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**Annual Review of
Labour Relations and Social Dialogue in South East Europe:**

Turkey

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1. Summary

Turkey is an EU candidate that had faster growth rates within the last decade than the EU members as well as a younger workforce. Labor relations in Turkey can be at best defined as chaotic given the high share of informal employment. The union density decreased much faster than other European and OECD countries and Turkey has the lowest values within those two entities. Union membership stagnated in recent years and pro-government union confederations managed to expand their membership at the expense of the others. The government has problematic relations with the unions

¹ I would like to thank Onur Bakır for his insightful comments during the preparation of this report.

as well as the business associations. The two largest independent business associations are in an open fight with the government. The current signs illustrate that further challenges are ahead of the government. Labor force participation by women is low (ca. 29%). Thus, the next decade will potentially witness a dramatic increase in the representation of women in the workforce.

The current government privatized more assets during its successive terms than all the previous governments combined. Turkey receives a meager amount of foreign direct investment with respect to its economy's size. The current account deficit accounts for a large portion of the government budget and has a chronic character. Inflation is higher than the EU average. Poverty rate and Gini-coefficient take higher values than all of the European countries and the pace of convergence to the EU average is slow. A major problem in this regard is the dysfunctional education and vocational training system.

Rural-to-urban migration slowed down in the first half of the 2000s. This will eventually put extra burden on social services. Nevertheless, most of the current social service programs ignore the demographic changes such as the growth of the share of the old people in population.

Overall, the labor movement is weak and devoid of significant capacity to impose its demands on the national political agenda, yet the current political tensions between business groups and the governments give rise to a large space for maneuver for unions and pro-labor groups. If this potential is properly exploited with further institutional assistance by the European Union, labor unions may enjoy new opportunities to expand their membership and to pursue a more aggressive strategy in coming years.

2. Socio-economic developments

1. Growth (GDP)

The GDP of Turkey is \$820.2 billion as of 2013 with an annual growth rate of 4.04% for 2012-2013.² The average growth rate is 4.95% for the last decade. Turkey's growth rate within the last decade surpassed the world's; 2.63%. The respective rates since 1961 are for Turkey 4.53% and for the world 3.47%.³ On one hand, Turkey's GDP has grown much faster than the world's within the last decade thanks to the fact that the world economy slowed down in the same period. On the other hand, the change in Turkey's GDP within the last decade is only slightly different from the related trends within the half century.

Turkey's GDP per capita for 2012 is \$10,660; slightly higher than the world average (\$10,514) and 31.1% of the EU average (\$34,243).⁴ The average of the annual growth rate of GDP per capita for 2002-2012 is 12.4%. Respective figures are 5.9% for the world and 4.2% for the EU. Figures for the last half century (1961-2012) are for Turkey 8.5%, for the world 6.4%, and for the EU 7.5%.

2. Foreign Direct Investment (FDI)

Turkey received a value of \$10.2 billion in the form of FDI in 2013. Industrial activities received 47% of the total FDI. FDI for manufacturing industries accounted for 21.5% of the total FDI, while the share of the energy, gas, steam and air-conditioning sectors within the total amount

² <http://data.worldbank.org/indicator/NY.GDP.MKTP.CD>

³ <http://data.worldbank.org/indicator/NY.GDP.MKTP.KD.ZG>

⁴ <http://data.worldbank.org/indicator/NY.GDP.PCAP.CD>

was 22.8%. Agriculture enjoyed a negligible share in total FDI in 2013 (0.48%), while the rest of the FDI (52.5%) was made in services. The first five largest investor countries in Turkey are Germany (\$1.9 billion), the Netherlands (\$998 million), Russia (\$871 million), Azerbaijan (\$796 million), and Austria (\$659 million); altogether making up 51% of all FDI for 2013.

With the last decade, the annual change in the FDI volume had significant volatility: the mean for the values between 2002 and 2013 is \$9.4 billion, while the standard deviation is \$6.5 billion. The peak for the FDI volume took place between 2006 and 2008 with an average of \$17.1 billion.

The largest investor partner of Turkey is unsurprisingly Europe with a share of 63% in the total FDI volume. However, Europe's share was 82% in 2002. Europe's share has been decreasing faster in comparison to other investor regions. Middle East countries in general and Gulf Arabi-an countries in particular, which respectively account for 14% and 12% of the total FDI flows to Turkey in 2013, increased their share fastest in total FDI flows within the last decade.⁵

3. *Balance of payment and trade balance*

The current account balance was unexceptionally in the red during the 2000s: the deficit gradually grew from \$22 billion in 2005 to \$65 billion in 2013.⁶ Corresponding to the growing current account deficit, the trade deficit rose from \$22 billion in 2003 to \$99.8 billion in 2013. The average for the annual growth rate for the current account deficit (22%) is larger than the respective figure for the total trade volume (14%). This comparison illustrates that factors other than the mere growth in trade volume played a role in the growth in the current account deficit during the 2000s. In particular, the gradual replacement of labor-intensive sectors by energy-intensive sector possibly appears as one of these factors.

4. *Public budget situation*

The total size of public expenditures was \$274.3 billion in 2013, while the budget deficit was \$10.2 billion the same year. The public budget has been expanding rapidly in recent years: the available data for 2011, 2012, and 2013 illustrate an annual growth of roughly 15% in both expenditures and revenues.⁷ In fact, the size of the public budget has been growing much faster than the GDP growth in recent years.⁸ No significant changes took place between 2010 and 2012 in the budget allocation among central government, social security funds, and local government: as of 2012, central government accounted for 62.4% of the total budget, while the social security funds made 27.4% and local governments spent 10.1% of the total budget.⁹

5. *Privatization*

In 2013, the Turkish government achieved the highest figure in terms of the volume of privatization within the last two decades and earned approximately \$12.5 billion from the sale of the pri-

⁵<http://www.tcmb.gov.tr/wps/wcm/connect/TCMB+EN/TCMB+EN/Main+Menu/STATISTICS/Balance+of+Payments+and+Related+Statistics/Balance+of+Payments+Statisticss/Data>

⁶ <http://elibrary-data.imf.org/public/FrameReport.aspx?v=3&c=24319293&pars=Country,914>

⁷https://portal.muhasabat.gov.tr/mgmportal/faces/khbDetail?birimDizini=General+Government&_afLoop=2801621866424295&_afWindowMode=0&_adf.ctrl-state=163ptmy9ie_4

⁸ Exchange rate as of 13/11/2014: 1USD = 2.24 Turkish Liras. Source: <http://www.tcmb.gov.tr/wps/wcm/connect/tcmb+tr/tcmb+tr/main+menu/istatistikler/doviz+kurlari/gosterge+niteligindeki+merkez+bankasi+kurlarii>

⁹ <http://elibrary-data.imf.org/DataReport.aspx?c=24944917&d=33061&e=170809>

vated enterprises, rights, and assets. The respective total value for 1985-2014 is \$60.4 billion. Sales in 2013 took place in 546 different transactions. In addition to the bid for the national lottery, the other nine of the ten largest privatizations are the sale of power plants and the right of regional power distribution networks.¹⁰

6. *Inflation*

The rate of inflation had been on average 63.4% between 1980 and 2001. This period signifies the deployment of the first-wave neoliberal policies and the period since 2001 points to the second-wave of neoliberalism that entailed large-scale privatizations and policies assigning the Central Bank a greater autonomy. The second-wave policies decreased the inflation from 54.4% in 2001 to 10.6% in 2004. The inflation rates soared between 6 and 10 percent between 2004 and 2013 with the average of 8.7% for this period. The global inflation rate was 4.4% between 2004 and 2013. In fact, inflation rate in Turkey is still higher than the global value.¹¹

7. *Wages/Minimum Wages*

The minimum wage in 2013 was \$4.3 per hour. In comparison to the figure for 2000, this amounts to an increase by 48%.¹² Statistics on wages are relatively outdated: The most recent data by the Turkish Statistical Institute (TurkStat) is available for 2010. OECD data illustrates an average annual growth rate of 12% between 2011 and 2013.¹³

According to the OECD data, the ratios of the minimum wage to the mean wage and the median wage in Turkey are respectively 38.3% and 69.4%. Since 2000, the first ratio annually changed at the pace of 3.2% on average, while the latter had 2.8% as its average annual rate of change.¹⁴ This rate of convergence is faster than the OECD average, while Turkey ranks the 14th in the ranking for the minimum-to-average wage scale and the 15th in the ranking for the minimum-to-median wage scale among the 28 OECD members.

8. *Employment/Unemployment*

Turkey suffers from a long-term problem of having low labor force participation rates. According to the World Bank data, figures for Turkey, the EU, and the world for 2012 are respectively 49, 58, and 63%. Per Turkey, the average for the annual rate of change per this parameter takes a negative value for 1990-2012 (-0.6%) and the average value for 2002-2012 is the same as the value for the EU average (2.38%).¹⁵ The reason for both the low participation rate and its sluggish increase within the last decade is the same: the low participation rate by women, which actually has a negative value for the average annual rate of change between 1990 and 2012. The current value is 29.4% thanks to some increase since the 2008 financial crisis.¹⁶ The low and stagnant female participation is generally attributed to the rural-to-urban migration that accelerated in the 1980s: rural-to-urban migrant women quit working in agricultural sectors and do not begin to work at service and industrial sectors in the city.

¹⁰ <http://www.oib.gov.tr/yayinlar/yayinlar.htm>

¹¹ data.worldbank.org/indicator/GC.DOD.TOTL.GD.ZS

¹² http://stats.oecd.org/Index.aspx?DataSetCode=AV_AN_WAGE

¹³ http://stats.oecd.org/Index.aspx?DataSetCode=EAR_MEI

¹⁴ <http://stats.oecd.org/Index.aspx?DataSetCode=STLABOUR>

¹⁵ <http://data.worldbank.org/indicator/SL.TLF.CACT.ZS>

¹⁶ <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

Within this particular context, the employment rate was 53.8% in 2013 in comparison to the EU28's 68.4%, while the unemployment rate for the same year was 9% with respect to the EU28's 10.8%. In 2006, the employment rate was 48.2%, yet the average for the annual rate of change for 2006-2013 is only 1.5%. For the same period, the unemployment rate soared between 9 and 11%. Until 2011, Turkey had higher unemployment rates than the EU28.¹⁷

9. *Poverty Rate*

Turkey's at-risk-of-poverty rate measured as the 60% of the median income in the country was 22.3% in 2013. There has been a steady yet slow decrease since 2006; the year when the data comparable to the EU countries' began to be collected. The value for the EU27 was 16.6% the same year.¹⁸ Turkey has the highest at-risk-of-poverty rate within Europe. According to the World Bank data, the rates of poverty for the \$1.25, \$2.15, and \$4.3 thresholds are for 2010 respectively as follows: 1.34%, 1.36%, and 21.5%. The \$4.3 threshold is particularly illustrative of the poverty-related dynamics for countries that have a similar GDP per capita as Turkey: the average rate of poverty for the countries within the World Bank's "Europe and East Asia" category that includes Eastern European and Central Asian countries with the average GDP per capita of \$6,329 in 2011 was 12% in 2010; roughly 45% lower than the value for Turkey.¹⁹

10. *Gini-coefficient*

The Gini-coefficient continuously dropped from 0.428 in 2006 to 0.4 in 2013 with the exception of the year of 2009. However, Turkey still has the highest rate in Europe and the convergence takes place at a sluggish pace: the rate for the EU27 for 2013 was 0.305. *Ceteris paribus*, the convergence takes place at least in a quarter of a century.

3. State Policies – Major political changes, major reforms

The most important development in 2014 with respect to the organized labor was the following change in the labor union legislation: unions in Turkey have to represent at least 10 percent of the total number of employees in their respective branch of activity in order to gain the right to negotiate collective agreements.²⁰ The sector threshold was reduced to 1 percent in 2014. Even though this is a progressive step, the number of the officially recognized branches of activity was reduced from 28 to 20. Accordingly, the number of members required to obtain the right for collective bargaining is still large enough that only already well-established unions reach the existing threshold.

Fiscal policies and social impacts

The pay raise for public employees is lower than the expected rate of inflation in 2014. Indirect taxation has a larger share in the government's budget than the income tax, which is 35 percent for the highest income bracket; lower than in most of the EU countries.

¹⁷ <http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsdec420&plugin=1>

<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsdec450&plugin=1>

¹⁸ http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=1387

<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tessi010&plugin=1>

¹⁹ <http://databank.worldbank.org/data/views/variableselection/selectvariables.aspx?source=poverty-and-inequality-database#>; <http://povertydata.worldbank.org/poverty/region/ECA>

²⁰ There are additional requirements as well such representation of 50 plus 1 percent workers at a workplace and authorization by the Ministry of Labor and Social Security.

EU norms and standards; news about their implementation and impact

The latest chapter opened for negotiations is the Regional Policy and Coordination of Structural Instrument in 2013.²¹ The accession process is by and large in hiatus. The 2014 Progress Report severely criticizes Turkey's current the current labor law and asks Turkey to integrate its legislation on unionization with the EU acquis.

Developments with regard social legislation

The share of social assistance for the poor increased from roughly 0.5% of the GDP in 2002 to 1.38% in 2010 within the last decade.²² However, social assistance is based on income-test: in 2012, 11.3 million people took the income-test in order to gain eligibility for social assistance. Only a miniscule portion of this population was granted some form of meager and irregular income transfer (and mostly in kind).

Developments with regard labour legislation

Please see the section on major political changes concerning the new threshold for the right to negotiate collective agreements. Additionally, the changes in 2014 allow the workers to join a union via the official online system.

In 2014, severe accidents took place at different coal mines as well as construction projects that led to high numbers of fatalities: for instance, the accident in Soma coal mines located in Western Turkey caused the death of more than 300 workers. These disasters and the ensuing reactions urged the government to take legislative action concerning the work conditions of the mine workers. The amendments are generally perceived unsatisfactory and fail to eliminate the barriers before unionization.

Labour market policies

Ongoing attempts aim to link the social assistance programs with the active labor market programs (ALMPs). The Turkish Labor Agency expands the scope and number of the ALMPs and approximately 830 million Euros were spent for these programs in 2012. However, the results are not particularly convincing: most of the individual programs fail to meet the objectives set in the related strategic documents. Furthermore, the unemployment rate soars around 10 percent as of August, 2014.²³

(Re-) action of trade unions vis-à-vis aforementioned aspects; success stories

Activities by the left-oriented union confederations DİSK (private sector) and KESK (public sector) have some impact on national political agenda. For instance, DİSK have been organizing mass rallies in collaboration with KESK to Taksim Square in Istanbul on International Workers' Day since 2007. The May Day in 2013 was an important precursor for the ensuing Gezi protests. However, political activism by these confederations is apparently not translated into the size of the membership. Rather, these two confederations have been losing members both

²¹ http://ec.europa.eu/enlargement/countries/detailed-country-information/turkey/index_en.htm

²² http://sgb.aile.gov.tr/upload/Node/20076/files/stratejik_plan_2013_2017.pdf

²³ <http://spaum.politics.ankara.edu.tr/files/2014/04/Social-Inclusion-Background-Report-Balaban-2.5.2014.pdf>
<http://www.tuik.gov.tr/HbGetirHTML.do?id=16013>

nominally and with respect to the competing confederations in recent years. In general, the union density decreased within the last decade.

4. Industrial Relations – Important collective negotiations on the different levels (including agreements, mediations, strikes)

The Ministry of Labor and Social Security has not published any information about the important collective negotiations since 2009. Thus, updated and representative data concerning the ongoing important collective negotiations in Turkey could not be reached.²⁴ The following tables illustrate the total number of agreements, mediations, and strikes for 2012 and 2013.

Collective agreements signed by sector, 2013	Public	Private
Number of Agreements	1,793	852
Number of Workplaces	12,079	5,229
Number of Workers	226,591	434,778
Workplace size (Number of employees), 2013		
1-10	894	208
11-25	446	100
26-50	167	61
51-100	97	89
101-250	100	159
251-500	47	109
501-750	10	42
751-999	6	24
1000+	26	60
Total	1,793	852
http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=istatistik http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/CalismaHayati-2013 ; p.88-89.		

Collective agreements concluded by the Supreme Arbitration Board, 2012	Prohibition of strike and lockout (2822/32)	Rejection of strike in strike ballot (2822/36)	Private arbitrator (2822/58)	Suspension of strike and lockout (2822/34)
Number of collective agreements	41	4	22	0
Number of workplaces	205	34	69	0
Number of workers	18,342	365	1,428	0
Collective agreements concluded by the Supreme Arbitration Board, 2012		Public	Private	
Prohibition of strike and lockout (2822/32);	Number of collective	73	34	

²⁴http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/calisma_hayati_2009

Rejection of strike in strike ballot (2822/36); Suspension of strike and lockout (2822/34)	agreements			
	Number of workplaces	875	225	
	Number of workers	25,928	12,565	
Private arbitrator	Number of collective agreements	82	9	
	Number of workplaces	332	10	
	Number of workers	2,141	599	

<http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=istatistik>
<http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/CalismaHayati-2013>; p. 96-97

Activities by the official mediation committees, 2013	Number of mediations	Number of disputes comprised	Number of workplaces	Number of workers
Concluded with a settlement	139	139	5,858	77,941
Disareement	490	737	5,437	431,338
Strikes, 2013	Number	Number of workplaces	Number of workers involved	Working days lost
Public	2	59	186	9,300
Private	19	198	16,632	307,894
Lockouts, 2013	Number	Number of workplaces	Number of workers involved	Working days lost
Public	0	0	0	0
Private	0	0	0	0

<http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=istatistik>
<http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/CalismaHayati-2013>; p. 95-99

Development of internal situation of trade union movement (growth/decline of membership, mergers/splits, new organizations; common actions and initiatives; important congresses; also development of “yellow” unionism)

Demet Şahende Dinler’s report for Friedrich Ebert Stiftung in 2012 summarizes the recent developments concerning the internal situation of the trade union movement in Turkey.²⁵ Two persistent problems for the trade union movement are restrictive trade-union legislation and employers’ aggressive tactics to discourage unionization.

As illustrated by the OECD data below, the already low union density dropped further by half within the last decade. Nevertheless, unions still enjoy significant potential for organizing: Dinler points to two macro strategies deployed by the unions: organizing in multinational companies with the help of global pressure and organizing in subcontractor firms in Turkey. The hierarchical structure of the unions appears as a major obstacle to organizing. The following trends are noteworthy concerning unionization in private sector within the last decade:

²⁵ <http://library.fes.de/pdf-files/id-moe/09536-20121221.pdf>

First, the three largest union confederations represent more than 95 percent of all unionized workers in Turkey. Second, the size of the membership dropped significantly within the last two years. This is partially because of the general stagnation in unionization. The union density dropped significantly, since the number of unionized workers either declined or at best remained stagnant within the last decade, while the size of the workforce in private sector increased at least by 46 percent in the same time period.²⁶ The second reason for the drastic drop is an “open secret” that unions resorted to misrepresent their membership data in order to keep their right to negotiate collective bargaining intact. After the threshold was gradually reduced first from 10 percent to 3 percent and then to 1 percent, the data began to reflect the membership figures in a more realistic manner. Third, the growth of the membership of Hak-İş at the expense of the two other confederations gives some idea about the extent of “yellow unionism”. Hak-İş is the pro-government confederation that has political Islamist tendencies. Even though Türk-İş (the confederation established the year when Turkey entered NATO) is still the largest one, Hak-İş moves forward as the predominant pro-government confederation in Turkey. In this regard, the left-oriented DİSK is the one that lost its share among the three the fastest. Last, the records of the Ministry of Labor and Social Security indicate a significant growth in the number of unions as of 2014. The respective numbers throughout the 2000s soared in between 91 and 96, while the figure for 2014 is 115. This hike is probably due to the abovementioned new legislation that reduced the nationwide threshold to 1 percent.

Membership Size for Three Largest Confederation, 2003-2014	2003	2004	2005	2006	2007	2008	2009	2013	2014
Türk-İş	1,904,702	1,962,436	2,004,859	2,054,991	2,084,060	2,146,046	2,190,312	704,389	746,389
DİSK	344,730	356,391	364,902	370,683	378,625	385,508	389,758	99,709	107,858
Hak-İş	345,667	359,539	380,065	399,123	413,041	435,548	469,895	166,527	191,599
Others	122,227	128,561	152,684	162,634	168,006	170,717	155,697	31,046	50,694
Total Union Members	2,717,326	2,806,927	2,902,510	2,987,431	3,043,732	3,137,819	3,205,662	1,001,671	1,096,540
Three Confederations/Total Unionization	0.955	0.954	0.947	0.946	0.945	0.946	0.951	0.969	0.954
Share of the Individual Confederation in Total Union Member Population (%)	2003	2004	2005	2006	2007	2008	2009	2013	2014
Türk-İş	70.1	69.9	69.1	68.8	68.5	68.4	68.3	70.3	68.1
DİSK	12.7	12.7	12.6	12.4	12.4	12.3	12.2	10	9.8
Hak-İş	12.7	12.8	13.1	13.4	13.6	13.9	14.7	16.6	17.5
Others	4.5	4.6	5.3	5.4	5.5	5.4	4.9	3.1	4.6
	2003	2004	2005	2006	2007	2008	2009	2013	2014
Number of Unions	91	93	95	96	94	93	93	92	115

<http://www.csgb.gov.tr/csgbPortal/csgb.portal?page=uye>

²⁶

http://www.sgk.gov.tr/wps/portal/tr/kurumsal/istatistikler/sgk_istatistik_yilliklari!/ut/p/b1/jZHLcqJAGIWfxQcgNM3VJXhQQBpoEDYUjorCF-IKC9NOPyWQ1VclM7_6q76vTdQ6d0Xs6uxZTVRb36nYt2o87E3KTMc21wshACgEANG05GISIMTXuBaQvAHzzZPDp28D645vOhge2lxvGlg9ZIIEv_5sAmwP_I_9DwD_8hN4Hv5a1NtqloWuXmDUuG48liLreMnupsTgCYIizWmGPIQVqSqGzgl7ii4uixX7XtRg5KrkI5EIRrmMN5VrE9h7ZVcu_YHFSOQK-RWTWF9jBt1bhEFF0ZOTqPhb3xdggMD5SN0iogMu4AHhXbcgJwc3Im_BzySoZeMRKTKuJ2VxH79N_urUqQqwLY4JuAggJlfgE_VfoJ_LBZ-gLE71vj6YjeAy4P6W3SUOCmiAS6vMSaiHL6Mw2FPfli3TgrhXPbSQC3vHsini-NzMJNUxcL_KPcYAVWYsOGgrpDZ1Vh-5t_tW9gTf2YzeGEyAlAQ9FgafjOhXE10SzLgf55ZRtuWHqB0VV66poquxZLm43NSyrLMd1XWwrVBif-Ex68366CdVZ3umOisFdKztiCLObil2s889gKqP0kbSILU17I9bd7HVY6yyJX_VDtajtWe5q6-e_xitUGupoVeMWS4Pfn7M8fuu2WNBLSBCGZqn70G9_uy2yGPs9rZczY72J3jMcv6kNJP8fkR9XdcJktS1lhmHMvVivasW3ei-w5jPPX62Tt7nLxa_QYf6GNp/dl4/d5/L2dBISEvZ0FBIS9nQSEh/

In the public sector, the unionization nearly doubled within the last decade and surpassed the growth of the number of public employees, which grew roughly by 24 percent between 2004 and 2012 (from 2.15 million to 2.66 million).²⁷ The three largest confederations are KESK, Kamu-Sen, and Memur-Sen. Kamu-Sen is backed by the ultra-nationalist Nationalist Movement Party (MHP). KESK is left-oriented. The extraordinary growth of unionization within the last decade has been mostly due to the pro-government Memur-Sen's high success in enrollment. Established in 1995, this confederation expanded its membership by tenfold at the expense of the other two public employees' union confederations.

The close relationship between Memur-Sen and the government is reflected on the highly criticized collective agreements for public employees in recent years: the contractual increase for 2015 has recently been determined as 6.74 percent; lower than the expected rate of inflation (9.22 percent).²⁸ A structural problem is that public employees are not granted the right to strike. Accordingly, negotiations rather represent a medium of dysfunctional dialogue, than actual bargaining.

Membership of the Largest Public Employee Union Confederations, 2004-2014

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Year Established
Confederation of Public Workers' Unions (KESK)	297,114	264,060	234,336	231,987	223,460	224,413	219,195	232,083	240,304	237,180	239,700	1995
Confederation of Turkish Public Employees' Unions (Kamu-Sen)	343,921	316,038	327,329	350,727	357,841	375,990	369,600	394,497	418,991	444,935	447,641	1992
Confederation of Government Officials' Unions (Memur-Sen)	137,937	159,154	203,851	249,725	314,701	376,355	392,171	515,378	650,328	707,652	762,650	1995
Independent Unions and other Confederations (*)	8,910	8,365	13,883	23,024	34,395	40,314	42,396	53,144	66,038	78,254	139,973	
Total	787,882	747,617	779,399	855,463	930,397	1,017,072	1,023,362	1,195,102	1,375,661	1,468,021	1,589,964	

(*) Independent Unions, Bask, Hürriyetçi Kamu-Sen, Birleşik Kamu-İş, Hak-Sen, Anadolu Kamu-Sen, Desk, Tüm Memur-Sen, Cihan-Sen
<http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=sendikauye>

²⁷

http://www.sgb.gov.tr/wps/portal/tr/kurumsal/istatistikler/sgk_istatistik_yilliklari/ut/p/b1/jZHLcQJAGIWfxQcgNM3VJXdQQBpoEDYUjorcF-

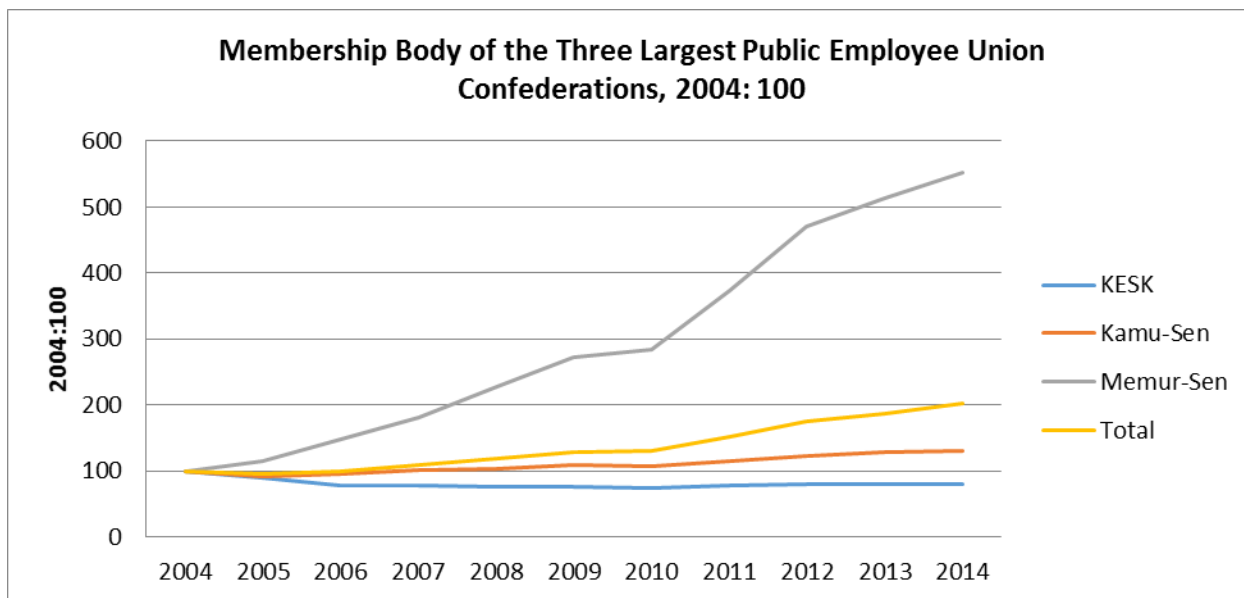
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vasW3ei-w5jPPX62Tt7nLxa_QYf6GNp/dl4/d5/L2dBISEvZ0FBIS9nQSEh/

²⁸ <http://www.takvim.com.tr/ekonomi/2014/11/05/memura-yuzde-674-zam>

<http://www.tcmb.gov.tr/wps/wcm/connect/d1ee7b1d-41fc-40e6-9071-61685e7babba/BA-Rapor-Int.pdf?MOD=AJPERES&CACHEID=d1ee7b1d-41fc-40e6-9071-61685e7babba>



Development in and of Employers' Organizations

Please first see the related section of the Appendix (Employers' organizations density) for the basic information about the influential and sizeable employers' organizations.

Given the abovementioned stagnancy concerning unionization, employers' organizations channel most of their energy to party politics in Turkey. The most striking development concerning TÜSİAD, the association of the largest businesses in Turkey, was about the resignation of its president, Muharrem Yılmaz. Mr. Yılmaz made this decision upon the increasing tension between the government party (Justice and Development Party-Adalet ve Kalkınma Partisi; AKP) and TÜSİAD. The tension allegedly led to an increased pressure by the government on Mr. Yılmaz's company (Sütaş) with extensive tax inspections and urged him to step down from his position.²⁹ This was the first case of resignation under political duress in the association's long history since its foundation in 1971.

Another noteworthy development is the tension between the government and TUSKON. Founded in 2005, TUSKON allegedly has close ties to Fethullah Gülen Movement; a political Islamist power network.³⁰ Even though both MÜSİAD and TUSKON share a pro-Islamist stance, the ongoing clash between Fethullah Gülen Movement and AKP recently resulted in a rift between these two associations as well.³¹ MÜSİAD is composed of small enterprises, while TUSKON's membership is of a larger variety with many members making the first 500 industrial establishment lists in last years. There are rumors about a large number of businesspeople withdrawing from TUSKON membership under the pressure of the government.³²

²⁹ <http://www.wsj.com.tr/articles/SB11828383211784233876504580160313762351140>

³⁰ <http://www.al-monitor.com/pulse/originals/2014/04/turkey-business-clash-gulen-akp.html#>
<http://www.dailysabah.com/economy/2014/05/01/businessmen-quit-gulen-affiliated-organizations>

³¹ <http://www.hurriyet.com.tr/ekonomi/25661094.asp>

³² <http://www.yenisafak.com.tr/gundem/tuskonda-17-aralik-istifalari-640494>
http://www.zaman.com.tr/ekonomi_tuskon-istifa-haberleri-yalan_2214327.html

In 2014, the government took action to change the structure of TOBB as well: the Foreign Economic Relations Board (Dış Ekonomik İlişkiler Kurulu; DEİK) was handed over from TOBB to the Ministry of Economy. The Board is “responsible for leading foreign economic relations of Turkish private sector in a myriad of sectors”.³³ The Board’s assets were confiscated by the Ministry. Despite being independent non-governmental associations, TÜSİAD, MÜSİAD, and Turkish Contractors Association as well as the two most important semi-public business associations (TOBB and Turkish Exporters’ Assembly (Türkiye İhracatçılar Meclisi; TİM)) were ordered by a government decree to channel one percent of their annual revenue to DEİK. Until DEİK lost its autonomy, TOBB’s president Rifat Hisarcıklıoğlu was the chair of the Board. Upon the changes, a former president of the pro-government businesspeople association, MÜSİAD, replaced him as the new chair of the Board.³⁴

Overall, 2014 witnessed tensions among employers’ organization and AKP government’s aggressive attitude played an important part in the unfolding of these clashes. Among the above-mentioned organizations, MÜSİAD is the only one that unconditionally supports the government, while it is also the weakest among the others. Accordingly, the AKP government uses different instruments such as taxation inspections and legislative action to change the structure of such associations in order to have the upper hand in the ongoing strife.

5. Tripartite Social Dialogue

The most important channel for tripartite dialogue is the Economic and Social Council established by the Turkish Constitution. The Council held its last meeting in 2009 and has not met since then. Even though the Grand Assembly of Turkey (the legislative body) discusses a new bill to restructure the Council, there has not been any consensus on the content of the bill.

Labor unions, employer unions, and the Ministry of Labor and Social Security have been holding the “Tripartite Counseling Board” meetings for the last four years. Participants of the Board pursued discussions on the Unions and Collective Bargaining Code, Seniority Compensation, Subcontracting, the 19th Chapter of the EU Accession Process, and private employment agencies. No consensus was reached at these meetings on these and other subjects. Furthermore, the government took unilateral steps and passed a bill on subcontracting to the related commission in the Grand Assembly. Government representatives attempted to create the impression that the bill was passed as a result of the consensus reached at the Tripartite Counseling Board. Upon these failing and reluctant attempts by the government, the Ministry of Labor and Social Security held the 10th Assembly of Labor on 26-27 September 2013. Like the previous ones, the meeting ended with no consensus over the aforementioned issues critical for both labor unions and employer associations.

³³ <http://en.deik.org.tr/287/DeikHakkinda.html> The Board’s page reads, “DEİK was established with this objective in 1986 and adopted a new structure with the Law No. 6552 enacted on 11 September 2014, being further empowered and assuming full responsibility of “managing the foreign economic relations of the Turkish private sector.” As of November 2014, DEİK has 99 founding institutions and 120 business councils, and approximately 900 member companies which form these councils, as well as 2000 representatives from the member companies”.

³⁴ http://www.todayszaman.com/columnist/turhan-bozkurt/tobb-sideswiped-by-a-law_358621.html

http://www.cumhuriyet.com.tr/koseyazisi/121853/AKP_li_Bakanin_DEiK_isyani.html#

<http://www.taraf.com.tr/haber-deik-yonetimine-akp-darbesi-164850/>

<http://www.sabah.com.tr/yazarlar/muderrisoglu/2014/09/16/tobb-deik-ve-zihniyet-degisimi>

6. Forecasts

The current labor code and trade union legislation in Turkey makes it practically impossible to change the organizational characteristics and strategies of the existing unions and to initiate new unions effectively challenging the old ones.

Turkey's labor force in formal sectors grew faster since the 2000s than in the previous decade. Labor force participation by women is right now approximately 29 percent and the percentage is expected to increase in the next decade. These two trends herald potentials for new initiatives concerning unionization.

The government actively supports particular confederations both in public and private sectors. However, its relations with the business groups are at best in a bleak state. Furthermore, the Gezi protests in 2013 challenged the political legitimacy of the government. The only relevant factor that still grants some moral legitimacy to the government is the ongoing negotiations with the Kurdish movement to end the violence. In fact, there are strong signs that the AKP government will no longer enjoy an unchallenged position in coming years.

These demographic and political factors potentially open a new terrain for pro-labor politics. Realization of this potential depends on a variety of dynamics such as the internal politics of the unions as well as the intensity of the pressure by the intra-EU agents that will urge the government to pass new pro-labor legislation.

ANNEX OF DATA COLLECTIVE BARGAINING SYSTEM

There is a dual legal structure in Turkey that applies different rules for public and private employees. Public employees were granted the right of collective bargaining in 2012 with the Code numbered 4688, yet the Code prohibits the public employees' unions to go on strike. In the case of a stalemate, the parties apply to the Public Employees Arbitration Board (Kamu Görevlileri Hakem Kurulu). Public employee unions assign four members to the Board, while the majority belongs to the representatives of the government. Accordingly, the public employees' unions do not have the leverage against their employer/the government and the right for unionization does not have much meaning with regard to collective bargaining.

Furthermore, AKP provides extensive support for Memur-Sen; a yellow union that expanded its membership by ten times within the last decade. This confederation is heavily criticized for its position during negotiations, as the agreements by this confederation are generally believed to actually deteriorate the working conditions and even the wages of public employees.

A number of changes eliminated some legal barriers before unionization: the minimum age for union membership was dropped from 16 to 15. New members are no longer required to notarize the membership forms: notarization is a costly process in Turkey. Workers can make online applications for union membership.

Unions need to enroll one percent of the workers employed in one of the twenty branches of economic activity in order to conduct collective bargaining. The threshold used to be three percent before this change. Even though this is an improvement, the 1% threshold still appears as an important obstacle for effective unionization.

There are three levels of collective bargaining in Turkey: workplace, enterprise, and sector. The second level pertains to the collective bargaining for different workplaces belonging to the same employer. The last level points to negotiations between a number of enterprises and the union. The Code numbered 6356 brought about the novelty of "framework contract" to provide the opportunity of collective bargaining at the sector-level. However, this regulation is generally believed to be insufficient for the purpose.

Arbitration

There are four forms of arbitration mechanism. First, if the negotiations fail, parties are obliged to resort to the arbitration mechanism. The Ministry of Labor and Social Security assigns the arbitrator in such cases. Second, the recent changes in the Code numbered 6356 grant the Ministry the right to assign an arbitrator in the case of strikes. The Ministry has not yet used this right thus far, but the right itself potentially annuls the right to strike in Turkey. Third, upon the failure of the negotiations, parties can accept the decision of a mutually agreed "private arbitrator" or the Higher Arbitrator Council. Last, strike is prohibited in particular sectors such as oil drilling, banking, urban water supply, and enterprises belonging to the Ministry of National Defense. In these sectors, the Higher Arbitrator Council intervenes in the negotiations upon a stalemate without seeking the approval by the negotiating parties.

Strikes

Public employees do not have the right to strike. The right to strike is severely restricted for workers employed in private sector: the government reserves the right to postpone the strikes,

whenever it deems necessary. For instance, a recent strike in glass manufacturing sector was postponed by the government in 2014.³⁵

Social Security Systems

As of January 1, 2012, the Act numbered 5510 (ratification date: May 31, 2006) unified the healthcare services for different types of social insurance in Turkey. Accordingly, employees in private sector, the self-employed, and the civil servants received healthcare services under the coverage of "General Healthcare Insurance". Those, who do not hold any of these statuses, either pay premiums for the insurance, the rate of which is equal to 200 percent of the rate the wage workers earning the minimum wage pay, or apply to the Social Solidarity and Assistance Foundations for income-test in order to provide their financial ineligibility to pay for the premiums.³⁶ The Foundations currently act as the agency to distribute most of the means-tested social assistance in Turkey.

Number of Insured Persons, Pensioners, and Dependents, 2012 ³⁷	Insured Persons	Pensioners	Dependents	Applicants/Beneficiaries	Total
Wage Workers Under Article 4-1/a of Act 5510], 2010-2012	12,527,337	6,026,431	18,461,326	-	37,015,094
Self Employed According to Act 1479 and 2926) [Under Article 4-1/b of Act 5510], 2010-2012	3,162,914	2,469,307	9,552,698	-	15,184,919
Civil Servants [Under Article 4-1/c of Act 5510], 2010-2012	2,662,608	1,744,873	5,793,700	-	10,201,181
Applicants/Beneficiaries of the Unemployment Insurance [Under Article 48 of Act 4447, 1999] ³⁸	-	-	-	732,409	732,409

³⁵ <http://www.kristalis.org.tr/yeni/?p=12789>

³⁶ <http://www.mevzuat.gov.tr/MevzuatMetin/1.5.5510.pdf>

³⁷

http://www.sgk.gov.tr/wps/portal/tr/kurumsal/istatistikler/sgk_istatistik_yilliklari!/ut/p/b1/jZHbcqJAGISfJQ9AGM54OZxRQAcYEG4oXBU5KQQFmadfsslVtpLd_-6v-rq6q5tO6T2dXvOxLPJ7ebvmzfufipnJmOZKYSCQAwCAzbB8BALEmBq_AMkC2MD6AExnLQDbgYaxEQIOyOCLPnRXi35tKdDGDBcwn_pvDGwe_J8_-Obgh_6HeF_9_wr4D_-Y3vu_5pU22IWha5eIMy5rj4ilut5Se66wNABgSJNaYo-DljUmrDODlhLyi6JFu7aJqN7IVHmHJl4YxTzcVL6J2c4r2mLuDhxWfISeJLMqCutDVkTtYgh2ZmB8GozdeqfLbM-w8Mg6eUj6rS-AXDtuQBb07ijcfQFB1osHIIFF1ExKbC950y-VIFUBtsUzPs8CVhalT-CnSf4AP3SeLID0fWsCHdJ7wGdBNXc2qYIfEUQCfZoDLeAYndkE0h55oQ7cleK5tUzAG55cCU_3eiKBhonrhbtj5GMFauFBQwG9ptPy0L5Ov9pX8Mq9D8vwlisuxQGAIUaCjKhGiZaJh352OaUbvH-7XIHVqsZrMn0Ws9uONccp83FV5ZsS5UYuPePOvJ9uYnmGW91RMbhrRUsMcXJjqYa68PTHlkwecYO4wrS3ib15kx09wipXCffYD0ae4JtdfV2j8EKtlbqO8WoYHbYZccMv23rPRb1XBOJaCb22atxy_aLfJ4q5k8Z71I23M0pGkXUPopOj_C7k7laMnKykqY_HyQnvWrT3RXYuXGzv97J09Hr78BnIDJnM!/dl4/d5/L2dBISEvZ0FBIS9nQSEh/

³⁸

[http://www.iskur.gov.tr/DesktopModules/DNNCorp/DocumentLibrary/Components/FileDownloader/FileDownloaderPage.aspx?tabid=89&did=28316&pid=0&lr=/DesktopModules/DNNCorp/DocumentLibrary/App_LocalResources/DocumentLibrary&cl=tr-TR&mcs=%2fDesktopModules%2fDNNCorp%2fDocumentLibrary%2f&uarn=Administrators&cd=false&tmid=533&ift=](http://www.iskur.gov.tr/DesktopModules/DNNCorp/DocumentLibrary/Components/FileDownloader/FileDownloaderPage.aspx?tabid=89&did=28316&pid=0&lr=/DesktopModules/DNNCorp/DocumentLibrary/App_LocalResources/DocumentLibrary&cl=tr-TR&mcs=%2fDesktopModules%2fDNNCorp%2fDocumentLibrary%2f&uarn=Administrators&cd=false&tmid=533&ift=1)

SOCIAL SECURITY COVERAGE ³⁹		2010	2011	2012
Insured Persons		16,196,304	17,374,631	18,352,859
Pensioners		8,820,679	9,274,682	9,635,709
Dependents		35,470,436	36,348,316	33,807,725
Rate of insured/pensioner (Insured Persons)		1.84	1.87	1.90
Funds		341,103	350,890	356,040
Rate of insured/pensioner (Funds)		1.37	1.41	1.42
Population of Turkey		73,722,988	74,724,269	75,627,384
Social security coverage		61,526,491	64,088,819	62,899,043
Rate of insured population		83%	86%	83%
Rate of unregistered insured population		17%	14%	17%
Billed Payments				
Pensioners covered under the law no of 2022		1,363,670	1,337,989	
Pensioners covered under other laws		49,643	49,158	48,550
Persons making income-test		9,395,185	8,865,470	11,357,306

³⁹ http://www.sgk.gov.tr/wps/portal/tr/kurumsal/istatistikler/sgk_istatistik_yilliklari/!ut/p/b1/jZHbcqJAGISfJQ9AGM54OZxRQAcYEG4oXBU5KQQFmadfssIVtpLd_-6v-rq6q5tO6T2dXvOxLPJ7ebvmzfufipnJmOZKYSCQAwwCAzbB8BALEmBq_AMkC2MD6AExnLQDbgYaxEQIOyOCLPnRXi35tKdDGDDBcwn_pvDGwe_J8_-Obgh_6HeF_9_wr4D_-Y3vu_5pU22IWha5eIMy5rj4ilut5Se66wNABgSJNaYo-DljUmrDODIhLyi6JFu7aJqN7IVHmHJI4YxTzcVL6J2c4r2mLuDhxWfISeJLMqCutDVKTgyh2ZmB8GozdeqfLbM-w8Mg6eUj6rS-AXDtuQBb07ijcQFB1osHIIFF1ExKbC950y-VIFUBtsUzPs8CVhalT-CnSf4AP3SeLID0fWsCHdJ7wGdBNXc2qYIfEUQCfZoDLeAYndkE0h55oQ7cleK5tUzAG55cCU_3eiKBhonrhbtj5GMFauFBQwG9ptPy0L5Ov9pX8Mq9D8vwlisuxQGAIUaCjKhGlZaJh352OaUbvH-7XIHVqsZrMn0Ws9uONccp83FV5ZsS5UYuPePOvJ9uYnmGW91RMbhrRUsMcXJjqYa68PTHlkwecYO4wrS3ib15kxo9wipXCffYD0ae4JtdfV2j8EKtIbqO8WoYHbYZccMv23rPRb1XBOJaCb22atxty_aLfJ4q5k8Z71I23M0pGkXUPopOj_C7k7IaMnKykqY_HyQnvWrT3RXYuXGzv97J09Hr78BnIDJnMI/dl4/d5/L2dBISEvZ0FBIS9nQSEh/

Educational and vocational training

The data at hand allows for a comparison between 2007 and 2012 concerning formal and non-formal education. The growth rate for formal education is larger than the growth rate for non-formal education.

Participation in education and training by settlement place, sex, age group, education attained and labour status (%) [Population age 18 and over]		Participation in formal education		Participation in non-formal education	
		2007	2012	2007	2012
Total	Total	5.8	8.3	13.9	15.4
Place of Settlement	Urban	7.2	10.1	15.0	17.8
	Rural	2.6	4.1	11.2	10.1
Gender	Male	7.2	9.8	17.3	17.5
	Female	4.5	6.8	10.5	13.4
Age group	18-24	24.5	33.9	26.0	26.7
	25-34	5.5	9.6	18.0	20.9
	35-54	0.8	2.0	11.6	14.4
	55-64	0.1	0.2	4.4	5.4
	65+	-	0.0	1.2	1.4
Education Attained	Not completed school	0.3	0.7	2.1	3.3
	Primary school	0.4	0.9	6.4	8.0
	Primary education and junior high school	5.8	12.4	13.8	14.4
	General high school	22.3	24.2	28.8	26.2
	Vocational or technical high school	15.1	17.4	27.7	26.6
Employment Status	Higher education	12.1	16.3	39.0	40.0
	Employed	5.2	7.7	20.1	21.1
	Unemployed	10.3	13.1	27.6	19.2

Source: TurkStat; http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=2024

According to the TurkStat data for 2010, approximately one third of the enterprises provide vocational training for their employees. The differences across individual sectors are significantly large. The table below illustrates two main axes: first, a smaller portion of enterprises in labor-intensive sectors tend to provide vocational training than the others, while enterprises employing pre-dominantly white collar workers have an above-average tendency to the provision of vocational training. The available data does not provide details about the content of training provided.

Ratio of enterprises providing vocational training by economic activity (NACE Rev. 2) and type of vocational training, 2010 (%)		Type of vocational training		
Economic activity (NACE Rev. 2)	Description	Enterprises providing vocational training	Enterprises providing vocational training courses	Enterprises providing other forms of vocational training
Total		33.9	18.8	22.6
B05-B09	Mining and quarrying	34.8	27.5	16.3
C10-C12	Manufacture of food products, beverages and tobacco products	33.1	21.3	19.2
C13-C15	Manufacture of textiles, apparel, leather and related products	27.8	11.6	21.6
C16+C31-C32	Manufacture of wood and products of wood and cork, manufacture of furniture and other manufacturing	34.1	15.4	23.6
C17-C18	Manufacture of paper and paper products, printing and reproduction of recorded media	30.3	12.1	24.0
C19-C23	Manufacture of coke, and refined petroleum products, manufacture of chemicals and chemical products, manufacture of pharmaceuticals, medicinal chemical and botanical products, manufacture of rubber and plastics products, and other non-metallic mineral products	35.6	17.9	27.9
C24-C25	Manufacture of basic metals and fabricated metal products	34.4	19.6	24.7
C26-C28+C33	Manufacture of computer, electronic and optical products, manufacture of electrical equipment, manufacture of machinery and equipment and repair and installation of machinery and equipment	39.6	20.4	29.6
C29-C30	Manufacture of motor vehicles, trailers and semi-trailers, manufacture of other transport equipment	44.1	26.9	31.7
D-E	Electricity, gas and water supply, water supply, sewerage, waste management and remediation activities	48.0	35.2	32.0
F	Construction	23.5	11.0	16.0
G45	Wholesale and retail trade and repair of motor vehicles and motorcycles	47.9	34.5	31.7
G46	Wholesale trade, except of motor vehicles and motorcycles	38.2	20.5	24.8
G47	Retail trade, except of motor vehicles and motorcycles	43.6	27.9	24.2
H	Transportation and storage	23.4	12.9	15.2
I	Accommodation and food service activities	28.8	13.5	20.0
J	Information and communication	49.4	27.9	34.1
K64-K65	Financial service activities, Insurance, reinsurance and pension funding, except compulsory social security	71.5	60.2	43.0
K66	Activities auxiliary to financial services and insurance activities	43.4	29.8	27.2
L+M+N+R+S	Real estate activities, professional, scientific and technical activities, administrative and support service activities, arts, entertainment and recreation, other service activities	34.0	20.1	21.3

TurkStat, Continuing Vocational Training in Enterprises, 2010
http://tuik.gov.tr/PrelistatistikTablo.do?istab_id=2019
Note: Because of Classification of Continuing Vocational Survey in Enterprises, 2007 by NACE Rev. 1.1, cross tables with 2010 could not be given.
Vocational training activities includes vocational training courses and other forms of vocational training. Enterprise can provide both vocational training courses and any other forms of vocational training in 12 months reference period. If an enterprise provided both courses and other forms of vocational training then this enterprise counted once at enterprises providing vocational training. Therefore, total of vocational training course ratio and other forms of vocational training ratio is not equal to vocational training activities ratio.
Ratio of enterprises providing vocational training is the ratio of enterprises providing at least one training activity i.e. vocational training course or one of the other forms of vocational training to the total enterprises.
*Ratio of enterprises providing vocational training = Number of enterprises providing vocational training / Number of all enterprises * 100*
*Ratio of enterprises providing vocational training courses = Number of enterprises providing vocational training courses / Number of all enterprises * 100*
*Ratio of enterprises providing other forms of vocational training = Number of enterprises providing other forms of vocational training / Number of all enterprises * 100*

Unsurprisingly, larger enterprises provide training for a larger portion of their employees than the smaller enterprises. The comparison between 2007 and 2010 reveals that workers at the enterprises employing 10-49 workers had a higher percentage concerning vocational training for employees in 2007 than in 2010. Similarly, the percentage of those enterprises providing vocational training increased between 2007 and 2010 at a much slower pace than the enterprises employing more than 50 people. The abovementioned ALMPs may have played a role in this surprising and regressive development, as they take some burden of training off of the shoulders of the employers.

Ratio of participants to vocational training courses to all persons employed by enterprise size group and gender, 2007-2010 (%)	Total		Male		Female	
	2007	2010	2007	2010	2007	2010
Enterprise size group						
Total	13.0	15.6	13.0	15.4	13.1	16.2
10-49	8.4	5.2	8.8	5.4	6.4	4.5
50-249	8.3	11.8	8.4	12.0	7.9	11.0
250+	18.0	26.8	17.9	26.9	18.7	26.5

TurkStat, Continuing Vocational Training in Enterprises, 2007-2010
Ratio of participants to vocational training courses to all persons employed = Number of participants of vocational training courses / Number to all persons employed*100
http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=2020

Ratio of enterprises providing vocational training by enterprise size group and type of vocational training, 2007-2010	Type of vocational training (%)					
	Enterprises providing vocational training		Enterprises providing vocational training courses		Enterprises providing other forms of vocational training	
Enterprise size group	2007	2010	2007	2010	2007	2010
Total	32.0	33.9	17.1	18.8	23.7	22.6
10-49	29.4	32.1	14.7	17.2	21.7	20.6
50-249	40.3	39.5	23.7	23.3	30.0	29.3
250+	46.6	57.7	35.6	40.7	34.2	43.2

TurkStat, Continuing Vocational Training in Enterprises, 2007-2010
http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=2018
Vocational training activities includes vocational training courses and other forms of vocational training. Enterprise can provide both vocational training courses and any other forms of vocational training in 12 months reference period. If an enterprise provided both courses and other forms of vocational training then this enterprise counted once at enterprises providing vocational training. Therefore, total of vocational training course ratio and other forms of vocational training ratio is not equal to vocational training activities ratio.
Ratio of enterprises providing vocational training is the ratio of enterprises providing at least one training activity i.e. vocational training course or one of the other forms of vocational training to the total enterprises.
Ratio of enterprises providing vocational training = Number of enterprises providing vocational training / Number of all enterprises * 100
Ratio of enterprises providing vocational training courses = Number of enterprises providing vocational training courses / Number of all enterprises * 100
Ratio of enterprises providing other forms of vocational training = Number of enterprises providing other forms of vocational training / Number of all enterprises * 100

Employment rate

Employment rate, by sex	2006	2007	2008	2009	2010	2011	2012	2013
EU (27 countries)	69	69.9	70.3	69	68.6	68.6	68.5	68.5
Turkey	48.2	48.2	48.4	47.8	50	52.2	52.8	53.4

<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsdec420&plugin=1>

Unemployment rate

Unemployment rate, by sex	2005	2006	2007	2008	2009	2010	2011	2012	2013
EU (27 countries)	9	8.2	7.2	7	8.9	9.6	9.6	10.4	10.8
Turkey	9.5	9	9.1	10	13	11.1	9.1	8.4	9

<http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tsdec450&plugin=1>

Minimum Wage

Hourly real minimum wages (Euro)	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Turkey	2.41	2.11	2.28	2.41	3.14	3.27	3.26	3.25	3.17	3.26	3.32	3.40	3.48	3.56

http://stats.oecd.org/Index.aspx?DataSetCode=AV_AN_WAGE

Average monthly salary

TurkStat:

Average working hours and monthly average gross wage																				
	Contractual working hours per week				Monthly paid hours				Hourly average gross wage		Monthly average basic gross wage		Monthly average gross wage							
	Hours								Euro (*)											
	2006		2010		2006		2010		2006		2010		2006		2010					
Total	44.9		44.7		199.7		200.1		1.99		2.72		358		498		397		544	

(*) 1 Turkish Lira: 0.36 Euro <http://www.tcmb.gov.tr/wps/wcm/connect/TCMB+TR/TCMB+TR/Main+Menu/Istatistikler/Doviz+Kurlari/Gosterge+Niteligindeki+Merkez+Bankasi+Kurlarii> accessed on 11/20/2014.
Source: TURKSTAT, The results of Structure of Earnings Survey http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=1053

OECD:

Turkey (Monthly: 160 Hours) (*)	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Mean (Euro)	1442	1230	1135	1250	1267	1319	1357	1371	1348	1382	1380	1407	1422	1489
Median (Euro)	764	651	601	661	671	700	719	727	715	733	761	776	784	822
http://stats.oecd.org/Index.aspx?DataSetCode=STLABOUR (*) The ratio provided by OECD's "Minimum relative to average wages of full-time workers" data set is multiplied by the minimum wage to calculate the hourly median and average wage in Turkey. The product is multiplied by 160 to calculate the monthly salary.														

Actual weekly working hours

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Average usual weekly hours worked on the main job	Turkey	52.3	51.0	50.5	49.4	49.3	48.9	48.4	47.9
Average annual hours actually worked per worker	Turkey	1937	1942	1943	1943	1918	1936	1944	1911	1900	1881	1877	1864	1855	1832	
	OECD countries	1845	1829	1819	1812	1812	1806	1805	1799	1790	1766	1741	1771	1773	1770	
http://stats.oecd.org/Index.aspx?DataSetCode=AVE_HRS http://stats.oecd.org/index.aspx?DataSetCode=ANHRS																

Normal work/atypical work

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	
Turkey (Domestic; %)	Full-time employment (Weekly +30 hours)	91	94	93	94	94	94	92	92	91	89	89	88	88	88	Dataset: Incidence of FTPT employment - national definitions
	Part-time employment	9	6	7	6	6	6	8	8	9	11	11	12	12	12	http://stats.oecd.org/Index.aspx?DataSetCode=FTPTN_D
Turkey (International; %)	Full-time employment (Weekly +30 hours)	91	94	93	94	94	94	92	92	91	89	89	88	88	88	Dataset: Incidence of FTPT employment - common definition
	Part-time employment	9	6	7	6	6	6	8	8	9	11	11	12	12	12	http://stats.oecd.org/Index.aspx?DataSetCode=FTPTC_I
Turkey (The hours worked)	Full-time employment (Weekly +30 hours)	19561	20180	19946	19872	18429	18948	18873	19065	19381	18911	20003	21280	21878	22395	Dataset: FTPT employment based on a common definition
	Part-time employment	2018	1343	1409	1274	1201	1121	1551	1671	1812	2365	2593	2832	2940	3128	http://stats.oecd.org/Index.aspx?DataSetCode=FTPTC_D

Categories of Part-Timers	2000	2001	2002	2003	2004
Share of involuntary part-timers	25.0	..	33.3	60.0	50.0
Share of involuntary part-timers in total employment	0.017	0.000	0.016	0.051	0.020
Share of involuntary part-timers in labour force	0.016	0.000	0.015	0.046	0.018
Share of involuntary part-timers in population	0.004	0.000	0.004	0.012	0.004
Share of involuntary part-timers as % of part-time employment	0.089	0.000	0.121	0.414	0.142
Dataset: Incidence of involuntary part time workers http://stats.oecd.org/Index.aspx?DataSetCode=INVPT_I					

Migration:

	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
In-Migration by Province, 2008-2013 (Total)	2,273,492	2,236,981	2,360,079	2,420,181	2,317,814	2,534,279
In-Migration by Statistical Region, 2008-2013 (Total)	1,903,234	1,876,673	1,985,917	2,045,720	1,942,874	2,122,454
Istanbul	374,868	388,467	439,515	450,445	384,535	437,922
Western Marmara	106,527	95,350	104,351	106,010	109,328	118,803
Aegean	198,469	181,459	185,595	192,204	195,844	204,839
Eastern Marmara	212,978	193,578	200,254	207,410	199,705	220,469
Western Anatolia	196,213	206,580	221,690	234,526	203,992	228,304
Mediterranean	205,975	193,231	205,482	207,518	196,401	212,491
Central Anatolia	96,173	103,713	104,053	100,887	101,268	113,920
Western Black Sea	142,834	149,115	132,326	134,817	143,423	161,961
Eastern Black Sea	89,402	98,282	90,395	85,271	105,109	105,175
Northeastern Anatolia	57,012	62,445	68,624	72,372	63,300	69,019
Centraleastern Anatolia	90,455	85,842	90,770	102,675	112,229	107,275
Southeastern Anatolia	132,328	118,611	142,862	151,585	127,740	142,276
http://tuikapp.tuik.gov.tr/adnksdagitapp/adnks.zul?kod=4 http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=161 Note: Foreign population is not included.						

Human Development Index

Human Development Index and its components ⁴⁰ http://hdr.undp.org/en/data									
		HDI rank	Human Development Index (HDI) (Value)	Life expectancy at birth (Value)	Mean years of schooling (Value)	Expected years of schooling (Value)	Gross national income (GNI) per capita (2011 PPP \$)	Human Development Index (HDI) (Value)	Change in rank
			2013	2013	2012	2012	2013	2012	2012-2013
Country	Turkey	69	0.759	75.3	7.6	14.4	18,391	0.756	0
Human Development Index Groups	Very high human development	—	0.890	80.2	11.7	16.3	40,046	0.889	—
	High human development	—	0.735	74.5	8.1	13.4	13,231	0.733	—
	Medium human development	—	0.614	67.9	5.5	11.7	5,960	0.612	—
	Low human development	—	0.493	59.4	4.2	9.0	2,904	0.490	—
Regions	Arab States	—	0.682	70.2	6.3	11.8	15,817	0.681	—
	East Asia and the Pacific	—	0.703	74.0	7.4	12.5	10,499	0.699	—
	Europe and Central Asia	—	0.738	71.3	9.6	13.6	12,415	0.735	—
	Latin America and the Caribbean	—	0.740	74.9	7.9	13.7	13,767	0.739	—
	South Asia	—	0.588	67.2	4.7	11.2	5,195	0.586	—
	Sub-Saharan Africa	—	0.502	56.8	4.8	9.7	3,152	0.499	—
Least developed countries	—	—	0.487	61.5	3.9	9.4	2,126	0.484	—
Small island developing states	—	—	0.665	70.0	7.5	11.0	9,471	0.663	—
World	—	—	0.702	70.8	7.7	12.2	13,723	0.700	—

⁴⁰ Human Development Index (HDI): A composite index measuring average achievement in three basic dimensions of human development—a long and healthy life, knowledge and a decent standard of living. See Technical note 1 (<http://hdr.undp.org/en>) for details on how the HDI is calculated. Average annual HDI growth: A smoothed annualized growth of the HDI in a given period, calculated as the annual compound growth rate.

Human Development Index trends, 1980-2013

<http://hdr.undp.org/en/data>

		Human Development Index (HDI)										HDI rank (*)		Average annual HDI growth		
		Value										2012	Change 2008-2013	(%)		
		1980	1990	2000	2005	2008	2010	2011	2012	2013	1980-1990			1990-2000	2000-2013	
Country	Turkey	0.496	0.576	0.653	0.687	0.710	0.738	0.752	0.756	0.759	69	16	1.50	1.27	1.16	
Human Development Index groups	Very high human development	0.757	0.798	0.849	0.870	0.879	0.885	0.887	0.889	0.890	—	—	0.52	0.62	0.37	
	High human development	0.534	0.593	0.643	0.682	0.710	0.723	0.729	0.733	0.735	—	—	1.04	0.81	1.04	
	Medium human development	0.420	0.474	0.528	0.565	0.587	0.601	0.609	0.612	0.614	—	—	1.22	1.09	1.17	
	Low human development	0.345	0.367	0.403	0.444	0.471	0.479	0.486	0.490	0.493	—	—	0.64	0.95	1.56	
Regions	Arab States	0.492	0.551	0.611	0.644	0.664	0.675	0.678	0.681	0.682	—	—	1.14	1.05	0.85	
	East Asia and the Pacific	0.457	0.517	0.595	0.641	0.671	0.688	0.695	0.699	0.703	—	—	1.23	1.42	1.29	
	Europe and Central Asia	..	0.651	0.665	0.700	0.716	0.726	0.733	0.735	0.738	—	—	..	0.21	0.80	
	Latin America and the Caribbean	0.579	0.627	0.683	0.705	0.726	0.734	0.737	0.739	0.740	—	—	0.79	0.87	0.62	
	South Asia	0.382	0.438	0.491	0.533	0.560	0.573	0.582	0.586	0.588	—	—	1.37	1.16	1.39	
	Sub-Saharan Africa	0.382	0.399	0.421	0.452	0.477	0.488	0.495	0.499	0.502	—	—	0.44	0.52	1.37	
Least developed countries	—	0.319	0.345	0.391	0.429	0.457	0.472	0.480	0.484	0.487	—	—	0.79	1.26	1.70	
Small island developing states	—	0.545	0.587	0.613	0.637	0.658	0.662	0.663	0.663	0.665	—	—	0.75	0.43	0.62	
World	—	0.559	0.597	0.639	0.667	0.685	0.693	0.698	0.700	0.702	—	—	0.66	0.67	0.73	

(*) A positive value indicates an improvement in rank.

GINI Coefficient

Gini coefficient by equalized household disposable income and Income difference between highest and lowest income quintiles, 2006-2013								
	Gini coefficient							
	2006	2007	2008	2009	2010	2011	2012	2013
Turkey	0.428	0.406	0.405	0.415	0.402	0.404	0.402	0.400
Urban	0.415	0.394	0.395	0.405	0.389	0.394	0.391	0.392
Rural	0.406	0.375	0.378	0.380	0.379	0.385	0.377	0.365
EU (27 countries)	30.3	30.6	30.9	30.5	30.5	30.8	30.4	30.5
S80/S20								
Turkey	9.5	8.1	8.1	8.5	8.0	8.0	8.0	7.7
Urban	8.6	7.5	7.5	7.9	7.3	7.4	7.2	7.2
Rural	8.3	6.9	6.8	7.2	7.1	7.4	7.2	6.5
EU (27 countries)	5.0	5.0	5.0	5.0	5.0	5.1	5.0	5.0
TURKSTAT, Income and Living Conditions Survey, 2006-2013 http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=1369 http://epp.eurostat.ec.europa.eu/tgm/table.do?tab=table&init=1&language=en&pcode=tessi190&plugin=1 http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=ilc_di11&lang=en								

Gender pay gap

OECD:

Gender wage gap, OECD (*)	2010 (%)
Turkey	20.065
OECD - Average	15.405
(*) The gender wage gap is defined as the difference between male and female median wages divided by the male median wages. Source: OECD (for 2010 only); http://stats.oecd.org/index.aspx?queryid=54751#	
Notes: UNECE: Data not available; http://w3.unece.org/pxweb/dialog/Saveshow.asp?lang=1 EuroStat: Data not available; http://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn_gr_gpgr2&lang=en	

TurkStat:

Average working hours and monthly average gross wage (Euro (**))by sex group	Hourly average gross wage		Monthly average basic gross wage		Monthly average gross wage	
	2006	2010	2006	2010	2006	2010
Total	1.99	2.72	358	498	397	544
Males	1.99	2.70	355	492	399	544
Females	1.99	2.78	368	515	393	547
Gender Wage Gap (%) (**)	-0.002	2.69 8	3.51 2	4.578	1.42 7	0.573
(*) 1 Turkish Lira: 0.36 Euro http://www.tcmb.gov.tr/wps/wcm/connect/TCMB+TR/TCMB+TR/Main+Menu/Istatistikler/Doviz+Kurlari/Gosterge+Niteligindeki+Merkez+Bankasi+Kurlarii accessed on 11/20/2014. (**) The gender wage gap is defined as the difference between male and female median wages divided by the male median wages. Source: TURKSTAT, The results of Structure of Earnings Survey http://tuik.gov.tr/PrelIstatistikTablo.do?istab_id=1053						

Collective Agreement coverage

	Number of Agreements	Number of Workplaces	Number of Workers under Coverage (A)	Number of Workers (B)	A/B (%)
Public	1,793	12,079	226,591		
Private	852	5,229	434,778		
Total	2,645	17,308	661,369	10,881,618	6.08
Labour Statistics, Ministry of Labour and Social Security, p. 88-92, 101 http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=istatistik http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/CalismaHayati-2013					

Trade Union density

OECD Data:

Trade Union Density (*) (%)	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2012 (1999: 100)
Turkey	10.6	9.9	10.0	9.5	8.9	8.6	8.2	7.5	6.6	5.8	5.9	5.9	5.4	4.5	43
OECD countries	20.8	20.2	19.8	19.5	19.4	19.0	18.8	18.2	18.0	17.8	17.9	17.6	17.5	17.0	80

http://stats.oecd.org/Index.aspx?DataSetCode=UN_DEN

(*) Trade union density corresponds to the ratio of wage and salary earners that are trade union members, divided by the total number of wage and salary earners (OECD *Labour Force Statistics*). Density is calculated using survey data, wherever possible, and administrative data adjusted for non-active and self-employed members otherwise.

Private Sector:

Workers and members of trades unions by economic activity, January 2013			
Economic Activity	Number of Workers	Number of Unionized Workers	Rate of Unionization (%)
Hunting and fisheries, agriculture and forestry	123,171	34,457	27.97
Food industry	520,913	69,605	13.36
Mining and stone quarries	186,698	35,894	19.23
Petroleum, chemicals, rubber, plastics and medicine	466,031	35,036	7.52
Textile, ready-made clothing and leather	99,564	85,633	8.60
Wood and paper	222,981	14,432	6.47
Communication	68,394	16,203	23.69
Printed and published materials and journalism	104,141	3,714	3.57
Banking, finance and insurance	265,736	60,654	22.82
Commerce, office, education and fine arts	2,151,600	91,752	4.26
Cement, clay and glass	161,908	27,109	16.74
Metal	1,367,258	206,325	15.09
Construction	1,438,464	33,757	2.35
Energy	234,575	46,470	19.81
Transport	671,179	38,228	5.70
Shipbuilding and maritime transportation, warehouse and storage	143,764	10,055	6.99
Health and social services	281,196	7,154	2.54
Accommodation and entertainment	630,768	27,849	4.42
Defence and security	191,784	23,309	12.15
General affairs	655,417	134,035	20.45
Total	10,881,618	1,001,671	9.21

<http://www.csgb.gov.tr/csgbPortal/csgb.portal?page=istatistik>

<http://www.csgb.gov.tr/csgbPortal/ShowProperty/WLP%20Repository/csgb/dosyalar/istatistikler/CalismaHayati-2013>, p.101

Public Sector:

Public Employee Trade Union Confederations	Number of Members
KESK (Kamu Emekçileri Sendikaları Konfederasyonu)	237,180
Türkiye Kamu-Sen (Türkiye Kamu Çalışanları Sendikaları Konfederasyonu)	444,935
Memur-Sen (Memur Sendikaları Konfederasyonu)	707,652
BASK (Bağımsız Kamu Görevlileri Sendikaları Konfederasyonu)	3,020
Birleşik Kamu-İş (Birleşik Kamu İşgörenleri Sendikaları Konfederasyonu)	40,041
Hak-Sen (Kamu Çalışanları Hak Sendikaları Konfederasyonu)	4,072
DESK (Demokratik Sendikalar Konfederasyonu)	4,699
Tüm Memur-Sen (Tüm Memur Sendikaları Konfederasyonu)	8,047
Independent Unions	18,375
Unionized Public Employees	1,468,021
Public Employees	2,134,638
Rate of Unionization (%)	68.8
http://www.resmigazete.gov.tr/eskiler/2013/07/20130706-5.xls	

Employers' organizations density

The largest employers' organization in terms of the size of the membership is the Union of Chambers and Commodity Exchanges of Turkey (Türkiye Odalar ve Borsalar Birliği; TOBB). TOBB is composed of 365 chambers of commerce, industry, and maritime as well as commodity bourses/exchanges. Membership for chambers of commerce, industry, or maritime is mandatory for individual companies. Thus, the size of TOBB membership gives a rough figure about the number of enterprises in Turkey. As of 2014, the figure is approximately 1.2 million.⁴¹

Turkish Exporters Assembly (Türkiye İhracatçılar Meclisi; TİM) was founded in 1993 "as the roof organization of the exporting firms [in order to] determine the issues related to the export, conduct improvement studies, and to insure the transfer of the problems of the exporters to the highest competent authorities".⁴² Membership of TİM is mandatory for all exporting companies. TİM is organized as the union of sixty exporter unions for individual sectors under thirteen general secretariats. TİM has approximately 42,000 member member companies.⁴³

⁴¹ <http://www.tobb.org.tr/Sayfalar/Tarihce.php>

⁴² <http://www.tim.org.tr/en/about-tim-about-us.html#>

⁴³ <http://www.tim.org.tr/tr/basin-odasi-yayinlarimiz-timreport.html>

Turkish Confederation of Employer Associations (Türkiye İşveren Sendikaları Konfederasyonu; TİSK) is the main confederation for employers' unions composed of 22 member employers' unions. The available data for the membership size of individual employers' unions is enlisted below. TİSK has approximately 9,600 member companies employing roughly 1.23 million people.⁴⁴

Turkish Business and Industry Association (Türkiye Sanayici ve İşadamları Derneği; TÜSİAD) is historically the most influential business group in domestic politics. The association had 597 members in 2013.⁴⁵ Ninety-seven percent of its members represent an enterprise. According to the website of the association, its members account for 80 percent of all foreign trade of Turkey; excluding the energy imports. The total value added by its members is equal to half of the total non-public value added. TÜSİAD member enterprises paid 85 percent of all corporate taxes, employed half of the registered employees, and accounted for 65 percent of the industrial output in 2013. Approximately 35 percent of the member companies operate in manufacturing sectors.⁴⁶

Independent Industrialists' and Businessmen's Association (Müstakil Sanayici ve İşadamları Derneği; MÜSİAD) is also a politically active business association that currently takes a pro-government position in domestic politics. Founded in 1990, the association has approximately 36,000 members employing 1.6 million workers.⁴⁷

Turkish Confederation of Businessmen and Industrialists (Türkiye İş Adamları ve Sanayiciler Konfederasyonu; TUSKON) is another influential business association composed of seven employer federations and 211 associations with 55,000 members.

Workplace representation

According to the Unions and Collective Bargaining Code numbered 6356, workplace representation is strictly tied to the presence of a labor union at the workplace. In fact, there is no other form of collective representation than the union. Representation begins at a workplace, once a union obtains the representation documentation by the Ministry of Labor and Social Security that grants the union the right to pursue collective bargaining negotiations with the employer on behalf of the workers. That is why, the numbers of workplaces and workers under collective bargaining coverage illustrate the extent of workplace representation in Turkey.

⁴⁴ <http://tisk.org.tr/tr/Tisk-Tarihce>

⁴⁵ http://www.tusiad.org/__rsc/shared/file/TUSIAD-RAPOR13-TAM.pdf , p. 84-90.

⁴⁶ <http://www.tusiad.org/tusiad/verilerle-tusiad/>

⁴⁷ <http://musiad.org.tr/tr-tr/musiadla-tanisin>

Trade Unions:

National Trade Union Confederations

Original Name	Name in English	Affiliations	Number of Individual Members (Declared)	Number of Individual Members (Ministry of Labor and Social Security)
Türkiye Devrimci İşçi Sendikaları Konfederasyonu (DİSK)	Confederation of Progressive Trade Unions of Turkey	ITUC, ETUC, TUAC	327,000	103,762
Türkiye İşçi Sendikaları Konfederasyonu (Türk-İş)	Confederation of Turkish Trade Unions	ITUC, ETUC, TUAC, PERC, ILO	1,7500,000	688,123
Türkiye Hak İşçi Sendikaları Konfederasyonu (Hak-İş)	Confederation of Turkish Real Trade Unions	ITUC, ETUC	340,000	174,734

<http://www.csgeb.gov.tr/csgebPortal/csgeb.portal?page=istatistik>
<http://www.csgeb.gov.tr/csgebPortal/ShowProperty/WLP%20Repository/csgeb/dosyalar/istatistikler/CalismaHayati-2013> , p. 107-113

Public Employee Union Confederations	Number of Members
KESK (Kamu Emekçileri Sendikaları Konfederasyonu)	239,700
Türkiye Kamu-Sen (Türkiye Kamu Çalışanları Sendikaları Konfederasyonu)	447,641
Memur-Sen (Memur Sendikaları Konfederasyonu)	762,650
BASK (Bağımsız Kamu Görevlileri Sendikaları Konfederasyonu)	3,389
Birleşik Kamu-İş (Birleşik Kamu İşgörenleri Sendikaları Konfederasyonu)	50,503
Hak-Sen (Kamu Çalışanları Hak Sendikaları Konfederasyonu)	4,482
DESK (Demokratik Sendikalar Konfederasyonu)	5,769
Tüm Memur-Sen (Tüm Memur Sendikaları Konfederasyonu)	8,681
Cihan-Sen (Cihan Sendikaları Konfederasyonu)	24,299
Independent Unions	42,850
	1,589,964

<http://www.resmigazetegovtr.eskiler/2014/07/20140704-18.htm>

Trade Union Federations by branches

Confederation, Economic Activity, Membership Size and Sector Representation Share of Individual Unions, July 2013				
Union Federation	Confederation	Branch of Activity	Number of Individual Members	Sector Representation (%)
Türk-Metal Sendikası	Türk-İş	12	155,989	11.17
Teksif Sendikası	Türk-İş	5	55,981	5.53
Tezkoop-İş Sendikası	Türk-İş	10	51,499	2.21
Tes-İş Sendikası	Türk-İş	14	45,366	19.9
Türkiye Belediye İş Sendikası	Türk-İş	20	43,434	5.67
Basisen Sendikası	Türk-İş	9	38,942	14.57
Türkiye Yol-İş Sendikası	Türk-İş	13	34,901	2.1
Petrol-İş Sendikası	Türk-İş	4	28,643	6.09
Tekgıda-İş Sendikası	Türk-İş	2	28,461	5.4
Türkiye Maden-İş Sendikası	Türk-İş	3	25,207	12.62
Türk Harb-İş Sendikası	Türk-İş	19	20,945	11.07
Türkiye Çimse-İş Sendikası	Türk-İş	11	20,548	11.42
T. Haber-İş	Türk-İş	7	15,342	22.46
Demiryol-İş Sendikası	Türk-İş	15	15,213	2.19
Şeker-İş Sendikası	Türk-İş	2	15,011	2.85
Toleyis Sendikası	Türk-İş	18	14,591	1.89
Hava-İş Sendikası	Türk-İş	15	13,593	1.96
Bass Sendikası	Türk-İş	9	11,157	4.17
Genel Maden-İş Sendikası	Türk-İş	3	11,080	5.55
Tarım-İş Sendikası	Türk-İş	1	10,873	8.56
Tümtis Sendikası	Türk-İş	15	7,124	1.03
Kristal-İş Sendikası	Türk-İş	11	6,899	3.84
Sağlık-İş Sendikası	Türk-İş	17	5,576	1.99
Türkiye Denizciler Sendikası	Türk-İş	16	4,405	2.99
Ağaç-İş Sendikası	Türk-İş	6	3,038	1.3
Dokgemi-İş Sendikası	Türk-İş	16	2,345	1.59
Türkiye Gazeteciler Sendikası	Türk-İş	8	835	0.88
Basın-İş Sendikası	Türk-İş	8	505	0.53
Güvenlik-İş	Türk-İş	19	438	0.23
Orman-İş Sendikası	Türk-İş	1	182	0.14
Hizmet-İş Sendikası	Hak-İş	20	53,145	7.1
Çelik-İş Sendikası	Hak-İş	12	29,313	2.1
Öz Orman-İş Sendikası	Hak-İş	1	25,328	19.94
Öz Gıda-İş Sendikası	Hak-İş	2	23,652	4.49
Öz İplik-İş Sendikası	Hak-İş	5	17,405	1.72
Öz Ağaç-İş Sendikası	Hak-İş	6	9,110	3.91
Oleyis Sendikası	Hak-İş	18	7,890	1.02
Liman-İş Sendikası	Hak-İş	16	3,142	2.13

Öz Büro İş Sendikası	Hak-İş	10	3,006	0.13
Medya-İş Sendikası	Hak-İş	8	959	1.01
Öz Taşıma-İş Sendikası	Hak-İş	15	882	0.13
Öz Petrol-İş Sendikası	Hak-İş	4	468	0.1
Futbol Çalışanları Sendikası	Hak-İş	18	342	0.04
Öz Maden İş Sendikası	Hak-İş	3	92	0.05
Birlik Orman-İş Sendikası	Hak-İş	1	0	0
Genel-İş	DİSK	20	43,652	5.84
Birleşik Metal-İş	DİSK	12	26,094	1.87
Tekstil	DİSK	5	10,225	1.01
Lastik-İş	DİSK	4	7,816	1.66
Sosyal-İş	DİSK	10	7,370	0.32
Nakliyat-İş	DİSK	15	2,924	0.42
Basın-İş	DİSK	8	1,734	1.82
Gıda-İş	DİSK	2	1,582	0.3
Dev Sağlık-İş	DİSK	17	1,213	0.43
Bank-Sen	DİSK	9	441	0.16
Enerji-Sen	DİSK	14	291	0.13
Dev Maden-Sen	DİSK	3	176	0.09
Limter-İş	DİSK	16	150	0.1
Sine-Sen	DİSK	10	65	0
Dev Turizm-İş	DİSK	18	18	0
Cam Keramik-İş	DİSK	11	9	0.01
Devrimci Yapı-İş	DİSK	13	2	0
Tümka-İş	DİSK	6	0	0
Independent Unions				
Bamis	...	12	200	0.01
Banksis	...	9	11608	4.34
Bank-Si-Sen	...	9	264	0.1
Batis	...	5	1734	0.17
Bil-İş	...	10	94	0
Çesen	...	12	77	0.01
Dev İletişim-İş	...	7	0	0
Dgd-Sen	...	16	0	0
DLT	...	16	0	0
Doku Ör-İş	...	5	97	0.01
Enerji İş	...	14	56	0.02
Ensan-İş	...	14	258	0.11
Güvenlik-Sen	...	19	28	0.01
Hür Tekstil-Sen	...	5	18	0
İlkim-İş	...	4	15	0
İnsan-İş	...	13	1309	0.08
Kalıp-İş	...	12	104	0.01

Karsan-İş	...	15	531	0.08
Konut-İş	...	20	166	0.02
Koop-İş	...	10	32508	1.39
Metsan-İş	...	12	55	0
Müzik-Sen	...	10	3	0
Oyuncular Sendikası	...	10	31	0
Öz-İş	...	19	1906	1.01
Selüloz İş	...	6	3566	1.53
Sersan-İş	...	11	212	0.12
Sihhat-İş	...	17	630	0.22
Spor-Emek-Sen	...	18	11	0
Spor-Sen	...	18	0	0
T. Büro-İş	...	10	54	0
T. Deri-İş	...	5	1924	0.19
Tek Metal-İş	...	12	611	0.04
Tüm Ağaç-İş	...	6	0	0
Tüm Belediye-İş	...	20	4	0
Tüm Cevher-İş	...	3	0	0
Tüm Enerji-İş	...	14	0	0
Tüm Gıda-İş	...	2	0	0
Tüm Metal-İş	...	12	0	0
Tüm Tekstil-İş	...	5	183	0.02
Turkon-İş	...	18	6938	0.9
TYS	...	10	0	0
Yapsan-İş	...	6	19	0.01
Yeni Bes-İş	...	14	45	0.02
Unions not in the Official List of the Ministry of Labor and Social Security				
Emekli-Sen	DİSK			
Kamu-Sen (Kıbrıs Türk Kamu Görevlileri Sendikası)	Hak-İş			
Öz Finans-İş Sendikası	Hak-İş			
Öz Sağlık-İş Sendikası	Hak-İş			
Öz Savunma Ve Güvenlik İşçileri Sendikası	Hak-İş			
Öz Toprak-İş Sendikası	Hak-İş			
Deriteks Sendikası	Türk-İş			
Hür-İş	Türk-İş			
Selüloz-İş Sendikası	Türk-İş			
Türk Koop-İş Sendikası	Türk-İş			
Türkiye Haber-İş	Türk-İş			
Türksen Federasyonu	Türk-İş			

Codes for Branch of Activity:

1. Hunting and fisheries, agriculture and forestry
2. Food industry
3. Mining and stone quarries
4. Petroleum, chemicals, rubber, plastics and medicine
5. Textile, ready-made clothing and leather
6. Wood and paper
7. Communication
8. Printed and published materials and journalism
9. Banking, finance and insurance
10. Commerce, office, education and fine arts
11. Cement, clay and glass
12. Metal
13. Construction
14. Energy
15. Transport
16. Shipbuilding and maritime transportation, warehouse and storage
17. Health and social services
18. Accommodation and entertainment
19. Defense and security
20. General affairs

<http://www.csqb.gov.tr/csqbPortal/ShowProperty/WLP%20Repository/csqb/dosyalar/istatistikler/CalismaHayati-2013> , p. 107-113

Employers' organizations

		Number of Members (Companies and Institutions)	Sector
Employers' Union			
Unions within TISK			
Turkish Wood Industry Employers' Association	Türkiye Ağaç Sanayii İşverenleri Sendikası		Wood
Turkish Heavy Industry and Service Sector Public Employers' Association (TÜHİS)	Türk Ağır Sanayii ve Hizmet Sektörü Kamu İşverenleri Sendikası (TÜHİS)	84	Public Sector
Turkish Shipowners Employers' Association	Türk Armatörleri İşverenler Sendikası (TAİS)		Maritime Transport
Turkish Glass, Cement and Clay Industry Employers' Association	Türkiye Cam, Çimento ve Toprak Sanayii İşverenleri Sendikası		Glass

Cement Industry Employers' Association (ÇEİS)	Çimento Endüstrisi İşverenleri Sendikası	28	Cement
Leather Industry Employers' Association of Turkey (TÜDİS)	Türkiye Deri Sanayii İşverenleri Sendikası (TÜDİS)	54	Leather
Food Industry Employers' Association of Turkey (TÜGİS)	Türkiye Gıda Sanayii İşverenleri Sendikası (TÜGİS)		Food
Pharmaceutical Industry Employers' Association (İEİS)	İlaç Endüstrisi İşverenler Sendikası (İEİS)	61	Pharmaceuticals
Turkish Employers' Association of Construction Industries (İNTEŞ)	Türkiye İnşaat Sanayicileri İşveren Sendikası (İNTEŞ)	125	Construction
Public Enterprises Employers' Association (KAMU-İŞ)	Kamu İşletmeleri İşverenleri Sendikası (KAMU-İŞ)	60	Public Sector
Chemicals, Petroleum, Rubber and Plastics Industry Employers' Association of Turkey (KİPLAS)	Türkiye Kimya, Petrol, Lastik ve Plastik Sanayii İşverenleri Sendikası (KİPLAS)	75	Chemicals
Local Administration Public Employers' Association (MİKSEN)	Mahalli İdareler Kamu İşveren Sendikası (MİKSEN)	31	Local Administration
Local Administrations Employers' Association (MİS)	Mahalli İdareler İşverenleri Sendikası (MİS)		Local Administration
Turkish Employers' Association of Metal Industries (MESS)	Türkiye Metal Sanayicileri Sendikası (MESS)	216	Metal
Petroleum Products Employers' Association (PÜİS)	Petrol Ürünleri İşverenler Sendikası (PÜİS)		Petroleum Products
Turkish Health Industry Employers' Association (SEİS)	Türkiye Sağlık Endüstrisi İşverenleri Sendikası (SEİS)	95	Health Industry
Turkish Employers' Association of Cellulose, Paper and Paper Products Industries	Türkiye Selüloz, Kağıt ve Kağıt Mamulleri Sanayii İşverenleri Sendikası		Paper
Sugar Industry Employers' Association of Turkey	Türkiye Şeker Sanayii İşverenleri Sendikası		Sugar
Turkish Textile Employers' Association (TİTSİS)	Türkiye Tekstil Sanayii İşverenleri Sendikası		Textile
Clay, Ceramic, Cement and Glass Industry Employers' Association of Turkey	Türkiye Toprak, Seramik, Çimento ve Cam Sanayii İşverenleri Sendikası		Clay
Tourism Industry Employers' Association	Turizm Endüstrisi İşverenleri Sendikası		Tourism
All Private Education Institutions Employers' Association (TEKİS)	Tüm Özel Eğitim Kurumları İşverenleri Sendikası (TEKİS)		Education
Independent Unions			
Turkey's Bread Industry Employers Union	Türkiye Ekmek Sanayii İşverenleri Sendikası (TESİS)		Food
Gas Station Employers Union	T. Akaryakıt Bayileri Petrol-Gaz Şirketleri İşverenleri Sendikası (TABGİS)		Petroleum Products
Bread Industry Employers Union	Ekmek Sanayii İşverenleri Sendikası		Food
Turkey's Construction Contractors Employers Union	T. İnşaat Müteahhitleri İşverenleri Sendikası (TİMSE)		Construction
Public Sector Construction Contractors Union	Türkiye Resmi Sektör İnşaat Müteahhitleri İşverenleri Sendikası (TÜRK-İNŞA)		Construction
Textile Industry Employers Union	Türkiye Tekstil Sanayi İşverenleri Sendikası (TEKSAN-SEN)		Textile

All Bread Industry Employers Union	Tüm Ekmek Sanayii İşverenleri Sendikası		Food
Land Logistics Employers Union	Kara Nakliyecileri Nakliye Komisyoncuları Nakliye Mütahhitleri İşverenleri Sendikası (NAK-İŞ)		Logistics
Tobacco Employers Union	Türkiye Tütün İşverenleri Sendikası		Tobacco
Anatolia Metal Industry Employers Union	Anadolu Metal Sanayi İşverenleri Sendikası (AN-SEN)		Metal
Central Anatolia Bakery Employers Union	İç Anadolu Fırın İşverenleri Sendikası		Food
General Bread Industry Employers Union	Genel Ekmek Sanayi İşverenleri Sendikası		Food
Newspaper Owners Union	Gazete Sahipleri Sendikası		Journalism
Uşak Textile Employers Union	Uşak Tekstil İşverenleri Sendikası		Textile
Construction Contractors Employers Union	İnşaat Mütahhitleri İşverenleri Sendikası		Construction
Turgutlu Soil Industry Employers Union	Turgutlu Toprak Sanayi İşverenleri Sendikası (EGE-TOP-SEN)		Clay
Konya Bread Industry Employers Union	Konya Ekmek Sanayi İşverenleri Sendikası		Food
Touristic Recreation Facilities Employers Union	Turistik Eğlence Yerleri İşverenler Sendikası (TEYİS)		Tourism
Metal Industrialists Employers Union	Metal Sanayicileri İşverenleri Sendikası (MESİS)		Metal
Local Government Public Employers Union	Yerel Yönetimler Kamu İşverenleri Sendikası (YEREL-SEN)		Public
Information and Communication Technologies Employers Union	Bilgi ve İletişim Teknolojileri İşverenleri Sendikası (BİTİS)		Communication
All Pharmacist Employers Union	Tüm Eczacı İşverenler Sendikası (TEİS)		Pharmaceuticals
Staff and Student Transportation Employees Union	Personel ve Öğrenci Taşıma Ulaşım Çalışanları Sendikası (ULAŞ-İŞ)		Transportation
Independent Technical Services Industry Union	Bağımsız Teknik Hizmetler Endüstrisi İşverenleri Sendikası (TEM-SEN)		Services
Private Security Employers Union	Özel Güvenlik İşverenleri Sendikası (ÖGİS)		Private Security
Service Sector Employers Union	Hizmet Sektörü İşveren Sendikası (HİZMET İŞVEREN)		Services
Family Medical Doctors Health and Social Services Employers Union	Aile Hekimleri Sağlık ve Sosyal Hizmetler İşverenler Sendikası (AİLE-SEN)		Healthcare
Private Education and Training Services Employers Union	Özel Eğitim ve Öğretim Hizmetleri İşverenleri Kalkındırma Sendikası (ÖZEKSEN)		Education
Machinery and Metal Employers Union	Makine ve Metal Sanayii İşverenleri Kalkındırma Sendikası (MAKSEN)		Machinery and Metal

Chambers of Commerce and Industry						
Adıyaman	Biga	Demirci	Gördes	Kırklareli	Ordu	Tarsus
Afsin	Bilecik	Devrek	Gümüşhacıköy	Kırşehir	Orhangazi	Taşköprü
Afyonkarahisar	Bingöl	Dinar	Gümüşhane	Kızıltepe	Osmaniye	Tatvan
Ağrı	Birecik	Diyarbakır	Hakkâri	Kilis	Pasinler	Tavşanlı
Akçakoca	Bitlis	Doğubayazıt	Havza	Kumluca	Pazar	Tekirdağ
Akhisar	Boğazlıyan	Dört Yol	Hayrabolu	Kütahya	Reyhanlı	Terme
Aksaray	Bolu	Düzce	Hopa	Lüleburgaz	Rize	Tokat
Akşehir	Bolvadin	Edirne	Iğdır	Malatya	Safranbolu	Tosya
Akyazı	Bor	Elâziğ	İnebolu	Malkara	Sakarya	Trabzon
Alaca	Borçka	Elbistan	İnegöl	Manavgat	Salihli	Tunceli
Alanya	Boyabat	Emirdağ	İskenderun	Manisa	Samsun	Turgutlu
Alaplı	Bozüyük	Erbaa	Isparta	Mardin	Sandıklı	Turhal
Alaşehir	Bucak	Erciş	İzmit	Mersin	Şanlıurfa	Ünye
Amasya	Bulancağ	Erdemli	Kahramanmaraş	Merzifon	Şefaati	Ürgüp
Anamur	Burdur	Ereğli(Konya)	Kaman	Milas	Seydişehir	Uşak
Antakya	Bursa	Ereğli/Kdz.	Karabük	Mucur	Siirt	Uzunköprü
Antalya	Çanakkale	Erzin	Karacabey	Muğla	Silifke	Van
Ardahan	Çankırı	Erzincan	Karahallı	Muş	Simav	Vezirköprü
Ardeşen	Çarşamba	Erzurum	Karaman	Mustafakemalpaşa	Sinop	Yalova
Arhavi	Çay	Fatsa	Karapınar	Mut	Sivas	Yalvaç
Artvin	Çayeli	Fethiye	Kars	Nevşehir	Siverek	Yenişehir
Babaeski	Cizre Ticaret Ve	Gediz	Kastamonu	Niğde	Soma	Yerköy
Bafra	Çorlu	Gelibolu	Kelkit	Niksar	Sorgun	Yozgat
Bartın	Corum	Gemlik	Keşan	Nusaybin	Suluova	Yüksekova
Batman	Çaycuma	Gerede	Kırıkhan	Of	Sungurlu	Zile
Bayburt	Çerkezköy	Giresun	Kırıkkale	Oltu	Şirnak	Zonguldak
Chambers of Commerce						
Acipayam	Bandırma	Burhaniye	Erdek	İstanbul	Kuşadası	Selçuk
Adana	Bayındır	Ceyhan	Eskişehir	İzmir	Marmaris	Şereflikoçhisar
Aliağa	Bergama	Çumra	Gaziantep	Kadırlı	Menemen	Söke
Ankara	Beypazarı	Denizli	Gebze	Kayseri	Nazlı	Susurluk
Aydın	Beyşehir	Develi	Gönen	Kocaeli	Nizip	Tavas
Ayvalık	Bodrum	Didim	Haymana	Konya	Ödemiş	Tire
Babadağ	Buldan	Doğanhisar	Ilgın	Kozan	Polatlı	Torbalı
Balıkesir	Bunyan	Edremit	Islahiye	Körfez	Sarayköy	Yahyalı

Trade Exchanges						
Adana	Alaşehir	Bandırma	Çankırı	Diyarbakır	Eskişehir	Iğdır
Adıyaman	Ankara	Batman	Çarşamba	Düzce	Fatsa	Ilgın
Afyonkarahisar	Antakya	Biga	Ceyhan	Edirne	Gaziantep	İpsala
Akhisar	Antalya	Boğazlıyan	Cihanbeyli	Edremit	Gemlik	İskenderun
Aksaray	Aydın	Bolvadin	Çorlu	Elâzığ	Giresun	Isparta
Akşehir	Babaeski	Burdur	Corum	Ereğli/Konya	Gönen	İstanbul
Akyazı	Bafra	Bursa	Çubuk	Erzincan	Haymana	İzmir
Alaca	Balıkesir	Çanakkale	Denizli	Erzurum	Hayrabolu	Kadirli
Kahramanmaraş						
Chambers of Industry						
Adana	Aydın	Denizli	Eskişehir	İstanbul	Kocaeli	Ankara
Balıkesir	Ege Bölgesi	Gaziantep	Kayseri	Konya		
Chambers of Maritime Commerce						
İmeak	Mersin					