

## Section I: Identification and JP Status Growth with Decent Work for All

### Semester: 2-10

Country	Turkey
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Growth with Decent Work for All
Report Number	
Reporting Period	2-10
Programme Duration	
Official Starting Date	
Participating UN Organizations	* FAO * ILO * IOM * UNDP
Implementing Partners	* Turkish Employment Organization (ISKUR)

### Budget Summary

#### Total Approved Budget

FAO	\$659,120.00
ILO	\$1,504,206.00
IOM	\$658,906.00
UNDP	\$1,157,768.00

Total \$3,980,000.00

**Total Amount of Transferred To Date**

FAO	\$364,870.00
ILO	\$969,207.00
IOM	\$370,006.00
UNDP	\$736,160.00
Total	\$2,440,243.00

**Total Budget Committed To Date**

FAO	\$303,666.00
ILO	\$547,198.00
IOM	\$346,466.00
UNDP	\$316,720.00
Total	\$1,514,050.00

**Total Budget Disbursed To Date**

FAO	\$36,663.00
ILO	\$17,276.00
IOM	\$8,381.00
UNDP	\$87,443.00
Total	\$149,763.00

**Donors**

As you can understand, one of the Goals of the MDG-F is to generate interest and attract funding from other donors. In order to be able to report on this goal in 2010, we would require you to advise us if there has been any complementary financing provided in 2010 for each programme as per following example:

Amount in thousands of U\$

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel					

Cost Share

Counterpart

## DEFINITIONS

1) PARALLEL FINANCING – refers to financing activities related to or complementary to the programme but whose funds are NOT channeled through UN agencies. Example: JAICA decides to finance 10 additional seminars to disseminate the objectives of the programme in additional communities.

2) COST SHARING – refers to financing that is channeled through one or more of the UN agencies executing a particular programme. Example: The Government of Italy gives UNESCO the equivalent of US \$ 200,000 to be spent on activities that expand the reach of planned activities and these funds are channeled through UNESCO.

3) COUNTERPART FUNDS - refers to funds provided by one or several government agencies (in kind or in cash) to expand the reach of the programme. These funds may or may not be channeled through a UN agency. Example: The Ministry of Water donates land to build a pilot 'village water treatment plant' The value of the contribution in kind or the amount of local currency contributed (if in cash) must be recalculated in US \$ and the resulting amount(s) is what is reported in the table above.

### Direct Beneficiaries

	Men	Men from Ethnic Groups	Women	Women from Ethnic Groups	Boys	Girls	National Institutions	Local Institutions
Targeted Number	600		600				13	14
Reached Number	0		0				13	1
Targeted - Reached	600	0	600	0	0	0	0	13
% difference	0.0	0	0.0	0	0	0	100.0	7.14

### Indirect Beneficiaries

	Men	Men from Ethnic Groups	Women	Women from Ethnic Groups	Boys	Girls	National Institutions	Local Institutions
Targeted Number	119846		93357				1	14
Reached Number	0		0				0	0
Targeted - Reached	119846	0	93357	0	0	0	1	14
% difference	0.0	0	0.0	0	0	0	0.0	0.0

## Section II: JP Progress

### 1 Narrative on progress, obstacles and contingency Measures

Please provide a brief overall assessment (250 words) of the extent to which the joint programme components are progressing in relation to expected outcomes and outputs, as well as any measures taken for the sustainability of the joint programme during the reporting period. Please, provide examples if relevant. Try to describe facts avoiding interpretations or personal opinions

#### Progress in outcomes

Outcome: Employment policies benefiting the poor (vulnerable groups in the labor market) and women implemented within framework of decent work and social integration.

Progress: The JP has so far focused on background studies and surveys to enable the related national and local authorities to build capacities and develop the required policies. The second and third year activities will be focusing on the implementation and delivery for progress in outcomes.

#### Progress in outputs

Output 1: A National Youth Employment Action Plan prepared and adopted by ISKUR.

Progress: National Technical team was established and training programs were conducted to develop the capacity of the NTT. NTT completed the first two phases (Situation Analysis and Selection of Policy Priorities). The third phase (Action Items) is ongoing. The draft NYEAP will be presented at the Interim Conference on 25 January 2011.

Output 2: Local authorities have the capacities and systems in place to increase employment of vulnerable youth including young women and migrants in Turkey's top migration receiving city, Antalya

Progress: Institutional Needs Assessment for local authorities (ISKUR and Provincial Employment and Vocational Training Board) have been completed. A capacity-building (training) plan was agreed. The training seminars will be developed in January and February and will start as of March 2011. The Sector Scan Study was completed and priority economic sectors for Antalya were identified. The local cluster workshops on priority sectors were started. The Assessment Study on Agricultural Vocational Services and Rural Youth Policy was completed.

#### Measures taken for the sustainability of the joint programme

- Adaptation of the NYEAP into the National Employment Strategy that will be launched by the Government by the end of 2011; with financial commitment from ISKUR and the Ministry of Labor.
- Improved capacities at ISKUR and PEVTB in the form of a well structured organization with defined responsibilities, trained staff, technical and managerial capacities.
- Improved decision-making and programming capacities at ISKUR and PEVTB based on reliable statistical information and thorough analysis as part of a standard and replicable model.
- Core staff and National Technical Team members likely to remain in their positions, to support the development and implementation of NYEAP.
- Local ownership by sector representatives to ensure that clustering efforts will continue on priority economic sectors with a long-term vision, in coordination with Regional Development Agency.
- Local funding sources (local government; regional development agencies; or private sector etc) enabled for the implementation of development activities in priority sectors
- Improved quality of VET's with improved cooperation among ISKUR, MONE; Employers; Universities and vocational training experts.

#### Are there difficulties in the implementation?

Coordination within the Government (s)

### **What are the causes of these difficulties?**

External to the Joint Programme

#### **Briefly describe the current difficulties the Joint Programme is facing**

The following key factors characterize the current political and institutional environment as it relates to the project:

1. Political climate: The Ministry of Labor and Social Security continues to keep youth unemployment as a priority issue in the country's agenda and is keen to develop a National Employment Strategy (NES). However, there has been a delay in launching the NES and further delay might occur due to forthcoming elections in June 2011. The draft NES is still kept confidential, a consensus of key national actors has not yet been secured, it has not yet been shared with international organizations.
2. Challenges in the field: ISKUR Provincial Directorate in Antalya continues to struggle with shortage of qualified staff and heavy workload. The re-organization efforts of the new ISKUR general directorate are expected to bring some positive changes in terms of staff qualifications and numbers as well as in improving business processes. (10 more staff have already been recruited in Antalya office). The INA Report submitted to ISKUR by this JP was found to be very useful and timely for supporting this re-structuring efforts. We expect that the improvement in business processes will become more visible at the provincial level.
3. Needs to improve information and data about labor market for better formulating Active Labor Market Policies in the field, to support the PEVTB: PEVTB in Antalya has been successfully managed by the Governorate. The scope of the PEVTB has further strengthened with the participation of TURKSTAT, Social Security Directorate and the City Council. However there is still a need to develop effective coordination mechanism between ISKUR and other local actors and members of PEVTB. The INA report addressed to capacity-building needs at the PEVTB.
4. Involvement of Civil Society: Cooperation with the City Council is not at a desired level. Tourism Sector Group under the City Council was closely involved in the sector scan activities. UNJP initiated a ground for cooperation with their Women Assembly. However, Youth Assembly is still inactive as their election process has not been completed yet. ATSO and Free Trade Zone Investors Association have been closely involved in UNJP since Inception phase. NTT agreed a participatory mechanism to benefit from the Youth Employment Association as a youth NGO member which would represent the views and feedback from other youth NGO's. However the difficulties among the youth NGO's are ongoing as they are not represented with an umbrella organization.

#### **Briefly describe the current external difficulties that delay implementation**

Political climate: The forthcoming national elections in 2011 might have further implications on the Ministry, ISKUR and the National Employment Strategy, subject to further assessment in following progress reports.

#### **Explain the actions that are or will be taken to eliminate or mitigate the difficulties**

1. Political climate: An effective coordination between UNJP-YEM and the Ministry needs to be maintained by ISKUR senior management. UNRC and the respective Heads of UN agencies have met the Minister of Labour in November 2010. The Ministry is very supportive for the JP on the capacity-building of ISKUR and modernization of its services using UN expertise and experience. The JP will focus on this component this year and support the adaptation of Business Coaching system both at the central and local level. Our efforts to involve the Ministry in JP meetings and events in order to ensure coordination will continue. The draft NYEAP will be presented at the Interim Conference on 25 January with the participation of the Ministry. UNJP-YEM aims to link the joint programme activities to Ministry's national strategy development efforts to ensure complementarity. The Ministry and ISKUR continue working on the strategy. ISKUR who also leads NTT and NYEAP preparation process in this JP is to establish linkages and ensure the adaptation of NYEAP under the youth employment chapter of NES. NYEAP is to provide with a realistic and agreed action plan that will be implemented under the youth employment chapter of the NES.
2. Challenges in the field: UNRC and the respective Heads of UN agencies, together with the ISKUR General Directorate senior management and the Spanish Embassy Counsellor, held an official visit to Antalya and met key local partners. This has been a very useful occasion for the JP to establish senior-level linkages and accelerate momentum and motivation in the field. A capacity-building (training) programme was agreed with ISKUR, both at the general directorate and provincial level, according to the findings of the INA study. This supports the ongoing re-structuring efforts of the new General Directorate. According to this, the capacity-building training seminars for ISKUR will

be developed in January and February and will start as of March 2011.

3. The PEVTB is being successfully managed by the Deputy Governor of Antalya, who continue keeping 'youth unemployment' as a priority issue in their agenda. The INA report of the JP was welcomed by the Governorate and a capacity-building programme for PEVTB was agreed. As a result of training workshops and Best Practices Sharing programme that will be implemented by this JP, we expect that the capacity of PEVTB will increase and this would also facilitate increased ownership and motivation. The JP participates the PEVTB meetings every quarter and sustain close communication with the PEVTB members in the field through various meetings and visits. Local Cooperation Workshop will be led by ISKUR with ATSO, MONE VET providers & businesses.

Protocol agreed between ISKUR and Municipality on unemployment insurance funding of VET applicants.

4. Involvement of Civil Society: UNJP is keen to continue working with City Council on sector development clusters. We expect to work in cooperation with Women Assembly and Youth Assembly at the stage of implementing and promoting VETs. UNJP will hold an information-sharing meeting and workshop with the key representatives of major 'institutionalized' youth NGO's in order to ensure that Youth Employment Association can get regular and constructive feedback from youth NGO's. At the local level, we will hold local cooperation workshops to enable the participation of key local civil society organizations.

## 2 Inter-Agency Coordination and Delivering as One

### Is the joint programme still in line with the UNDAF?

Yes true

No false

### If not, does the joint programme fit the national strategies?

Yes true

No false

### What types of coordination mechanisms

The Government does also support three other UN Joint Programmes in Turkey (Climate Change; Alliances for Culture Tourism in Eastern Anatolia; Textile) which also show their commitment to cooperation with the UN.

There are various coordination mechanisms within the scope of this Joint Programme to ensure effective coordination and cooperation among key national and local actors.

-National Steering Committee: This is helpful in ensuring a strategic level coordination between joint programmes. NSC meets twice a year, with the participation of Spanish Embassy and State Planning Organization.

-Programme Management Committee: We have widened the representation at the PMC by including Deputy Undersecretary from Ministry of Labour, Antalya Governorate, TURKSTAT and Antalya ISKUR Provincial Directorate. We have also included TURKSTAT Regional Directorate in Antalya, Ministry of Education Provincial Directorate in Antalya and Ministry of Agriculture Provincial Directorate in Antalya at the PMC meetings in order to ensure their close cooperation.

-National Technical Team provides a useful coordination platform with its 22 members from selected key stakeholders working on youth employment field.

-Joint Coordination meetings with UN agencies are held on a monthly basis in order to ensure effective coordination among UN agencies –ILO, UNDP, IOM and FAO.

-Coordination Meetings with ISKUR and UN agencies are held in order to sustain cooperation.

-There is a regular information-sharing mechanism (by e-mail) with ISKUR National Technical Team Coordinator who leads the JP at the ISKUR side.

-At the local level coordination will be ensured by the participation of relevant local actors, through the Provincial Employment and Vocational Training Board, where UNJP is also invited.

**Please provide the values for each category of the indicator table below**

Indicators	Baseline Value	Current Value	Means of verification	Collection methods
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDG-F JPs	0	4	<p>Recruitment of UNJP YEM team implemented jointly.</p> <p>Activity and Budget planning undertaken jointly in the process of revising AWP.</p> <p>TOR's for experts are prepared through a joint consultation process.</p> <p>TURKSTAT contracts for labour market analysis have been a joint practice</p>	<p>Continuous exchanges and correspondence</p> <p>JP Monitoring Reports</p>
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	4	<p>Sector-scan study of UNDP aligned with FAO's agricultural sector studies in the field.</p> <p>Labor Market Survey in Antalya conducted jointly by UNDP and ILO.</p> <p>Institutional needs assessment studies aligned with ILO, IOM and FAO capacity assessments in the field.</p> <p>Migration Research of IOM is planned in consultation with ILO, UNDP and FAO.</p>	<p>Continuous exchanges and correspondence</p> <p>JP Monitoring Reports</p>
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	6	<p>Joint missions are held to Antalya</p>	<p>Minutes of Joint Meetings</p> <p>Mission Reports</p> <p>List of attendants</p>

### 3 Development Effectiveness: Paris Declaration and Accra Agenda for Action

**Are Government and other national implementation partners involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved false  
Fully involved true

**In what kind of decisions and activities is the government involved?**

Policy/decision making  
Management: service provision

**Who leads and/or chair the PMC?**

UNRC and ISKUR General Director (National Partner)

**Number of meetings with PMC chair**

4

**Is civil society involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved false  
Fairly involved true  
Fully involved false

**In what kind of decisions and activities is the civil society involved?**

Policy/decision making

**Are the citizens involved in the implementation of activities and the delivery of outputs?**

Not involved false  
Slightly involved true  
Fairly involved false  
Fully involved false

**In what kind of decisions and activities are the citizens involved?**

Management: service provision

**Where is the joint programme management unit seated?**

UN Agency

*JP Main Office is in Ankara, based in ILO premises.*

*JP Site Office is in Antalya pilot province, based in ISKUR (National Partner) premises.*

### **Current situation**

The Government continues to show strong interest in youth unemployment issue at the national level. This joint programme complements government's efforts in developing a national strategy on employment. Specifically, this JP will help filling in the youth employment component of this overall national strategy, incorporating in a realistic and applicable action plan. The Government is also keen on strengthening the capacity of İŞKUR and modernizing its services. UNJP-YEM is also one of the major capacity-building programmes that aims to build capacity at İSKUR. Therefore the timing of the JP fits in very well with the ongoing restructuring efforts of the new senior management at İSKUR.

This current climate provides an important window of opportunity for the implementation of this JP. Therefore the ownership of this JP both at the national and provincial level is also related to the ability of this JP to create tangible results and to develop good practices and possible models for replication elsewhere. Our efforts continue to adapt a result-oriented approach in the implementation of the JP in close cooperation with national and local stakeholders.

Some examples of good practices and possible models for replication are listed below:

- 1.National Technical Team: A technical group of experts, as a successful example of participatory mechanism, available for consultation for the implementation of NYEAP and development of other complementary projects.
- 2.İSKUR & TURKSTAT Labour Market Analysis: İSKUR and TURKSTAT agreed in 2010 to work together to identify the demand for labor through a questionnaire covering 81 provinces. What we did in Antalya will be an pilot model.
- 3.Occupational Outlook: A national model for long-term occupational outlook will be developed in consultation with İSKUR, social partners and employers' organizations.
- 4.Sectoral Analysis focusing on economic growth and employment generation potential of strategic sectors: A long-term development vision for Antalya; as well as an input for the PEVTB in the programming of VETs.
- 5.Training of Trainers on Business Coaching as a replicable model for further dissemination to other staff members , Model provincial office in Antalya with trained staff and improved processes.
- 6.IOM Research: First example of a quantitative and qualitative research in cooperation with İSKUR, TURKSTAT and academia on the impact of internal migration on youth employment.
- 7.New VET model on Cut flowers sector with on the job training component- which can be applicable to other agricultural sectors.
- 8.Promotion and Communication of İSKUR Services: New communication plans and materials to promote new İSKUR services in order to ensure that job-seekers and employers become more aware of İSKUR success stories and good practices

## **4 Communication and Advocacy**

**Has the JP articulated an advocacy & communication strategy that helps advance its policy objectives and development outcomes?**

Yes true  
No false

**Please provide a brief explanation of the objectives, key elements and target audience of this strategy**

The Communication and Advocacy Strategy that was developed at the beginning of the JP was revised at the end of first year. In line with this overall strategy, we have developed a Monthly Action Plan for Communication Activities and Events which helps to organize and implement communication events on regular basis.

The new strategy document does also refer to the ILO-led YEM Knowledge Management System and also the local KMS system initiated by the UN Turkey.

#### Objectives

- Advocating Millennium Development Goals and how this JP contributes achieving these goals
- Explaining and promoting the “decent work” concept on national and local level
- Advocating National Youth Employment Action Plan
- Raising public awareness about İŞKUR
- Promoting national and local ownership and capacity building
- Securing sustainability through increased impact of the Joint Programme at the local level
- Improving consciousness of young unemployed people about their rights about employment
- Emphasizing the alignment of the Joint Programme projections with the ongoing effort of İŞKUR and local stakeholders
- Using relevant media effectively to promote Joint Programme activities and provide updated information to the media about the Joint Programme.
- Encouraging women’s participation into the formal work
- Strengthening the participatory approach, taking decision and working together with different stakeholders by increasing the awareness and benefits of the JP on national and local level

#### Key messages

The first year of the Joint Programme was mainly about promoting and explaining the main Programme targets. Meetings, visits, workshops, a study tour in abroad, a couple of research work, sector scanning in pilot region and institutional needs analyses for İŞKUR and PEVTB were realized. Also a special bulletin has been started to prepared and distributed to the relevant institutions, NGOs, academia etc. both in national and local level.

In the second year of the UNJP the emphasis on the relation of the UNJP and MDGs and will increase. The fact that this UN Joint Programme was designed to contribute directly to the realization of the localized MDG targets 1.B and 3.2. will be emphasized more.

In the second year new activities, such as the vocational trainings will start. In addition National Youth Employment Action Plan (NYEAP) will be finalised and will be shared with the relevant government agencies. Advocacy work for the NYEAP will start after its presentation to the Ministry.

Some activities that started in the year 1 will continue and/ or end. Furthermore, the promotional work for promoting İŞKUR services that was kicked off at the end of UNJP’s first year will continue. With this work UNJP supports the preparation of 3 brochures and 3 posters in order to promote most fundamental İŞKUR services. After these brochures published, a special launch meeting is planned to be organized in order to draw attention to İŞKUR services and the new materials. UNJP will continue promoting İŞKUR services in its second year.

#### Target Audience:

I.Public sector: Ministry of Labour and Social Security, İŞKUR (National Employment Agency), TUIK (Turkish Statistical Institute): as planned, relations with these institutions have been built and will be continuing. National Youth Employment Action Plan will be promoted in public sector starting from March.

II.Local stakeholders: local government, authorities, NGOs, business representatives: relations with these groups have been built and continuing intensely.

III.Young unemployed population: relations with this group will start in the second year of the Joint Programme with the announcement and promotion of the vocational trainings.

IV.Media: starting from 2nd year of UNJP visibility in media (both on national and local level) will increase with the finalisation of the National Youth Employment Action Plan and beginning of the vocational trainings.

#### **What concrete gains are the advocacy and communication efforts outlined in the JP and/or national strategy contributing towards achieving?**

Increased awareness on MDG related issues amongst citizens and governments

Increased dialogue among citizens, civil society, local national government in relation to development policy and practice

New/adopted policy and legislation that advance MDGs and related goals  
 Key moments/events of social mobilization that highlight issues  
 Media outreach and advocacy

**What is the number and type of partnerships that have been established amongst different sectors of society to promote the achievement of the MDGs and related goals?**

Faith-based organizations	0
Social networks/coalitions	0
Local citizen groups	6
Private sector	5
Academic institutions	4
Media groups and journalist	4
Other	5

**What outreach activities do the programme implement to ensure that local citizens have adequate access to information on the programme and opportunities to actively participate?**

Household surveys

*Public Sector, both at the central and local level (Ministry of Labour and Social Security, Ministry of Agricultures, State Planning Organization, Turkish Statistical Institute, Turkish Employment Organization, Governorate)*

Use of local communication mediums such radio, theatre groups, newspapers

*Public Sector, both at the central and local level (Ministry of Labour and Social Security, Ministry of Agricultures, State Planning Organization, Turkish Statistical Institute, Turkish Employment Organization, Governorate)*

Open forum meetings

*Public Sector, both at the central and local level (Ministry of Labour and Social Security, Ministry of Agricultures, State Planning Organization, Turkish Statistical Institute, Turkish Employment Organization, Governorate)*

Capacity building/trainings

*Public Sector, both at the central and local level (Ministry of Labour and Social Security, Ministry of Agricultures, State Planning Organization, Turkish Statistical Institute, Turkish Employment Organization, Governorate)*

## **Section III: Millenium Development Goals**

### **Millenium Development Goals**

#### **Additional Narrative Comments**

##### **Please provide any relevant information and contributions of the programme to de MDGs, whether at national or local level**

Although Turkey has made considerable gains in the field of poverty reduction (MDG 1) and strengthening women participation (MDG 3), there are still efforts to close the remaining gaps in the achievement of the related MDGS's. The government acknowledges the need for a comprehensive attempt including further improving the legislative and policy frameworks and, above all, their implementation, for strengthening youth and especially women's participation in labour market. This JP aims to reduce youth unemployment among vulnerable young members of migrant families and increase the participation of young women in the labour force. This will be achieved through improved capacities at national and local levels to design and implement employment interventions for vulnerable communities and young women. A National Youth Employment Action Plan will lay the policy, budgetary and institutional framework for this objective. Results will be the percentage increase in placements of young unemployed into decent jobs; and the percentage of women among them. This JP will serve as an example to global efforts to link economic growth to decent work. This JP was designed to contribute directly to the realization of the localized MDG targets 1.B and 3.2. With this JP, Turkey will fulfil its obligations in preparing a National Youth Employment Action Plan after joining United Nations Youth Employment Network (YEN) in January 2006.

##### **Please provide other comments you would like to communicate to the MDG-F Secretariat**

In the first year, this JP has focused on background studies and surveys to enable the related national and local authorities to build capacities and develop the required policies. The 2nd. and 3rd. year activities will be focusing on the implementation and delivery for progress in outcomes. The implementation of vocational training (VET) courses will be major activity in Year 2 to reach the beneficiaries at the local level. As stated in the AWP, the target number for the end of the JP is to provide VET to around 1400 youth in the next 16 months. VETs will start as of March 2011 and aim to reach the target of 1200 employed youth (including 720 women) by the end of the JP in 2012. Considering that there are 6159 unemployed youth from 15-24 ages in Antalya who are registered to ISKUR in 2009, the JP target of 1200 youth refers to approx. '1 out of 5 youth'. This shows that the JP target is very challenging. PMC has discussed this at their 4th. meeting on 7 Jan. 2011 and agreed to closely follow-up the progress with VET's delivery in Antalya in cooperation with İŞKUR and Ministry of Education Provincial Directorates.

## Section IV: General Thematic Indicators

### 1 Promote and support national and local policies and programmes that increase youth employment opportunities and/or migration management

#### 1.1 Number of laws, policies or plans supported by the Joint Programme that relate to youth employment and/or migration management

Youth Employment      true  
 Migration                false  
 Both                        false

##### **Policies**

National      1  
 Local          0

##### **Laws**

National      1  
 Local          0

##### **Plans**

National      0  
 Local          0

#### 1.2 Please briefly provide some contextual information on the law, policy or plan and the country/municipality where it is going to be implemented

The Ministry of Labour and Social Security is currently at the stage of developing an overall national strategy for employment, in a political climate urging a solution for severe unemployment problem in the country. There is a delay in launching this National Employment Strategy due to forthcoming national elections in June 2011.

Background: This UN Joint Programme strives to adopt and implement employment policies that benefit the most vulnerable groups in Turkey's labour market. Turkey's impressive economic growth in the last decade has not been matched by a comparable strong growth in job creation. While the average annual economic growth rate during

2002-2006 exceeded 7%, the unemployment rate remained stubbornly around 10%. The global economic crisis has further deteriorated the situation. UNJP-YEM aims to increase decent employment opportunities for the young population between the ages of 15-24. With the Joint Programme, Turkey will fulfil its obligations in preparing a National Youth Employment Action Plan after joining the United Nations Youth Employment Network (YEN) in January 2006. It is with this understanding that this Joint Programme was designed in order to develop a National Youth Employment Strategy, and to build a model for pilot implementation in Antalya.

### 1.3 Number of citizens and/or institutions that the law, policy or strategy directly affects

#### Citizens

Total	0
Urban	0
Rural	0

#### Youth

Total	1500000
Urban	0
Rural	0

#### Migrants

Total	0
Urban	0
Rural	0

#### National Public Institutions

Total	12
-------	----

#### Local Public Institutions

Total	14
Urban	0
Rural	0

#### Private Sector Institutions

Total	0
Urban	0
Rural	0

### 1.4 Please indicate the area of influence of the law, policy or plan

Strengthening national institutions  
Policy coordination and coherence  
Statistics and/or information management systems

**Comments: Please specify how indicator 1.1 addresses the selected areas of influence**

The overall objective of the Joint Programme is adoption and implementation of employment policies benefiting the most vulnerable groups in the labour market (young men and women and young members of migrant families). This will be achieved through improved capacities at national and local levels to design and implement employment interventions for vulnerable communities and young women. A National Youth Employment Action Plan will lay the policy, budgetary and institutional framework for this objective. Results will be the percentage increase in placements of young unemployed into decent jobs; and the percentage of women among them. Through national policy development and local pilot implementation, the Joint Program will demonstrate that enhanced national policy, with the use of improved statistical data and information on labour market, appropriate governance of migration and of local labor demand and supply dynamics can indeed yield benefits for the most vulnerable including young men, women and migrants in the labor market, eliminating risks of social exclusion of youth and poverty. While this program will have a direct impact in Antalya, the results will also have a national level significance. The interventions at the local level will be shared with the national partners to increase the impact with spillover effect. Gender disaggregation in analyses and tailor-made services will be a model for replication in other provinces.

**1.5 Government budget allocated to youth employment opportunities and/or migrant rights and opportunities before the implementation of the Joint Programme**

Youth Employment      true  
Migration            false  
Both                  false

National budget      340.722.918

*As the Joint Programme was started as of 2 October 2009, we cannot estimate any impact on the variation in government budget allocated to youth employment in 2009 and 2010.*

*Therefore, the budget figures that we provide in here show the total budgets allocated to Turkish Employment Organization at the national level and also to İSKUR Provincial Directorate in Antalya at the local level.*

Total Local Budget      12.388.434

*As the Joint Programme was started as of 2 October 2009, we cannot estimate any impact on the variation in government budget allocated to youth employment in 2009 and 2010.*

*Therefore, the budget figures that we provide in here show the total budgets allocated to Turkish Employment Organization at the national level and also to İSKUR Provincial Directorate in Antalya at the local level.*

## **1.6 % variation in government budget allocated to programmes or policies on youth employment opportunities or migrants rights and opportunities from the beginning of the joint programme to present time**

Youth Employment      true  
 Migration            false  
 Both                    false

### **National Budget**

% Overall            increase of 0,36%

% Triggered by Joint Programme      as the JP started as of 2 October 2009, we cannot estimate any impact on this budget variation

### **Local Budget**

% Overall            increase of 20.45

% Triggered by Joint Programme      as the JP started as of 2 October 2009, we cannot estimate any impact on this budget variation

## **2 Strengthen capacity and improve skills for increased youth and/or migrant access to job markets**

### **2.1 Type and number of interventions supported by the joint programme which are aiming to increase skills and/or information in order to improve access to employment opportunities**

#### **Direct beneficiaries**

Youth            0  
 Migrants        0  
 Both            0

#### **Vocational training programmes**

Total            0  
 Women           0

Men 0  
% of migrants 0

**Formal education programmes**

Total 0  
Women 0  
Men 0  
% of migrants 0

**Apprenticeship programmes**

Total 0  
Women 0  
Men 0  
% of migrants 0

**Employment resource & youth service centres**

Total 0  
Women 0  
Men 0  
% of migrants 0

**Labour market analysis**

Total 0  
Women 0  
Men 0  
% of migrants 0

**Public-Private partnerships**

Total 0  
Women 0  
Men 0  
% of migrants 0

**Other, Specify**

Total 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Women 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour*

market analysis are scheduled for Year 2 and Year 3.

Men 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

% of migrants 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

## 2.2 Total number of young people and/ or migrants trained with specific skills adapted to the job market

Total No. young men	0	
Total No. young women	0	
Total No. of migrants	0	
No. men under 24 years old	0	
No. women under 24 years old	0	
No. women	0	
No. men over 24 years old	0	
No. women over 24 years old	0	
No. men	0	

## 2.3 Number of jobs created for young people and/ or migrants supported by the Joint Programme

Total No. men	0	
Total No. women	0	
Total No. migrants	0	
No. men under 24	0	
No. women under 24	0	
No. women	0	
No. men over 24	0	
No. women over 24	0	
No. men	0	

### 3 Strengthen national and local institutions' capacities to act in favour of youth employment and migration issues

#### 3.1 Number of individuals and institutions with improved capacity to provide services to youth and/or migrants

For youth  
For migrants  
Both

##### Number of institutions

National public institutions 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Local public institutions 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Private business 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

NGOs 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Academic institutions 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Other: 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

##### Private business employers

Men 0

Women 0

##### Civil servants

Men 0

Women 0

**Teachers/ trainers**

Men 0  
Women 0

**Citizens**

Men 0  
Women 0

**Other, Specify**

Men 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

Women 0

*This does not apply for the first year of the Joint Programme. The vocational training programmes, Improvement and Institutionalisation of Employment services and Labour market analysis are scheduled for Year 2 and Year 3.*

b. Joint Programme M&E framework

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Baseline	Overall JP Expected target	Achievement of Target to date	Means of verification	Collection methods (with indicative time frame & frequency)	Responsibilities	Risks & assumptions
<b>OUTCOME</b>								
Employment policies benefiting the poor (vulnerable groups in the labor market) and women implemented within framework of decent work and social integration (Country Program Outcome 2.1.2, UNDAF)	<p><b>Indicator:</b> Labour market policies, National Youth Employment Action Plan developed and funding mechanism established to alleviate youth unemployment problem.</p> <p><b>This JP is also expected to contribute to the MDG targets 1.B.6 and 3.2 listed below:</b> - MDG 1-Target 1.B.6 Proportion of working poor decreased Indicator: Poverty rate of paid workers(wage and salary earners) -MDG 3- Target 3.2 Women's participation in paid employment ,</p>	<p>No National Youth Employment Action Plan</p> <p>-28.6% among daily wage workers, Source, <u>TURKSTAT, 2008</u>)</p> <p>-Women's participation in paid work 27.8%, , Source SPO (Nov 2009)</p>	<p>Labour market policies, National Youth Employment Action Plan developed and funding mechanism established to alleviate youth unemployment problem.</p> <p>-National Target 25%</p> <p>-National Target 29.6%, 2014</p>	<p>National Technical Team established and working on NYEAP preparations.</p> <p>The first two phases of drafting (Situation Analysis and Policy Priorities Selection ) have been completed. The third and final phase (Action Plan) is ongoing.</p>	<p>MDG Reports</p> <p>TURKSTAT records</p>	<p>SPO compilation of data for the MDG Report.</p> <p>TURKSTAT labour statistics available on a monthly basis</p> <p><b>Timeframe:</b> 2009-2012</p> <p>2011 midterm evaluation</p>	<p>UNDP, ILO, IOM, FAO</p>	<p><b>Assumption:</b> The political climate and macro-economic situation remains stable. The government remains committed to Program priorities. Government adopts a pro-poor and pro-women approach in employment creation.</p>
<b>OUTPUTS</b>								
<b>Joint Program Output 1:</b> A National Youth Employment Action Plan	<b>Output Indicator:</b> Youth Employment Action Plan prepared,	No National Youth Employment	National Youth Employment Action Plan	Draft Situation Analysis and Policy Priorities	Action Plan document; ISKUR reports	ISKUR Reports, Government agency records	ILO UNDP IOM	<b>Assumption:</b> The Government continues to show

[Pick the date]

[UNITED NATIONS

NATIONS UNIES]

prepared and adopted by ISKUR.	elaborated and submitted to ISKUR for approval, with budgetary amounts allocated, with a special emphasis for <b>gender equality</b> interventions and the specific needs of young members of <b>migrant families</b>	Action Plan.		Selection phases completed by the National Technical Team (NTT)	and minutes of meetings; Budget approval documents with specific budget lines assigned for gender equality interventions and migrants.	<b>Timeframe/Frequency:</b> 2009-2012 2011 midterm evaluation	FAO	strong ownership of the Action Plan and that budget allocations are made.
Output 1.1 Necessary groundwork and preparations in place to facilitate drafting of National Employment Action Plan.	<b>Output Indicator:</b> A National Technical Team (NTT) established All stakeholders involved in NAP preparations have the skills to prepare a National Employment Action Plan in line with ILO standards	National Technical Team not established, no trainings provided	National Technical Team established  Training programme designed and delivered for NTT	National Technical Team established with 22 members from key stakeholders  Training delivered to NTT members-ongoing	ISKUR reports and minutes of meetings. Minutes of NTT meetings Proceedings of workshops and conference	ISKUR Reports, Government agency records  <b>Timeframe/Frequency:</b> 2009-2012 2011 midterm evaluation	ILO	<b>Assumption:</b> The Government continues to show strong ownership of the Action Plan and that budget allocations are made.
Output 1.2 National capacities developed for preparation of a National Youth Employment Action Plan through a participatory process	<b>Output indicator:</b> All stakeholders involved in NAP receive trainings on gender, regional disparities and working poor/decent work by the end of 2010	National Technical Team not established, no trainings provided	Training programme designed and delivered for NTT	Training delivered to NTT members-ongoing	Training reports and evaluations  Proceedings of workshops and conference	ISKUR Reports, JP Progress Reports,  Timeframe/Frequency: 2009 and 2010 reports	UNDP	<b>Assumption:</b> Members of the National Technical Team participate to the trainings, workshops and conferences
Output 1.3 Migration in youth employment aspects included in the Youth Employment Action Plan and National Technical Team trained on migration management	<b>Output indicator:</b> National Employment Action Plan includes specific measures for migrant young men and women and takes into consideration impact of migration on	National Youth Employment Action Plan not prepared	NYEAP prepared including specific measures for migrant young men and women and	First two phases for drafting the Action Plan (preparation of Situation Analysis and Policy Priorities Selection) have	Training reports and evaluations  Proceedings of workshops and conference	ISKUR Reports, JP Progress Reports,  <b>Timeframe:</b> 2010-2012  2010-2011	IOM	<b>Assumption:</b> Members of the National Technical Team participate to the trainings, workshops and conferences

	youth employment <b>Baseline:</b> National Youth Employment Action Plan not prepared		taking into consideration impact of migration on youth employment	been completed Migration Management training delivered for NTT members.  IOM Research on the impact of migration on youth employment was started.		reports		
1.4. Rural youth employment aspects included in the Youth Employment Action Plan and NTT trained on rural youth employment potentials	<b>Output Indicator:</b> National Employment Action Plan includes specific measures for rural youth and envisages tapping on niche areas in agriculture and agribusiness.	No National Youth Employment Action Plan.	NYEAP prepared including specific measures for rural youth and envisages agriculture and agribusiness.	First two phases for drafting the Action Plan (preparation of Situation Analysis and Priorities Selection) have been completed  Rural Youth Policy presentation delivered for NTT members.  Rural Youth Policy Report was issued by Prof Olhan.	Action Plan document. Report on Rural Employment Prospects and Opportunities Meeting reports and minutes. Aftermath reflections by counterparts and media	<b>Timeframe:</b> 2010-2012  2010-2011 reports  2011 mid-term evaluation and continuous exchanges and correspondence with the counterparts	FAO	<b>Assumption:</b> The Government continues to show strong ownership of the National Employment Action Plan.
Output 1.5. Capacities developed for <b>statistical monitoring</b> of youth (un) employment and migration with focus on young women's	<b>Output Indicator:</b> More detailed (at 2-digit level) occupational data of the existing labor force. (2-digit	This kind of data not available before	2-digit occupational and economic activities data of Household Labour Force	These sets of data obtained from TURKSTAT.  TURKSTAT has started the	Official TURKSTAT Records	<b>Timeframe:</b> End of 2010  TURKSTAT labor statistics available on a	ILO	<b>Assumption:</b> TURKSTAT will incorporate gender, migration and youth components in the survey

participation in the labor force by the National Statistical Agency (TURKSTAT)	occupational and economic activities data of Household Labour Force Surveys (LFS) between 2004-2009 and micro data set of Youth LFS Modular Survey 2009 is processed and released by TURKSTAT.)		Surveys (LFS) between 2004-2009 and micro data set of Youth LFS Modular Survey 2009.	Labor Market Survey in Antalya in October.  The Labor Market Analysis Report for Antalya has been issued by Prof Toksoz.		monthly basis		questionnaire
Output 1.6 Analytical knowledge base of policy makers developed for incorporation of employers' labor demand in policies and programs for youth employment and young women's participation in labor force	<b>Output Indicators:</b> -A national model for 'Occupational Outlook' prepared and proposed for regular publication by ISKUR in cooperation with TURKSTAT, employers' associations and social partners -Gender disaggregated data available in the 'Occupational Outlook'	-No Occupational Outlook with gender disaggregation -No gender and age disaggregation in service provision and reporting	Occupational Outlook with gender disaggregation	The first draft of the Occupational Outlook has been developed by Prof Ercan.	Survey questionnaires addressed to employers Gender and youth data in the Outlook	<b>Timeframe:</b> End of 2011  Official ISKUR records  Occupational Outlook published annually	ILO	<b>Assumption:</b> Government partners and employers are committed to cooperate for preparation of an Occupational Outlook
<b>Joint Program Output 2:</b> Local authorities have the capacities and systems in place to increase employment of vulnerable youth including young women and migrants in Turkey's top migration receiving city (Antalya)	<b>Output indicators:</b> -At least 1 program (i.e. vocational training etc) approved and adopted by the Provincial Employment and Vocational Training Board - At least 3 trainings on results based management, partnership and gender issues given to the Provincial Employment and Vocational Training	No existence of such references	Capacity-building training delivered	Institutional Needs Assessment Report for both Antalya ISKUR Office and the PVETB have been completed.  A capacity-development and training plan has been agreed with ISKUR.	Annual Work Plan of Antalya Provincial Employment and Vocational Training Board	<b>Timeframe:</b> 2009-2012  Board Work Plan to be adopted in November each year	UNDP ILO IOM FAO	<b>Assumption:</b> The political climate and macro-economic situation remains stable. Members of the Provincial Employment and Vocational Training Board agree to adopt policies and interventions to increase employment of youth, including young women and

	Board promoting equal participation of men and women.							members of migrant families.
Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation and monitoring of youth employment in Antalya developed	<p><b>Output Indicator:</b></p> <ul style="list-style-type: none"> <li>- Gender and age disaggregated data and indicators are reported to/ monitored by the Provincial Employment and Vocational Training Board (PEVTB)</li> <li>-Membership of TURKSTAT and SGK (Social Security Provincial Directorate) with the Provincial Employment and Vocational Training Board in Antalya.</li> </ul>	<ul style="list-style-type: none"> <li>-No gender and age disaggregation in service provision and reporting.</li> <li>- TURKSTAT and SGK are not the members of the Provincial Employment and Vocational Training Board.</li> </ul>	<ul style="list-style-type: none"> <li>-Capacity-building for PEVTB</li> <li>- Wider representation at PEVTB</li> </ul>	<p>Institutional Needs Assessment Study was completed.</p> <p>TURKSTAT is included in the Provincial Employment and Vocational Training Board.</p> <p>City Council is included in the Provincial Employment and Vocational Training Board</p>	<p>ISKUR reports</p>	<p><b>Timeframe:</b> 2009-2012</p> <p>Quarterly reports to the Provincial Employment and Vocational Training Board</p>	<p>UNDP ILO</p>	<p><b>Assumption:</b></p> <p>The political climate and macro-economic situation remains stable. Members of the Provincial Employment and Vocational Training Board agree to adopt policies and interventions to increase employment of youth, including young women and members of migrant families</p>
Output 2.2 Technical and administrative capacities of Antalya ISKUR developed for implementation of active labor policies, including provision of services tailored to enhance the capabilities of the most vulnerable in the labor market	<p><b>Output Indicators:</b></p> <ul style="list-style-type: none"> <li>- Responsiveness of ISKUR placement services to local economic actors and the unemployed youth including women and migrants increased, resulting in a placement rate of 58%, where at least 50% of the newly placed employees will be women.</li> <li>-ISKUR has 1 employability training</li> </ul>	<p>-49.8% placement rate (in 2009)</p> <p>-No training programs for</p>	<p>Job Placements achieved and training programs delivered</p>	<p>Institutional Needs Assessment Study was completed.</p> <p>A capacity-development and training plan has been agreed with ISKUR.</p> <p>Planning for the Vocational Training Courses has</p>	<p>ISKUR reports</p> <p>Trainees evaluations</p> <p>Approval document of the training package. Training package itself.</p> <p>List of attendants; training material;</p>	<p><b>Timeframe:</b> 2009-2012</p> <p>Quarterly reports to the Provincial Employment and Vocational Training Board</p>	<p>ILO</p>	<p><b>Assumption:</b></p> <p>Local ISKUR Office responsive to the trainings and willing to cooperate for increased outreach to vulnerable youth, including young women and members of migrant families</p>

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

	<p>package tailored to needs of youth with particular emphasis on young women and migrants</p> <ul style="list-style-type: none"> <li>- At least 1200 young people, at least 60% of which are young women, are reached by ISKUR services through job matching, vocational training, and other services in various sectors including tourism</li> <li>- 400 young people including migrants receive vocational training in non-tourism sectors, ensuring at least 40% young women participants.</li> </ul>	<p>youth including young women and migrants exists</p> <ul style="list-style-type: none"> <li>- No existence of vocational training targeting youth including women</li> </ul>		started.	evaluation tests.			
<p>Output 2.3 Local authorities put specific interventions in place to address the employment and employability issues of young migrants including young women to Antalya</p>	<p><b>Output Indicator:</b></p> <ul style="list-style-type: none"> <li>- Number of Provincial Employment Board and local governance actors received training on 'Migration Management' to address the employment needs of vulnerable migrants in effective manner.</li> <li>- At least one training program aimed at promoting the employability of young men and women job seekers including migrants in Antalya</li> <li>- Increase in the</li> </ul>	<p>No such references in 2009 and earlier years</p>	<p>Capacity-building and training programs delivered for local authorities</p>	<p>NTT members received training on Migration Management.</p> <p>Local Trainings not started yet</p>	<p>Academic works of Akdeniz University; TURKSTAT data analysis and statistics; quarterly fact sheets, Repertory of good practices on integration of rural migrants Occupational Barometer ISKUR Reports</p>	<p>Commissioned surveys and Joint Program evaluation</p> <p><b>Timeframe/Frequency:</b> 2009-2012 2011 mid-term evaluation</p>	<p>IOM</p>	<p><b>Assumption:</b> Information available on migrant communities and their employment situation.</p> <p><b>Assumption:</b> Migrant young people participate to the trainings</p>

	number and quality of counseling and referral services provided by local agencies to job seekers - A report on assessment of TURKSTAT statistics on internal migration and Labor Force Survey (building on output 1.1 above) prepared and shared with national and local actors.							
Output 2.4 The potential of the local economy to absorb migration induced labor and to grow in a sustainable manner supported through economic actors	<b>Output Indicators:</b> - Cluster roadmaps developed in participatory manner for at least 3 sectors - At least 3 SME initiatives laid out as short term actions in roadmaps are supported - Increase in the investments in selected sectors where cluster initiatives are established. - Increase in the number of vacancies posted to ISKUR for placements	- No cluster initiatives as of 2009 - Number of vacancies posted by ISKUR-Antalya in 2009: 8266	Cluster roadmaps, SME initiatives, increased investments, increased job placements	Sector Scan Study was completed.  The priority economic sectors for Antalya have been selected.  Local cluster workshops for the selected sectors are ongoing.	Cluster maps developed in cooperation with local actors  ISKUR records	<b>Timeframe:</b> 2009-2012  Annual ISKUR Reports and Progress Report of the Provincial employment and Vocational Training Board	UNDP	<b>Assumption:</b> Economic actors outside the tourism sector are willing to cooperate in a cluster analysis
Output 2.5 The labor absorption capacity of the agricultural value chain in Antalya enhanced through improved services of	<b>Output Indicator:</b> - Increase in the number of vacancies posted to ISKUR for placements in the agro-business sector	No existence of such references	Job placements in agro-business sector	Assessment study for agricultural vocational services was completed.	Records of Provincial Agricultural Office and Kepez Municipality	- Employment status of trained women to be monitored by Kepez Municipality	FAO	<b>Risk:</b> Unemployed women do not continuously participate to the trainings. This risk will be mitigated by

[Pick the date]

[UNITED NATIONS

NATIONS UNIES]

Provincial Directorate of Agriculture and Kepez Municipality in coordination with relevant local actors	- Increase in the number of young men and women employed in the agricultural sector by the Exporters Union and Chambers of Commerce			The draft report was presented to key stakeholders at a workshop in Antalya and revisions have been made accordingly by Prof Demiryürek.		and Provincial Directorate of Agriculture  <b>Timeframe/Frequency:</b> 2010-2012  2011 mid-term evaluation		tailoring the trainings to the needs and schedule of rural women
---	---	--	--	--	--	---	--	--

b. Joint Programme Results Framework with financial information

This table refers to the cumulative financial progress of the joint programme implementation at the end of the semester. The financial figures from the inception of the programme to date accumulated (including all cumulative yearly disbursements). It is meant to be an update of your Results Framework included in your original programme document. You should provide a table for each output.

**Definitions on financial categories**

- Total amount planned for the JP: Complete allocated budget for the entire duration of the JP.
- Estimated total amount committed: This category includes all amount committed and disbursed to date.
- Estimated total amount disbursed: this category includes only funds disbursed, that have been spent to date.
- Estimated % delivery rate: Funds disbursed over funds transferred to date.

- The total budget delivery rate of this Joint Programme in the first Quarter is 9.89% from 2 October 2010 to 31 December 2010. The figures below show the amounts disbursed in the second year of the JP, during first quarter.

Programme Outputs	UN AGENCY	Activities	YEAR			RESPONSIBLE PARTY  NATIONAL/LOCAL	ESTIMATED IMPLEMENTATION PROGRESS				
			Y1	Y2	Y3		Total amount Planned for the JP	Estimated Total amount Committed	Estimated Total Amount Disbursed	Estimated % Delivery rate of budget	
<b>JOINT PROGRAMME OUTPUT 1: A National Youth Employment Action Plan prepared and adopted by ISKUR</b>											
1.1 Necessary groundwork and preparations in place to facilitate drafting of NAP.	ILO	1. Identify critical national actors who would contribute to the National Youth Employment Action Plan, including women's and youth organizations and the tripartite partners	Completed in Year 1								
		2. Establish a National Technical Team (NTT) for drafting of the National Youth Employment Action Plan (NAP) and provide training on preparation of NAPs in line with ILO guidelines. (One training to ISKUR HQ, 20 core staff)	Completed in Year 1								
		3. Provide policy advice, expertise support and secretariat functions to NTT in drafting the NAP; also supporting NTT by organizing workshops and providing best practices from selected EU countries.	x	x			ISKUR	45.000	45.000	15.086,39	33.52%

[Pick the date]

[UNITED NATIONS

NATIONS UNIES]

		4. Organize a national conference of critical national actors on youth employment and internal migration within the context of MDG targets 1.B.6 and MDG 3.2, establishing national and localized targets for these MDGs with the participation of IOM and UNDP	x	x		ISKUR	14.785	14.785	0	0
		5. Document and compile national conference proceedings, workshops, EU peer network best practices and the inter-ministerial working group outputs for inputting the drafting of the National Youth Employment Action Plan	x	x		ISKUR	16.400	16.400	25.94	0.16%
<b>Programme cost</b>							<b>76.185</b>	<b>76.185</b>		
<b>Indirect costs</b>										

<p><b>1.2. National capacities developed for preparation of a National Youth Employment Action Plan through a participatory process</b></p>	<p><i>UNDP</i></p>	<p>1. Develop complementary training programs for NTT and support the preparation of the NAP through providing assistance to NTT on the topics below:</p> <ul style="list-style-type: none"> <li>- poverty, working poor</li> <li>- gender, gender mainstreaming, women’s participation in labor force</li> <li>- regional disparities, social inclusion, participatory processes,</li> </ul> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Establish an expert team to provide policy advice to NTT, also incorporating the feedback and results of the Annual Conference, on the three areas listed above.</li> <li>- Provide contributions to the national conference to be organized by ILO within the context of MDG targets 1.B.6 and MDG 3.2 with the support of public/private sector partners (national and international) and national poverty policy makers/practitioners. (with strong emphasis on Sustainability of the JP results )</li> <li>- Expert team will undertake an assessment of final draft of NAP from the perspective of regional disparities, social inclusion, poverty and gender and provide feedback to NTT.</li> <li>- Organize a ‘Draft NAP Consultation Workshop’ in order to present the feedback from expert team to NTT</li> <li>- Organize a joint ‘Stakeholders Feedback Workshop’ for NTT (in coordination w/ ILO, IOM and FAO)</li> <li>- Organize a Best Practices Sharing Study Visit for NTT, which will be held in co-operation with ILO, IOM and FAO.</li> <li>- To ensure that relevant NTT members are included within the ‘statistical literacy’ training that will be provided for İSKUR and PEVTB.</li> </ul>	<p>x</p>	<p>x</p>		<p>ISKUR</p>	<p>55.000</p>	<p>55.000</p>	<p>0</p>	<p>0</p>
---	--------------------	--	----------	----------	--	--------------	---------------	---------------	----------	----------

		<p>2. Establish UN Agency support system for dissemination/policy advocacy of the NAP, for promoting/communicating the benefits of this JP and promoting İŞKUR services towards the target group (unemployed youth, employers)</p> <p>Sub-activities:</p> <p><b><u>-NAP Advocacy events:</u></b></p> <ul style="list-style-type: none"> <li>- NAP will be launched at a senior-level event at the end of March</li> <li>-Support İŞKUR's presentation of NAP to the Ministry of Labour</li> <li>-Joint activity: NAP advocacy events will be organized during April-May-June and in September in order to ensure the ownership of related ministries (FAO with the Ministry of Agriculture; IOM with the Ministry of Interior; ILO with the Ministry of Labour and social partners; and UNDP with SPO and Ministry of Education and Parliamentary Commissions etc) and to emphasize Growth with Decent Work and National Policy Coherence.</li> </ul> <p><b><u>-Communication of the Joint Programme:</u></b></p> <ul style="list-style-type: none"> <li>- Design, publish and disseminate promotion materials such as brochures, leaflets, folders, banners etc. in order to promote the JP, MDG-G advocacy and the benefits of the NAP.</li> <li>- Organize communication and advocacy events in accordance with the Communication Plan</li> <li>- Building on MDG Summit outcomes, organize a joint meeting with the UN Agencies, SPO, Ministry of Labour, İŞKUR etc. to present how this JP can help Turkey to achieve MDG targets and explore linkages with the national efforts (National Employment Strategy, MDG Breakthrough Strategy, concrete examples)</li> </ul> <p><b><u>-Communication of İŞKUR Services:</u></b></p> <ul style="list-style-type: none"> <li>- Design, publish and disseminate posters and brochures to promote İŞKUR services to the target group (unemployed and employers)</li> <li>- Support a launch event with İŞKUR in order to emphasize the efforts of İŞKUR for better promoting their services and success stories.</li> </ul> <p><b><u>- Establish an online Discussion Forum on Youth Policy discussions</u></b></p> <p><b><u>- Establish synergies with other relevant ongoing projects (in relation to İŞKUR and Youth Employment etc)</u></b></p>	x	x	x x	ISKUR	40.000	40.000	0	0
--	--	--	---	---	--------	-------	--------	--------	---	---

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		3. Budgeting of the NAP including identification of resources from the consolidated budget, employers' contributions, and others for implementation of the NAP.			x		50.000	N/A	N/A	N/A
		4. Supporting Iskur on the implementation of the action plan through training sets and business support services (4 sets of training to ISKUR staff 20 participants each)			x		44.000	N/A	N/A	N/A
<b>Program cost</b>							<b>95.000</b>			
<b>Indirect cost</b>										
<b>1.3. Migration aspects included in Youth Employment Action Plan and NTT trained on migration management</b>	<b>IOM</b>	1. Identify critical national actors who would contribute to the National Youth Employment Action Plan, including NGOs and academics who work in the area of migration	<i>Completed in Year 1</i>							
		2. Set up a coordination mechanism among the members of the working group on migration and youth employment	<i>Completed in Year 1</i>							

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		<p>3. Provide policy advice, expertise support and secretariat functions to NTT and provide training for NTT.</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Establish an expert team to provide policy advice to NTT on migration management, also incorporating the feedback and results of the Annual Conference.</li> <li>- Expert team will undertake an assessment of final draft of NAP from the perspective of migration management and provide feedback to NTT.</li> <li>- Organize a 'Draft NAP Consultation Workshop' in order to present the feedback from expert team to NTT (in cooperation w/ İŞKUR, ILO, UNDP and FAO)</li> <li>- Organize a joint 'Stakeholders Feedback Workshop' for NTT (in coordination w/ İŞKUR, ILO, IOM and FAO)</li> <li>- Support the Best Practices Sharing Study Visit for NTT, which will be held in co-operation with ILO, UNDP and FAO.</li> <li>- Joint activity: NAP advocacy events will be organized during April-May-June and in September in order to ensure the ownership of related ministries (FAO with the Ministry of Agriculture; IOM with the Ministry of Interior; ILO with the Ministry of Labour and social partners; and UNDP with SPO and Ministry of Education etc) and to emphasize Growth with Decent Work and National Policy Coherence</li> </ul>	x	x		ISKUR	63.800	63.800	0	0
		<p>4. Facilitate the organization of a National Conference of critical national actors on youth employment and internal migration; to contribute in the organizations of the Inception Conference and Annual Conference; to prepare and deliver first and second volumes of the JP bulletins.</p>	Completed in Year 1							
<b>Program cost</b>							<b>63.800</b>	<b>63.800</b>		
<b>Indirect cost</b>										
<b>1.4. Rural youth employment aspects included in the Youth Employment Action Plan and NTT trained</b>	<b>FAO</b>	<p>1. Prepare a Situation Analysis and Policy Report for Rural Youth with emphasis on employment prospects and innovative labor absorption modalities and update with Antalya experiences as they emerge</p>	Completed in Year 1							

[Pick the date]

[UNITED NATIONS

NATIONS UNIES]

on rural youth employment potentials		<p>2. Support NTT by providing policy advice, expertise support and secretariat functions; also by providing training on best possible modalities of inclusion of rural youth in NA; by organizing workshops on best experiences of FAO on rural employment for NTT and their social partners.</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Organize a seminar for NTT (12 October) on FAO best practices</li> <li>- Continue providing consultancy support and feedback to NTT through 'Draft NAP Consultation Workshop' and 'Stakeholders Feedback Workshop' (in coordination w/ İŞKUR, ILO, IOM and UNDP)</li> <li>- Support the joint Best Practices Sharing Study Visit of NTT, which will be held in cooperation with UNDP, ILO and IOM.</li> <li>- Joint activity: NAP advocacy events will be organized during April-May-June and in September in order to ensure the ownership of related ministries (FAO with the Ministry of Agriculture; IOM with the Ministry of Interior; ILO with the Ministry of Labour and social partners; and UNDP with SPO and Ministry of Education etc) and to emphasize Growth with Decent Work and National Policy Coherence.</li> </ul>	x	x		ISKUR	26.657	26.657	24.649	92.46%
		<p>3. Organize special advocacy meetings for the Agriculture Committee of the Parliament</p>		x		ISKUR	8.800	8.800	0	0
<b>Program cost</b>							<b>35.457</b>	<b>35.457</b>		
<b>Indirect cost</b>										
1.5 Capacities developed for statistical monitoring of youth (un) employment and migration with focus on young women's participation in the labor force by the National Statistical Agency (TURKSTAT)	ILO	<p>1. Conduct a Labour Market Analysis of Antalya province from both demand and supply sides, based on existing data and evidence.</p> <p>2. Develop and Implement a Labour Market Survey for Antalya in cooperation with TURKSTAT and İŞKUR, with a view to incorporating youth, migration, disability and gender concern.</p> <p>3. Conduct a Workshop in Antalya with İŞKUR and PEVTB to share the results of the study and survey.</p>	x	x		ISKUR	50.000	50.000	0	0
<b>Program cost</b>							<b>50.000</b>	<b>50.000</b>		
<b>Indirect cost</b>										

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

1.6 Analytical knowledge base of policy makers developed for incorporation of employers' labor demand in policies and programs for youth employment and young women's participation in labor force	ILO	1. Assess technical assistance needs of ISKUR and employers' associations in preparation of an occupational outlook and provide technical assistance to key actors	x	x		ISKUR	10.000	10.000	0	0
		2. Develop a national model for long-term occupational outlook in consultation with ISKUR and employers' organizations								
		3. Prepare an Outlook for professions and occupation								
		4. Presentation of Occupational Outlook Model to social partners and other stakeholders.								
<b>Program cost</b>							<b>10.000</b>	<b>10.000</b>		
<b>Indirect cost</b>										
<b>Total Planned Budget Year 2 for Output 1</b>							201.642	201.642		
25.200+ 76.442 unused budget from Year 1= 201.642										
<b>Total Planned Budget Year 2 for Output 1 including indirect costs</b>										
<b>JOINT PROGRAM OUTPUT 2: Local authorities have the capacities and systems in place to increase employment of vulnerable youth including young women and migrants in Turkey's top migration receiving city, Antalya</b>										
Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation and monitoring of	UNDP	1. Undertake an institutional needs assessment to develop the capacity of ISKUR and PEVTB to provide inputs to local programs for youth employment.	Completed in Year 1							

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

youth employment in Antalya developed	<p>2. Design and delivery of training programs upon the needs assessment for ISKUR and Provincial Employment Board</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Organize a joint INA Workshop with ISKUR in October in order to assess the findings of the INA Study and Report, both for ISKUR and PEVTB. (to agree on a capacity development strategy)</li> <li>- Design training seminars, workshops and best practices visit programme for İSKUR and PEVTB according to the results of INA study and report (statistical literacy, Coaching, Human Resources &amp; Quality Management etc) (also on issues including partnership, target setting and results based management etc.)</li> <li>- Deliver training seminars, workshops and best practices visit for ISKUR and PEVTB</li> </ul>	x	x	x	Prov.Empl. and Voc.Training Board	45.000 for Year 2 + 45.526 for Year 3	45.000	9.782,9	<u>21.74%</u>
	<p>3. Establish critical employment and women's labor force participation indicators for adoption by ISKUR and PVTEB with support from ILO and Develop ISKUR's capacity for gender sensitive service provision</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Conduct an assessment (perception analysis) in Antalya in cooperation with İŞKUR , Women NGO's and City Council's Women Assembly;</li> <li>- Add gender sensitivity component within the scope of Coaching seminars that will be provided to İŞKUR training of trainers -also in connection with IOM's adaptation training modules-; (also by improving Guidelines for Coaching)</li> <li>- Emphasize gender and women employment within the scope of communication &amp; advocacy plan in item 1.2.2 of UNDP)</li> <li>- Ensure coordination with ISKUR's Information Systems Department for the collection and processing of gender disaggregated data and gender sensitivity. (inventory of what data are collected by age, by gender etc)</li> <li>- Cooperate with IOM in order to ensure gender component within the adaptation trainings for unemployed youth.</li> </ul>	x	x	x	Prov.Empl. and Voc.Training Board	10,000 In Year 2 + 15.000 in Year 3	10,000	0	0

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		4. Present the Joint Program priorities to and develop activities with the PEVTB members for approval and inclusion in the Annual plan of the PEVTB as appropriate. Sub-activities: - Support ILO and TURKSTAT cooperation for developing and implementing a Labour Market Survey (LMS) for Antalya in order to support PEVTB for their annual planning - Present the results of the LMS to the PEVTB in cooperation with ISKUR.		x		Prov.Empl. and Voc.Training Board	N/A	N/A	N/A	N/A
		5. Establishment of a participatory monitoring system	Completed in Year 1 (efforts to ensure participatory mechanisms within PMC and NSC will continue)							
		6. Set up the Joint Program office and provide support to ensure continued information flow and organization of forums for local governance actors Sub-activities: - Continue funding JP offices and staff during Year 2 - Organize forums/workshops to enhance <b>Cooperation with local stakeholders</b> such as the City Council (Youth Assembly and Women Assembly), Youth NGO's, ATSO, BATEM and Organized Industry Zone. - Start preparations for the Third Annual Conference of the JP at the end of Year 2- which will focus on 'Sustainability' of Joint Program results and also 'Sharing Experiences' from other related joint programmes and other national projects.	x	x	x	Prov.Empl. and Voc.Training Board	79.736 in Year 2 + 40.000 in Year 3	79.736	47.510,19	59.58%
<b>Program cost</b>							<b>134.736</b>	<b>134.736</b>		
<b>Indirect cost</b>										
<b>2.2 Technical and administrative capacities of Antalya ISKUR developed for implementation of active labor policies, including provision of services tailored to enhance the capabilities of the most vulnerable in the labor market</b>	<b>ILO</b>	1. Undertake a capacity assessment and analyze the effectiveness of ISKUR in terms of delivering its placement services from the perspective of gender, migration and informality using the actual placement figures and providing employability training for vulnerable youth and for female job seekers		x		ISKUR	15.000	15.000	0	0
		2. Based on these analyses, design and deliver training for ISKUR staff to achieve better rates of matches between unemployed and open vacancies		x	x	ISKUR	40.000 in Year 2 + 30.000 in Year 3	40.000	0	0

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		3. Design and pilot demand-driven, vocational training targeted at 50 young women drop-outs in collaboration with social services institutions in cooperation with ISKUR.		x	x	ISKUR	45.000 in Year 2 + 55.000 in Year 3	45.000	0	0
		4. Design and pilot demand-driven, vocational training targeted at 600 participants at the 15-24 age group school drop-outs in collaboration with Antalya's private sector and employers' associations in cooperation with ISKUR.		x	x	ISKUR	200.000 in Year 2 + 225.000 in Year 3	200.000	0	0
		5. Design and pilot demand-driven, vocational training targeted at disabled youth (90 participants attending 6- month training programs) in cooperation with ISKUR.		x	x	ISKUR	50.000 in Year 2 + 30.000 in Year 3	50.000	0	0
		6. Design and pilot demand-driven, advanced vocational training targeting 400 participants in different sectors that will be identified in accordance with the results of UNDP's Sector Scan Study in Organized Industrial Zone/private sector in cooperation with ISKUR		x	x	ISKUR	100.000 in Year 2 + 80.000 in Year 3	100.000	0	0
		7. Design and pilot two sets of training on "Self Employment" targeted at youth and women (100 participants) in cooperation with ISKUR.			x	ISKUR	65.000 in Year 3	N/A	N/A	N/A
		8. Based on the pilots, develop a consolidated package of services for provision by ISKUR to job seekers in cooperation with ISKUR.			x	ISKUR	15.000 in Year 3	N/A	N/A	N/A
<b>Program cost</b>							<b>450.000</b>			
<b>Indirect cost</b>										
<b>2.3 Local authorities put specific interventions in place to address the employment and employability issues of young migrants including young women into Antalya</b>	<b>IOM</b>	1. Conduct one baseline research for local monitoring of migration impacts on the labor market and employment through processing and analyzing available national data and field work in Antalya and deliver two articles/papers on integration of rural migrants throughout the research period.		x	x	ISKUR	130.000 in Year 2 + 115.000 in Year 3	130.000	1971.94	1.52%
		2. Produce quarterly fact sheets on rural-urban migration building on existing partnerships between academe and local governance actors	x	x	x	ISKUR	10.000 in Year 2+ 10.000 in Year 3	10.000	306.34	3.06%

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		<p>3. Adapt and deliver training on "Migration Management" for Iskur and deliver training including best practices for Provincial Employment Board and relevant local governance actors, consultative bodies and employer organizations.</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Supporting the joint training and best practices visit for İSKUR and PEVTB, in cooperation with UNDP, according to the results of INA study and report</li> <li>- Providing policy advice to İŞKUR and PEVTB on how they work towards unemployed youth migrants</li> </ul>		x			ISKUR	30.000 in Year 2 + 30.000 in Year 3	30.000	0	0
		<p>4. Identify, design and deliver training for supporting employability of unemployed youth including most vulnerable job seekers through basic life skills for adaptation to urban life, written and oral communication skills. (This training will be added to the vocational trainings that will be conducted by İŞKUR in cooperation with ILO. Gender component of the training will be developed in cooperation with UNDP.)</p>		x	x		ISKUR	66.000 in Year 2 + 86.000 in Year 3	66.000	0	0
		<p>5. Support IOM's Joint Program staff and office costs</p>	x	x	x		ISKUR	24.000 in Year 2 + 24.000 in Year 3	24.000	5.555,15	23.15%
<b>Program cost</b>								260.000			
<b>Indirect cost</b>											
<b>2.4 The potential of the local economy to absorb migration induced labor and to grow in a sustainable manner supported through economic actors</b>	<b>UNDP</b>	<p>1. Undertake an assessment of the potentials of local economic sectors from the perspective of applying the EU Regional Policy and the Lisbon strategy to identify opportunities for employment creation.</p>	<i>Completed in Year 1</i>								
		<p>2. Conduct workshops with the cluster actors for the selected three sectors for the development of cluster roadmaps and Conduct pre-feasibility and feasibility studies of local clustered initiatives and vertical integration schemes</p>	x	x			Chamber of Commerce	65.000	65.000	13.532,47	20.82%
	<p>3. Provide technical assistance to implement the short term actions of the roadmap and Support selected local initiatives to develop these sectors (building on the experiences of other projects)</p>	x	x	x		Chamber of Commerce	5.000 in Year 2 + 200.000 in Year 3	5.000	0	0	

[Pick the date]

[UNITED NATINS

NATIONS UNIES]

		4. Establish local governance mechanisms to implement and monitor the medium to long term actions of the roadmaps (also in cooperation with Local Competitiveness Board and Regional Development Agency based in Isparta)			x	Chamber of Commerce	N/A	N/A	N/A	N/A
		5. Identify private sector contributions to project activities targeting employability of youth, leveraging UN Global Compact membership (in cooperation with private sector in Antalya linked to Corporate Social responsibility on promoting youth employment)		x		Chamber of Commerce	5.000	5.000	0	0
<b>Program cost</b>							<b>75.000</b>	<b>75.000</b>		
<b>Indirect cost</b>										
2.5 The labor absorption capacity of the agricultural value chain in Antalya is enhanced through improved services of Provincial Directorate of Agriculture and Kepez Municipality in coordination with relevant local actors	FAO	1. Assess the effectiveness of vocational training services provided by the Provincial Directorate of Agriculture and Antalya Kepez Municipality with collaboration of and employment guaranteed by Antalya Cut Flower Exporters Union and Chamber of Commerce	Completed in Year 1							
		2. Assess the effectiveness of extension services provided by the Provincial Directorate of Agriculture and municipalities and others geared towards increasing productivity of agricultural enterprises that absorb especially women labor.	Completed in Year 1							
		3. Stakeholder appraisal workshop	Completed in Year 1							
		4. Based on assessment, design and pilot training programs targeted at agricultural enterprises and especially for women labor		x		Pro. Dir. of Agric. ISKUR Antalya	125.000	125.000	9616.29	7.79%
		5. Based on identification of selected sectors (by UNDP under output above), design and pilot vocational training program through Public Private Partnerships on contractual farming options for medium-large scale agro business		x	x	ISKUR Antalya	45.000 in Year 2 + 125.000 in Year 3	45.000	0	0
		6. Based on assessment, design and pilot, on the job training programs for unskilled migrant labor and seasonal migrants (FAO with IOM based on Output 2.3 above)		x	x	ISKUR Antalya	80.000 in Year 2 + 50.000 in Year 3	80.000	0	0

[Pick the date]

[UNITED NATIONS

NATIONS UNIES]

		7. Based on the pilots, develop a consolidated package of services for provision by the Provincial Directorate of Agriculture and ISKUR to job seekers (with ILO) in the agricultural sector in Antalya			x	ISKUR Antalya	100.000 in Year 3	N/A	N/A	N/A
<b>Program cost</b>							<b>250.000</b>			
<b>Indirect cost</b>										
<b>Total Planned Budget Year 1</b>							<b>1.415.000</b> +85.179			
<b>Total Planned Budget Year 1 – including indirect costs (7%)</b>							<b>1.514.050</b> +85.179			