

PUBLIC EMPLOYMENT IN TURKEY THROUGH THE ECONOMIC CRISIS



**5TH REGIONAL WORKING GROUP
MEETING ON CIVIL SERVICE AND
INTEGRITY**

**Rabat, MOROCCO
16-17 JUNE 2009**

**MUSTAFA CUMHUR GOK
PRIME MINISTRY EXPERT**

GENERAL INFORMATION



- ❑ 27 MINISTRIES (INC. PM, 12+15)
 - ❑ 300 INSTITUTIONS AND DEPARTMENT UNDER THE MINISTRIES
 - ❑ 16 METROPOLITAN MUNICIPALITIES
65 CITY MUNICIPALITIES
3000 SMALL COUNTIES
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GENERAL INFORMATION



- ❑ 140 UNIVERSITIES
 - ❑ 1500 HOSPITALS-4500 HEALTH CENTERS
 - ❑ 50 STATE ECONOMIC ENTERPRISES
 - ❑ %50 OF PUBLIC EMPLOYEES UNDER MIN. EDUC. AND MIN. HEALTH
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PUBLIC EMPLOYMENT LEGISLATION



- ❑ CONSTITUTION
 - ❑ STATE PERSONNEL LAW / CODE
 - ❑ EXCEPTIONAL CODES (MILITARY-POLICE-STATE ENTERPRISES)
 - ❑ BYLAWS
 - ❑ DIRECTIVES
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PUBLIC EMPLOYMENT PRINCIPLES



- ❑ SPECIFIC CONSOLIDATED STATUS
 - ❑ PUBLIC LAW
 - ❑ LIFELONG EMP.
 - ❑ LEGAL FRAMEWORK (REC.-PRM.-TERM)
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PUBLIC EMPLOYMENT NUMBERS



- ❑ 1.800.000 STATUTORY EMPLOYEES
 - ❑ 419.000 EMPL. UNDER CONTRACT
 - ❑ **TOTAL : 2.219.000**
 - ❑ **%9 of ACTIVE WORKFORCE**
 - ❑ **%30 of ANNUAL BUDGET**
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PUBLIC EMPLOYMENT NUMBERS 2007



<input type="checkbox"/> Education	587.046	%36.42
<input type="checkbox"/> General Administration	327.717	%20.33
<input type="checkbox"/> Health	243.602	%15.11
<input type="checkbox"/> Police	179.434	%11.13
<input type="checkbox"/> Assisting Services	125.925	%7.81
<input type="checkbox"/> Spiritual Services-Imams	75.470	%4.68
<input type="checkbox"/> Technical Services	68.707	%4.26
<input type="checkbox"/> Advocates	1.937	%0.12
<input type="checkbox"/> TOTAL	1.611.682	%100

CENTRAL HRM BODY



- PM STATE PERSONNEL PRESIDENCY**
 - SUPERVISE WORKFORCE PLANNING AND MANAGEMENT
 - CREATE HRM RULES AND PRINCIPLES (REGULATIONS)
 - DECIDE ON THE LEVEL OF PUB.EMP.
 - PROVIDE GUIDANCE
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THE ECONOMIC CRISIS



□ 1999 EARTHQUAKES

□ 2000 ECONOMIC CRISIS

- REDUCING PUBLIC EXPENDITURE
 - SHIFTING EMPLOYMENT NUMBERS WITHIN THE PUBLIC SECTOR
 - SPEEDING PRIVATIZATION UP
 - RE-EMPLOY AFTER PRIVATIZATION
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RECRUITMENT - PUBLIC EMPLOYMENT



- ❑ ANNUAL BUDGET-LEVEL OF PUB.EMPLOYMENT
 - ❑ CENTRAL EXAMINATION - 2 TYPES
 - ❑ ADMISSION CRITERIA
 - ❑ EXAMINATIONS - VACANCIES ARE PUBLISHED
 - ❑ RECRUITMENT AUTHORITY
 - ❑ SUBJECTIVE JUDGEMENT
 - ❑ QUOTAS
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CURRENT CHANGES IN PUBLIC EMPLOYMENT



- INCREASING MANAGERIAL FLEXIBILITY AND BALANCE
 - NEW DIRECTION – EMPL.UND.CONT.
 - PARTICULAR JOBS (TEACHERS, DOCS)
 - 120.000 M. ED- M. HEALTH
 - BALANCING PAYMENT DISSIMILARITIES
 - ENHANCING UNION RIGHTS
 - RE-EMPLOYMENT AFTER PRIVATIZATION
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2008-2009 ECONOMIC CRISIS



- STABILITY OF FINANCIAL AND EMPLOYMENT POLICIES
 - **NEW STIMULUS AND EMPLOYMENT PACKAGE**
 - FOCUSING ON PRIVATE SECTOR
 - PUBLIC WORKS
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NEW STIMULUS AND EMPLOYMENT PACKAGE



- ❑ EASY LOANS FOR SMALL-SIZE BUSINESSES
 - ❑ TAX CUTS
 - ❑ REDUCTION IN ENTERPRISE PORTION OF SOCIAL SECURITY CONTRIBUTION
 - ❑ SECTORAL STIMULUS PLAN
 - ❑ REGIONAL STIMULUS PLAN
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SECTORAL STIMULUS PLAN



- ❑ CHEMICAL INDUSTRY
 - ❑ ELECTRONIC INDUSTRY
 - ❑ MEDICAL INDUSTRY
 - ❑ MINING INDUSTRY
 - ❑ RAILWAY CONSTRUCTION
 - ❑ AIR AND SPACE VEHICLES PRODUCTION
 - ❑ HARBOR SERVICES
 - ❑ ETC.
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REGIONAL STIMULUS PLAN



□ 4 REGIONS

- 1. GRADE / MAINLY NORTHWEST
 - 2. GRADE / MAINLY SOUTH
 - 3. GRADE / MAINLY MIDDLE
 - 4. GRADE / MAINLY EAST
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NEW STIMULUS AND EMPLOYMENT PACKAGE



- NEW JOBS FOR 450.000 PEOPLE
 - 120.000 PUBLIC WORKS
 - FORESTATION
 - MAINTENANCE OF PUBLIC BUILDINGS
 - OCCUPATIONAL COURSES FOR 200.000 TO CREATE SMALL-SIZE BUSINESS
 - 10.000 TRAINERS
 - PAID INTERNSHIP IN PRIVATE SECTOR FOR 100.000 YOUNG PEOPLE
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THE END

NO PLAN ON INCREASING PUBLIC
EMPLOYMENT BUT PUBLIC WORKS IN
THE PERIOD OF RECENT ECONOMIC
CRISIS

THANK YOU

