

2017

TURKEY

By Utku Balaban

Socio-economic developments

Industrial relations

Forecasts

# Annual Review

of Labour Relations and Social Dialogue

State policies

Tripartite social dialogue



# Annual Review 2017

## of Labour Relations and Social Dialogue

Turkey / By Utku Balaban

- Notwithstanding the highly-disputed revision of the GDP series, GDP in 2016 grew by 2.88%, the lowest figure since 2009. The difference between the European Union (EU) average and Turkey for the GDP per capita grew from \$21,068 in 2015 to \$21,271 in 2016 according to the new GDP series.
- The persistently low female labour force participation rate (much lower than the global average) and high unemployment (much higher than the global average) continued to characterize the labour market in 2016.
- The minimum wage was raised from \$343 to \$445 at the beginning of 2016, yet the figure dropped back to \$370 because of the devaluation of Turkish Lira.
- The drop of the at-risk-of-poverty rate in the 2000s came to a halt within the last three years and the rate remained roughly the same in 2016 with respect to the figure for 2015 despite the increase in spending on means-tested transfer programs. The Gini-coefficient had the highest value in 2016 with respect to the last decade.
- The Justice and Development Party (JDP) government declared a state of emergency after the putsch in July allegedly in order to purge the coup plotters. The government used the coup as the pretext to abolish the rule of law in the country. More than 100,000 civil servants were permanently dismissed without any investigation or trial as well as more than 350 scholars who had undersigned a petition to protest the uncontrolled violence of the government forces in the southeast region of the country. This series of incidents indirectly halted the inchoate labour resistance in Turkey that was reflected in the increasing number of strikes since 2013.
- The misuse of the unemployment insurance fund by the government for unrelated purposes, the amendment of the Labour Code to allow for the 'worker-for-rent' practice by private employment offices, the debate on the employment condition of the employees working for the public but officially hired by subcontracting companies, the new legislation that requires employees enrolling private pension schemes, the continued dominance of the government-sponsored public employee unions, and government's decision to end the practice of daylight saving time are among the highly disputed government policies concerning employment and work relations.
- The number of cases of labour unrest and onsite collective action was smaller in 2016 than the previous year. The state of emergency that gave the government officials extended rights to suppress any collective political action in public spaces is the most possible reason for this drop, because the number of strikes had been growing since 2013, reflecting the growing discontent among workers about work and employment conditions.
- The total number of occupational injuries, occupational injuries per worker, and the number of workplace homicides increased in 2016.



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# Socio-economic developments

The Turkish Statistical Institute (Turkstat) revised the GDP series and that action has been highly disputed since its publication and it is argued that the new accounting has inflated the growth figures roughly since 2009. If the old series were used, the figure for 2016 would be likely be even smaller.<sup>1</sup> In other words, the revision makes it difficult, if not impossible, to make an objective assessment of the growth patterns for the last five years and the coming few years ahead.

Unsurprisingly, international financial and development agencies such as the IMF revised their growth projections for Turkey for the 2020s along with the Turkstat revisions. Nevertheless, according to the World Bank, GDP growth for 2016 was 2.88 per cent, the lowest figure since 2009. GDP per capita dropped from \$10,980 in 2015 to \$10,788 in 2016. The difference between the European Union (EU) average and Turkey for GDP per capita grew from \$21,068 in 2015 to \$21,271 in 2016 according to the new GDP series. According to the same series, GDP per capita in 2015 and 2016 was \$10,979 and \$10,787 respectively.<sup>2</sup>

FDI volume decreased from \$12 billion in 2015 to \$7.5 billion in 2016, the lowest figure since 2010. Of the total FDI, 41 per cent of the capital inflows were invested in industrial sectors and 58 per cent of the same volume was invested in service sectors. Among the investment-receiving industrial sectors, the one with the largest share is food, beverage, and tobacco products (31.5 per cent) followed by basic metals (28 per cent), chemicals and chemical products (12.9 per cent), and computer, electronics and optical instruments (10.8 per cent). The top five investor countries in 2016 were the Netherlands (\$1 billion), the United Kingdom (\$0.97 billion), Russia (\$0.72 billion), Azerbaijan (\$0.66 billion) and Japan (\$0.45 billion). European countries accounted for 64 per cent of the FDI volume followed by Asian countries, including the Gulf Region and the Middle East (30 per cent).<sup>3</sup> The volatility in

FDI volume within the last decade is ongoing and ranged between \$6.2 billion to \$19.1 billion). There has been an overlap in growth patterns of FDI and GDP for the last decade, yet the relationship has been much weaker since 2012 in comparison to 2006-2011.

The export volume in 2016 was \$143 billion. The figure dropped by \$2 billion in comparison to 2015. The import volume similarly shrank from \$208 billion in 2015 to \$199 billion in 2016. Given the decline in imports, the trade deficit decreased from \$63 to \$56 billion.<sup>4</sup> Per the current account balance, Turkey had a deficit of \$33 billion in 2016 and ranked as the fifth highest in the world following the United States, the United Kingdom, Canada, and Australia.<sup>5</sup> Except for the United Kingdom, Turkey has a larger deficit to GDP ratio than these countries.

Per provisional figures, the volume of expenditure by the general government in 2016 was \$304 billion.<sup>6</sup> This amount points to an increase of \$10.5 billion.<sup>7</sup> Nevertheless, the income of the general government grew by \$5.5 billion. In US dollar terms, both the revenue and expenditure of the general government are roughly same as the figures for 2012. In 2016, 259 government assets were privatized for \$1.31 billion.<sup>8</sup> The majority of these assets are land and buildings.

The inflation rate for 2016 was 8.5 per cent. The Turkish Central Bank has failed to meet its target inflation rates since 2011 by large margins. For instance, the target for 2016 was 5 per cent.<sup>9</sup> In fact, the inflation rate in Turkey is still higher than the global average. Both in 2015 and 2016, the inflation rate in Turkey was 4.8 times higher the global inflation rate. The gap has been growing since 2011.<sup>10</sup>

<sup>1</sup> [http://www.cumhuriyet.com.tr/koseyazisi/648453/\\_Yeni\\_mill\\_i\\_gelir\\_serisi\\_uzerine\\_gozlemler.html](http://www.cumhuriyet.com.tr/koseyazisi/648453/_Yeni_mill_i_gelir_serisi_uzerine_gozlemler.html)  
<http://www.mahfioglu.com/2016/12/gsyh-hesaplamas-degisti-kisi-basna.html>  
<https://www.birgun.net/haber-detay/mill-i-gelir-revizyonu-arizalidir-153403.html>

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

<sup>3</sup> <https://evds2.tcmb.gov.tr/index.php?evds/serieMarket>  
<https://www.ekonomi.gov.tr/>

<sup>4</sup> [www.turkstat.gov.tr/PrelstatistikTablo.do?istab\\_id=628](http://www.turkstat.gov.tr/PrelstatistikTablo.do?istab_id=628)  
[http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=629](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=629)

<sup>5</sup> <https://data.worldbank.org/indicator/BN.CAB.XOKA.CD>

<sup>6</sup> <http://www.bumko.gov.tr/TR,184/genel-yonetim-butce-dengesi.html>

Corrigendum: Figure for the 2015 general government expenditure in the 2015 Annual Report covers the first nine months of that year, while the report presents it as the total amount for the whole year and provides an incorrect assessment. Thus, the following statement on Page 3 should be ignored in that report: "The public budget declined from \$305 billion in 2014 to \$203 billion in 2015. The slowdown in GDP growth and devaluation of the domestic currency shrank the public budget by a third in US dollar terms in 2015."

<sup>8</sup> <http://www.oib.gov.tr/>

<sup>9</sup> <http://www.tcmb.gov.tr/wps/wcm/connect/tcmb+tr/tcmb+tr/main+menu/para+politikasi/fiyat+istikrari/enflasyon+hedefleri>

<sup>10</sup> <http://data.worldbank.org/indicator/FP.CPI.TOTL.ZG>

The minimum wage was raised from 1,000 TL to 1,300 TL in 2016. In dollar terms, the figure was \$367 for the second half of 2015 and \$431 in 2016, the highest amount during the Justice and Development Party (JDP) government since 2003. This hike was part of the JDP's election strategy and a response to address the social democratic Republican People's Party's promise to raise the minimum wage to 1,300 TL. One of the key issues about the minimum wage in Turkey is its proximity to the median wage. The minimum wage was 76 per cent of the median wage in Turkey in 2016. Turkey has unexceptionally received the highest figures per this indicator among OECD members since JDP came into power in 2003. The minimum wage serves as the benchmark for all wage labourers in Turkey. Accordingly, the minimum wage does not fulfil its primary purpose, which is to ensure a basic income level for employees but rather to enforce a threshold to which all wages tend to converge. Thus, it seems that the struggle about the minimum wage level seems to be a major political agenda item for the years to come.

There was not any major improvement in the labour force participation rate in 2016. The figure was 50.28 per cent for 2015 and 50.27 per cent for 2016. In effect, the growth of this indicator came to a halt in 2008 and the figure has remained roughly the same since 2009. Turkey had the 22nd lowest labour participation rate among 191 countries in the world.<sup>11</sup>

The chronically low female labour force participation rate is the culprit behind this problem. Since JDP came into power in 2003, the rate for females has increased from 26.3 per cent to 30.4 per cent in 2016. The respective ratios are 51 per cent for the European Union and 56 per cent for the United States.<sup>12</sup>

Notwithstanding the low labour force participation rate, the unemployment rate is particularly high in Turkey. According to World Bank data and country classification, the unemployment rate for Turkey, upper middle income countries, the European Union, and the world are respectively 10.4 per cent, 6.2 per cent, 8.6 per cent, and 5.7 per cent for 2016.<sup>13</sup> According to Turkstat, the related figure for 2016 is 11.8 per cent and the rate for 2015 was 9.9 per cent while the non-agricultural unemployment rate is 14.1 per cent, a staggeringly high figure.<sup>14</sup> Furthermore, the employment rate

was just 54.4 per cent in 2016, while the EU average for the same year was 71.1 per cent. In other words, the low female labour force participation rate is coupled with high unemployment in Turkey.

Turkey's at-risk-of-poverty rate, measured at 60 per cent of the country's median income, was 21.2 per cent in 2016.<sup>15</sup> There has been a steady decrease of this indicator since 2006 when the related value was 25.4 per cent. Nevertheless, the drop came to a halt within the last three years and that reflects the indirect effects of the stall of economic growth. In effect, the means-tested social assistance schemas that roughly cost \$11.6 billion in 2016<sup>16</sup> has a limited impact on the at-risk-of-poverty rate in Turkey and the observed decline in the related figures has been by and large associated with the growth rates since 2003.

According to World Bank data, the rates of poverty for the \$1.90 and \$3.20 per day thresholds for 2014 are 0.3 per cent and 2.4 per cent respectively (poverty headcount ratio, 2011 PPP).<sup>17</sup> Turkstat continues publishing its data according to the World Bank's older thresholds at \$1 a day, \$2.50 a day, and \$4.30 a day. The respective values for 2015 are 0 per cent, 0.06 per cent, and 1.58 per cent.<sup>18</sup>

The Gini-coefficient score by equalized household disposable income increased both in 2015 and 2016 with respect to 2014; the figures for the respective years being 0.379, 0.386, and 0.396. The score for 2016 is the highest within the last decade and the gradual decline of income inequality seems to have come to a halt. The latest calculation of the Gini score by Eurostat is for 2015 (0.419) and Turkey ranks last within the list of EU members and candidate states.<sup>20</sup>

<sup>11</sup> <https://data.worldbank.org/indicator/SL.TLF.CACT.ZS>

<sup>12</sup> <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

<sup>13</sup> <https://data.worldbank.org/indicator/SL.UEM.TOTL.ZS>

<sup>14</sup> <http://www.tuik.gov.tr/PreHaberBultenleri.do?id=27691>

<sup>15</sup> [http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=1390](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=1390)

<sup>16</sup> [www.aile.gov.tr/data/.../2016%20%20Faaliyet%20Raporu.pdf](http://www.aile.gov.tr/data/.../2016%20%20Faaliyet%20Raporu.pdf)

<sup>17</sup> <https://data.worldbank.org/indicator/SI.POV.LMIC>

<sup>18</sup> [http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=462](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=462)

<sup>19</sup> [http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=2354](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=2354)

<sup>20</sup> <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&pcode=tessi190&language=en>

## State policies

The state of emergency declared after the putsch on July 15, 2016 shaped the political context of the government policies concerning industrial and employment relations. The ongoing state of emergency gave extended rights to the governors to ban any kind of collective action in public spaces in reference to public safety, to limit the activities of the labour unions, and to intervene in the working conditions of workers.<sup>21</sup> Thanks to the state of emergency, the JDP government was able to take the steps summarized below, as collective action by labour was mostly silenced in the absence of the rule of law.

One of the most dramatic consequences of the state of emergency was the dismissal of over 100,000 government employees who were allegedly affiliated with terrorist organizations. The names of the government employees to be dismissed are put on the annexes of the executive orders and thereby stigmatized in the public yet those executive orders do not even clarify which terrorist organization the dismissed person is allegedly affiliated with. Nor do they present any (vague or explicit) evidence to prove the allegation. Passports of the dismissed persons are confiscated or annulled without a court order. Their names and national identification numbers are marked in the social security system's database so that the potential employers of these persons see that they have been dismissed from government service with an executive order. Thus, most of the dismissed government employees were/ are unable to find a job in the private sector.

No legal recourse was granted to the dismissed employee until a highly disputed commission to review the cases was established months after the mass dismissals. The irony concerning the applications for the review commission is that the dismissed employee is expected to prove that she or he is not affiliated with a terrorist organization. In other words, applicants for review commissions are obliged to prove that they are not guilty (of the charges that they cannot exactly identify). Accordingly, the situation is against the basics of the rule of law. Nonetheless, the European Court of Human Rights deemed the review commission as a legally relevant body of appeal and rejected the applications by the dismissed government employees by advising them to apply for this review committee.

This sequence of incidents gave the JDP government a large margin of manoeuvre, which it has been using to curb the employment-related rights of employees in Turkey since the declaration of the state of emergency in mid-2016.

The JDP government made a proposal to amend the **public employment code** with the following goals:<sup>22</sup>

- a. The differences in status between public employees such as civil servants and workers will be annulled and civil servants will be in effect deprived of some of their rights.
- b. A performance-based system will be implemented to determine the employment status, promotion, and pay of the public employees.
- c. The pay system will be streamlined.
- d. Public employees will be easily and permanently dismissed if they are accused of supporting a terrorist organization no matter how vague the accusation is.

The related amendments have not passed in the parliament thus far, yet the intention is to make those changes after the next presidential election that is planned to take place in 2019.

The **Unemployment Insurance Fund** was another major issue of debate in 2016. The fund was established in 2002 to provide temporary support for unemployed persons, who contributed to the fund for the last three years of their career. The fund accumulated roughly 12.2 billion TL (about \$3.21 billion) by June 2016, while only 4.7 million out of 7 million applicants have been able to benefit from the fund. Notwithstanding the severe limitations on the conditions for potential beneficiaries, more than 3.3 billion TL (about \$0.86 billion) pooled in the fund since 2014 were generously distributed to subsidize the employers and to fund the government's investment projects. Furthermore, the Public Welfare Employment Programs (Toplum Yararına Çalışma Programı) that provide short-term jobs at municipal parks and recreation departments and other service-providing government and municipal agencies and in 2015, approximately 37,000 persons were temporarily employed with such programs. The Unemployment Insurance Fund is used to finance these programs and to subsidize the employers rather than to provide financial assistance for the unemployed, who have financed the Fund.<sup>23</sup>

<sup>21</sup> <https://www.birgun.net/haber-detay/ohal-kararnameleri-ve-emege-yonelik-tehdit-121384.html>

<sup>22</sup> <http://ilerihaber.org/icerik/6-maddede-kamuda-karsi-devrim-28074.html>

<sup>23</sup> <https://disk.org.tr/2016/01/issizlikteki-devasa-artist-issizin-fondaki-parasi-ile-gizlendi/>  
<https://www.birgun.net/haber-detay/devlet-sirkete-donusuyor-124767.html>



**Private employment offices** were granted extended rights with an amendment to the Labour Code in February 2016. Thanks to this amendment, the earlier ruling of the Council of State (Danıştay) that the “worker-for-rent” practice by these offices was unconstitutional was rendered moot. Workers affiliated with these offices will be in effect deprived of the right to unionize. They will not be counted as part of the workforce of a workplace where they actually work. Their healthcare and vacation rights will be more limited than other workers.<sup>24</sup> There are concerns that this step will further endanger the occupational safety of the employees.<sup>25</sup> Furthermore, it is dubious that these offices help to reduce unemployment.<sup>26</sup>

**Subcontractors’ involvement in the employment of the public staff** was also intensely debated in 2016. In response to Republican People’s Party’s election promise in 2015, the JDP government promised to provide a permanent employment contract for more than 720,000 public employees temporarily employed via subcontractor companies. Even though this was a progressive step to decrease the level of precariousness on behalf of these public employees, the proposed change entails a number of conditions for the employees, such as to give up the hitherto unpaid wages by subcontractors and the public. The total amount of the unpaid compensation is 2.5 billion TL (about \$0.65 billion).<sup>27</sup> This group of employees will take an examination, the content of which is a mystery, in order to transfer to their new post or status. While they are to work under worker status at their workplace they will be denied the right to unionize.<sup>28</sup>

**Enrolment of all employees for private/individual pension schemes** (Bireysel Emeklilik Sistemi; BES) became mandatory with the ratification of a new law at the Grand Assembly in August 2016. Three percent of the total income of the employees including wages, social insurance, and bonuses is to be transferred to a private pension scheme of the employer’s choice.

This regulation is criticized because private employment schemes have been operating in Turkey since 2001 and the participation rates were much lower than the OECD average, even though the government makes a contribution equal to 25 per cent of the premium paid by the program participant. In effect, the legal enforcement is seen as unjustifiable support for a system that cannot stand on its feet.<sup>29</sup> The system

imposes all of the risks of the funds on the participants without any guarantee by the government.<sup>30</sup> Furthermore, the return rate has been below the inflation rate. In other words, these funds made a net loss in recent years.<sup>31</sup> The expected pension benefit for a ten-year period of contributions for a worker paid the minimum wage is around 140 TL (less than \$50).<sup>32</sup> Unsurprisingly, 3.5 million out of 11.2 million of the participants (approximately 31 per cent) opted out of their program in 2016.<sup>33</sup>

Despite the state of emergency and mass layoffs, the **unionization rate of the public employees** increased in 2016. Accordingly, the rate increased from 48 per cent in 2002 to 72 per cent in 2016. This astonishing growth in numbers is related to the efforts of the government-sponsored public employee union (Memur-Sen) to expand its enrolment among public employees mostly at the expense of Kamu-İş and left-oriented KESK.<sup>34</sup> The “success” of Memur-Sen is the product of a by now well-known strategy of the JDP government to marginalize the political opposition in the country. KESK has been the pioneer of the unionization of the public employees since the 1990s. Its members are highly politicized and their support for their union (and confederation) is not limited to the issues within the confines of the collective bargaining. In fact, KESK is highly capable of mobilizing its members for macro-political issues such as the Kurdish question. Given its failure to manipulate KESK, JDP actively supported the pro-government Islamist Memur-Sen to enrol the hitherto non-union civil servants. Accordingly, the relative share of KESK among unionized civil servants has dropped over the last fifteen years.

Another commonly debated policy change that affected the work conditions of the employees in all sectors in Turkey in 2016 was the government’s decision to quit **the practice of daylight saving time**. A common complaint is that the employees cannot see the sunlight throughout the day in winter time, because they are on their way to work before sunrise and leave their workplace after sunset. The new practice also put significant pressure on the shoulders of parents, who now have to take care of their children who tend to suffer from psychological problems such as sleep deprivation. This new policy was allegedly to decrease energy consumption in Turkey, while it has been argued that the total consumption has actually increased since 2016 and this practice in effect benefitted the energy supply companies.<sup>35</sup>

<sup>24</sup> <https://www.evrensel.net/yazi/76004/kiralik-isci-yasa-tasarisinin-acmazlari>

<sup>25</sup> <https://www.birgun.net/haber-detay/yasa-meclis-te-artik-guvenle-olebilirsiniz-104500.html>

<sup>26</sup> <https://www.birgun.net/haber-detay/kiralik-iscilik-issizligi-azaltmaz-105902.html>

<sup>27</sup> [http://www.guvenlicalisma.org/index.php?option=com\\_content&view=article&id=17149:kayserilinin-taseron-hesabi-mehmet-akyol&catid=130:makaleler&Itemid=240](http://www.guvenlicalisma.org/index.php?option=com_content&view=article&id=17149:kayserilinin-taseron-hesabi-mehmet-akyol&catid=130:makaleler&Itemid=240)

<sup>28</sup> <https://www.evrensel.net/yazi/76316/taseron-iscilerine-kadro-yerine-hak-gasbi>  
<https://www.birgun.net/haber-detay/kadro-yok-taseronsuz-taseronluk-geliyor-107774.html>

<sup>29</sup> <https://www.birgun.net/haber-detay/calisanlar-degil-sermaye-bes-leniyor-123876.html>

<sup>30</sup> <https://www.evrensel.net/haber/.../kesintileri-geri-almak-bile-mumkun-gorunmuyor>

<sup>31</sup> <https://www.birgun.net/haber-detay/calisanlar-degil-sermaye-bes-leniyor-123876.html>

<sup>32</sup> <https://www.birgun.net/haber-detay/bes-maasi-10-yil-sonra-ayda-140-tl-140963.html>

<sup>33</sup> <https://www.birgun.net/haber-detay/calisanlar-degil-sermaye-bes-leniyor-123876.html>

<sup>34</sup> <https://www.birgun.net/haber-detay/memur-sendikaciliginda-neler-oluyor-119017.html>

<sup>35</sup> <http://sendika62.org/2016/12/yaz-saati-sermayeyi-besliyor-yusuf-gursucu-ozgurulukcu-demokrasi-395617/>

# Industrial Relations

According to The Working Class Unrest Report 2016 by Emek Çalışmaları Topluluğu (Labour Studies Group)<sup>36</sup>, 608 cases of labour unrest by workers and civil servants were publicized in mass media in 2016. The number of cases in 2016 was smaller than in 2015 and 2014. Out of these 608 incidents, 420 cases of labour unrest took place at the workplaces of the participants. In total, 46,000 workers and civil servants were estimated to participate in the protests and strikes. The average length of these onsite collective actions was ten days. In twenty-nine cases, workers and civil servants halted or stalled the production or service.

The Labour Studies Group counts 188 multi-site collective actions for 2016. The three major sectors of activity were construction, metal, and general affairs. Collective actions that were not organized by a union accounted for 27 per cent of the total number; a decrease by 9 percentage point in comparison to 2015. In total, 2,954 employees lost their jobs because of their involvement in collective action and 1,359 employees within this category were laid off because of their attempt to unionize their workplace.

Thirty per cent of the onsite collective actions were triggered by layoffs. Another 21 per cent were the result of a breach of contract by the employer refusing to pay the contractual compensation. Mobbing and arbitrary penalties for the employees accounted for the reason for 13 per cent of the onsite collective actions, while another 13 per cent of the cases were related to the unionization efforts.<sup>37</sup>

Sixty-eight per cent of the onsite collective actions lasted one day or less. Ten per cent of the actions lasted longer than one month. In twenty-nine per cent of the cases, employees disrupted or halted production. Roughly sixty per cent of the onsite collective actions took place in the three major metropolitan cities of the country (Ankara, Istanbul, and Izmir), while no onsite collective actions were observed in twenty-five provinces of the country. Collective actions by workers employed with open-ended contracts most commonly took place in the metal, ready-made apparel, and petrochemical sectors, while workers employed by subcontractors tended to organize collective action in the construction, general affairs, and energy sectors.<sup>38</sup>

The Labour Studies Group concludes that workers' labour unions "did not take serious efforts to enrol new members in 2016", as the numbers reveal that the unionization rate among workers grew by a miniscule rate.<sup>39</sup>

Eğitim-Sen (Education and Science Labourers Union) initiated 34 onsite collective actions to protest the layoffs from government executive orders after the declaration of the state of emergency in July 2016. Notwithstanding the low unionization rate in the construction sector, İnşaat-İş (Construction Workers Union) managed to organize 28 onsite collective actions, while Birleşik Metal İş (United Metal Workers Union) initiated 25 onsite protests and strikes.<sup>40</sup>

The state of emergency had a visible and negative impact on the onsite collective actions: the rate of intervention by the security forces per the total number of onsite collective actions was 5 per cent in 2016 before the state of emergency, while the rate increased to 22 per cent in the rest of the year.<sup>41</sup>

Occupational safety remained as a major work-related problem in 2016. Throughout the year, 154 workplace deaths took place every month until the declaration of the state of emergency in July after which the figure increased to 177. In other words, the state of emergency was coupled with a higher number of workplace deaths in 2016.<sup>42</sup> Furthermore, occupational injuries have become more common during the last few years. As a matter of fact, the number of injury cases increased by 52 per cent between 2013 and 2016.



Source: Turkish Social Security Agency<sup>43</sup>

<sup>36</sup> <http://emekcalisma.org/>

<sup>37</sup> <http://emekcalisma.org/Raporlar/ISCI%20EYLEMLERİ%20RAPORU%202016.pdf>, p. 19

<sup>38</sup> Ibid, p. 21-25

<sup>39</sup> Ibid, p. 26

<sup>40</sup> Ibid, p. 29

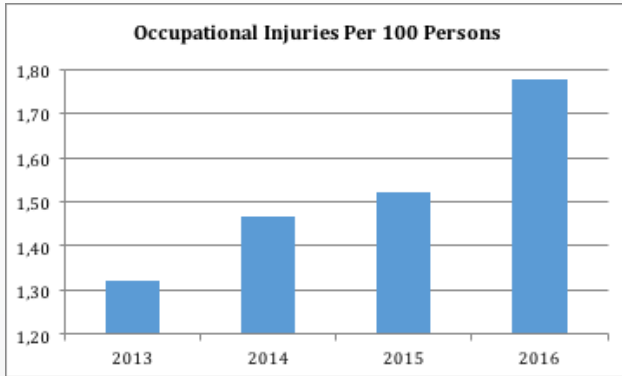
<sup>41</sup> Ibid, p. 29

<sup>42</sup> <https://www.evrensel.net/haber/301550/is-cinayetlerinde-1929-isci-yasamini-yitirdi>

<sup>43</sup> [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)

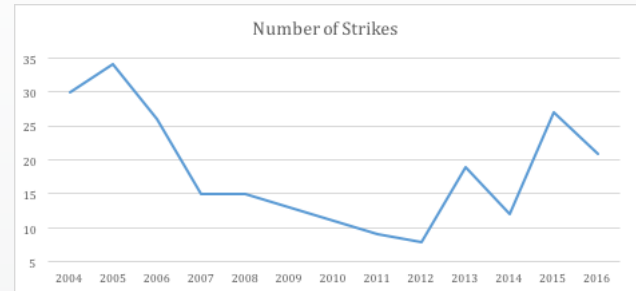


The boom is partially a consequence of the slowdown in unregistered employment that contributes to the visibility of the occupational injuries in official statistics. However, this factor is only of a minor value given the fact that there has been also a boom of occupational injuries per (registered) worker since 2013. The number of occupational injuries increased by almost 40 per cent in just four years, as the graph below illustrates.



Source: Turkish Social Security Agency<sup>44</sup>

Notwithstanding this bleak picture in industrial relations, one detail that is missed in popular publications and asks for more attention is the fact that the number of strikes has in fact increased since 2012 and reached almost to the level when JDP came into the power. As the graph below illustrates, the number of strikes kept declining in the 2000s. The trend after 2012 tells a different story no matter how meagre the total number of cases is. One should also keep mind the fact that the state of emergency was declared in July 2016 and the JDP effectively (if not legally) banned strikes for the rest of the year.



Source: Ministry of Labour and Social Security<sup>45</sup>

## Tripartite Social Dialogue

Tripartite social dialogue became weaker under the JDP government and it would not be an aberration that it came to a halt after the declaration of state of emergency in July 2016. Thus, one of the few remaining issues of dialogue among the parties has been the minimum wage commission.

As discussed above, there was a significant raise of the minimum wage in 2015 from 1,000 TL to 1,300 TL raising the amount from \$343 to \$445 as of the beginning of 2016. However, the high inflation as well as the gradual devaluation of the Turkish Lira melted down this raise the same year. The exchange rates for USD were 2.92 TL in January and 3.53 TL in December. Accordingly, the minimum wage was \$370 as of December 30, 2016. In fact, this much publicized boost for the minimum wage had a limited and ephemeral impact on the welfare of the employees.

Thus, the commission's activities for 2016 played a major role in determining whether the wage level in Turkey could be kept at the same level, as more than 5.5 million of the waged employees are estimated to work for minimum wage.<sup>46</sup> However, the commission excludes important labour union

confederations such as left-oriented DISK. Accordingly, TISK (the employer association participating in the commission) and TÜRK-İŞ (the largest union confederation) dominate the commission.<sup>47</sup> Notwithstanding the objection of the labour unions, the commission's decision was to set the monthly minimum wage at 1,404 TL for 2017. Accordingly, the increase in the minimum wage in 2016 was taken back in dollar terms one year later.<sup>48</sup>

<sup>44</sup> [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)

<sup>45</sup> <https://www.csgb.gov.tr/home/contents/istatistikler/grevlokavtuygulamaları/>

<sup>46</sup> <https://disk.org.tr/wp-content/uploads/2016/11/Asgari-Ucret-Raporu.pdf>

<sup>47</sup> <https://www.birgun.net/haber-detay/asgari-ucrette-gizlilik-neden-138192.html>

<sup>48</sup> <https://www.csgb.gov.tr/home/contents/istatistikler/asgari-ucetin-net-hesabi-ve-isverene-maliyeti-yillara-gore/>

## Forecasts

The coup attempt in 2016 had a dramatic impact on Turkish politics, as the state of emergency declared by JDP in order to purge the coup plotters turned out to be a major instrument for the government to abolish the rule of law in the country. The Grand National Assembly lost its capacity to check and balance the government. The judiciary is unable to make any ruling that would contradict the government's political position, as many judges and prosecutors have been indicted and sentenced with the allegation that they were members of the Fethullah Gülen

movement that is widely believed to be behind the coup attempt in 2016. More than a dozen of the MPs and 150 journalists are in jail.

In this context, JDP banned five strikes during the state of emergency. As a matter of fact, the state of emergency serves as a means to curb the already limited freedom of assembly and association. R. T. Erdoğan underlined this fact at a meeting with international investors on July 12, 2017 with the following statement:

*We declared the state of emergency to ensure that our businesspeople work in a better environment. Let me ask you if there is anyone who is not content with the current situation. There was a state of emergency when we came into power [UB: the state of emergency in 2002 in the south eastern region of the country because of the Kurdish question]. However, a strike was a common threat for all of the factories. Please remember those days. Isn't it obvious that that threat is eliminated... We now intervene in every single workplace that may go on strike thanks to the state of emergency. We say [to the workers], "no, we don't allow for a strike here. You cannot harm our business climate".<sup>49</sup>*

Despite his enthusiasm to convince the business circles, Mr. Erdoğan's efforts seem to have had a limited impact on the collective opinion of big business in Turkey. The business association of the biggest industrial companies (TÜSİAD) made several press releases to emphasize the urgent need to lift the state of emergency.<sup>50</sup>

Nevertheless, it is now less debatable that the major check on the rule of Mr. Erdoğan and his political clique was unfortunately neither the parliament and the judiciary nor the business groups, but the Fethullah Gülen Movement that acted (and probably still acts) as a secretive masonic group within different branches of the state. As the last year's annual review pointed out, the political tension between the government and business groups as a reflection of the balance of power between the Gülen Movement and the Erdoğan clique granted a space of manoeuvre for the unions that effectively used this opportunity with an increasing number of strikes and managed to receive a high raise for the minimum wage.

That balance of power between the Gülen Movement and the Erdoğan clique tilted in favour of the latter after the coup attempt in July 2016. Most of the Gülen supporters were put in jail and scores of them fled the country. Accordingly, the space for manoeuvre by the unions was replaced with a political vacuum filled by the Erdoğan clique that can govern

the country practically without any opposition. Nevertheless, the stall in economic growth continued in 2017 and the risk of a financial crisis appears as the strongest foe of the Erdoğan clique. Thus, the JDP government seems to have no option but to continue the state of emergency at least until the next election in mid-2019 (or earlier).

In this context, the JDP government allocated more than \$50 billion in 2017 to the SMEs from the Credit Guarantee Fund, a hitherto financially minor agency in the state structure. Roughly equal to seven percent of GDP, this new resource will be potentially enough to let a large number of the SMEs survive until the next election in 2019 (or earlier). Accordingly, the state of emergency created the favourable conditions for the JDP government to postpone a potential (and serious) financial crisis for another year. In other words, JDP managed to buy time with the state of emergency to conceal the structural problems in the economy.

<sup>49</sup> <https://www.evrensel.net/haber/326078/erdogandan-itiraf-ohalle-grevlere-musaade-etmiyoruz>

<sup>50</sup> <https://www.ntv.com.tr/ekonomi/tusiad-ohal-bir-an-once-kaldirilmali,BGY2tyNpV0iSsvrDI1EUbQ>

<http://www.hurriyet.com.tr/tusiad-baskani-erol-bilecikden-ohal-bir-kez-da-40462603>

[http://www.cumhuriyet.com.tr/haber/ekonomi/850617/TUSIAD\\_OHAL\\_e\\_son\\_verilmeli.html](http://www.cumhuriyet.com.tr/haber/ekonomi/850617/TUSIAD_OHAL_e_son_verilmeli.html)

[http://www.cumhuriyet.com.tr/haber/ekonomi/907551/TUSIAD\\_baskanindan\\_AYM\\_ve\\_OHAL\\_uyarisi.html](http://www.cumhuriyet.com.tr/haber/ekonomi/907551/TUSIAD_baskanindan_AYM_ve_OHAL_uyarisi.html)

## Annex - Information about:

- Social Security Coverage

### Number of Insured Persons, 2014-2016

		2014	2015	2016
Wage Workers Under Article 4-1/a of Act 5510]	Insured Persons	13,967,837	14,802,222	15,355,158
	Pensioners (File)	6,112,784	6,441,029	6,736,070
	Dependents	18,447,686	18,930,244	19,438,157
	Rate of Insured/Pensioner	2.24	2.30	2.28
Self Employed According to Act 1479 and 2926) [Under Article 4-1/b of Act 5510]	Insured Persons	2,943,837	2,938,034	2,794,132
	Pensioners (File)	2,292,768	2,501,153	2,402,298
	Dependents	9,213,757	9,330,879	9,008,656
	Rate of Insured/Pensioner	1.28	1.17	1.16
Civil Servants [Under Article 4-1/c of Act 5510]	Insured Persons	2,910,148	3,032,971	2,982,548
	Pensioners (File)	1,821,495	1,865,983	1,913,966
	Dependents	6,278,643	6,525,051	6,486,429
	Rate of Insured/Pensioner	1.60	1.63	1.56

Source: [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)

### Social Security Coverage 2010-2016

	2012	2013	2014	2015	2016
Insured Persons	18,352,859	18,886,989	19,821,822	20,773,227	21,131,838
Pensioners- File	9,635,709	9,893,634	10,227,047	10,808,165	11,052,334
Dependents	33,807,725	32,939,205	33,940,086	34,786,174	34,933,242
Rate of insured/pensioner	1.9	1.91	1.94	1.92	1.91
Funds	356,040	367,205	377,800	386,572	392,201
Rate of insured/pensioner (Funds)	1.42	1.5	1.54	1.57	1.63
Population of Turkey	75,627,384	76,667,864	77,695,904	78,741,053	79,814,871
Social security coverage	62,899,043	62,789,365	65,060,709	67,330,236	68,212,484
Rate of insured population	83%	82%	83.7%	85.5%	85.5%
Rate of unregistered insured population	17%	18%	16.3%	14.5%	14.5%
Billed Payments	48,550	47,996	47,336	46,607	45,828
Number of registered under the General Health Insurance	11,357,306	12,351,352	11,385,011	10,180,009	10,189,469
Person who paid General Health Insurance premiums by themselves			4,043,415	2,787,922	2,679,737
Person whose General Health Insurance premiums were paid by the state			7,341,596	7,392,087	7,509,732

Source: [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)



- Educational and Vocational Training

Participation in education and training by sex, age group, education attained and labour status  
(Population age 18 and over, %)

	Participation in formal education			Participation in non-formal education			Participation in formal or non-formal education			Participation in formal and non-formal education		
	2007	2012	2016	2007	2012	2016	2007	2012	2016	2007	2012	2016
<b>Total</b>	5.8	8.3	9.4	13.9	15.4	16.8	17.1	20.4	22.7	2.6	3.3	3.5
<b>Sex</b>												
Male	7.2	9.8	10.9	17.3	17.5	19.8	21.4	23.7	26.6	3.2	3.6	4.1
Female	4.5	6.8	8.0	10.5	13.4	13.8	13.1	17.2	18.9	2.0	3.0	2.9
<b>Age group</b>												
18-24	24.5	33.9	39.4	26.0	26.7	23.8	39.7	46.6	48.9	10.7	14.1	14.3
25-34	5.5	9.6	11.6	18.0	20.9	24.0	21.1	26.9	31.2	2.4	3.5	4.3
35-54	0.8	2.0	2.9	11.6	14.4	18.0	12.0	15.6	19.7	0.4	0.8	1.2
55-64	0.1	0.2	0.1	4.4	5.4	6.4	4.4	5.6	6.5	-	0.0	0.0
65+	-	0.0	-	1.2	1.4	1.5	1.2	1.4	1.5	-	0.0	-
<b>Education Attained</b>												
Not completed school	0.3	0.7	0.0	2.1	3.3	2.4	2.3	3.9	2.4	0.1	0.1	0.0
Primary school	0.4	0.9	0.9	6.4	8.0	8.7	6.7	8.7	9.3	0.1	0.2	0.2
Primary education and junior high school	5.8	12.4	13.5	13.8	14.4	14.6	18.1	23.2	24.6	1.5	3.6	3.4
General high school	22.3	24.7	25.4	28.8	26.2	24.7	41.2	40.9	40.0	9.9	10.1	10.1
Vocational or technical high school	15.1	17.9	21.3	27.7	26.6	27.4	35.4	36.9	40.9	7.4	7.7	7.8
Higher education	12.1	16.3	16.4	39.0	40.0	40.5	44.9	48.4	49.5	6.3	7.9	7.4
<b>Labour Status</b>												
Employed	5.2	7.7	9.1	20.1	21.1	27.5	23.1	26.0	32.8	2.3	2.9	3.8
Unemployed	10.3	13.1	13.5	27.6	19.2	17.7	31.5	26.6	26.1	6.4	5.8	5.1

Source: [http://tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=2024](http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=2024)

### Vocational Training Courses by the Turkish Labour Agency (İş-Kur), 2012-2016

	Number of Courses	Number of Trainees		
	Total	Male	Female	Total
2012	27,351	276,901	187,744	464,645
2013	31,385	107,001	113,074	220,075
2014	33,064	94,951	105,819	200,770
2015	7,668	64,211	105,191	169,402
2016	5,715	41,275	77,897	119,172

Source: <http://www.iskur.gov.tr/kurumsalbilgi/istatistikler.aspx#dltop>

- Employment Rate

*Employment Rate by Sex (%); Total Employment (Resident Population Concept - LFS)*

			2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
From 20 to 64 years	Total	European Union (28 countries)	69.8	70.3	69.0	68.6	68.6	68.4	68.4	69.2	70.1	71.1
		Turkey	48.2	48.4	47.8	50.0	52.2	52.8	53.4	53.2	53.9	54.4
	Male	European Union (28 countries)	77.7	77.9	75.7	75.1	75.0	74.6	74.3	75.0	75.9	76.9
		Turkey	73.0	72.7	70.4	72.7	75.1	75.0	75.3	75.0	75.3	75.5
	Female	European Union (28 countries)	62.1	62.8	62.3	62.1	62.2	62.4	62.6	63.5	64.3	65.3
		Turkey	24.2	24.9	25.8	28.0	29.7	30.9	31.8	31.6	32.5	33.2
From 15 to 64 years	Total	European Union (28 countries)	65.3	65.7	64.5	64.1	64.2	64.1	64.1	64.9	65.7	66.7
		Turkey	44.6	44.9	44.3	46.3	48.4	48.9	49.5	49.5	50.2	50.6
	Male	European Union (28 countries)	72.4	72.7	70.6	70.1	70.0	69.6	69.4	70.1	70.9	71.9
		Turkey	66.8	66.6	64.5	66.7	69.2	69.2	69.5	69.5	69.8	70.0
	Female	European Union (28 countries)	58.2	58.9	58.4	58.2	58.4	58.6	58.8	59.6	60.4	61.4
		Turkey	22.8	23.5	24.2	26.2	27.8	28.7	29.6	29.5	30.4	31.2

Source: <http://ec.europa.eu/eurostat/tgm/download.do?tab=table&plugin=1&language=en&pcode=tesem010>

- Unemployment rate

*Unemployment rate, by sex (Ages +15, %)*

		2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Turkey	Total-Eurostat	-	-	-	-	-	9.5	9	9.1	10	13	11.1	9.1	8.4	9	9.9	8.5	10.9
	Total-Turkstat	6.5	8.4	10.3	10.5	10.8	10.6	10.2	10.3	11	14	11.9	9.8	9.2	9.7	9.9	10.3	10.9
	Male-Turkstat	6.6	8.7	10.7	10.7	10.8	10.5	9.9	10	10.7	13.9	11.4	9.2	8.5	8.7	9	9.2	9.6
	Female-Turkstat	6.3	7.5	9.4	10.1	11	11.2	11.1	11	11.6	14.3	13	11.3	10.8	11.9	11.9	12.6	13.7
EU (27 countries)	Total	8.8	8.6	8.9	9.1	9.2	9	8.2	7.2	7	9	9.6	9.6	10.4	10.8	10.2	9.4	8.5
	Male	8	8	8.3	8.5	8.6	8.4	7.6	6.6	6.6	9	9.6	9.5	10.4	10.8	10.1	9.3	8.3
	Female	9.9	9.4	9.7	9.9	10	9.8	9	7.9	7.5	8.9	9.6	9.7	10.5	10.9	10.3	9.5	8.7

Source: [http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=2251](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=2251)

<http://ec.europa.eu/eurostat/tgm/download.do?tab=table&plugin=1&language=en&pcode=tesem120>

- Minimum wage

*Hourly Real Minimum Wages in Turkey*

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
In 2015 constant prices at 2015 USD PPPs	3.07	2.65	2.84	3.02	3.94	4.11	4.07	4.04	3.98	4.08	4.12	4.24	4.36	4.44	4.50	4.82	5.79
In 2015 constant prices at 2015 USD exchange rates	1.72	1.48	1.59	1.69	2.20	2.29	2.27	2.26	2.22	2.28	2.30	2.37	2.43	2.48	2.51	2.69	3.23

Source: <https://stats.oecd.org/Index.aspx?DataSetCode=RMW>

- Earnings

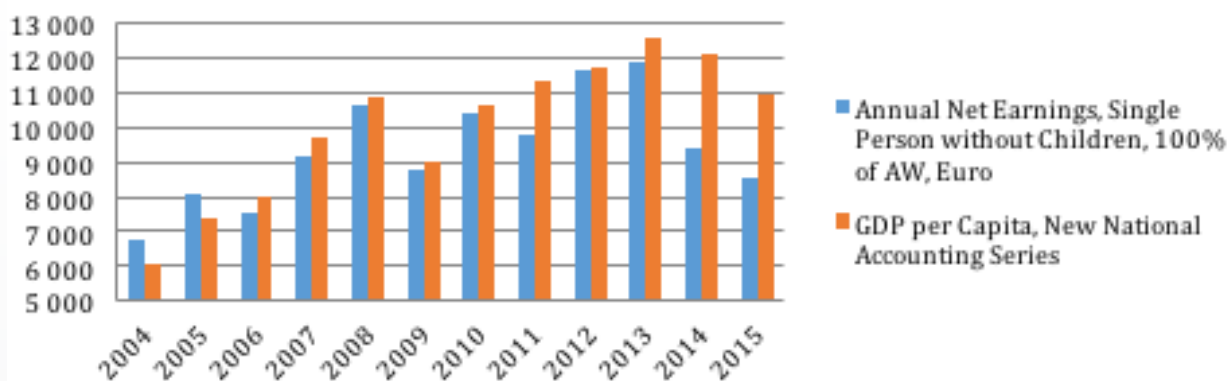
*Annual Net Earnings, Single Person without Children, 100% of AW, Euro*

	European Union (28 countries)	Turkey
2000	16,508	6,875
2001	17,186	4,858
2002	17,833	5,126
2003	17,902	5,236
2004	17,768	5,463
2005	18,584	6,521
2006	19,177	6,023
2007	19,936	6,713
2008	20,024	7,235
2009	19,790	6,308
2010	20,715	7,855
2011	21,110	7,028
2012	21,956	9,063
2013	22,705	8,957
2014	23,157	7,084
2015	24,183	7,678

Source: <http://ec.europa.eu/eurostat/web/labour-market/earnings/database#>  
[http://ec.europa.eu/eurostat/cache/metadata/en/earn\\_net\\_esms.htm](http://ec.europa.eu/eurostat/cache/metadata/en/earn_net_esms.htm)



## Net Earnings and GDP per Capita, USD



Source: Eurostat and World Bank<sup>51</sup>

Average Daily Earning, USD	
2016	27.70
2015	26.40
2014	29.40
2013	30.30
2012	29.30
2011	27.80
2010	28.90

Source: [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)

- Actual Annual Working Hours

*Average Usual Weekly Hours Worked on the Main Job (Total Declared, Dependent Employment)*

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Turkey	52.6	51.7	51.4	50.9	50.8	50.8	50.1	49.6	49.1	48.7	47.9
OECD countries	37.1	37.0	37.0	36.7	36.7	36.7	36.7	36.7	36.8	36.8	36.8
Rank of Turkey among OECD Countries	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0	1.0
Number of OECD Countries	36.0	37.0	38.0	38.0	38.0	39.0	39.0	40.0	40.0	40.0	39.0

Source: <https://stats.oecd.org/Index.aspx?DataSetCode=ANHRS>

<sup>51</sup> [http://ec.europa.eu/eurostat/cache/metadata/en/earn\\_net\\_esms.htm](http://ec.europa.eu/eurostat/cache/metadata/en/earn_net_esms.htm)  
<https://data.worldbank.org/indicator/NY.GDP.PCAP.CD>

- Normal Work/Atypical Work

	Turkey			OECD countries		
	Share of Part-Time Employment (%)		Part-Time Employees, Thousands (Weekly +30 Hours)	Share of Part-Time Employment (%)		Part-Time Employees, Thousands (Weekly +30Hours)
	Common Definition	National Definitions	Common Definition	Common Definition	National Definitions	Common Definition
2000	9.4	9.4	2,018	13.9	17.0	66,423
2001	6.2	6.2	1,343	14.2	17.2	69,610
2002	6.6	6.6	1,409	14.4	17.2	70,840
2003	6.0	6.0	1,274	14.6	17.7	72,416
2004	6.1	6.1	1,201	15.0	18.2	75,084
2005	5.6	5.6	1,121	15.2	18.1	76,803
2006	7.6	7.6	1,551	15.2	18.2	78,482
2007	8.1	8.1	1,671	15.4	18.5	80,849
2008	8.5	8.5	1,812	15.6	18.7	82,651
2009	11.1	11.1	2,365	16.5	19.8	85,522
2010	11.5	11.5	2,593	16.6	20.2	85,184
2011	11.7	11.8	2,832	16.8	20.3	86,748
2012	11.8	11.9	2,940	16.8	20.5	88,107
2013	12.3	12.3	3,128	17.0	20.8	89,855
2014	10.6	10.6	2,752	16.9	20.7	90,566
2015	9.9	9.9	2,630	16.8	20.5	90,975
2016	9.5	9.5	2,572	16.7	20.4	92,065

Source: [http://stats.oecd.org/Index.aspx?DataSetCode=FTPTC\\_D](http://stats.oecd.org/Index.aspx?DataSetCode=FTPTC_D)

	Registered Employment (Thousand)	Unregistered Employment (Thousand)	Share of Unregistered Employment (%)
2000	10,655	10,925	51
2001	10,142	11,382	53
2002	10,221	11,133	52
2003	10,204	10,943	52
2004	12,027	9,843	45
2005	9,967	9,666	49
2006	10,340	9,593	48
2007	10,786	9,423	47
2008	11,384	9,220	45
2009	11,287	9,328	45
2010	12,086	9,772	45
2011	13,127	10,139	44
2012	14,251	9,686	40
2013	15,222	9,379	38
2014	16,864	9,069	35
2015	17,684	8,937	34
2016	18,094	9,111	33

Source: [http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_jd=2258](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_jd=2258)

- Migration

	In-Migration by Province, 2008-2015 (Total)	In-Migration by Statistical Region, 2008-2015 (Total)
2007-2008	2,273,492	1,903,234
2008-2009	2,236,981	1,876,673
2009-2010	2,360,079	1,985,917
2010-2011	2,420,181	2,045,720
2011-2012	2,317,814	1,942,874
2012-2013	2,534,279	2,122,454
2013-2014	2,681,275	2,254,607
2014-2015	2,720,438	2,287,542
2015-2016	2,619,403	2,192,826

Source: [http://tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=163](http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=163)  
[http://tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=161](http://tuik.gov.tr/PrelstatistikTablo.do?istab_id=161)  
[www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=1595](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=1595)  
 Note: Foreign population is not included.

- Human Development Index, 2014 and 2015

*Human Development Index Ranks<sup>52</sup>*

		Human Development Index (HDI, Value)	Life Expectancy at Birth (Years)	Expected Years of Schooling; Years	Mean Years of Schooling (Years)	Gross national income (GNI) per capita (2011 PPP \$)	GNI per Capita Rank minus HDI Rank
2015	Turkey's Rank	71	65	58	111	64	140
	Number of Countries in the List	188	190	191	188	193	188
2014	Turkey's Rank	72	65	56	113	60	147
	Number of Countries in the List	188	190	189	188	190	188

Source: [http://hdr.undp.org/sites/default/files/2015\\_statistical\\_annex\\_tables\\_all.xls](http://hdr.undp.org/sites/default/files/2015_statistical_annex_tables_all.xls)  
[http://hdr.undp.org/sites/default/files/tables\\_1-15\\_6a\\_dashboard1\\_dashboard2\\_online\\_version.xlsx](http://hdr.undp.org/sites/default/files/tables_1-15_6a_dashboard1_dashboard2_online_version.xlsx)

<sup>52</sup> 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.



- Gini-Coefficient

*Gini Coefficient of Equivalised Disposable Income*

	EU-SILC survey		TURKSTAT, Income and Living Conditions Survey
	Turkey	EU (28 countries)	Turkey
2006	44.9	30.3	40.3
2007	43.2	30.6	38.7
2008	43	30.9	38.6
2009	44.2	30.5	39.4
2010	43.5	30.5	38
2011	43.3	30.8	38.3
2012	42.8	30.5	38.2
2013	42.1	30.5	38.2
2014	41.2	30.9	37.9
2015	41.9	31	38.6
2016	:	:	39.6

Source: <http://ec.europa.eu/eurostat/tgm/table.do?tab=table&init=1&plugin=1&pcode=tessi190&language=en>  
[http://www.tuik.gov.tr/PrelstatistikTablo.do?istab\\_id=2354](http://www.tuik.gov.tr/PrelstatistikTablo.do?istab_id=2354)

- Gender Pay Gap

	Average Daily Earning (USD)		Gender Pay Gap (%)
	Male	Female	
2016	28.2	26.4	6.5
2015	27.1	24.5	9.5
2014	30.1	27.7	7.8
2013	30.9	28.7	7.0
2012	29.6	28.2	5.0
2011	28.0	27.2	2.8
2010	28.9	29.0	-0.3

Source: [www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk\\_istatistik\\_yilliklari](http://www.sgk.gov.tr/wps/portal/sgk/tr/kurumsal/istatistik/sgk_istatistik_yilliklari)

- Collective Agreement Coverage

		Number of Agreements	Number of Workplaces	Number of Workers under Coverage (A)	Number of Workers (B)	A/B (%)
2013	Public	1,793	12,079	226,591	10,881,618	6.08
	Private	852	5,229	434,778		
	Total	2,645	17,308	661,369		
2014	Public	1,173	6,565	105,529	11,600,554	3.16
	Private	503	5,893	261,053		
	Total	1,676	12,458	366,582		
2015	Public	883	12,920	234,605	12,180,945	5.43
	Private	755	5,647	427,422		
	Total	1,638	18,567	662,027		
2016	Public	795	4,826	60,726	13,038,351	3.68
	Private	1,958	4,902	419,354		
	Total	2,753	9,728	480,080		

Source: <https://www.csgb.gov.tr/home/contents/istatistikler/calismahayatiistatistikleri/>

#### Trade Union Density, Members/Employees (%)

Source/Year	OECD, Administrative Data	Turkish Ministry of Labour and Social Security
1999	29.27	
2000	28.18	
2001	29.35	
2002	25.13	
2003	22.34	58.0
2004	20.04	57.8
2005	16.79	58.4
2006	14.30	58.7
2007	12.29	58.4
2008	10.67	58.7
2009	10.20	59.0
2010	8.93	
2011	7.79	
2012	7.00	
2013	6.31	9.2
2014		9.5
2015		10.7

Source: [http://stats.oecd.org/Index.aspx?DataSetCode=U\\_D\\_D](http://stats.oecd.org/Index.aspx?DataSetCode=U_D_D)  
[https://www.csgb.gov.tr/media/3299/calisma\\_hayati\\_2015.pdf](https://www.csgb.gov.tr/media/3299/calisma_hayati_2015.pdf)

- Trade Unions
  - National Trade Union Confederations

Number of Members of Workers' Labour Union Confederations (Thousands)

Original Name	Türkiye Devrimci İşçi Sendikaları Konfederasyonu (DİSK)	Türkiye İşçi Sendikaları Konfederasyonu (Türk-İş)	Independent	Türkiye Hak İşçi Sendikaları Konfederasyonu (Hak-İş)	Total
Name in English	Confederation of Progressive Trade Unions of Turkey	Confederation of Turkish Trade Unions		Confederation of Turkish Real Trade Unions	
Affiliations	ITUC, ETUC, TUAC	ITUC, ETUC, TUAC, PERC, ILO		ITUC, ETUC	
2003	267	1,504	62	220	2,053
2004	273	1,494	65	229	2,061
2005	365	1,982	96	380	2,823
2006	371	2,085	105	399	2,960
2007	378	2,115	110	413	3,016
2008	386	2,177	116	425	3,103
2009	390	2,222	119	459	3,190
2013	100	709	26	167	1,002
2014	108	770	27	192	1,096
2015	143	842	31	385	1,402
2016	144	866	34	432	1,476

Source: <http://csgb.gov.tr/>

Public Employee Union Confederations, Number of Members	2015	2016
KESK (Kamu Emekçileri Sendikaları Konfederasyonu)	239,700	221,069
Türkiye Kamu-Sen (Türkiye Kamu Çalışanları Sendikaları Konfederasyonu)	447,641	420,220
Memur-Sen (Memur Sendikaları Konfederasyonu)	762,650	956,032
BASK (Bağımsız Kamu Görevlileri Sendikaları Konfederasyonu)	3,389	4,655
Birleşik Kamu-İş (Birleşik Kamu İşgörenleri Sendikaları Konfederasyonu)	50,503	63,990
Hak-Sen (Kamu Çalışanları Hak Sendikaları Konfederasyonu)	4,482	4,276
DESK (Demokratik Sendikalar Konfederasyonu)	5,769	5,499
Tüm Memur Sen (Tüm Memur Sendikaları Konfederasyonu)	8,681	7,835
Cihan-Sen (Cihan Sendikaları Konfederasyonu)	24,299	22,104
Anadolu-Sen (Anadolu Eksen Kamu Çalışanları Sendikaları Konfederasyonu)		781
Independent Unions	42,850	50,473
Total	1,589,964	1,756,934

Source: <https://www.csgb.gov.tr/home/contents/istatistikler/kamugorevlliserendikauyesayilari/#>

- Trade Union Federations by Branches

Sector	Union	Number of Members	Sector	Union	Number of Members	
Accommodation and entertainment	Dev Turizm-İş	914	Health and social services	Öz Sağlık-İş	356	
	Futbol-Sen	228		Pak Sağlık İş	510	
	Oleyis	9,205		Sihhat-İş	561	
	Pak Turizm İş	983		Tig-Sen	10,712	
	Spor-Emek-Sen	10		Toleyis	15,018	
	Tçs	7		Tüm Sağlık-İş Sen.	19	
	Tüm Emek-Sen	90		Hunting and fisheries, agriculture and forestry	Birleşik Tarım Orman	27
	Turizm İş	73			Hür Tarım Orman-İş	5
	Turkon-İş	4,703			Öz Orman-İş	26,017
Banking, finance and insurance	Bank-Sen	493	Pak Tarım Ve Orman		28	
	Banksis	8,933	T. Orman-İş		183	
	Bank-Si-Sen	178	Tarım-İş		11,245	
	Basisen	43,375	Metal		Bamis	286
	Koop-İş	50,590			Birleşik Metal-İş	31,118
	Öz Finans-İş	35,722			Çelik-İş	35,282
	Pak Finans İş	97		Çesen	119	
	Cement, clay and glass	Cam Keramik-İş		97	Hür Metal-İş	8
Kristal-İş		7,076		Kalıp-İş	84	
Öz Toprak-İş		1,667		Metal İşçileri Sen	17	
Pak Toprak İş		39		Metsan-İş	21	
Sersan-İş		227		Pak Metal İş	270	
Tüm Çimento-İş		9	Tek Metal-İş	1,092		
Türkiye Çimse-İş		23,960	Tomis	265		
Commerce, office, education and fine arts	Avukatlar Sendikası	7	Tüm Metal-İş	22		
	Bil-İş	231	Türk Metal	181,838		
	Müzik-Sen	6	Mining and stone quarries	Dev Maden-Sen	479	
	Oyuncular Sendikası	29		Genel Maden-İş	9,872	
	Öz Büro-İş	30,506		Öz Maden-İş	222	
	Pak Eğitim İş	24,002		Pak Maden İş	407	
	Sinema-Tv Sendikası	189	Petroleum, chemicals, rubber, plastics and medicine	Türk Maden-İş	26,736	
	Sine-Sen	96		İlkim-İş	17	
	Sosyal-İş	8,728		Lastik-İş	11,207	
	T. Büro-İş	119		Öz Petrol-İş	835	
	Tez-Koop-İş	59,966		Pak Petrol İş	55	
	Tys	14		Petrol-İş	36,343	
Communication	Basın-İş	2,107		Tüm Petrol-İş	20	
	Dev İletişim-İş	29		Printed and published materials and journalism	Basın-İş	483
	Öz İletişim-İş	1,005	Bass		15,284	
	Pak İletişim İş	29	Medya-İş		1,922	
	Türkiye Haber-İş	14,878	Pak Medya İş		789	
		Tgs	1,026			

Sector	Union	Number of Members	Sector	Union	Number of Members
Construction	Devrimci Yapı-İş	441	Shipbuilding and maritime transportation, warehouse and storage	Dev Sağlık-İş	1,299
	İnşaat-İş	191		Dgd-Sen	163
	İnsan-İş	971		Dlt	77
	Öz İnşaat-İş	58		Limter-İş	6,248
	Pak İnşaat İş	179		Pak Deniz İş	7
	Ydi-Sen	4		Sağlık-İş	47
	Yol-İş	41,686		Türk Deniz-İş	3,311
Defense and security	Güven-İş	333	Textile, ready-made clothing and leather	Bağımsız-Sen	530
	Güvenlik-İş	22,835		Batis	1,956
	Güvenlik-Sen	3,747		Deriteks Sendikası	2,588
	Hür Özgüv-Sen	62		Dev Tekstil	62
	Ö. G. K. Sen.	4,811		Doku Ör-İş	73
	Öz Güvenlik-İş	38		Dokuma-İş	8
	Öz-İş	26,336		Giyim-Sen	35
	Pak Savunma İş	422		Hür Tekstil-İş	13
Türk Harb-İş	25,332	Öz İplik-İş		21,273	
Energy	Enerji İş	5,038		Pak Tekstil İş	133
	Enerji-Sen	1,477		Teksif	55,551
	Ensan-İş	31		Tekstil	11,518
	Pak Enerji İş	28		Tekstil Deri	23
	Tes-İş	58,480		Tekstil-Sen	18
	Tüm Enerji-İş	19		Tobgis	12
	Yeni Bes-İş	12		Tüm Tekstil-İş	129
Food industry	Bağımsız Gıda-İş	7	Transport	Demiryol-İş	16,626
	Bağımsız Özgür Gıda	16		Hava-İş	18,842
	Gıda-İş	1,972		Karsan-İş	1,834
	Hür Gıda İş	11		Liman-İş	25
	Öz Gıda-İş	32,373		Nakliyat-İş	4,931
	Pak Gıda İş	532		Öz Taşıma İş	16,475
	Şeker-İş	14,301		Pak Taşıma İş	667
	Tek Gıda-İş	28,605		Şoför-İş	128
Tüm Gıda-İş	33	Tümtis		9,036	
General affairs	Belediye-İş	53,716		Türkiye Dok Gemi-İş	3,921
	Genel-İş	65,247			
	Hizmet-İş	162,150			
	Hür Belediye İş	354			
	İmece Ev İşç. Send.	26			
	Konut-İş	340			
	Konut-Sen	80			
	Pak Hizmet İş	534			
	This	7			
	Tüm Belediye-İş	17			
	Tüm Genel Hizmet İş	235			
Yerel-İş	311				

Source: Ministry of Labour and Social Security<sup>53</sup>

<sup>53</sup> [https://www.csgb.gov.tr/media/3095/2016\\_02.pdf](https://www.csgb.gov.tr/media/3095/2016_02.pdf)



- Employer's organisations

Employers' Associations		Sector
<b>Associations within TİSK</b>		
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)	Public Sector
Turkish Ship Owners 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	Cement
Leather Industry Employers' Association of Turkey (TÜDİS)	Türkiye Deri Sanayii İşverenleri Sendikası (TÜDİS)	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)	Pharmaceuticals
Turkish Employers' Association of Construction Industries (İNTEİS)	Türkiye İnşaat Sanayicileri İşveren Sendikası (İNTEİS)	Construction
Public Enterprises Employers' Association (KAMU-İŞ)	Kamu İşletmeleri İşverenleri Sendikası (KAMU-İŞ)	Public Sector
Chemicals, Petroleum, Rubber and Plastics Industry Employers' Association of Turkey (KİPLAS)	Türkiye Kimya, Petrol, Lastik ve Plastik Sanayii İşverenleri Sendikası (KİPLAS)	Chemicals
Local Administration Public Employers' Association (MİKSEN)	Mahalli İdareler Kamu İşveren Sendikası (MİKSEN)	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)	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)	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

Employers' Associations		Sector
<b>Independent Associations</b>		
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 Müteahhitleri 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 Müteahhitleri 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
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 (TEMSEN)	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
Education Employers' Welfare Union	Eğitim İşverenlerini Kalkındırma Sendikası (EKASEN)	Commerce, office, education and fine arts
Touristic and Recreational Businesses Employers' Union	Turistik Eğlence İşletmeleri İşveren Sendikası (TEİİS)	Accommodation and entertainment
Insurance Experts Employers Union	Sigorta Ekspertleri İşveren Sendikası (SEİS)	Banking, finance and insurance
Transportation Employers Union	Ulaşım İşverenleri Sendikası (ULİS)	General affairs
Service Employers Union	Servis İşverenleri Sendikası (SİS)	Transport
Driver Training Employers Union	Sürücü Eğitimcileri İşverenleri Sendikası (SÜRSEN)	Commerce, office, education and fine arts
Electromechanic Metal Employers Union	Elektromekanik Metal İşverenler Sendikası (EMİS)	Metal

Source: csgb.gov.tr

# Annual Review 2017

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