

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

### Semester: 1-11

Country	Turkey
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Growth with Decent Work for All
Report Number	
Reporting Period	1-11
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		\$756,160.00
Total		\$2,460,243.00

**Total Budget Committed To Date**

	FAO	\$426,848.00
ILO		\$901,864.00
IOM		\$348,211.00
UNDP		\$753,248.00
Total		\$2,430,171.00

**Total Budget Disbursed To Date**

	FAO	\$210,378.00
ILO		\$587,449.00
IOM		\$299,611.00
UNDP		\$625,298.00
Total		\$1,722,736.00

**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 for each programme as per following example:

Please use the same format as in the previous section (budget summary) to report figures (example 50,000.11) for fifty thousand US dollars and eleven cents

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel	N/A				

Type	Donor	Total	For 2010	For 2011	For 2012
Cost Share	N/A				
Counterpart	N/A				

#### 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

#### Indirect Beneficiaries

## Section II: JP Progress

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

Please provide a brief overall assessment (1000 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 first year of the joint programme focused on background studies and surveys to enable the related national and local authorities to build capacities and develop the required policies. The second year activities so far have focused on finalization of National Youth Employment Action Plan (NYEAP) and delivery of vocational trainings for unemployed youth.

#### Progress in outputs

Output 1: A National Youth Employment Action Plan (NYEAP) 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 final draft of NYEAP which will be submitted for approval and adoption by the Ministry and ISKUR in the post-election period.

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 PEVTB) have been completed. A capacity-building (training) plan was agreed and training seminars were delivered for İŞKUR and PEVTB. Sector Scan Study was completed and priority economic sectors for Antalya were identified. The local cluster workshops on priority sectors were started. Assessment Study on Agricultural Vocational Services and Rural Youth Policy were completed. Agricultural trainings for youth were started. Basic Life Skills Training Program for the adaptation of migrant youth was developed and delivered to core İŞKUR staff (Training of Trainers) for further dissemination. Vocational Training Courses started in cooperation with İŞKUR targeting unemployed youth, especially women in Antalya.

#### 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 monitoring & evaluation system at İŞKUR for effective performance assessment of provincial directorate, for effective analysis of the impact of VET's , matching and placement services delivered for youth.

**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**

Political climate: A new Ministerial team is being established after the national elections in June 2011. According to the new government programme launched, 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). 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 and 30 new job counselors are expected to start in Antalya by the end of 2011). We expect that the improvement in job counseling, matching and placement services of İŞKUR in Antalya will be renovated and improve further with the adoption of new Job Counseling system at the national level. This Joint Program will focus on the pilot implementation of new Job Counseling system in Antalya in order to facilitate the development of an effective nation-wide implementation. 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. This joint programme will focus on the pilot implementation of NYEAP at the local level and its adoption by the PEVTB. 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 and Youth Assembly. ATSO and Free Trade Zone Investors Association have been closely involved in UNJP since Inception phase. This Joint Program is focusing on developing a local mechanism to strengthen youth participation. A workshop will be organized to mobilize youth NGO's in Antalya with the support of Youth Employment Association (who is also a member of NTT) and Akdeniz University.

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

Political climate: As a result of national elections in June 2011, a new Minister of Labor and Social Security was assigned. According to the new government programme launched, 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).

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

Political climate: An effective coordination between UNJP-YEM and the Ministry needs to be maintained by ISKUR senior management. The final draft of NYEAP will be presented to the new Minister by ISKUR in September 2011. UNRC and the respective Heads of UN agencies are planning to hold a joint presentation of NYEAP in order to ensure its adoption within the scope of the National Employment Strategy, which is currently at the stage of being revised and finalized by the new ministerial team. Challenges in the field: ISKUR has been going through a serious restructuring phase and this had further implications at the local level at Antalya Provincial Directorate. This Joint Programme will be focusing on a pilot implementation in Antalya for the new Job Counselling system. The PEVTB continue keeping 'youth unemployment' as a priority issue in their agenda. A capacity-building workshop was delivered for PEVTB. The level of participation was not at a desired level. Therefore, this initiative of the JP will continue at the PEVTB level in the format of further workshops and best practices sharing study visit which will facilitate the adoption of NYEAP at the local level. Involvement of Civil Society: UNJP is keen to continue working with City Council for establishing and mobilizing youth and women NGO's network in Antalya. We expect to work in cooperation with Women Assembly and Youth Assembly at the stage of implementing and promoting VETs. UNJP will hold a Youth Participation Workshop in Antalya 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 hold 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
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Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-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 for Year 2 and also Year 3.</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	7	<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>Training Programme on Job Counselling, Matching, Placement and Basic Life Skills were developed and delivered as a joint activity.</p> <p>Communication activities were conducted jointly in accordance with UNJP-YEM Communication Strategy.</p> <p>Cooperation of UNDP and FAO has been initiated in relation to Seed-Processing Sector clustering as well as in Cut-flowers sector.</p>	<p>Revised AWP</p> <p>Proceedings of meetings and workshops</p> <p>Assessment Reports</p>
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	8	<p>Joint missions are held to Antalya (hi-level visits; participation to Quarterly PEVTB Meetings; Joint missions)</p>	<p>Continuous exchanges and correspondence</p> <p>JP Monitoring Reports</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: procurement  
Management: service provision

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

UNRC and/or ISKUR Director-General

**Number of meetings with PMC chair**

6

**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

**Current situation**

According to the Government Programme which was launched after national elections in June 2011, there is strong emphasis on 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 Ministry is also keen on strengthening the capacity of İSKUR 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. According to the latest PMC Meeting decision, there will be an added emphasis on the use of social media within the communication and advocacy activities.

**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	
Social networks/coalitions	
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  
Use of local communication mediums such radio, theatre groups, newspapers  
Open forum meetings  
Capacity building/trainings

## **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. 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. 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.

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

The Joint Programme has reached a commitment rate of 99% at the end of its third quarter in year 2, as a result of accelerated implementation and contracting of Vocational Trainings and delivery of capacity-building programmes for İŞKUR and PEVTB, both in Antalya and at the national-level. As a result of PMC decision on 12 July 2011, the Fund Transfer Request will be submitted to MDG-F Secretariat by the end of July 2011, with NSC approval. The programming for Year 3 activities has been finalized as a result of a series of meetings and joint workshop. The JP is fully committed to create results in the field, and also to communicate successful results in order to further mobilize local partners to develop a replicable model based on Antalya pilot implementation.

## 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

##### **Laws**

National                1  
 Local

##### **Plans**

National                1  
 Local

#### 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  
Urban  
Rural

#### Youth

Total 1500000  
Urban  
Rural

#### Migrants

Total  
Urban  
Rural

#### National Public Institutions

Total 12

#### Local Public Institutions

Total 14  
Urban  
Rural

#### Private Sector Institutions

Total 0  
Urban  
Rural

### 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        340722918  
 Total Local Budget    12388434

**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 0.36  
% Triggered by Joint Programme

**Local Budget**

% Overall 20.45  
% Triggered by Joint Programme

**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  
Migrants  
Both

**Vocational training programmes**

Total 4  
Women 85  
Men 40  
% of migrants 10

**Formal education programmes**

Total  
Women  
Men  
% of migrants

**Apprenticeship programmes**

Total

Women  
Men  
% of migrants

**Employment resource & youth service centres**

Total  
Women  
Men  
% of migrants

**Labour market analysis**

Total  
Women  
Men  
% of migrants

**Public-Private partnerships**

Total  
Women  
Men  
% of migrants

**Other, Specify**

Total  
Women  
Men  
% of migrants

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

Total No. young men	40
Total No. young women	85
Total No. of migrants	
No. men under 24 years old	40
No. women under 24 years old	85
No. women	

No. men over 24 years old  
 No. women over 24 years old  
 No. men

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

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

### 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        false  
 For migrants    false  
 Both            true

**Number of institutions**

National public institutions	1
Local public institutions	14
Private business	
NGOs	
Academic institutions	
Other:	



**Private business employers**

Men  
Women

**Civil servants**

Men 21  
Women 8

**Teachers/ trainers**

Men  
Women

**Citizens**

Men  
Women

**Other, Specify**

Men  
Women

**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, NYEAP developed and funding mechanism established to alleviate youth unemployment problem.</p> <p>-National Target 25%</p> <p>-National Target 29.6%, 2014</p>	Final Draft of the National Youth Employment Action Plan has been completed.	MDG Reports  TURKSTAT records	<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>	UNDP, ILO, IOM, FAO	<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 prepared and adopted by ISKUR.	<b>Output Indicator:</b> Youth Employment Action Plan prepared, elaborated and submitted to ISKUR for	No National Youth Employment Action Plan.	National Youth Employment Action Plan	Final Draft of the National Youth Employment Action Plan has	Action Plan document; ISKUR reports and minutes of meetings;	ISKUR Reports, Government agency records  <b>Timeframe/Fre</b>	ILO UNDP IOM FAO	<b>Assumption:</b> The Government continues to show strong ownership of the Action Plan and

	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</b> families			been completed.	Budget approval documents with specific budget lines assigned for gender equality interventions and migrants.	<b>quency:</b> 2009-2012 2011 midterm evaluation		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 and capacity-building activities for NTT were completed.	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 Programme for for NTT were completed	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 youth employment <b>Baseline:</b> National	National Youth Employment Action Plan not prepared	NYEAP prepared including specific measures for migrant young men and women and taking into consideration	Final Draft of the National Youth Employment Action Plan has been completed.  Migration Management	Training reports and evaluations  Proceedings of workshops and conference	ISKUR Reports, JP Progress Reports,  <b>Timeframe:</b> 2010-2012  2010-2011 reports	IOM	<b>Assumption:</b> Members of the National Technical Team participate to the trainings, workshops and conferences

	Youth Employment Action Plan not prepared		impact of migration on youth employment	<p>training delivered for NTT members.</p> <p>IOM Research on the impact of migration on youth employment is ongoing, both in quantitative and qualitative level.</p> <p>Basic Life Skills Training Programme was developed and presented to İŞKUR in order to create awareness on the measures needed to facilitate migrant youth participation into VETs.</p>				
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.	<p>Final Draft of the National Youth Employment Action Plan has been completed.</p> <p>Rural Youth Policy presentation delivered for NTT members.</p>	Action Plan document. Report on Rural Employment Prospects and Opportunities Meeting reports and minutes. Aftermath reflections by counterparts and media	<p><b>Timeframe:</b> 2010-2012</p> <p>2010-2011 reports</p> <p>2011 mid-term evaluation and continuous exchanges and correspondence with the counterparts</p>	FAO	<b>Assumption:</b> The Government continues to show strong ownership of the National Employment Action Plan.

				Rural Youth Policy Report was issued by Prof Olhan.				
Output 1.5. Capacities developed for <b>statistical monitoring</b> of youth (un) employment and migration with focus on young women's participation in the labor force by the National Statistical Agency (TURKSTAT)	<b>Output Indicator:</b> More detailed (at 2-digit level) occupational data of the existing labor force. (2-digit 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.)	This kind of data not available before	2-digit occupational and economic activities data of Household Labour Force Surveys (LFS) between 2004-2009 and micro data set of Youth LFS Modular Survey 2009.	These sets of data obtained from TURKSTAT.  TURKSTAT has completed the Labor Market Survey in Antalya.  The Labor Market Analysis Report for Antalya has been issued and disseminated by Prof Toksoz in Antalya.	Official TURKSTAT Records	<b>Timeframe:</b> End of 2010  TURKSTAT labor statistics available on a monthly basis	ILO	<b>Assumption:</b> TURKSTAT will incorporate gender, migration and youth components in the survey 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 final draft of Occupational Outlook has been developed with the adoption of new data, 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	<b>Output indicators:</b> -At least 1 program (i.e. vocational training	No existence of such references	Capacity-building training delivered	Institutional Needs Assessment	Annual Work Plan of Antalya Provincial	<b>Timeframe:</b> 2009-2012	UNDP ILO IOM	<b>Assumption:</b> The political climate and macro-

<p>systems in place to increase employment of vulnerable youth including young women and migrants in Turkey's top migration receiving city (Antalya)</p>	<p>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 Board promoting equal participation of men and women.</p>			<p>Report for both Antalya ISKUR Office and the PVETB have been completed.</p> <p>A capacity-development and training plan has been agreed with ISKUR.</p> <p>Training seminars for İŞKUR and PEVTB were delivered. (Job Counselling; Matching and Placement, Basic Life Skills trainings for İŞKUR; PEVTB Planning, Cooperation, Decision-making Workshop)</p>	<p>Employment and Vocational Training Board</p>	<p>Board Work Plan to be adopted in November each year</p>	<p>FAO</p>	<p>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>
<p>Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation and monitoring of youth employment in Antalya developed</p>	<p><b>Output Indicator:</b>  - Gender and age disaggregated data and indicators are reported to/ monitored by the Provincial Employment and Vocational Training Board (PEVTB)  -Membership of TURKSTAT and SGK</p>	<p>-No gender and age disaggregation in service provision and reporting.  - TURKSTAT and SGK are not the members of the Provincial Employment</p>	<p>-Capacity-building for PEVTB  - Wider representation at PEVTB</p>	<p>Institutional Needs Assessment Study was completed.</p> <p>TURKSTAT is included in the Provincial Employment</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>  The political climate and macro-economic situation remains stable. Members of the Provincial Employment and Vocational Training Board agree to adopt policies and</p>

	(Social Security Provincial Directorate) with the Provincial Employment and Vocational Training Board in Antalya.	and Vocational Training Board.		and Vocational Training Board.  City Council is included in the Provincial Employment and Vocational Training Board.  Provincial Directorate for Agriculture was invited to the Board to ensure closer cooperation with İŞKUR.				interventions to increase employment of youth, including young women and members of migrant families
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	<b>Output Indicators:</b> - 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. -ISKUR has 1 employability training package tailored to needs of youth with particular emphasis on young women and migrants - At least 1200 young	-49.8% placement rate (in 2009)  -No training programs for youth including young women and migrants exists  - No existence	Job Placements achieved and training programs delivered	Institutional Needs Assessment Study was completed.  A capacity-development and training plan has been agreed with ISKUR.  Vocational Training Seminars are being delivered in Antalya for unemployed youth.	ISKUR reports  Trainees evaluations  Approval document of the training package. Training package itself.  List of attendants; training material; evaluation tests.	<b>Timeframe:</b> 2009-2012  Quarterly reports to the Provincial Employment and Vocational Training Board	ILO	<b>Assumption:</b>  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>people, at least 60% of which are young women, are reached by İSKUR services through job matching, vocational training, and other services in various sectors including tourism</p> <ul style="list-style-type: none"> <li>- 400 young people including migrants receive vocational training in non-tourism sectors, ensuring at least 40% young women participants.</li> </ul>	<p>of vocational training targeting youth including women</p>						
<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 number and quality of counseling and referral services provided by local agencies to job seekers</li> <li>- A report on</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>Basic Life Skills Program for the adaptation of migrant youth to urban life was developed and delivered to core İŞKUR staff in the format of Training for Trainers.</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 İSKUR Reports</p>	<p>Commissioned surveys and Joint Program evaluation</p> <p><b>Timeframe/Frequency:</b></p> <p>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>

	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	<p><b>Output Indicators:</b></p> <ul style="list-style-type: none"> <li>- Cluster roadmaps developed in participatory manner for at least 3 sectors</li> <li>- At least 3 SME initiatives laid out as short term actions in roadmaps are supported</li> <li>- Increase in the investments in selected sectors where cluster initiatives are established.</li> <li>- Increase in the number of vacancies posted to ISKUR for placements</li> </ul>	<ul style="list-style-type: none"> <li>- No cluster initiatives as of 2009</li> <li>- Number of vacancies posted by ISKUR-Antalya in 2009: 8266</li> </ul>	Cluster roadmaps, SME initiatives, increased investments, increased job placements	<p>Sector Scan Study was completed.</p> <p>The priority economic sectors for Antalya have been selected.</p> <p>Local cluster workshops for the selected sectors are ongoing.</p> <p>Efforts to establish CSR initiative in textile sector in Antalya are ongoing.</p>	<p>Cluster maps developed in cooperation with local actors</p> <p>ISKUR records</p>	<p><b>Timeframe:</b> 2009-2012</p> <p>Annual ISKUR Reports and Progress Report of the Provincial employment and Vocational Training Board</p>	UNDP	<p><b>Assumption:</b> Economic actors outside the tourism sector are willing to cooperate in a cluster analysis</p>
Output 2.5 The labor absorption capacity of the agricultural value chain in Antalya enhanced through improved services of Provincial Directorate of Agriculture and Kepez Municipality in	<p><b>Output Indicator:</b></p> <ul style="list-style-type: none"> <li>- Increase in the number of vacancies posted to ISKUR for placements in the agro-business sector</li> <li>- Increase in the number of young men and women employed</li> </ul>	No existence of such references	Job placements in agro-business sector	Assessment study and Report for agricultural vocational services was completed by Prof Demiryürek.	Records of Provincial Agricultural Office and Kepez Municipality	- Employment status of trained women to be monitored by Kepez Municipality and Provincial Directorate of Agriculture	FAO	<p><b>Risk:</b> Unemployed women do not continuously participate to the trainings. This risk will be mitigated by tailoring the trainings to the needs and schedule</p>

coordination with relevant local actors	in the agricultural sector by the Exporters Union and Chambers of Commerce			Agricultural training seminars for women farmers, agricultural consultants and youth have started and ongoing.		<b>Timeframe/Frequency:</b> 2010-2012  2011 mid-term evaluation		of rural women
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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.

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>										
<b>1.1 Necessary groundwork and preparations in place to facilitate drafting of NAP.</b>	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	<i>Completed in Year 1</i>							
		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)	<i>Completed in Year 1</i>							
		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	45.000	100%
		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	14.785	100%

		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	16.400	100%
<b>Programme cost</b>							<b>76.185</b>	<b>76.185</b>		
<b>Indirect costs</b>										
<b>1.2. National capacities developed for preparation of a National Youth Employment Action Plan through a participatory process</b>	<b>UNDP</b>	<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 İŞKUR and PEVTB.</li> </ul>	x	x		ISKUR	55.000	55.000	55.000	100%

		<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	ISKUR	40.000	40.000	40.000	(as NAP advocacy activity is postponed to Year 3 due to national elections, the budget which was allocated for this component is transferred to support capacity-building component in Year 2)	100%
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		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>							

		<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	63.800	(as NAP advocacy activity is postponed to Year 3 due to national elections, the budget which was allocated for this component is transferred to support research component in Year 2)	100%
		<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>							63.800	63.800			
<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								

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	26.657	100%
		<p>3. Organize special advocacy meetings for the Agriculture Committee of the Parliament</p>		x		ISKUR	8.800	8.800	8.800 (as NAP advocacy activity is postponed to Year 3 due to national elections, the budget which was allocated for this component is transferred to support VET component in Year 2)	100%
<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	<ol style="list-style-type: none"> <li>1. Conduct a Labour Market Analysis of Antalya province from both demand and supply sides, based on existing data and evidence.</li> <li>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.</li> <li>3. Conduct a Workshop in Antalya with İŞKUR and PEVTB to share the results of the study and survey.</li> </ol>	x	x		ISKUR	50.000	50.000	50.000	100%
<b>Program cost</b>							50.000	50.000		
<b>Indirect cost</b>										
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	<ol style="list-style-type: none"> <li>1. Assess technical assistance needs of ISKUR and employers' associations in preparation of an occupational outlook and provide technical assistance to key actors</li> <li>2. Develop a national model for long-term occupational outlook in consultation with ISKUR and employers' organizations</li> <li>3. Prepare an Outlook for professions and occupation</li> <li>4. Presentation of Occupational Outlook Model to social partners and other stakeholders.</li> </ol>	x	x		ISKUR	10.000	10.000	5.000	50%
<b>Program cost</b>							10.000	10.000		
<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							

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	45.000	100%
	<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	10.000	100%

		<p>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.</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- 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</li> <li>- Present the results of the LMS to the PEVTB in cooperation with ISKUR.</li> </ul>		x		Prov.Empl. and Voc.Training Board	N/A	N/A	N/A	N/A	
		<p>5. Establishment of a participatory monitoring system</p>	<p><i>Completed in Year 1</i> (efforts to ensure participatory mechanisms within PMC and NSC will continue)</p>								
		<p>6. Set up the Joint Program office and provide support to ensure continued information flow and organization of forums for local governance actors</p> <p>Sub-activities:</p> <ul style="list-style-type: none"> <li>- Continue funding JP offices and staff during Year 2</li> <li>- 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.</li> <li>- 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.</li> </ul>	x	x	x	Prov.Empl. and Voc.Training Board	79.736 in Year 2 + 40.000 in Year 3	79.736	79.736	100%	
<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>	<p>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</p>		x		ISKUR	15.000	15.000	15.000	100%	
		<p>2. Based on these analyses, design and deliver training for ISKUR staff to achieve better rates of matches between unemployed and open vacancies</p>		x	x	ISKUR	40.000 in Year 2 + 30.000 in Year 3	40.000	40.000	100%	

		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	45.000	100%
		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	200.000	100%
		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	87.657	88%
		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	130.000	100%
		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	10.000	100%

		<p>3. Adapt and deliver training on "Migration Management" for İskur 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 İSKUR 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	8.205	27.35%
		<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 İSKUR 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	66.000	100%
		<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	24.000	100%
<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	65.000	100%
	<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	5.000	100%	

		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	5.000	100%
<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	125.000	100%
		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	45.000	100%
		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	80.000	100%

		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			