

## Tuba Kobaş Huvaj, Research Director,

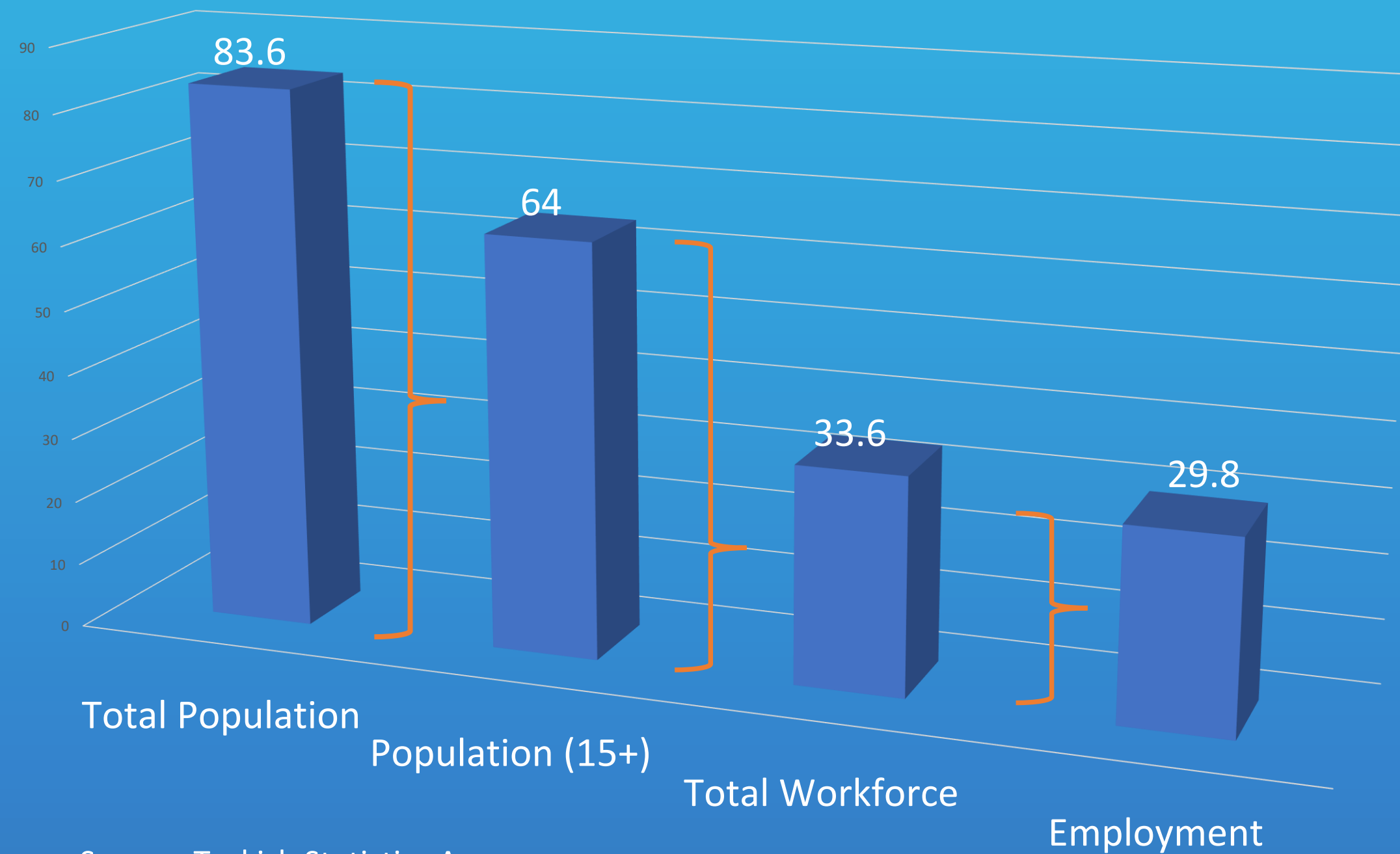


- Founded in 1962
- Negotiates & signs multiannual collective labour agreements (CLA) with trade unions in textile industry
- Supports members in HR matters and vocational trainings
- Lobbies for textile industry at national level
- Represents Turkish textile in international platforms: ITMF, EURATEX, ILO, etc

- Lead the Research Department
- Provide inputs for CLA Negotiation Committee
- Monitor global developments and trends in labour markets

# Snapshot: Industrial Relations in Turkey

Demographic Figures (in million)



Source: Turkish Statistics Agency

## Social Security Coverage:

- Turkey: 88 %
- World Average: 46.9%
- Europe Average: 83.9 %

# Snapshot: Industrial Relations in Turkey

- Act no 6356: Trade Unions and Collective Labour Agreements
- Voluntary membership at Labour Unions and Employers' Associations
- Labour unions: sector specific and national level
- Nation-wide minimum wage

## Collective Labour Agreements

- Better and secured pay for workers
  - Labour cost of minimum wage in Turkey: EUR 392 (TR 5879)
  - Labour cost of average wage under TTEA CLA: EUR 596 (TR 8916)
- Better physical working environment
- Fairer working conditions

# Major Workforce Challenges in Turkey (particularly Textile Industry)

Covid 19

Shrinking economies; stimulus packages; vaccination discussion; back to work policies; new forms of employment

Work-Skill Mismatch

Upskilling / reskilling needs; digitalisation of work

Ageing Workforce, Lack of Interest from Younger Generation

Total workforce average:34

Migration

A challenge and opportunity; adaptation to social life; inclusion into work force

# Covid19 Response from the Turkish Government

A non-exclusive list of Covid19 measures regarding the industrial relations  
(valid from March 2020 to July 2021)

- Payment of social security premiums & tax declarations : postponed
- Short-time working allowance procedures: eased (3.7 million employees benefitted)
- Lay-offs by the employers have been restricted
- Cash support for employees under unpaid leave or having lost their jobs
- **A total stimulus package of TR 700 billion / USD 53 billion** ( including short-time working, unemployment allowances, loan guarantee fund, cost of postponed tax income, etc)

# Covid19 Response from the TTEA

**TTEA took immediate action to support its members and their employees from day one on**

- Discussions with the government on support schemes
- Supporting the members in their applications for government support schemes
- Point of reference for members' queries on health and safety measures in workplaces
- Procurement and distribution of protective materials when they were scarce
- E-training offers for members' workers

# Result: Covid Impact on Employment Figures

➤ More or less similar initial impact on Turkish economy: demand shock followed by supply shock!

➤ Macro trend in selected sectors:

- Services (tourism, entertainment, F&B)



- Retail



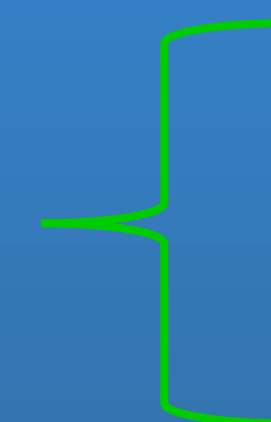
- E-commerce



- Manufacturing

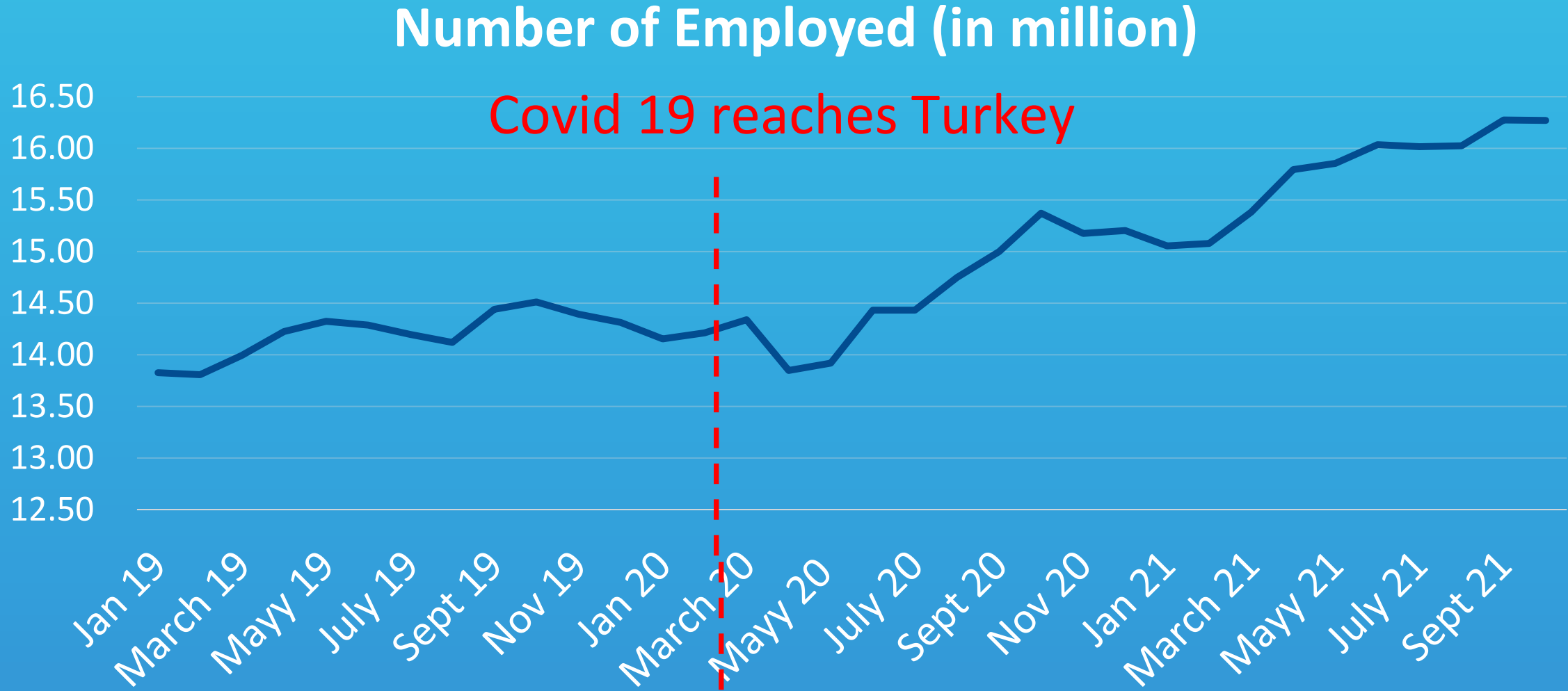


- Exports

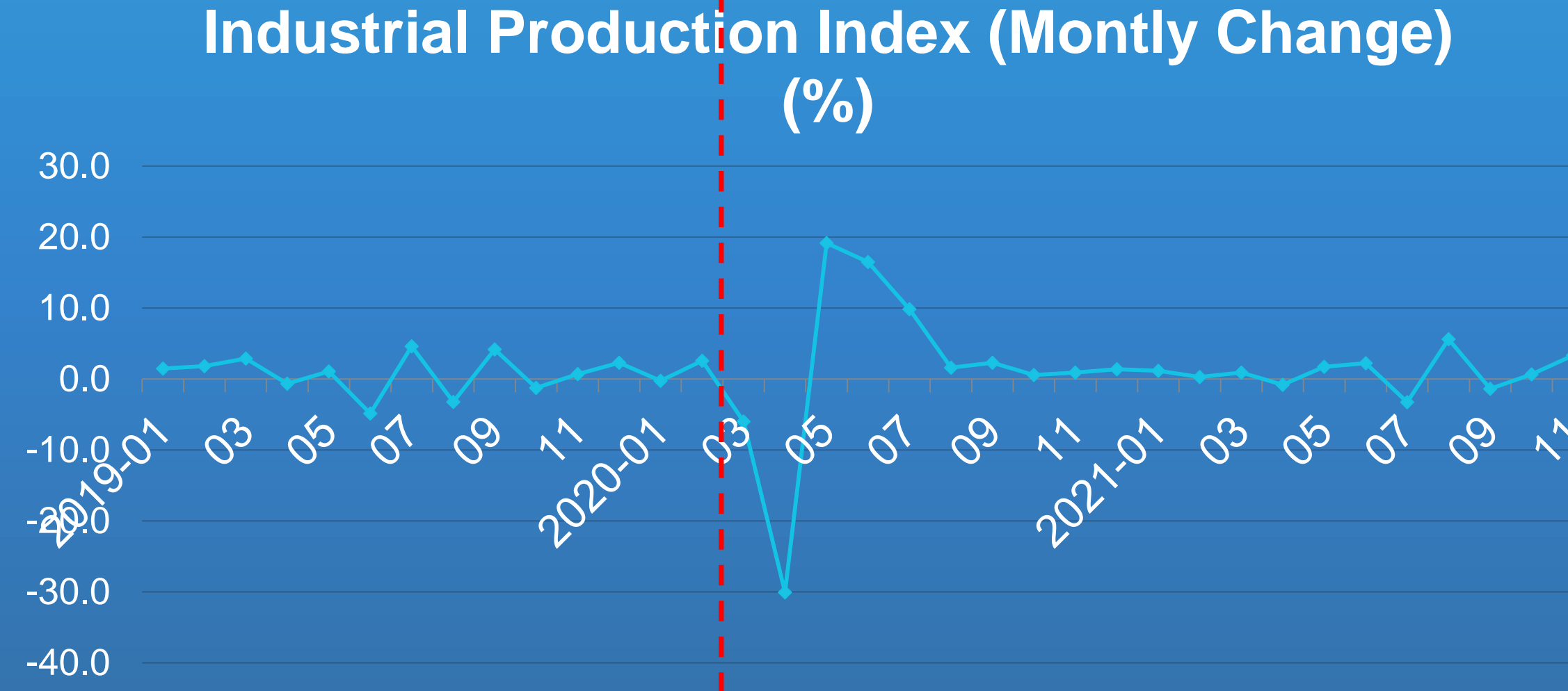


Turkey went up in  
Global Supply Chains

# Result: Covid Impact on Employment Figures



Source: Social Security Institution



Source: Turkish Statistics Agency