

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

Semester: 2-11

Country	Turkey
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Growth with Decent Work for All
Report Number	
Reporting Period	2-11
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	\$659,120.00
ILO	\$1,504,206.00
IOM	\$658,906.00
UNDP	\$1,157,768.00
Total	\$3,980,000.00

Total Budget Committed To Date

FAO	\$659,120.00
ILO	\$1,504,206.00
IOM	\$658,906.00
UNDP	\$1,157,768.00
Total	\$3,980,000.00

Total Budget Disbursed To Date

FAO	\$487,276.00
ILO	\$726,928.00
IOM	\$459,144.15
UNDP	\$791,799.00
Total	\$2,465,147.15

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	\$0.00	\$0.00	\$0.00	\$0.00

Type	Donor	Total	For 2010	For 2011	For 2012
Cost Share	N/A	\$0.00	\$0.00	\$0.00	\$0.00
Counterpart	N/A	\$0.00	\$0.00	\$0.00	\$0.00

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.

Beneficiaries

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
Direct Beneficiary / Turkish Employment Agency	1	1	National Institutions	Capacity Building
National Institutions represented at the National Technical Team	13	13	National Institutions	Capacity Building
Local Institutions / Provincial Directorate of Turkish Employment Agency	1	1	Local Institutions	Active Employment Policies
Members of the Provincial Employment and Vocational Training Board	15	15	Local Institutions	Active Employment Policies
Local Target Groups of the UNJP	600	300	Youth/Female	Vocational Skills Training
Local Target Groups of the UNJP	600	143	Youth/Male	Active Employment Policies

Beneficiary type	Targetted	Reached	Category of beneficiary	Type of service or goods delivered
Local Target Groups of the UNJP	100	144	Communities	Entrepreneurship Support
Local target Groups of the UNJP	1,200	256	Communities	Life Skills Training

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

Plases describe three main achievements that the joint programme has had in this reporting period (max 100 words)

As one of the strategic outputs of the UNJP, the National Youth Employment Action Plan was developed through a consultative process bringing together the key national institutions, and was launched at the national level in November 2011 and locally in December 2011.

The Occupational Outlook Study, which is also one of the key milestones of the UNJP, was also completed and launched during the reporting period. This is the first study conducted at the national level that presents a current Outlook and projections for the labour market, processing existing official data.

Vocational training programs and other capacity building programs targeting the unemployed and migrant young men and women were delivered effectively. The training programs on basic life skills were launched, with potentials for integration to the broader ISKUR vocational trainings.

The midterm evaluation of the UNJP was conducted by a team of independent assessors during the reporting period. Based on the provisions of the said study, an improvement plan was developed for a better design and implementation of the programme activities.

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), preparation of Occupational Outlook, development the capacities of ISKUR and Antalya Provincial Employment and Vocational Training Board as well as delivery of vocational trainings for unemployed youth. The studies conducted at the local level to foster local economic development (i.e. sectoral development) and hence opportunities for employment generation gained further momentum during the reporting period. Roadmap for seed processing was finalized for identifying priority activities. Similarly, initial short term actions for yacht-building sector was identified for support.

Progress in outputs

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

Progress: Through a very consultative and collaborative approach, the National Youth Employment Action Plan was completed and launched in November 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: Based on the priorities of the Institutional Needs Assessment which was conducted for ISKUR and Provincial Employment and Vocational Training Board PEVTB, a series of capacity-building (training) programs were designed and delivered. Upon completion of the Sector Scan Study in the previous reporting period, sectoral analysis and

sector development studies were launched for the priority economic sectors for Antalya. The local cluster workshops on priority sectors were initiated. Assessment Study on Agricultural Vocational Services and Rural Youth Policy were completed. Agricultural trainings for youth continued. 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 continued in cooperation with İŞKUR targeting unemployed youth, especially women in Antalya.

Measures taken for the sustainability of the joint programme

A series of measures have been taken in order to ensure the sustainability of both the strategic outputs of the UNJP and its key activities.

- * Adaptation of the NYEAP into the National Employment Strategy that was launched by the Government by the end of 2011; with financial commitment from İSKUR and the Ministry of Labor.
- * Improved capacities at İSKUR 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 İSKUR 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 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.

In the next implementation period (i.e. first quarter of 2012), a full-fledged sustainability and exit strategy will be developed for the UNJP. The said strategy will involve provisions and action at financial, institutional and political levels.

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: As noted in the previous progress report, a new ministerial structure 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). As of writing, the post-election institutional restructuring process of the Turkish National Employment Agency hasn't been completed yet.

Challenges in the field: İSKUR Provincial Directorate in Antalya continues to struggle with shortage of qualified staff and heavy workload. The re-organization efforts of the new İSKUR 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 in the first quarter of 2012). 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. The 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.

On the other hand, delays in the appointments of critical personnel such as the Provincial Director also causes uncertainties as to the future priorities of the organization, leading to delays in implementation of the capacity development action.

Urgent need for the improvement of available 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 İSKUR 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 İSKUR. Involvement of Civil Society: Cooperation with the City Council is still not at a desired level.

Briefly describe the current external difficulties that delay implementation

As of writing, the post-election institutional restructuring process of the Turkish National Employment Agency hasn't been completed yet. Thus, some of the activities that would require active involvement of İSKUR such as capacity development of staff might be delayed.

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

An effective coordination between UNJP and the Ministry needs to be maintained by İŞKUR. The JP Management continues to maintain working relations with the existing technical level staff and post-election period is being closely followed for timely response.

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

There are various coordination mechanisms within the scope of the UNJP to ensure effective coordination and cooperation among key national and local actors, as well as among the partners of the UNJP (i.e. UN Agencies and İSKUR). The last two below, have recently been initiated.

National Steering Committee Meetings
Programme Management Committee Meetings
Joint Coordination Meetings
Monthly Management Meetings

Monthly Progress Reports

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

Indicators	Baseline	Current Value	Means of verification	Collection methods
Number of managerial practices (financial, procurement, etc) implemented jointly by the UN implementing agencies for MDF-F JPs	0	2	1. Annual Work Plan 2. Activity based financial planning	JP Monitoring Reports Minutes of Joint Coordination Meetings
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	3	1. Migration Research of IOM developed in consultation with ILO, UNDP and FAO 2. Training Programmes on Job Counselling, Matching, Placement and Basic Life Skills 3. Communication activities were conducted jointly in accordance with UNJP-YEM Communication Strategy.	JP Monitoring Reports Reports
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	2	Local Launch of National Youth Employment Action Plan Sectoral development studies	Back to Office reports Minutes of meetings

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
Management: other, specify

Who leads and/or chairs the PMC?

UN Resident Coordinator and ISKUR Representative chair the PMC meetings.

Number of meetings with PMC chair

Six

Is civil society 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 civil society involved?

Policy/decision making
Management: service provision

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?

Local Government
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. The UNJP complements government's efforts in developing a national strategy on employment. Specifically, the UNJP 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 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. ISKUR & TURKSTAT Labour Market Analysis: ISKUR 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 ISKUR, 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 ISKUR, 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 ISKUR Services: New communication plans and materials to promote new ISKUR services in order to ensure that job-seekers and employers become more aware of ISKUR 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.

As the National Youth Employment Action Plan was recently developed, a full fledged advocacy and communication plan for the NAP will also be developed and implemented in the next reporting period upon finalization of the critical positions within the Ministries and ISKUR.

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 Line ministries

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

With a view to strengthen the sustainability of the UNJP outputs and monitor its results; and to consolidate the impact of the UNJP with a set of complementing activities, the UNJP will submit request no-cost extension request for 6 months to the MDG-F Secretariat. The full-fledged Sustainability and Exit Strategy will also be submitted to the MDG-F Secretariat along with the no-cost extension request. At the last PMC Meeting which was held on 18 January 2012, the members of the Programme Management Committee concurred on the proposal for the extension of the UNJP duration for additional six months.

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 National Youth Employment Strategy and Action Plan
 Local

Laws

National Regulation
 Local

Plans

National
 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 1.5 million unemployed youth
Urban
Rural

Migrants

Total
Urban
Rural

National Public Institutions

Total 12 (NTT Representative Institutions)

Local Public Institutions

Total 14 (PEVTB Member Institutions)
Urban
Rural

Private Sector Institutions

Total
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 340.722.918 \$ USD (2009)

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 \$ USD (2009)

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 approx. 0,4%
 % Triggered by Joint Programme N/A

Local Budget

% Overall approx. 22%
 % Triggered by Joint Programme N/A

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 443
 Migrants 256
 Both 699

Vocational training programmes

Total 9 modules

Women 300
Men 143
% of migrants N/A

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 256
Basic Life Skills
Women 120
Basic Life Skills

Men 136
Basic Life Skills
% of migrants N/A
Basic Life Skills

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

Total No. young men 279
Total No. young women 420
Total No. of migrants
No. men under 24 years old
No. women under 24 years old
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 N/A
Total No. women N/A
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 true
For migrants false
Both false

Number of institutions

National public institutions	12
Local public institutions	14
Private business	1
NGOs	3
Academic institutions	1
Other:	

Private business employers

Men
Women

Civil servants

Men
Women

Teachers/ trainers

Men
Women

Citizens

Men
Women

Other, Specify

Men
Women

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
OUTCOME								
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>Indicator: Labour market policies, National Youth Employment Action Plan developed and funding mechanism established to alleviate youth unemployment problem.</p> <p>This JP is also expected to contribute to the MDG targets 1.B.6 and 3.2 listed below: - 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>	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>Timeframe: 2009-2012</p> <p>2011 midterm evaluation</p>	UNDP, ILO, IOM, FAO	<p>Assumption: 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>
OUTPUTS								
Joint Program Output 1: A National Youth Employment	Output Indicator: Youth Employment Action Plan	No National Youth Employment	National Youth Employment Action Plan	The National Youth Employment	Action Plan document; ISKUR reports	ISKUR Reports, Government	ILO UNDP IOM	Assumption: The Government continues to show

Action Plan prepared and adopted by ISKUR.	prepared, elaborated and submitted to ISKUR for approval, with budgetary amounts allocated, with a special emphasis for gender equality interventions and the specific needs of young members of migrant families	Action Plan.		Action Plan was completed.	and minutes of meetings; Budget approval documents with specific budget lines assigned for gender equality interventions and migrants.	agency records Timeframe/Frequency: 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.	Output Indicator: 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 Timeframe/Frequency: 2009-2012 2011 midterm evaluation	ILO	Assumption: 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	Output indicator: 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	Assumption: 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	Output indicator: National Employment Action Plan includes specific measures for migrant young men and women and	National Youth Employment Action Plan not prepared	NYEAP prepared including specific measures for migrant young men and	The National Youth Employment Action Plan was completed.	Training reports and evaluations Proceedings of workshops and	ISKUR Reports, JP Progress Reports, Timeframe: 2010-2012	IOM	Assumption: Members of the National Technical Team participate to the trainings, workshops and

trained on migration management	takes into consideration impact of migration on youth employment Baseline: National Youth Employment Action Plan not prepared		women and taking into consideration impact of migration on youth employment	Migration Management training delivered for NTT members. The draft final version of the IOM Research on the impact of migration on youth employment is completed, both in quantitative and qualitative level. 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.	conference	2010-2011 reports		conferences
1.4. Rural youth employment aspects included in the Youth Employment Action Plan and NTT trained on rural youth employment potentials	Output Indicator: 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.	The National Youth Employment Action Plan has been completed. Rural Youth Policy presentation delivered for	Action Plan document. Report on Rural Employment Prospects and Opportunities Meeting reports and minutes. Aftermath	Timeframe: 2010-2012 2010-2011 reports 2011 mid-term evaluation and continuous	FAO	Assumption: The Government continues to show strong ownership of the National Employment Action Plan.

				NTT members. Rural Youth Policy Report was issued	reflections by counterparts and media	exchanges and correspondence with the counterparts		
Output 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)	Output Indicator: 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 in Antalya.	Official TURKSTAT Records	Timeframe: End of 2010 TURKSTAT labor statistics available on a monthly basis	ILO	Assumption: 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	Output Indicators: -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	Occupational Outlook was developed and launched with the adoption of new data.	Survey questionnaires addressed to employers Gender and youth data in the Outlook	Timeframe: End of 2011 Official ISKUR records Occupational Outlook published annually	ILO	Assumption: Government partners and employers are committed to cooperate for preparation of an Occupational Outlook

<p>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)</p>	<p>Output indicators: -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 Board promoting equal participation of men and women.</p>	<p>No existence of such references</p>	<p>Capacity-building training delivered</p>	<p>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. 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, Project Cycle Managent)</p>	<p>Annual Work Plan of Antalya Provincial Employment and Vocational Training Board</p>	<p>Timeframe: 2009-2012 Board Work Plan to be adopted in November each year</p>	<p>UNDP ILO IOM FAO</p>	<p>Assumption: 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>
<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>Output Indicator: - Gender and age disaggregated data and indicators are reported to/ monitored by the Provincial Employment and</p>	<p>-No gender and age disaggregation in service provision and reporting. - TURKSTAT and SGK are</p>	<p>-Capacity-building for PEVTB - Wider representation at PEVTB</p>	<p>Institutional Needs Assessment Study was completed. TURKSTAT is</p>	<p>ISKUR reports</p>	<p>Timeframe: 2009-2012 Quarterly reports to the Provincial Employment and Vocational</p>	<p>UNDP ILO</p>	<p>Assumption: The political climate and macro-economic situation remains stable. Members of the Provincial Employment and</p>

	Vocational Training Board (PEVTB) -Membership of TURKSTAT and SGK (Social Security Provincial Directorate) with the Provincial Employment and Vocational Training Board in Antalya.	not the members of the Provincial Employment and Vocational Training Board.		included in the Provincial Employment 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.		Training Board		Vocational Training Board agree to adopt policies and interventions to increase employment of youth, including young women and members of migrant families
Output 2.2 Technical and administrative capacities of Antalya İSKUR developed for implementation of active labor policies, including provision of services tailored to enhance the capabilities of the most vulnerable in the labor market	Output Indicators: - Responsiveness of İSKUR 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. -İSKUR has 1 employability training package tailored to	-49.8% placement rate (in 2009) -No training programs for youth including young women	Job Placements achieved and training programs delivered	Institutional Needs Assessment Study was completed. A capacity-development and training plan has been agreed with İSKUR. Vocational Training Seminars are being delivered in	İSKUR reports Trainees evaluations Approval document of the training package. Training package itself. List of attendants; training material; evaluation tests.	Timeframe: 2009-2012 Quarterly reports to the Provincial Employment and Vocational Training Board	ILO	Assumption: Local İSKUR Office responsive to the trainings and willing to cooperate for increased outreach to vulnerable youth, including young women and members of migrant families

	<p>needs of youth with particular emphasis on young women and migrants</p> <ul style="list-style-type: none"> - 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 - 400 young people including migrants receive vocational training in non-tourism sectors, ensuring at least 40% young women participants. 	<p>and migrants exists</p> <ul style="list-style-type: none"> - No existence of vocational training targeting youth including women 		<p>Antalya for unemployed youth.</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>Output Indicator:</p> <ul style="list-style-type: none"> - 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. - At least one training program aimed at promoting the employability of young men and women job seekers 	<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 IŞKUR 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 ISKUR Reports</p>	<p>Commissioned surveys and Joint Program evaluation</p> <p>Timeframe/Frequency: 2009-2012 2011 mid-term evaluation</p>	<p>IOM</p>	<p>Assumption: Information available on migrant communities and their employment situation.</p> <p>Assumption: Migrant young people participate to the trainings</p>

	<p>including migrants in Antalya</p> <ul style="list-style-type: none"> -Increase in the 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. 							
<p>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>	<p>Output Indicators:</p> <ul style="list-style-type: none"> - 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 	<ul style="list-style-type: none"> - No cluster initiatives as of 2009 - Number of vacancies posted by ISKUR- Antalya in 2009: 8266 	<p>Cluster roadmaps, SME initiatives, increased investments, increased job placements</p>	<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>Timeframe: 2009-2012</p> <p>Annual ISKUR Reports and Progress Report of the Provincial employment and Vocational Training Board</p>	<p>UNDP</p>	<p>Assumption: Economic actors outside the tourism sector are willing to cooperate in a cluster analysis</p>
<p>Output 2.5 The labor</p>	<p>Output Indicator:</p>	<p>No existence</p>	<p>Job</p>	<p>Assessment</p>	<p>Records of</p>	<p>- Employment</p>	<p>FAO</p>	<p>Risk:</p>

UN Joint Programme MDG-F 1928

Growth with Decent Work for All: National Youth Employment Programme and Pilot Implementation in Antalya

<p>absorption capacity of the agricultural value chain in Antalya enhanced through improved services of Provincial Directorate of Agriculture and Kepez Municipality in coordination with relevant local actors</p>	<p>- Increase in the number of vacancies posted to ISKUR for placements in the agro-business sector - Increase in the number of young men and women employed in the agricultural sector by the Exporters Union and Chambers of Commerce</p>	<p>of such references</p>	<p>placements in agro-business sector</p>	<p>study and Report for agricultural vocational services was completed. Agricultural training seminars for women farmers, agricultural consultants and youth have started and ongoing.</p>	<p>Provincial Agricultural Office and Kepez Municipality</p>	<p>status of trained women to be monitored by Kepez Municipality and Provincial Directorate of Agriculture Timeframe/Frequency: 2010-2012 2011 mid-term evaluation</p>	<p>Unemployed women do not continuously participate to the trainings. This risk will be mitigated by tailoring the trainings to the needs and schedule of rural women</p>
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Joint Programme Results Framework

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
JOINT PROGRAMME OUTPUT 1: A National Youth Employment Action Plan prepared and adopted by ISKUR										
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	<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%
Programme cost							76.185	76.185		
Indirect costs										
1.2. National capacities developed for preparation of a National Youth Employment Action Plan through a participatory process	UNDP	<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"> - poverty, working poor - gender, gender mainstreaming, women's participation in labor force - regional disparities, social inclusion, participatory processes, <p>Sub-activities:</p> <ul style="list-style-type: none"> - 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. - 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) - 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. - Organize a 'Draft NAP Consultation Workshop' in order to present the feedback from expert team to NTT - Organize a joint 'Stakeholders Feedback Workshop' for NTT (in coordination w/ ILO, IOM and FAO) - Organize a Best Practices Sharing Study Visit for NTT, which will be held in co-operation with ILO, IOM and FAO. - To ensure that relevant NTT members are included within the 'statistical literacy' training that will be provided for İŞKUR and PEVTB. 	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: -NAP Advocacy events: - NAP will be launched at a senior-level event at the end of March -Support İŞKUR's presentation of NAP to the Ministry of Labour -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. -Communication of the Joint Programme: - 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. - Organize communication and advocacy events in accordance with the Communication Plan - 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) -Communication of İŞKUR Services: - Design, publish and disseminate posters and brochures to promote İŞKUR services to the target group (unemployed and employers) - Support a launch event with İŞKUR in order to emphasize the efforts of İŞKUR for better promoting their services and success stories. - Establish an online Discussion Forum on Youth Policy discussions - Establish synergies with other relevant ongoing projects (in relation to İŞKUR and Youth Employment etc)</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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UN Joint Programme MDG-F 1928

Growth with Decent Work for All: National Youth Employment Programme and Pilot Implementation in Antalya

		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
Program cost							95.000			
Indirect cost										
1.3. Migration aspects included in Youth Employment Action Plan and NTT trained on migration management	IOM	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"> - Establish an expert team to provide policy advice to NTT on migration management, also incorporating the feedback and results of the Annual Conference. - Expert team will undertake an assessment of final draft of NAP from the perspective of migration management and provide feedback to NTT. - 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) - Organize a joint 'Stakeholders Feedback Workshop' for NTT (in coordination w/ İŞKUR, ILO, IOM and FAO) - Support the Best Practices Sharing Study Visit for NTT, which will be held in co-operation with ILO, UNDP and FAO. - 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 	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							
Program cost							63.800	63.800		
Indirect cost										
1.4. Rural youth employment aspects included in the Youth Employment Action Plan and	FAO	<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							

NTT trained 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"> - Organize a seminar for NTT (12 October) on FAO best practices -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) - Support the joint Best Practices Sharing Study Visit of NTT, which will be held in cooperation with UNDP, ILO and IOM. - 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. 	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%
Program cost							35.457	35.457		
Indirect cost										

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"> 1. Conduct a Labour Market Analysis of Antalya province from both demand and supply sides, based on existing data and evidence. 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. 3. Conduct a Workshop in Antalya with İŞKUR and PEVTB to share the results of the study and survey. 	x	x		ISKUR	50.000	50.000	50.000	100%
Program cost							50.000	50.000		
Indirect cost										
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"> 1. Assess technical assistance needs of ISKUR and employers' associations in preparation of an occupational outlook and provide technical assistance to key actors 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. 	x	x		ISKUR	10.000	10.000	5.000	50%
Program cost							10.000	10.000		
Indirect cost										
Total Planned Budget Year 2 for Output 1							201.642	201.642		
25.200+ 76.442 unused budget from Year 1= 201.642										
Total Planned Budget Year 2 for Output 1 including indirect costs										
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										
Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation	UNDP	<ol style="list-style-type: none"> 1. Undertake an institutional needs assessment to develop the capacity of ISKUR and PEVTB to provide inputs to local programs for youth employment. 	<i>Completed in Year 1</i>							

and monitoring of 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"> - 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) - Design training seminars, workshops and best practices visit programme for ISKUR and PEVTB according to the results of INA study and report (statistical literacy, Coaching, Human Resources & Quality Management etc) (also on issues including partnership, target setting and results based management etc.) - Deliver training seminars, workshops and best practices visit for ISKUR and PEVTB 	x	x	x	Prov.Empl. and Voc.Trainin g 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"> - Conduct an assessment (perception analysis) in Antalya in cooperation with İŞKUR , Women NGO's and City Council's Women Assembly; - 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) - Emphasize gender and women employment within the scope of communication & advocacy plan in item 1.2.2 of UNDP) - 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) - Cooperate with IOM in order to ensure gender component within the adaptation trainings for unemployed youth. 	x	x	x	Prov.Empl. and Voc.Trainin g 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"> - 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
		<p>5. Establishment of a participatory monitoring system</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"> - Continue funding JP offices and staff during Year 2 - Organize forums/workshops to enhance Cooperation with local stakeholders 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. 	<p><i>Completed in Year 1</i> (efforts to ensure participatory mechanisms within PMC and NSC will continue)</p>							
			x	x	x	Prov.Empl. and Voc.Training Board	79.736 in Year 2 + 40.000 in Year 3	79.736	79.736	100%
Program cost							134.736	134.736		
Indirect cost										
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	ILO	<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%

the labor market		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
	Program cost							450.000		
Indirect cost										
2.3 Local authorities put specific interventions in place to address the employment and employability issues of young migrants including young women into Antalya	IOM	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 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"> - 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 - Providing policy advice to İŞKUR and PEVTB on how they work towards unemployed youth migrants 		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 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	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%
Program cost								260.000			
Indirect cost											
2.4 The potential of the local economy to absorb migration induced labor and to grow in a sustainable manner supported through economic actors	UNDP	<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%

UN Joint Programme MDG-F 1928

Growth with Decent Work for All: National Youth Employment Programme and Pilot Implementation in Antalya

		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)	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%
Program cost							75.000	75.000		
Indirect cost										
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%

UN Joint Programme MDG-F 1928

Growth with Decent Work for All: National Youth Employment Programme and Pilot Implementation in Antalya

		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
Program cost							250.000			
Indirect cost										
Total Planned Budget Year 1							1.415.000			
Total Planned Budget Year 1 – including indirect costs (7%)							1.514.050			
							+85.179			
							+85.179			