

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

### Semester: 1-12

Country	Turkey
Thematic Window	Youth, Employment and Migration
MDGF Atlas Project	
Program title	Growth with Decent Work for All
Report Number	
Reporting Period	1-12
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
<b>Total</b>	<b>\$3,980,000.00</b>

**Total Budget Committed To Date**

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IOM	\$658,906.00
UNDP	\$1,157,768.00
<b>Total</b>	<b>\$3,980,000.00</b>

**Total Budget Disbursed To Date**

FAO	\$528,147.00
ILO	\$807,560.00
IOM	\$552,286.00
UNDP	\$912,833.00
<b>Total</b>	<b>\$2,800,826.00</b>

**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	Ministry of Economy / Yacht Building Sector / Framework Agreement with ASBIAD	\$2,000,000.00	\$0.00	\$0.00	\$0.00

Type	Donor	Total	For 2010	For 2011	For 2012
Parallel	Ministry of Economy / Seed Processing Sector / Framework Agreement with TSUAB	\$1,500,000.00	\$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	16	16	Local Institutions	Capacity Building
Local Target Groups of the UNJP / Provincial Institutions / İŞKUR Antalya	27	27	Local Institutions	Capacity Building
Local Target Groups of the UNJP / Job Counsellors at İŞKUR	64	64	Local Institutions	Capacity Building

<b>Beneficiary type</b>	<b>Targetted</b>	<b>Reached</b>	<b>Category of beneficiary</b>	<b>Type of service or goods delivered</b>
Local Target Groups of the UNJP	600	398	Youth/Female	Vocational Skills Training
Local Target Groups of the UNJP	600	325	Youth/Male	Vocational Skills Training
Local Target Groups of the UNJP / Basic Life Skills Trainings	600	607	Migrant/Female	Capacity Building
Local Target Groups of the UNJP / Basic Life Skills Trainings	600	370	Migrant/Male	Capacity Building
Local Target Groups of the UNJP / Entrepreneurship	100	144	Communities	Capacity Building
Local Target Groups of the UNJP / Agriculture	400	400	Communities	Capacity Building

## 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)**

During the reporting period, a fully fledged Sustainability and Exit Strategy of the UNJP was developed through a participatory process involving General and Provincial Directorates of ISKUR and partner agencies. ISKUR demonstrated high level commitment to the said strategy.

As first of its kind in Turkey, the Baseline Research for Local Monitoring of Migration Impacts on the Labor Market and Employment was finalized and the findings were compiled in a report.

Towards the end of the reporting period, The Report on Antalya Labor Market Survey Results was printed.

In strong collaboration with the related stakeholders, UNJP facilitated preparation of project proposals for the priority sectors (i.e. seed processing and yacht building), which were then submitted to the Ministry of Economy for possible funding opportunities. Both of the applications were granted by the Ministry and hence the UNJP contributed to generation of funds for maintaining the sustainability of the sector development studies upon completion of the programme implementation.

The UNJP provided intensive capacity development programs for the newly recruited Job Counsellors of ISKUR Antalya on the specific areas of the UNJP (i.e. effective matching, rural employment, sectoral development, migration management and statistical literacy). The Job Counsellors could be perceived as the local agents to replicate and maintain the intervention approach of the UNJP at the local level.

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 maintained, with potentials for integration to the broader ISKUR vocational trainings.

During the reporting period, the no-cost extension request was approved by the Secretariat.

#### **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 two years of the joint programme focused mainly on the background studies and surveys to enable the related national and local authorities to build capacities and the Occupational Outlook are among those studies that built up the basis of the activities to be carried out in the last year of operations. Moreover, development process of National Youth Employment Action Plan, the major output of the UNJP at national level was finalized at the end of second year of the UNJP.

In this sense, the last year of the UNJP will mainly focus on effective design and delivery of vocational training programs, sector development studies, local capacity building programs, rural development initiatives and migration management activities. The sustainability of the UNJP has also become a major concern during the last year of operations.

### **Progress in outputs**

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

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 and Antalya Labour Market Survey and Antalya Labour Market which were conducted for İSKUR and Provincial Employment and Vocational Training Board PEVTB, a series of capacity-building programs (trainings, study tours etc.) were designed and delivered. The local actors were also provided with intense technical assistance and support on sector development, migration management and rural development with a view to strengthen their institutional capacities to respond to the needs of the vulnerable youth.

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

A fully fledged Sustainability and Exit Strategy was developed through the involvement of the General and Provincial Directorates of İŞKUR and partner UN agencies. In this sense, a set of strategies and activities were proposed within the scope of the said Strategy under the following headings:

- Inter-institutional coordination and governance
- Employment strategies and vocational training programs
- Sectoral development, economic competitiveness and employment
- Employment and migration management
- Rural development and vocational training programs
- Communication and visibility

In addition; a series of measures have already 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.

**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**

\* Post-election restructuring process of ISKUR both at the GD level and the provincial level took more than expected which resulted in adjustments in the scope and the timing of some specific activities targeting ISKUR.

\* Obstacles in accessing some target groups (mostly the disabled persons)

\* Variations in the operational and administrative procedures of the partner UN Agencies

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

Delays in the mobilization of the job counsellors, for which a specific set of capacity development activities were developed.

Obstacles in the implementation of the complementing activities at the local level due to the unavailabilities of the local stakeholders.

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

The restructuring of ISKUR has closely been followed and the activities have been adjusted accordingly.

## 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

No

**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 ISKUR).

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	3	1. Consolidated Workplan 2. Activity based financial planning 3. Monthly Progress Reports	JP Monitoring Reports Minutes of Joint Coordination Meetings Monthly Progress Reports
Number of joint analytical work (studies, diagnostic) undertaken jointly by UN implementing agencies for MDG-F JPs	0	2	1. Migration Research of IOM developed in consultation with ILO, UNDP and FAO 2. Communication and advocacy activities conducted jointly in accordance with UNJP-YEM CommunicationStrategy.	Monthly Progress Reports
Number of joint missions undertaken jointly by UN implementing agencies for MDG-F JPs	0	2	1. Training Programmes on for the Job Counsellors 2. Study Tour for the PEVTB members	Training programs Stdudy Tour report

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

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

Not Involved      false  
 Slightly involved      false  
 Fairly involved      false

Fully involved true

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

Policy/decision making

Management: service provision

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

UN Resident Coordinator and ISKUR Representative co-chair the PMC meetings.

**Number of meetings with PMC chair**

Eight (8)

**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 false

Fairly involved true

Fully involved false

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

Policy/decision making

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

Local Government

UN Agency

**Current situation**

**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 second year. In line with this overall strategy, a Monthly Action Plan for Communication Activities and Events was developed which helps to organize and implement communication events on regular basis.

**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 6

Academic institutions 4

Media groups and journalist 4

Other

**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?**

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. The National Youth Employment Action Plan lays 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**

N/A

## 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 Action Plan  
Local

##### **Laws**

National  
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, into which the strategies of the National Youth Employment Action Plan (NYEAP) will be incorporated. the Ministry demonstrates high level commitment to the NYEAP.

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

#### Citizens

Total  
Urban  
Rural

#### Youth

Total      Approx. 1 million unemployed youth  
Urban  
Rural

#### Migrants

Total  
Urban  
Rural

#### National Public Institutions

Total      12 ( NTT Representative Institutions)

#### Local Public Institutions

Total      16 (PEVTB Members)  
Urban  
Rural

#### Private Sector Institutions

Total      5 (Through Sector Development Initiatives)  
Urban  
Rural

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

Strengthening national institutions  
Policy coordination and coherence

**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	340.722.000 USD
Total Local Budget	12.500.000 USD

**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%
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% 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      1267

Migrants      977

Both      1267

**Vocational training programmes**

Total      723 (in 29 VETs)

Women      398

Men      325

% 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 977 (Basic Life Skills)  
 Women 607  
 Men 370  
 % of migrants approx 90%

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

Total No. young men 369 (ILO VETs); 65 (FAO VETs); 370 (IOM BLS)  
 Total No. young women 306 (ILO VETs); 383 (FAO VETs); 607 (IOM BLS)  
 Total No. of migrants  
 No. men under 24 years old 94  
 No. women under 24 years old 314  
 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 1  
 Local public institutions 21  
 Private business 5  
 NGOs 3  
 Academic institutions 1  
 Other:

#### Private business employers

Men  
 Women



**Civil servants**

Men 91

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
<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>	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</b> Output 1: A National Youth Employment	<b>Output Indicator:</b> 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	<b>Assumption:</b> 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 <b>gender equality</b> interventions and the specific needs of young members of <b>migrant</b> 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  <b>Timeframe/Frequency:</b> 2009-2012 2011 midterm evaluation	FAO	strong ownership of the Action Plan and that budget allocations are made.
Output 1.1 Necessary groundwork and preparations in place to facilitate drafting of National Employment Action Plan.	<b>Output Indicator:</b> A National Technical Team (NTT) established All stakeholders involved in NAP preparations have the skills to prepare a National Employment Action Plan in line with ILO standards	National Technical Team not established, no trainings provided	National Technical Team established  Training programme designed and delivered for NTT	National Technical Team established with 22 members from key stakeholders 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	<b>Output indicator:</b> 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,  <b>Timeframe:</b> 2010-2012	IOM	<b>Assumption:</b> 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 <b>Baseline:</b> 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 and PEVTB members.  The 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 provided 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	<b>Output Indicator:</b> National Employment Action Plan includes specific measures for rural youth and envisages tapping on niche areas in agriculture and	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	Action Plan document. Report on Rural Employment Prospects and Opportunities Meeting reports and	<b>Timeframe:</b> 2010-2012  2010-2011 reports  2011 mid-term evaluation	FAO	<b>Assumption:</b> The Government continues to show strong ownership of the National Employment Action Plan.

	agribusiness.			presentation delivered for NTT members.  Rural Youth Policy Report was issued	minutes. Aftermath reflections by counterparts and media	and continuous exchanges and correspondence with the counterparts		
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 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	-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	<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

	Outlook'							
<p><b>Joint Program Output 2:</b> Local authorities have the capacities and systems in place to increase employment of vulnerable youth including young women and migrants in Turkey's top migration receiving city (Antalya)</p>	<p><b>Output indicators:</b>                      -At least 1 program (i.e. vocational training etc) approved and adopted by the Provincial Employment and Vocational Training Board                      - At least 3 trainings on results based management, partnership and gender issues given to the Provincial Employment and Vocational Training Board promoting equal participation of men and women.</p>	No existence of such references	Capacity-building training delivered	<p>Institutional Needs Assessment 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, Project Cycle Management)</p>	Annual Work Plan of Antalya Provincial Employment and Vocational Training Board	<p><b>Timeframe:</b> 2009-2012</p> <p>Board Work Plan to be adopted in November each year</p>	UNDP ILO IOM FAO	<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 interventions to increase employment of youth, including young women and members of migrant families.</p>
Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation and monitoring of youth	<p><b>Output Indicator:</b>                      - Gender and age disaggregated data and indicators are reported to/ monitored by the</p>	-No gender and age disaggregation in service provision and reporting.	-Capacity-building for PEVTB - Wider representation at PEVTB	Institutional Needs Assessment Study was completed.	ISKUR reports	<p><b>Timeframe:</b> 2009-2012</p> <p>Quarterly reports to the Provincial</p>	UNDP ILO	<p><b>Assumption:</b>                      The political climate and macro-economic situation remains stable. Members</p>

employment in Antalya developed	Provincial Employment and Vocational Training Board (PEVTB) -Membership of TURKSTAT and SGK (Social Security Provincial Directorate) with the Provincial Employment and Vocational Training Board in Antalya.	- TURKSTAT and SGK are not the members of the Provincial Employment and Vocational Training Board.		TURKSTAT is 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.		Employment and Vocational Training Board		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
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	-49.8% placement rate (in 2009)  -No training programs for	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	ISKUR reports  Trainees evaluations  Approval document of the training package. Training package itself.  List of attendants; training material;	<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>employability training package tailored to needs of youth with particular emphasis on young women and migrants</p> <ul style="list-style-type: none"> <li>- At least 1200 young people, at least 60% of which are young women, are reached by ISKUR services through job matching, vocational training, and other services in various sectors including tourism</li> <li>- 400 young people including migrants receive vocational training in non-tourism sectors, ensuring at least 40% young women participants.</li> </ul>	<p>youth including young women and migrants exists</p> <ul style="list-style-type: none"> <li>- No existence of vocational training targeting youth including women</li> </ul>		<p>being delivered in Antalya for unemployed youth.</p>	<p>evaluation tests.</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</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</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> 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>

	<p>young men and women job seekers including migrants in Antalya</p> <ul style="list-style-type: none"> <li>-Increase in the number and quality of counseling and referral services provided by local agencies to job seekers</li> <li>- 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.</li> </ul>			Trainers.				
<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><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>	<p>Cluster roadmaps developed and, 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><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 coordination with relevant local actors	<b>Output Indicator:</b> - 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	No existence of such references	Job placements in agro-business sector increased	Assessment study and Report for agricultural vocational services was completed.  Agricultural training seminars for women farmers, agricultural consultants and youth have started and ongoing.	Records of Provincial Agricultural Office and Kepez Municipality	- Employment status of trained women to be monitored by Kepez Municipality and Provincial Directorate of Agriculture  <b>Timeframe/Frequency:</b> 2010-2012  2011 mid-term evaluation	FAO	<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 of rural women
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## Results Framework

### 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.
- Year 4 refers to the period covering 1 October 2012 – 31 December 2012

OUTPUTS	UN AGENCY	ACTIVITIES	YEAR				RESPONSIBLE PARTY  NATIONAL / LOCAL	ESTIMATED IMPLEMENTATION PROGRESS			
			Y1	Y2	Y3	Y4*		Total amount Planned for the JP (USD)	Estimated Total amount committed (USD)	Estimated Total Amount disbursed (USD)	Estimated % Delivery rate of budget (%)
1.1 Necessary groundwork and preparations in place to facilitate drafting of NAP.	ILO	1. Identify critical national actors who would contribute to the National Youth Employment Action Plan, including women's and youth organizations and the tripartite partners	Completed in Year 1				ISKUR	5.000	5.000	5.000	100%
		2. Establish a National Technical Team (NTT) for drafting of the National Youth Employment Action Plan (NAP) and provide training on preparation of NAPs in line with ILO guidelines. (One training to ISKUR HQ, 20 core staff)	Completed in Year 1				ISKUR	50.000	50.000	50.000	100%
		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	50.000	50.000	50.000	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	35.000	35.000	35.000	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	24.900	24.900	24.900	100%

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		<p>6. Supporting Joint activities:</p> <p><b>1.Communication &amp; Advocacy:</b> Once NAP revisions are finalized and approved by İŞKUR/Ministry, NAP advocacy events will be organized during Q1 and Q2 of Year 3 in order to ensure the ownership of related ministries, with focus on effective and sustainable implementation, Growth with Decent Work and National Policy Coherence. (Developing a factsheet on NAP; Organizing a NAP launch event; Organizing bilateral advocacy meetings of NTT and UN agencies with related counterparts; Continue communication events in line with JP C&amp;A strategy)</p> <p><b>2.Monitoring &amp; Evaluation:</b> Supporting establishment and capacity-building of İŞKUR's new M&amp;E Section for effective monitoring of the impact of new İŞKUR services and NAP implementation (Technical support to M&amp;E section, needs assessment; training)</p> <p><b>3. Pilot implementation of NAP at İŞKUR Antalya and PEVTB level:</b> Supporting piloting of new İŞKUR services at Antalya İŞKUR in accordance with NAP; Supporting capacity-building of PEVTB for implementation and ownership of local NAP by PEVTB through training, workshops and best practices sharing study visit.</p> <p><b>4. Sustainability &amp; Exit Strategy:</b> Developing a realistic and shared sustainability and exit strategy of the JP ; Organizing a Final Conference with focus on 'Sustainability', 'Knowledge Sharing', complementarity with other İŞKUR projects and linkages with the national efforts (National Employment Strategy); emphasizing how this JP helps Turkey to achieve MDG targets.</p>					50.000	50.000	42.021	84%
<b>Programme cost (A)</b>							<b>214.900</b>	<b>214.900</b>	<b>206.921</b>	<b>96%</b>
<b>Indirect costs (B=A*0,07)</b>							<b>15.100</b>	<b>15.100</b>	<b>14.484</b>	<b>96%</b>
<b>Total (C=A+B)</b>							<b>230.000</b>	<b>230.000</b>	<b>221.405</b>	<b>96%</b>

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<p><b>1.2. National capacities developed for preparation of a National Youth Employment Action Plan through a participatory process</b></p>	<p><i>UNDP</i></p>	<p>1. Develop complementary training programs for NTT and support the preparation of the NAP through providing assistance to NTT on the topics below:</p> <ul style="list-style-type: none"> <li>- poverty, working poor</li> <li>- gender, gender mainstreaming, women's participation in <b>labor</b> force</li> <li>- regional disparities, social inclusion, participatory processes,</li> </ul> <p><b>Sub-activities:</b></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 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>	<p>x</p>	<p>x</p>			<p><b>ISKUR</b></p>	<p>25.000</p>	<p>25.000</p>	<p>25.000</p>	<p>100%</p>
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		<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><b>Sub-activities:</b></p> <p><b>NAP Advocacy events:</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>Communication of the Joint Programme:</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>Communication of İŞKUR Services:</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>Establish an online Discussion Forum on Youth Policy discussions</b></p> <p><b>Establish synergies with other relevant ongoing projects (in relation to İŞKUR and Youth Employment etc)</b></p>	x	x	x		<b>ISKUR</b>	252.000	252.000	252.000	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	50.000	45.000	90%
		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	44.000	20.791,26	47,25%
<b>Programme cost (A)</b>								<b>371.000</b>	<b>371.000</b>	<b>342.791</b>	<b>92%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>26.000</b>	<b>26.000</b>	<b>23.995</b>	<b>92%</b>
<b>Total (C=A+B)</b>								<b>397.000</b>	<b>397.000</b>	<b>366.786</b>	<b>92%</b>

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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	Completed in Year 1				ISKUR				
		2. Set up a coordination mechanism among the members of the working group on migration and youth employment	Completed in Year 1				ISKUR				
		3. Provide policy advice, expertise support and secretariat functions to NTT and provide training for NTT.  <b>Sub-activities:</b>  - 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	81.000	81.000	70.873	%86
		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.	Completed in Year 1				ISKUR				
<b>Programme cost (A)</b>							<b>81.000</b>	<b>81.000</b>	<b>70.873</b>	<b>%86</b>	
<b>Indirect costs (B=A*0,07)</b>							<b>5.670</b>	<b>5.670</b>	<b>4.961</b>	<b>%86</b>	
<b>Total (C=A+B)</b>							<b>86.670</b>	<b>86.670</b>	<b>75.834</b>	<b>%86</b>	

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<p><b>1.4. Rural youth employment aspects included in the Youth Employment Action Plan and NTT trained on rural youth employment potentials</b></p>	<p><b>FAO</b></p>	<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>	<p><i>Completed in Year 1</i></p>		<p><b>ISKUR</b></p>	<p>10.000</p>	<p>10.000</p>	<p>10.000</p>	<p>100%</p>
		<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><i>Completed in Year 2</i></p>		<p><b>ISKUR</b></p>	<p>33.800</p>	<p>33.800</p>	<p>33.800</p>	<p>100%</p>
		<p>3. Supporting Joint activities:</p> <p><b>1.Communication &amp; Advocacy:</b> Once NAP revisions are finalized and approved by İŞKUR/Ministry, NAP advocacy events will be organized during Q1 and Q2 of Year 3 in order to ensure the ownership of related ministries, with focus on effective and sustainable implementation, Growth with Decent Work and National Policy Coherence. (Developing a factsheet on NAP; Organizing a NAP launch event; Organizing bilateral advocacy meetings of NTT and UN agencies with related counterparts; Continue communication events in line with JP C&amp;A strategy)</p> <p><b>2.Monitoring &amp; Evaluation:</b> Supporting establishment and capacity-building of İŞKUR's new M&amp;E Section for effective monitoring of the impact of new İŞKUR services and NAP implementation (Technical support to M&amp;E section, needs assessment; training)</p> <p><b>3. Pilot implementation of NAP at İŞKUR Antalya and PEVTB level:</b> Supporting piloting of new İŞKUR services at Antalya İŞKUR in accordance with NAP; Supporting capacity-building of PEVTB for implementation and ownership of local NAP by PEVTB through training, workshops and best practices sharing study visit.</p> <p><b>4. Sustainability &amp; Exit Strategy:</b> Developing a realistic and shared sustainability and exit strategy of the JP ; Organizing a Final Conference with focus on 'Sustainability', 'Knowledge Sharing' , complementarily with other İŞKUR projects and linkages with the national efforts (National Employment Strategy); emphasizing how this JP helps Turkey to achieve MDG targets.</p>			<p>x</p>	<p>x</p>	<p><b>ISKUR</b></p>	<p>10.000</p>	<p>10.000</p>

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		4. Facilitation of and advocacy for the representation of the Provincial Agricultural Directorate and other relevant representatives from the local agricultural sector at the Provincial Employment and Vocational Training Board.			x	x	ISKUR	2.000	2.000	1.508	75 %
<b>Programme cost (A)</b>								<b>55.800</b>	<b>55.800</b>	<b>50.953</b>	<b>91 %</b>
<b>Indirect costs (B=A*0,07)</b>								<b>3.906</b>	<b>3.906</b>	<b>3.567</b>	<b>91%</b>
<b>Total (C=A+B)</b>								<b>59.706</b>	<b>59.706</b>	<b>54.520</b>	<b>91 %</b>

<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)</b>	<i>ILO</i>	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	166.500	166.500	166.500	100%
<b>Programme cost (A)</b>								<b>166.500</b>	<b>166.500</b>	<b>166.500</b>	<b>100%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>11.655</b>	<b>11.655</b>	<b>11.655</b>	<b>100%</b>
<b>Total (C=A+B)</b>								<b>178.155</b>	<b>178.155</b>	<b>178.155</b>	<b>100%</b>

<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</b>	<i>ILO</i>	1. Assess technical assistance needs of ISKUR and employers' associations in preparation of an occupational outlook and provide technical assistance to key actors	x	x			ISKUR	74.400	74.400	74.400	100%
		2. Develop a national model for long-term occupational outlook in consultation with ISKUR and employers' organizations									
		3. Prepare an Outlook for professions and occupation									
		4. Presentation of Occupational Outlook Model to social partners and other stakeholders.									
<b>Programme cost (A)</b>								<b>74.400</b>	<b>74.400</b>	<b>74.400</b>	<b>100%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>5.280</b>	<b>5.280</b>	<b>5.280</b>	<b>100%</b>
<b>Total (C=A+B)</b>								<b>79.608</b>	<b>79.608</b>	<b>79.608</b>	<b>100%</b>

	<b>Total amount Planned for the JP (USD)</b>	<b>Estimated Total amount Committed (USD)</b>	<b>Estimated Total Amount Disbursed (USD)</b>	<b>Estimated delivery rate (%)</b>
<b>Total Planned Budget for Output 1 (with 6-month extension and including indirect costs)</b>	<b>1.031.139</b>	<b>1.031.139</b>	<b>976.308</b>	<b>95%</b>

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OUTPUTS	UN AGENCY	ACTIVITIES	YEAR				RESPONSIBLE PARTY  NATIONAL / LOCAL	ESTIMATED IMPLEMENTATION PROGRESS			
			Y1	Y2	Y3	Y4*		Total amount Planned for the JP (USD)	Estimated Total amount committed (USD)	Estimated Total Amount disbursed (USD)	Estimated % Delivery rate of budget (%)

Output 2.1 Technical and coordination capacities of the local stakeholders involved in implementation and monitoring of youth employment in Antalya developed	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				ISKUR and PEVTB	5.000	5.000	5.000	100%
		2. Design and delivery of training programs upon the needs assessment for ISKUR and Provincial Employment Board  <b>Sub-activities:</b>  - 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		PEVTB	103.500	103.500	101.972,85	98,5%

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		<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><b>Sub-activities:</b></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		PEVTB	52.000	52.000	50.164	96,47%
		<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><b>Sub-activities:</b></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			PEVTB	8.000	8.000	8.000	100%
		5. Establishment of a participatory monitoring system	<i>Completed in Year 1</i>				PEVTB	-	-	-	-

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		6. Set up the Joint Program office and provide support to ensure continued information flow and organization of forums for local governance actors	x	x	x		<b>PEVTB</b>	137.000	137.000	49.394,73	36%
		<b>Sub-activities:</b>									
		- Continue funding JP offices and staff during Year 2									
		- Organize forums/workshops to enhance <b>Cooperation with local stakeholders</b> such as the City Council (Youth Assembly and Women Assembly), Youth NGO's, ATSO, BATEM and Organized Industry Zone.									
		- Start preparations for the Third Annual Conference of the JP at the end of Year 2- which will focus on 'Sustainability' of Joint Program results and also 'Sharing Experiences' from other related joint programmes and other national projects.									
<b>Programme cost (A)</b>								<b>305.500</b>	<b>305.500</b>	<b>214.531,58</b>	<b>70,22%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>21.385</b>	<b>21.385</b>	<b>15.017,21</b>	<b>70,22%</b>
<b>Total (C=A+B)</b>								<b>326.885</b>	<b>326.885</b>	<b>229.548,79</b>	<b>70,22%</b>

<b>2.2 Technical and administrative capacities of Antalya ISKUR developed for implementation of active labor policies, including provision of services tailored to enhance the capabilities of the most vulnerable in the labor market</b>	<b>ILO</b>	1. Undertake a capacity assessment and analyze the effectiveness of ISKUR in terms of delivering its placement services from the perspective of gender, migration and informality using the actual placement figures and providing employability training for vulnerable youth and for female job seekers		x			<b>ISKUR</b>	15.000	15.000	10.000	67%
		2. Based on these analyses, design and deliver training for ISKUR staff to achieve better rates of matches between unemployed and open vacancies		x	x		<b>ISKUR</b>	80.000	80.000	79.000	99%
		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		<b>ISKUR</b>	95.000	95.000	40.000	42%
		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		<b>ISKUR</b>	164.000	164.000	64.909	40%
		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		<b>ISKUR</b>	60.000	60.000	10.000	17%

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		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	387.000	387.000	94.000	24%
		7. Design and pilot two sets of training on "Self Employment" targeted at youth and women (100 participants) in cooperation with ISKUR.			x		ISKUR	51.000	51.000	9.000	18%
		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	15.000	0	0%
		9. Through a monitoring spreadsheet to be developed within the scope of the UNJP, monitor the employment status of vocational training participants who are enrolled in vocational training courses supported by the UNJP-YEM and assist in İŞKUR-Antalya to deliver necessary services to those who will not be able to find job at the end of the vocational trainings			x	x	ISKUR	12.000	12.000	0	0%
		10. Updating Rights at Work Handbook and integrating it to the curricula of vocational training courses as a supporting and separate module to be used in all vocational training courses			x	x	ISKUR	20.000	20.000	0	0%
		11. Developing package of relevant services for provision by ISKUR to jobseekers in coordination with other Joint Programme agencies			x	x	ISKUR	23.000	23.000	0	0%
		12. Providing technical support to İŞKUR to establish necessary mechanisms in line with the Sustainability Strategy to coordinate the implementation of National Youth Employment Action Plan and to monitor its implementation performance			x	x	ISKUR	28.000	28.000	0	0%
<b>Programme cost (A)</b>								<b>950.000</b>	<b>950.000</b>	<b>306.909</b>	<b>32%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>66.500</b>	<b>66.500</b>	<b>21.483</b>	<b>32%</b>
<b>Total (C=A+B)</b>								<b>1.016.500</b>	<b>1.016.500</b>	<b>328.392</b>	<b>32%</b>

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<p><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></p>	<p><b>IOM</b></p>	<p>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.</p> <p>Building on the National Youth Employment Action Plan (NYEAP), include employment related needs of migrant youth in the local level policy implementation process and to design and implement advocacy activities that will support the consideration of the main findings and recommendations of the research in line with the implementation of the NYEAP at local level.</p>		x	x	x	<p><b>ISKUR</b></p>	250.000	250.000	240.000	%96
		<p>2. Produce quarterly fact sheets on rural-urban migration building on existing partnerships between academe and local governance actors</p>	x	x	x		<p><b>ISKUR</b></p>	18.200	18.200	10.283	%56
		<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><b>Sub-activities:</b>                      - 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</p>		x			<p><b>ISKUR</b></p>	30.000	30.000	15.000	%50
		<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		<p><b>ISKUR</b></p>	177.385	177.385	140.000	%79
		<p>5. To organize “Basic Life Skills Trainings” in the form of training of trainers’ methodology for job counselors who are planned to be assigned by Ministry of Labor in the second quarter of 2012.</p>				x	<p><b>ISKUR</b></p>	59.215	59.215	40.000	%66
<p><b>Programme cost (A)</b></p>								<b>534.800</b>	<b>534.800</b>	<b>445.283</b>	<b>%83</b>
<p><b>Indirect costs (B=A*0,07)</b></p>								<b>37.436</b>	<b>37.436</b>	<b>31.169</b>	<b>%83</b>
<p><b>Total (C=A+B)</b></p>								<b>572.236</b>	<b>572.236</b>	<b>476.452</b>	<b>%83</b>

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<p><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></p>	<p><i>UNDP</i></p>	<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>	<p><i>Completed in Year 1</i></p>				<p>İŞKUR</p>	10.000	10.000	10.000	100%
		<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	x	x	<p>Chamber of Commerce and BAKA</p>	100.000	100.000	70.000,03	70,03%
		<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	x	<p>BAKA</p>	166.000	166.000	150.000	90,36%
		<p>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) In line with the provisions of the Sustainability strategy, provision of technical support for the establishment of a Local Competitiveness Platform (ie. LCP) or strengthening and customizing the functional and organizational structure of the Provincial Employment and Vocational Training Board so as the sectoral development is integrated into the working domain of the board.</p>			x	x	<p>BAKA, PEVTB members</p>	70.000	70.000	65.000	92,85%
		<p>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)</p>		x			<p>Chamber of Commerce</p>	10.000	10.000	794,55	7,9%
		<p>6. Support for implementation of cluster development business plan of West Mediterranean Development Agency (BAKA)  <b>Sub-activities:</b>  -Updating BAKA plan where/if necessary upon the feedback of initial activities -Facilitating establishment of solid working relations with İSKUR in terms of integrating employment generation strategies with sectoral development initiatives.</p>			x	x	<p>BAKA and İŞKUR</p>	20.000	20.000	0	0%

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		7. Development of necessary tools for İSKUR for adopting more efficient sector specific approach in its services.  <b>Sub-activities:</b>  -Development of guides to use sector selection/sector analysis methodologies. - Development of training programmes for new recruits of İSKUR on competitiveness, regional development and sector development			x	x	İSKUR	30.000	30.000	0	0%
<b>Programme cost (A)</b>								<b>406.000</b>	<b>406.000</b>	<b>295.794</b>	<b>72,7%</b>
<b>Indirect costs (B=A*0,07)</b>								<b>28.420</b>	<b>28.420</b>	<b>20.705,58</b>	<b>72,8%</b>
<b>Total (C=A+B)</b>								<b>434.420</b>	<b>434.420</b>	<b>316.499,5</b>	<b>72,8%</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 İSKUR Antalya 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					15.000	15.000	15.000	100%
		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					10.000	10.000	10.000	100%
		3. Stakeholder appraisal workshop	Completed in Year 1					25.000	25.000	25.000	100%
		4. Based on assessment, design and pilot training programs targeted at agricultural enterprises and especially for women labor		x	x		Pro. Dir. of Agric. İSKUR Antalya	110.200	110.200	106.700	97 %
		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		İSKUR Antalya	125.000	125.000	124.339	99%
		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	x	İSKUR Antalya	200.000	200.000	155.820	78 %
		7. In order to improve the institutional capacities of the local stakeholders and İSKUR, dissemination and advocacy of the methodologies of the on-the-job training programmes (in particular the cut-flower training programme.)			x	x	İSKUR Antalya	15.000	15.000	3.846	26 %

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		8. Monitoring and assessment of the trainers who had been trained within the scope of FAO's on-the-job training programs targeting unemployed youth.			x	x	ISKUR Antalya	30.000	30.000	1.937	6 %
		9. 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	x	ISKUR Antalya	30.000	30.000	0	0%
<b>Programme cost (A)</b>								<b>560.200</b>	<b>560.200</b>	<b>442.642</b>	<b>79 %</b>
<b>Indirect costs (B=A*0,07)</b>								<b>39.214</b>	<b>39.214</b>	<b>30.985</b>	
<b>Total (C=A+B)</b>								<b>599.414</b>	<b>599.414</b>	<b>473.627</b>	<b>79 %</b>

	<b>Total amount Planned for the JP (USD)</b>	<b>Estimated Total amount Committed (USD)</b>	<b>Estimated Total Amount Disbursed (USD)</b>	<b>Estimated delivery rate (%)</b>
<b>Total Planned Budget for Output 2 (with 6-month extension and including indirect costs)</b>	<b>2.949.455</b>	<b>2.949.455</b>	<b>1.822.000</b>	<b>62%</b>

**UN JOINT PROGRAMME  
Growth with Decent Work for All  
Year 3 Activity Plan**

