surveys or in official data. According to ILO statistical data and some projects have been done show that children are engaged in agricultural or household activities with their families. In some developing countries children age 16, also become labor force in industry and services that need cheap and flexible labor.

Table 3 shows that over a period of 25 years of change reshape an economy and social order built on that economy. The last quarter of past century seems to be that the shift production from agriculture to manufacturing and services; the reduction of the agricultural labor force and the growth of urban centres; the expansion of trade; the increasing size of the central government in most developed countries. All the indicators shown here appear elsewhere in the most other countries. Employment in the agriculture, industry and service sectors increased, but the proportion of total employment in the agriculture was declined. The industry's employment was fairly stable, while the workforce in the service sector increased rapidly.

**Table 3:** Employment in Sectors Turkey, 1980-2009 (in percent)

	Turkey					Turkey 2009		
	1980	1990	1995	2000	2001	Male	Female	Total
<b>Agriculture</b>	53.4	46.88	42.30	36	37.5	18.2	41.7	29.9
<b>Industry</b>	14.65	15.60	16.77	17.65	17.53	29.1	15.3	22.2
<b>Services</b>	32.11	37.52	40.93	46.34	44.88	52.7	43.0	47.8
<b>Non-agricultural (Total)</b>	46.76	53.12	57.7	63.99	62.41	81.8	58.3	70.0

**Sources:** [http://www.tisk.org.tr/isveren\\_sayfa.asp?yazi\\_id=128&id=8](http://www.tisk.org.tr/isveren_sayfa.asp?yazi_id=128&id=8)  
and TurkStat, Turkey Statistical Yearbook, 2009, p.183.

The distribution of economic activity by gender reveals some interesting patterns. Agriculture accounts for the largest share of female employment in Turkey like other most developing countries. Service account for much of the increase in women's labor force participation is in high-income economies. In

both group countries also show that women are underrepresented in industry even if all countries women's employment in agricultural sector are decreasing while female labor only could get an opportunity to increase their participation in labor force in services. Seems to be some of the services jobs become women's occupations in many countries. Many services jobs such as nursing and social and clerical work are considered "feminine" because of a pursuit similarity with women's traditional roles. Women often do not receive the training needed to take advantage of changing employment opportunities. This sort of services jobs segregation's by sex is usually harmful for women who have a much narrower range of labor market choices and lower levels of pay than men.

According to recent studies in different countries; both the relative degrees of concentrations of women's and men's employment in terms of sectors activity and specific areas in which women and men tended to work have gradually changing in 1980's to 2010. The main change being considerable declines in the importance of agriculture for the employment of men in particular in developing countries. Comparing with developed high income countries in which women and men tended to work have not altered greatly over the same years.

Since male preference remains rather strong, especially in rural Turkey in which boys are more likely than girls to be supported by their families to continue schooling after the eight year period of compulsory education. Child labor among girls is, therefore, more widespread. It is common that young girls work to support the education of their brother, while the reverse is rarely, if ever, true. In addition, the female school dropout rate is higher than male. As a result, female child labor is in greater supply in mainly agricultural labor market.

Child labors comparing the data given by World Bank, one can easily see that eliminated children from working life while the other countries including Turkey still could not cope with child labor. But using of children in labor force seems to be reduced in promising programs. In this case, one of the most important programs is that, keeping children in school systems longer years in compulsory education and introduced new training programs within the vocational system.

Labor force status of non-instructional population indicators in 2009 shows that the total economy is 24.748.000 of these 21.277.000 people are currently employed while 3.471.000 Turkish labor force is the supply of labor available for the production of goods and services in workers are unemployed but seeking work, as well as first-time job-seekers. In total employed workers of 15.406 million were male, while only 5.871 million was female. Also, according to the indicators, in 2009, Turkish labor force were taking part in total employment of 47.8% in services, 29.9% in agriculture, 22.2% in industry sectors. The result shows that in Turkish history main proportion of labor employed in service sector in 2009. About 5.254 000 workers were employed in agriculture sector of these nearly half of them about 2.416000 worker status in the employment were unpaid family workers.80% of these woman worker with the number 1 858 000. Large number of woman who work on farms or in their family enterprises without payment, woman works always thought to be mixed their house work or part to of the family living.

The number of people in employment totaled 21.45 million in the November 2009 to January 2010 period, while the number of unemployed was 3.36 million. In the corresponding period a year earlier, the number of employed totaled 20.46 million, while the number of unemployed was 3.33 million.

Only about  $\frac{1}{4}$  of the total labor force consist of female workers in Turkey. They mainly employed in agrarians sector within the status of unpaid family workers. In 1950s 45% of female workers taken parts in labor force have been sharply dropped to 26% in the end of 2009. Because of rural urban migration causes unemployment in urban sectors for especially female labor force due to lack of education and training which needed in urban sectors. Not only woman suffered from unemployed but also aged 15-24 young labor force deeply impressed from the new condition of urban employment structure. Accordingly to temporarily result of household's surveys, approximately  $\frac{1}{4}$  of educated young labors suffered unemployment situation. Last two years, economics crisis seem to be effected mainly females and newly job seekers young workers. Turkey has to adopt labor force and education and vocational training system to new global economic development for struggling with unemployment problems.

While population growth slowed in the 1990s to average just under 1 percent per annum, the labor force grew somewhat faster (about 1.6 % per annum), owing to a rise in the working-age population. The labor force

participation rate was 43.2 % in 1980, rose to average to 47.9 % in 2009 (2004 World Development Indicator, 2004:42-44 and TİSK July 2010).

The speeding up of urbanization has made the number of urban employees and their proportion increase constantly, while the basic situation of rural employment has remained stable.

According to the Turkish Statistical Institutes data which were given General Census of Population and Household Surveys shows that the immigration to cities has let to unemployment increased. In Turkey while unemployment was about 10.3 % of working population before 2007, the figure sharply increased 14.0 % in 2010 after 2008 economic crises. Probably urban employment structure still easily absorbed surplus labor force that are not employed in agricultural sector, have migrated to urban sectors. While the figure of women employments were decreasing in Turkey because of lack of employment creation in urban sectors for women.

##### **5. Social Policy and Employment within Concern of the Acquis on Labour Law**

According to Key findings of the 2010 progress report on Turkey, there has been some progress on employment policy. Turkey is preparing its national employment strategy. Job creation incentives announced in the midst of the financial crisis were prolonged. There is a decreasing trend in unemployment compared to 2009. The Turkish Employment Agency (ISKUR) kept up its efforts to register unemployed and deliver services. One of the important points laid out that 43.8% of workers in total were off the records who were working without social security procedures and out of labor law. Of these 85.8% working in agricultural sector while 30.1% in non-agricultural sector. For the reason labor structure that even if the active labour market measures have been significantly extended, the coverage rate of unemployment benefit is too low. Only 6% of the unemployed received benefits from the fund in March 2010. Probably for that reason EU Progressive Report for Turkey 2010 strongly mentioned that 'poverty among the working population remains a concern, especially among seasonal workers, those in subsistence agriculture and undeclared workers. An action plan has been adopted by the Economic Coordination Committee, aiming to establish links between social services and public employment services'

At the same report declare that ‘There has been little progress in the field of social protection. A circular was issued by the Prime Minister’s Office addressing the conditions of seasonal migrant agricultural workers with regard, among other things, to housing, access to education, health and social security. A free helpline number (144) regarding social assistance services has been launched. The percentage of people covered by the social security system remained at 80%. The draft law on social assistance and payments without premiums is still pending’.

The Turkish Employment Agency (ISKUR) and the 2010 progress report on Turkey gave figure that 44.8% of the people in employment are not registered with the social security system and hence are deprived of the protection of labour law and pension rights in Turkey. The work to combat against undeclared work intensified, especially through increased coordination and cooperation between the SSI and the other public and private institutions. 336,838 undeclared workers were identified with this means. However the inspection capacity remains insufficient compared to the wide scope of the informal economy. There has been no progress regarding finalization of the joint assessment paper (JAP) on employment priority policies. (the 2010 progress rep: EN.71)

Most of researches carried out at academic and official level that shows most migrant workers from agrarian sector tending to settle in urban areas and seeking jobs in urban labor market. Most of them have no knowledge and ability which were demand urban labor market, so that they can have only find a room for themselves off the record jobs. Most of them have no chance to enjoy with vocational training courses under the rule of labor law and to receive permanent jobs and wages. High number of unskilled labor in non-agricultural sector came from migrant background who have lack of opportunity find jobs and keeping of recruited works, mostly employed insecure, dirty and dangerous jobs in the informal sectors with facing of the problems health and safety at work. Because lack of vocational education in or out work.

Even if decreasing of job creation in labor intensive enterprises in non-agricultural sectors, the main problem of unemployment is not a shortage of manual labor work, of which there is some, but the problem rose with the surplus of unskilled labor. The real challenge for the transformation and upgrading of skills lies in the re-adaptation of those who are already in the labor force to the new requirements of the information society. However, many in the workforce have limited basic skills in numeric and literacy, skill even more

necessary in information society, and a great number have no education and training in informally. People with outdated or inadequate vocational training find it difficult to re – enter the workforce.

### **5.1 Health and Safety at Work**

The labour inspection board remain to be strengthened in particular as regards staffing and cooperation with the social partners. However according to the E.U. Progressive Report 2010 of Turkey mentioned that little progress has been made in the area of health and safety at work. Administrative capacity as well as the awareness level have increased, with the contribution of EU-funded actions. According to official statistics covering only registered workers, 72,963 occupational accidents occurred in 2008, slightly less than in 2007. The numbers would be much higher if the informal sector were included. There has been no progress regarding transposition of the Framework Directive on health and safety at work.

At the same report mentioned that even if the number of labour inspectors dealing with labour relations increased to 321, The total number of labour inspectors reached 635, i.e; This figure shows that 7%. more labour inspectors employed than last year. However, in the same period, the number of people in employment increased by 1.5 million. At same report declared that big fatal accidents occurred in Bursa, Mustafakemalpaşa (19 deaths in December 2009), Balıkesir, Odaköy (17 deaths in February 2010), Zonguldak, Karadon (30 deaths in May 2010), Edirne and Keşan (3 deaths in July 2010).

Just before I started this article two fatal accidents occurred in Ankara capital of Turkey. I would like to discuss the case of accidents from the points of newspaper and TV channels, how injuries and security of employment are treated.. One of the biggest newspaper named ‘HURRIYET’ gave the headline in the first page in 4th February 2011. The headline was that off the Record Firms Blasted’ which was about two blast in 9 hours occurred in the industrial production units of two firms at Ankara Organized Industrial and Commercial Area (OSTIM).

The blast of the different two industrial production units caused 14 workers dead and 34 workers injured. According to the newspaper the reasons of these accidents can be declared in two main points. One as the Minister of Labor and Social Security statement is that: Two factories lack of sufficient production certificate. The second one: the workers have lack of ability and knowledge in

their working flour. Most of them have no vocational training and none certificate of courses which were given in work or outwork, was found in official records. At the same newspaper mentioned that some migrant workers who were employed in off the record situation, and they had been sleeping and working at the same factory. In rescue activities found out that a room was furnished with sleeping beds. The Minister of Industry and Commerce declared that there are two main points: once in the blasted factories have not completed official procedures of production permit and in this case found that these two units have not inspected by Ministry of Labor and Social Security officials and local Municipality authorities.

The second case was given in the same newspaper named Hurriyet dated 11th February 2011. 50 million m<sup>3</sup> soil slide over the coal mining area in the eastern part of Turkey named Afşin Coal Mining Area in Kahramanmaraş. 9 employers 2 of them were mining engineer lost their lives in this accident. Official declaration of this mining accident was that the mining production has not been followed by the mining exevation procedures.

After these too big fatal accidents occurred in Turkey which has been discussed on TV Channels with the same time all the newspapers of Turkey more than a week. All articles and discussions on TV programs pointed out that Turkey has suffering from health and safety at work because of lack of inspection on manufacturing companies and employment of unskilled workers with low wages or off the record procedure. Most of employed workers were not given any special courses to get ability for the recruited position and with the companied of health and safety at work.

After all these discussions on TV and the newspapers with the companies of scientists from universities and official levels and the unions and Ministry of Industry and Commerce declared that new the number of labour inspectors dealing with labour relations will be increased in double. However some easily can be seen this attempt not be enough for eliminating of work safety and health problems. Because of Turkish labour force employment rules adjusted to ILO and European health and safety at work procedures within the companied of culturally exchange understanding of living and working conditions.

## **6. Conclusion**

In one word, globalization might be understood that, not only one style of understanding of living, cultural values and one style consumer behavior. Therefore all the human beings have to share world-wide acceptable values for

peace and to protect themselves from global threats such as unfair competition, unstable growth, unemployment, nonrenewable resources, global pollution, using knowledge and information technology and feel secure health safety at work. etc... for that reason in the globalization process sustainable development became most important values not only for developed economies but also for emerging economies.

There has been some progress on employment policy In Turkey. Even if Turkey is preparing its national employment strategy within the concern of Job creation incentives announced in the midst of the financial crisis were prolonged. and there is a decreasing trend in unemployment compared to 2009. However. There has been no sufficient progress found that the regarding transposition of the *acquis* on labour law. The Labour Law does not apply to certain sectors of the economy especially within the concern of the problems of health and safety at work.

Turkey has no comprehensive policy framework to address poverty. The percentage of the population at risk of poverty remains high, and children continue to face a disproportionate risk of poverty. Because of huge number of labor movement from agrarian sector to urban sectors have been cost unemployment.

The real challenge for the transformation and upgrading of skills lies in the re-adaptation of those who are already in the labor force of agricultural sector, were seeking employment in non-agricultural sectors in urban areas. They all need to have the new requirements of the urban society. However, many in the workforce have limited basic skills in numeric and literacy, skill even more necessary in urban society, and a great number have no education and training in formally and/or informally. People with the non-experience or inadequate vocational training find it difficult to re – enter the workforce of urban sectors.

The European Declaration Of Urban Rights in Chapter Economic development in cities ‘the opportunity for employment is the right of every person of working age in the community, in order that they can participate through their own endeavors in the fruits of what the urban area has to offer’. In these sense Turkish Government departments related institutions and the local municipalities have vocational training programs to introduce unemployed, unskilled and off dated ability or skilled workers to let them gain ability have chance to recruit employment.

Also in this process special measurements can be taken for occupational health and safety in global legislation. OHS institute should be established and OHS training should be emphasized in order to diminish the negative effects of globalization. In all labor markets enjoy to participative OHS management model should be adopted.

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