
**UNITED NATIONS JOINT PROGRAMME
GROWTH WITH DECENT WORK FOR ALL:**

“NATIONAL YOUTH EMPLOYMENT PROGRAM AND PILOT IMPLEMENTATION IN ANTALYA”

**MIGRATION AND EMPLOYMENT:
WORKING LIFE IN
CENTRAL ANTALYA**

This research is conducted under the United Nations Joint Programme “Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya” and funded by the MDG Achievement Fund.

All rights reserved. No part of this publication may be reproduced, stored in retrieval system, or transmitted in any form or by any means, electronic, mechanical, photocopying, recording, or otherwise without the prior written permission of the publisher.

2012

Foreword

The baseline research “Migration and Employment: Working Life in Central Antalya” has been one of the local level outputs of the United Nations Joint Programme “Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya”. The research was conducted in Antalya with a view to investigate role of migration in labour market adjustment as well as to better understand effects of migratory flows on occupational changes in the labour market structure. Furthermore, the research aimed to identify factors contributing to the persistently high rates of unemployment and joblessness among youth in Antalya.

The research, both the quantitative and qualitative analysis was implemented by a team of well known academics under the coordination of Assoc. Prof. Helga Rittersberger Tılıç from the Department of Sociology of the Middle East Technical University.

A total of 2000 households were sampled specifically for this study and interviews with 72.8 % of them were held. 478 men and 531 women between the ages of 15-29 were interviewed in those households under the coordination of TURKSTAT Antalya Regional Directorate. I would like to express our gratitude to the employees of the TURKSTAT for their cooperation in sampling, designing and conducting the downtown Antalya survey and in particular Abdi Öncel, Regional Director of Antalya TURKSTAT, for coordinating the survey.

Along with the IOM Project Development and Implementation Team, I am grateful to Assoc. Prof. Helga Rittersberger Tılıç, for her guidance which has contributed to the success of this research. We also extend our gratitude to the consultant team comprised of Assoc. Prof. Hakan Ercan, Prof. Gülay Toksöz, Prof. Nergis Mütevellioglu, Asst. Prof. Kezban Çelik and Dr. Yadigar Coşkun for their valuable technical support. A special thanks to the Turkish Employment Agency (İŞKUR) for their institutional cooperation through this challenging process. Without their efforts it would have been impossible to accomplish this study.

Meera Sethi

Chief of Mission in Turkey
International Organization for Migration

Contents

Foreword	3
1 Introduction: Youth in Turkey, Rural-Urban Migration and Antalya	6
1.1 About Youth	7
1.2 Internal Migration in Turkey	10
2 Demographics and the Labour Market in Antalya	15
2.1 Key Indicators for Antalya’s Demographics	15
2.2 Antalya’s Labour Market	17
2.2.1 Key Labour Market Indicators in TR61 and Antalya	20
2.2.2 Employment by Industries in TR61 and Antalya	22
2.3 Unemployment in Antalya.....	24
2.3.1 İŞKUR Antalya Provincial Directorate Data	29
3 2011 Central Antalya Migration and Working Life Study	34
3.1 Household information.....	34
3.1.1 General household information.....	34
3.2 Household characteristics.....	43
3.2.1 Individual Information.....	46
3.2.2 Migration and Mobility.....	52
3.2.3 Labour force participation.....	57
3.2.4 Perception of Work and Employment	67
3.3 Summary results.....	72
4 Evaluation of in-depth interviews in central Antalya	74
4.1 “Planned”, “Semi-Planned” and “Unplanned” Youth: Education as a Factor Impacting Chance of Survival	75
4.1.1 Education Path	76
4.1.2 Having to work when studying.....	78
4.1.3 Importance of a Second Chance in Education: Open Secondary School, High School and Upskilling Courses.....	79
4.2 Working Life, Work Experience.....	81
4.2.1 Being a Migrant or Guest Worker (Antalya’s internal migration experience).....	82
4.2.2 Construction Sector	83
4.2.3 Tourism Sector.....	86
4.2.4 Agriculture Sector.....	90
4.2.5 Different Sectors, Similar Working Conditions.....	92
4.3 Experiences of Young Women.....	93
4.3.1 Being Withheld from Working Life	93
4.3.2 Taking Part in Working Life as a Woman.....	94
4.4 Ideal Job, Employment, Unemployment.....	95
4.4.1 Effects of Unemployment.....	96
4.4.2 Job Search Experiences and İŞKUR’s Role in the Process.....	99
4.4.3 Perception about Locals/Migrants; Exclusion/Inclusion	101
4.4.4 Perception of Antalya	104
5 Discussion, Conclusion and Recommendations	107
6 Bibliography	110
7 Annexes	112
Annex 1: Methodology used for the 2011 Central Antalya Migration and Working Life Research	112
7.1.1 Response Rates.....	112
Annex 2: In-Depth Interviewee Profiles	114

1. Introduction: Youth in Turkey, Rural-Urban Migration and Antalya¹

In today's societies, working life has created a demand for a more qualified and educated labour force. Youth, as an age-dependent category, has become an increasingly extended transitional period between childhood and adulthood. While demographically youth generally covers the group between 15-24 years of age, the lower and upper limits vary depending on each country's compulsory school ages. As a social category, youth may also differ in itself depending on age, gender, period lived in, location, ethnic belonging, socio-economic status, employment and marital status. It is observed that the barriers and challenges encountered during youth have a profound impact on the next phase of life and that the duration and quality of education received during childhood and youth are determinant in eradicating social inequalities. Low-skilled youth with lower levels of education participate in the labour market in a more irregular manner, where most employment is informal. The initial disadvantaged entry into the labour market determines the rest of their working life for a significant part of youth.

In Turkey, where youth account for an important part of the total population, youth are not capitalised on as a major source of human resources. While a significant portion of youth drop out of schooling after primary education, those that enter into the labour market face the problem of unemployment. The jobs that they are able to find are mainly of an unskilled nature. The vast majority of young women, who are primary and secondary school graduates, never find the opportunity to enter into the labour market. In contrast, the high rate of unemployment among youth with a secondary school or higher education degree point to the serious challenges in reaching the targeted occupations and careers through education.

Within the framework of the project "Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya" conducted as part of the preparatory work for the National Action Plan for Youth Employment, which aims to increase employment among youth in Turkey and ensure that youth enter the workforce through decent work, this quantitative and qualitative study is important due to several reasons. Firstly, using quantitative techniques, this study examines the various socio-demographic characteristics of the households and youth as well as migration and working life in downtown Antalya from a historic and cross-sectional perspective. Secondly, using qualitative techniques, the study gives insight into the experiences of youth, as employed and unemployed individuals, from their own voice through in-depth interviews and focus group meetings. Thirdly, the interaction and correlation between education, migration and working conditions in different industries, which affect the work experiences of youth, are uncovered in the findings. Fourthly, the study demonstrates the perspectives of youth as regards social life, social inclusion/exclusion, and their perception of Antalya. All of this data and evaluations lay the groundwork to identify the potential arrangements that could be introduced to create a positive impact on the status of youth in the labour market.

¹ Following Gülay Toksöz's comments, the section on youth has been prepared by Kezban Çelik, and the section on migration by Helga Rittersberger-Tılıç. The discussion on migration is based on the report titled The Migration Phenomenon in Turkey (Türkiye'de Göç Olgusu) prepared by Ercan ve Rittersberger-Tılıç (2011) for IOM.

1.1 About Youth

Youth is a concept or, better put, a social construct that is constructed differently according to different societies. That is why it would not be correct to talk about or define a universal concept of youth that encompasses different eras and societies. The concept and construct of youth evolves as societies evolve. In all societies, just as there are differentiations and inequalities between genders it is known that there is an age dependent hierarchy and inequalities. An age dependent category or construct of youth has become a fundamental yet ever more complex concept as a result of urbanisation and industrialisation. For example, age dependent differences were more easily defined in an agricultural society. Aries' (1962) study on the history of childhood presents two age-dependent categories, namely, childhood and adulthood, in societies where the soil is the main source of income. In fact, in agricultural societies, one cannot speak of a childhood as we know of today because children were viewed as "miniature adults". Following childhood, which was as short a period as possible, adulthood would begin and again that would be shorter than it is today. Due to the short average life span, an intermediate period for transitioning to adulthood from childhood was not necessary and the transition to becoming a productive individual was seen as the end of childhood and beginning of adulthood.

Production systems began to change with industrialisation and urbanisation. Joining the new production systems also brought along specific prerequisites. For instance, the need for further education prolonged the period of childhood. With production and overall working life creating demand for a more qualified and educated labour force led to the creation of an interim category between childhood and adulthood, namely 'adolescence'. In modern societies and modern living being an adult entails being an individual. Clearly put, it entails being an autonomous and independent individual. This way, adulthood began to be perceived as a gain. In this framework, as a new age-dependent category adolescence is perceived as an interim period to prepare for adulthood. Adolescence has become a period where current or ideal values are conveyed to individuals, individuals are worked on and virtually shaped. This is a transitional period.

In modern societies, legal arrangements generally put emphasis on three main categories. In general, these categories made up of 'children', 'adults', and 'senior citizens' do not include youth. First and foremost, youth is a demographic category defined as the group between 15-24 years of age. For example, the United Nation's definition of youth encompasses this group. However, there are still uncertainties as to the lower and upper limits of this age group. In general, the lower limit corresponds to the age that compulsory schooling ends. Accordingly, the age that adolescence begins varies depending on the compulsory schooling age of different countries. The upper limit also tends to extend due to extended education and uncertainties in the labour markets.

On the other hand, youth is a social category. It is all the more difficult to define and conceptualise youth as a social category. To begin with, the youth structure as product of modern society diversifies and presents increasing differences according to age, gender, period lived in, place lived in, ethnic belonging, socio-economic level, employment and marital status. It is possible to mention a third trend that makes the problem even more complex. When examining the topic of youth and defining youth generally the characteristics that it does not carry are addressed rather the ones it does. In other words, an adolescent is not a child and not yet an adult. It is an individual in a transitional phase (Jones & Wallace, 1992). The most commonly addressed transitional periods can be summarised as: "from school to work", "from being a family member to an individual", "from the family home to own home", "from being dependent

to independent” “from pre-citizenship to citizenship” (Marshall 1950; Hall&Williamson 1999). The status of youth in economy is unclear (Kongar, 1983). Youth do not have a family of their own, they are not expected to have paid work, they are not a full citizen, for instance, they have the right to vote but cannot run for office. For example, is a 23-year-old person with a paid job that lives with his parents considered an adolescent? Is a woman who is only 16 years old but married with children an adolescent or adult? The answers may vary depending on the cultural values of different societies. As can be seen, it is rather difficult to use clear-cut definitions and measures to outline the borders of youth.

Defining who is not an adolescent after a certain age poses a similar debate. In traditional societies, changes such as marriage, having a child, leaving the family house were considered to be the end of adolescence. Whereas in modern societies it is no longer possible to talk of the end of adolescence based on the presence of one or several of these factors. The continuously extending education process, changes in the labour market, the older ages of marriage, and changes in family structures affect youth as conditions that make it more difficult to become independent and/or are less predictable in that sense (G. Jones, 1995; Jones and Wallace, 1992).

The obstacles and challenges faced during adolescence have a deep impact on the next periods of life. There are numerous and multidimensional obstacles and restrictions. Firstly, one can mention the ‘generation barriers’ that affect all youth. What is referred to as the ‘generation barrier’ that affects all youth is not only a local and national problem but also a global one. The top barrier is the difficulty to participate in the labour market. The International Labour Organisation’s data (2005) show that the probability of becoming unemployed is two times higher in youth than adults. While there are differences based on age, educational level and place of residence the major generation problem affecting youth worldwide is unemployment. For youth to win their independence and start their own lives they need paid work or start a business. Otherwise, it becomes more difficult for a young person to develop into an independent and autonomous individual and end adolescence.

Another global problem that has deep effects on youth and is essentially related to the labour market is the structure and quality of the labour market. The International Labour Organisation’s data (2008, Global Employment Trends for Youth Report) show that the majority of youth with paid jobs work for low pay and a significant part of youth fall in the category of the “working poor’. Studies demonstrate that youth employment is becoming more and more temporary, irregular, unconditional and part-time, shifting to ‘atypical’ jobs. In the informal sector, youth that are forced to work for low pay similarly have difficulty in ending their adolescence and in most cases have to continue to live with their parents. Problems such as long working hours, temporary and informal employment, unclear agreements, low pay, lack of security and lack of job-related training prevent youth from starting their own life by gaining independence and autonomy.

The second issue is related to education. While some of the youth are unschooled, some dropout at various phases of compulsory schooling and some at the end. Education plays a crucial role in a youth life opportunities. A short period of education quickens participation in the labour market, especially for men. In contrast, extended periods of education shorten the experience of adulthood. As a result, the young individual cannot become an influential decision-maker and key actor in accelerating or slowing down his/her life experience. The ability to continue or discontinue school is closely linked to the family’s financial means. In addition, the quality of the school and education also play an important role in the student’s success and continuation at school. The problems related to education are pertinent for all

stages (primary-secondary-high school-university) and types (vocational-technical and regular education). The efforts to achieve efficient coordination between education and labour markets are largely insufficient.

It is possible to talk of local barriers to the extent of generation and national barriers. Sociological variables such as the family’s size, socio-economic status, gender, ethnic identity, place of residence, duration of stay in the city, and social state practices have a determinant effect on a youth’s opportunities in life. The variables largely affect one’s educational level, type of education (vocational-technical, regular), social status, socio-cultural qualities, status in the labour market, and cognitive and physical development. The quantity and quality of the jobs available in the labour market are among the most important variables. The activities of NGOs and projects and programmes aimed at youth also directly affect the opportunities for social participation. While the opportunities offered to youth across the world have increased in recent years it is not possible to talk of an overarching, inclusive and overall improvement.

Youth in Turkey

Turkey is a country that is about to complete its demographic transition. In other words, it is shifting from a period of high fertility and death rates to a new period where births are controlled and deaths rates are lower. As is the case in other developing countries that have or are about to complete their demographic transition the rate of young population is high in Turkey. Currently, Turkey has a population of about 13 million people in the 15-24 year age group, translating to around 20% of the total population. While 3.8 million people are full-time students, 3.6 million people are working, around one million young people are actively searching for a job and the remainder of the population are neither attending school, searching for a job nor working (UNDP, 2008). Young girls account for the majority of youth that are neither attending school nor working. The Turkish Confederation of Employer Unions’ (TISK) announcement, based on OECD’s 2007 Education at a Glance data and the studies conducted by TISK’s Research Group, demonstrates that 47.5% of the 15-19 age group, 58.3% of the 20-24 age group and 65.8% of the 25-29 age group are neither schooled nor employed. The same source shows that these rates are 6.7%, 13.2% and 20%, respectively, among OECD countries and much lower in among European countries, 3.95%, 10% and 17.1%, respectively. The said studies show that Turkey leads by far in terms of young girls’ exclusion from education and the labour market.

The national statistics in Turkey show the scale of youth unemployment, which is continually increasing in size and becoming structural problem. Around one out of every five youth and, more importantly, one out of every four living in cities are unemployed. On the other hand, more than half of the working youth in Turkey are employed in the informal sector.

Certain fundamental problems on a national scale can be added to the global generation problems. Independent of youth’s employment status in Turkey, the main problem is the prolonged periods they spend living with their families. Living with the family extends their economic dependency. The family is an institution that plays a key role in conveying fundamental values and norms, that is, in the function of socialisation. Dependency on the family has wider social and cultural implications in most cases. Family supervision combined with strong social supervision makes it difficult for individuals to act freely and gain autonomy in various areas of life (Çelik, 2006).

The level of participation in civil society and politics among youth in Turkey is very low. Youth lack several important things due to economic dependency. Their close social environment and, in fact, society in general see them as exten-

sions of their family. Their social and political participation is rather insufficient. Elders in their family restrict their political participation and learning to become a citizen through this way. For families, politics is an uncanny domain. As a result, youths' experience as a citizen is limited to 'voting' as the most common tool for political participation. Several young people see politics as a 'dirty', 'dangerous' and 'unreliable' domain (UNDP, 2008).

1.2 Internal Migration in Turkey

While we are not approaching migration as an independent variable, migration is considered to be a result of social, economic, political, cultural and environmental factors. Nonetheless, migration movements should be seen as social realities that are measurable and can assist in understanding the conditions and developments in the labour markets.

It is a fact that youth unemployment is higher in urban areas. However, the expectation of finding a job is still one of the drivers of rural-to-urban migration. According to TÜİK's statistics (2000 census and ABPRS), the importance of internal migration in and after the 1950s is evident. In the past 60 years this trend has continued as a fundamental trend, leading to an urbanisation rate of 65%.

Undoubtedly, a distinction needs to be made among the internal migration processes based on various reasons such as changing state policies for investments in the agriculture sector to increased machinery and many other. Still, migration is selective. In general, the first population to migrate are not the poorest segment. One needs to have a certain amount of knowledge about living in another place as well as some capital. However, the most important reason that people relocate is the hope of achieving better living standards.

The expected improvements in income levels are often more determinant than the actual income earned after migration. Labor migration still remains to be an important phenomenon. Yet, this is not a new issue in migration literature (see 2009 Human Development Report, World Bank).

As a result, the rural population in Turkey is decreasing. However, the age composition is becoming more and more asymmetrical. In some regions (e.g. Northeast Black Sea) statistics show that while senior citizens live in rural areas, there are more elderly women than men. Youth migrate from the regions they were born.

When addressing the reasons of migration and its potential implications for youth employment (unemployment) it is crucial to approach it from a wider perspective. Thus, for example the environmental deterioration on a local level (drought, floods, salinization of agricultural land etc.) decreases agricultural output and emerges as a reason for migrations as may consequently force people to migrate.

Migration is selective in terms of age and gender. Youth play an important role in the migration process in Turkey. They are either direct decision-makers or migrate as family members. Internal migration is a rather typical situation for young families with children. In addition, the search for a job, education and better social, cultural and physical infrastructure also needs to be mentioned. When examined the reasons for migration 'education' is a common answer.

Job opportunities, in particular, job opportunities for low-educated youth are only available for low pay jobs and generally in the informal sector. Gender-dependent differences must also be underlined at this point. In urban areas,

while men work seasonally in the construction and tourism sectors. Unqualified young women either do not participate in the labour force or work informally in the service and textiles sectors.

In 2000, roughly 60% of the population was living in areas with a population of 20,000 people or more (65% according to TÜİK's city-village classification)². Between 1990 and 2000, the total population grew by an average of 1.83% annually. While the growth rate in urban areas was 2.68%, it was only 0.42% in rural areas. The rural-to-urban migration can account for the difference between the two rates (see Ercan, 2007).

TÜİK's³ data are used to find accessible data pertaining to internal migration in Turkey. The old de facto censuses used to provide an overview of the migration movements and socio-economic features of migrants. In 2007 the Address Based Population Registration System (ABPRS) was introduced. This system provides classification only on an age, gender and education⁴ basis. Although TÜİK will use the ABPRS (de jure system) there is still a need for the former type (de facto) of census in Turkey.

There are other reasons for rural-urban migration, which can be defined as 'involuntary' reasons. Since the beginning of the 1990s in Turkey there have been **migration movements due to security reasons**. In particular, migrants from Southeast and East Turkey have not only migrated to big metropolitan cities like Istanbul, Izmir, Adana and Mersin but also cities like Diyarbakır. Migration has led to significant consequences on the urban economies and labour markets. Adana and Mersin have the highest unemployment rates in Turkey. Whatever the reason, rural population decreases as a result of rural-to-urban migration, changing the age structure in rural areas and leading to an aged population. The rate of senior women in the East Black Sea region is higher than the average rate in Turkey. When examined the internal migration movements, there is still a typical tendency to migrate from the East to the West. However, there are also migration hubs in central regions (for example Malatya).

Migration movements do not only follow the routes between villages-towns and cities. An important component of migration in Turkey is urban-to-urban migration for education and employment purposes. A strong component of internal migration in Turkey is **seasonal migration** movements. Seasonal migration is a traditional practice for some groups working as agricultural workers in different parts of Turkey. Turkey is familiar with the concept of this more 'traditional' form of migration where the whole family migrates seasonally. Seasonal migration takes a different shape for young individuals. Young individuals relocate to city centres for to work in the construction sector and to the city centres in the west to work in the construction and tourism sectors.

According to the ABPRS 40-45% of the unemployed youth in rural areas migrate. However, the majority continue to live in their place of birth. While rural youth as 'potential migrants' is a pertinent argument, research about who is and is not a migrant is required to better understand this phenomenon.

An important fact about migration is that urban-to-urban accounts for 70% of internal migration. According to TÜİK's

2 TÜİK, defines provinces and districts as 'cities'. In the Turkish public administration system each province has a governor and each district a district governor. Mayors are elected by public vote. This classification does not correspond with the urban-rural classification based on a population of 20,000 people. Some districts have a population lower than 20,000. As district populations increased, the difference between city-village and rural-urban became less significant. There are 82 provinces and approximately 600 districts in Turkey. TÜİK reports results according to the city-village classification.

3 http://www.tuik.gov.tr/VeriBilgi.do?tb_id=38&ust_id=11, migration statistics.

4 TÜİK's permission is required to use segregated data.

2008-2009 migration statistics Istanbul, Ankara and Izmir are the top cities in Turkey as destinations for internal migration. Istanbul alone accounts for 17% of the total internal migration and the total of these cities reaches 30%. 30.3% of the population migrating from villages go to Istanbul. There is no migration to the rural areas of these three cities. While 55% of the migrants in Turkey are men the majority are working-age individuals, as expected. Men mainly migrate when they are single and women when they get married. The average educational level of migrants is higher than the average level of education across Turkey. This situation does not come as a surprise given that migration is predominantly urban-to-urban migration. As for migrants from villages, the educational levels are low, as expected.

The top three immigrant-receiving provinces in Turkey are at the same the top three immigrant-sending provinces. While immigrants migrating from Istanbul account for 16% of the total immigrant population the top three provinces account for 26% of the total internal migration. In net terms, Istanbul has a share 2% share out the total net migration and the top three provinces have total 5% share.

The differences between the sending and receiving regions in Turkey can be summarised as follows (Kocaman, 2008, pp. 32, 37, 40, 42, 67):

- The main route for migration movements is East-to-West and central-to-coastal.
- Different migration centres (Figure 1.1) have emerged. The maps pertaining to the 1990 census (upper map) and 2000 census (lower map) are provided below.

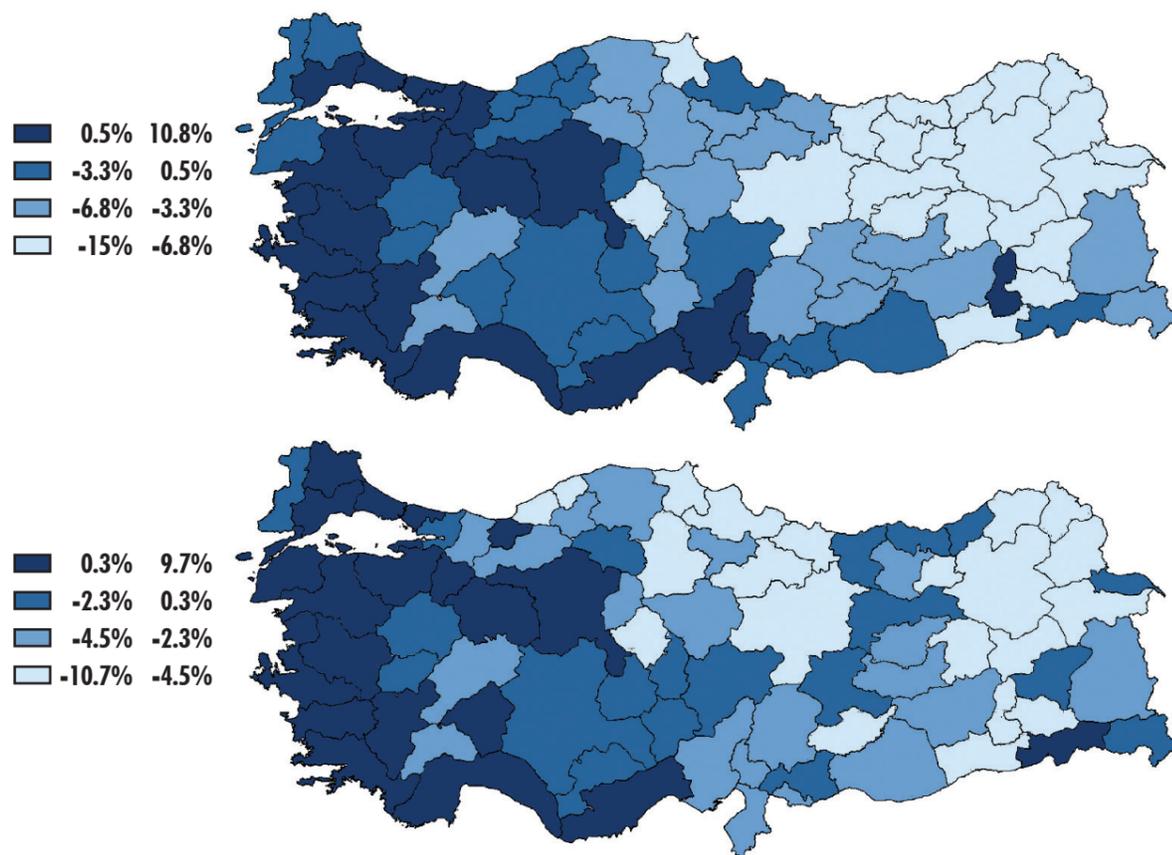


Figure 1.1. Net migration rate by provinces.

Source: Turkish Statistical Institute General Census 1990 (top) and 2000 (bottom).

To continue with more information:

- Men migrate more than women: While 55% of migrants are men, 45% are women. Looking at the age distribution among rural-to-urban immigrants the 15-29 age group accounts for 55% of the rural-to-urban migration between 1990 and 2000. Rural-to-urban migration is a youth phenomenon. This group consists of youth that voluntarily migrate to cities and young families that migrate to cities with their children.
- While women generally migrate when they get married, it is typical for men to migrate when single.
- Women generally migrate due to marriage and men to find a job.
- The educational level of the internal migrant population is higher than that of the national average. Only 7% of youth are illiterate. Men have higher educational levels than women. The World Bank (2009) emphasises that the educational level of women that migrate is higher than for those that stay.
- While most of the migrants are primary school graduates (around 32%), around 17% are high school graduates, approximately 11% are university graduates, and around 8% are secondary school graduates.
- The unemployment rates among migrant men and women are lower than the national average.
- Most of the migrants find jobs in the service sector. The majority of migrants older than 12 years of age work in the service sector (62%), industry (15%), and agriculture, forestry and fishery (24%).
- Most of the women that do not participate in the labour force are housewives (around 46%) and students (around 14%).
- According to the National Fertility and Health Survey conducted by Hacettepe University (TNSA 2003)⁵ the employment rate of immigrant women (29.6%) is slightly higher than that of non-immigrant women (27%).
- Most migrants reported dependent migration as the reason for migration (26% of respondents reported migration as a result of the household decision). Searching for a job comes second in line as a reason for migration (20%). As for civil servants, appointments were reported as a reason for relocation (12%).

This general information has provided guidance for our field study in **Antalya**. As discussed in the conclusion and evaluation section these findings have been verified through qualitative and quantitative analyses. The next section provides information about Antalya. The third section presents the results of the survey conducted by TÜİK in Antalya using the questionnaire developed by the authors. The fourth section presents an analysis of the in-depth interviews.

In a study on migration in Antalya, just like readers, the authors assume that the main components of migration to Antalya consist of youth coming from eastern provinces and employment opportunities available in the seasonal construction and tourism sectors. Although there is such a migration composition in Antalya, migrants from all over Turkey come to Antalya and the majority consists not of single youth but young married individuals with children who have come to live permanently, not seasonally. In that sense, migration to Antalya differs from migration to Adana and Mersin and does not lead to a high unemployment rate in the province.

⁵ <http://www.hips.hacettepe.edu.tr/tnsa2003> and <http://www.hips.hacettepe.edu.tr/tnsa2003/data/English/chapter03.pdf>.

The reasons for this most probably lie in the fact that Antalya is not only a tourism region. Antalya has agricultural activities for the domestic market and exports, a light industry that feeds the tourism sector and a diversified economy. As the cluster analysis for the competitive sectors in Antalya was carried out by IOM's sister organisation UNDP (see Section 2.2), as part of the United Nations' pilot project in Antalya supported by IOM, this report focuses on the structure of internal migration to Antalya. For this purpose, initially TÜİK's Antalya Provincial Directorate conducted a survey representing central Antalya. Financed by IOM, the results of the survey were put together by authors Coşkun and Rittersberger-Tılıç, in consultation with TÜİK. Then, in-depth interviews were conducted in downtown Antalya. The interviews were transcribed and evaluated by Çelik, Rittersberger-Tılıç and Toksöz.

The 2011 Central Antalya Migration and Working Life Study is a quantitative study conducted with the cooperation of IOM and TÜİK as part of the 'United Nations Joint Programme MDG-F 1928 Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya'. The study aims to provide a cross-sectional review of the socio-economic demographics of households and young population living in central Antalya as well as migration and working life from a historical perspective.

Section two examines the demographics and labour markets in Antalya. Section three discusses the findings of TÜİK's survey in central Antalya. Then, section provides an interpretation of the in-depth interviews. Accordingly, in order of general statistics, detailed statistics obtained through the project and qualitative in-depth interviews, the report provides a general-to-specific analysis. The author's comments are provided in the last section.

2. Demographics and the Labour Market in Antalya⁶

2.1 Key Indicators for Antalya's Demographics

Antalya is one of the provinces in Turkey with the highest rates of migration. According to the 2009 ABPRS results, Antalya ranks as Turkey's 7th biggest province with a population of 1,919,729 people out of Turkey's total population of 72,561,312. The 2009 ABPRS results also show that while Çankırı has the highest population rate growth rate, 4.9%, compared with 2008 Antalya comes in 4th place with a growth rate of 3.2%. Antalya has seen a staggering increase in its population growth rate since 1985, with the highest annual growth rates observed between 1985-1990, 4.788% on average. Antalya has 19 districts, four of them in downtown Antalya, 103 towns, and 504 villages and has a population density of 93 people per km² (TÜİK, 2010a:x).

Total Fertility Rate (TFR) is a term used for the average number of births that a woman can give during her fertile period (15-49 years of age). The TFR in Turkey, which was 5.5 in 1970, saw a sharp decline since the 1980's and dropped to 2.06 in 2009. According to the 2009 Statistical Regional Unit Classification Level 1, while Southeast Turkey has the highest fertility rate with 3.46 children, the West Marmara region has the lowest rate with 1.51 children. In 2009, the Mediterranean region had a rate of 2.16 children, which is close to Turkey's average rate (TÜİK, 2010e).

Although Antalya has a low fertility rate, its annual population growth rate is higher than Turkey's average rate. The primary reason for the rapid population growth rate is the intense migration to Antalya. Antalya is the province with the 7th highest net migration rate, reaching 0.893% in 2009 (www.tuik.gov.tr). Some of the reasons for the rapid increase in migration to Antalya include: migration of the tourism workforce following increased tourism investments in the 1980's; convenient climate conditions for settlement; and intense migration from various regions in Anatolia.

While Antalya had a 2.9% share out of Turkey's total population in 2008, this rate went up to 2.64% in 2009. In recent years, Antalya has also witnessed international migration and the share of third country nationals settled in Antalya is increasing rapidly. The number of third country nationals in Antalya that were granted a residence permit was 6,702 in 2008. This figure rose to 7,712 in 2009 (Kanbir, 2010:129). Furthermore, it is also known that the number of third country nationals that do not hold a residence permit and live in Antalya to work in the tourism sector, in particular, is continuously increasing. Table 2.1 and Table 2.2 present the total population in Turkey and Antalya and the variations.

Table 2.1. Total Population in Turkey and Antalya, 1990-2000.

	TURKEY	ANTALYA
1990	56 473 035	1 132 211
2000	67 803 927	1 719 751
Variation (%)	20.06	51.89

Source: www.tuik.gov.tr (General Census Results).

⁶ This section has freely referred to Nergis Mütevellioğlu's book titled Employment and Unemployment in Antalya (Antalya'da İstihdam ve İşsizlik) published by the TÜİK - Antalya IIMEK. Hakan Ercan has abridged this text and added short comments.

According to the general census results in 1990 and 2000 Turkey's population rose by 20.06% and Antalya's population by 51.89%. Out of Turkey's total population of 67.8 million people in 2000 Antalya's share is 2.5%.

Table 2.2. Total Population in Turkey and Antalya*, 2008-2009.

Year	TURKEY		ANTALYA	
	2008	2009	2008	2009
	71 517 100	72 561 312	1 859 275	1 919 729
DIFFERENCE		1 044 212		60 454
VARIATION (%)		1.46		3.25

Source: www.tuik.gov.tr ; *Based on the results of the Address Based Population Registration System (ABPRS)

According to the 2009 ABPRS results, while the average annual growth rate for Turkey was 1.46%, this rate was 3.25% in Antalya. In 2009, the population of the TR61 region was 2,592,075 and Antalya's population was 1,919,729. The 2009 ABPRS results show that 69.37% of Antalya's population live in urban areas. The urbanisation rate of the population in 2009 is lower in Isparta and Burdur, compared with Antalya. The urbanisation rate of the TR61 region is 7.51% lower than that of the total urban population in Turkey.

According to the 2009 ABPRS results, Istanbul ranks first in the top ten provinces in terms of emigration to Antalya, with the number reaching 8,744. Konya and Ankara come second and third in line, respectively. The neighbouring provinces Isparta, Burdur and Afyonkarahisar have a total of 8,170 emigrants, similar to that of Istanbul. The central districts Kepez, Konyaaltı, Muratpaşa and Aksu as well as suburbs Alanya, Manavgat, Serik, Kemer, and Kumluca have received migrants from almost of all provinces. According to the 2009 ABPRS results, the districts Muratpaşa, Kepez, Konyaaltı, Alanya, Manavgat and Serik have received migrants from around 80 provinces. Whereas, the rural districts Gündoğmuş and Ibradı have received migrants from 34 and 22 provinces, respectively. Out of the total migrants coming to Antalya, 40% are aged between 20-34 years (43% for Turkey overall). The majority of migrants emigrating from Antalya also fall in the same age group (41%). Exclusive of the 65+ age group, the rate of migration to Antalya is higher than that of emigration for all age groups. The significant differences between migration and emigration concentrate in the age groups of 5-14 years and 20-39 years. These statistics are compatible with the assumption that young people and families with children migrate to Antalya.

High school and equivalent diploma holders have the highest share of out of the migrant population in Antalya, based on their educational status. While this group has the highest share among the migrant population (29.80%) primary school graduates rank second, and higher education graduates third. The overall distribution of migrants in Turkey according to their educational status also follows suit. Out of the population emigrating from Antalya to other provinces 33% have high school or equivalent diplomas, and 26% are primary school graduates.

Out of Antalya's population, 24% are in the 0-17 age group. Around 70% of the urban population falls in the 15-64 age group. In 2009, given that the median age in Antalya is 30.8 and 28.8 in Turkey the average age of Antalya's population is 2 years higher than the average in Turkey overall.

2.2 Antalya's Labour Market

Some key TÜİK data such as provincial contribution to the GDP have been shared on the basis of NUTS2 regions, rather than individual provinces since 2002. The region coded TR61 by the Turkish Statistical Institute (TÜİK) covers the provinces of Burdur and Isparta, in addition to Antalya. According to the socio-economic development survey published by the State Planning Organisation (DPT) in 2003 Antalya ranks 10th. While Istanbul, Ankara, Izmir, Kocaeli and Bursa, respectively, fall in the most developed provinces group Antalya, Eskişehir, Tekirdağ, Adana and Yalova are in the second most developed category (DPT, 2003: 55).

The socio-economic development survey conducted in 2004 shows that out of the total 872 districts in Turkey Merkez ranks as the 6th, Kemer the 16th, and Alanya the 40th most developed districts (Dinçer ve Özasan, 2004: 108). Both studies have used various demographic, social and economic parameters as indicators of socio-economic development.

According to DPT's survey (2003:55), Isparta and Burdur rank far behind Antalya, 28th and 31st respectively, among the 81 provinces in terms of socio-economic development. Antalya is also by far ahead of the other two provinces in the TR61 region in terms of its population share. According to TÜİK's 2009 population data 74% of the population in the TR61 region live in Antalya. As of 1987, all villages have been provided with electricity. Since 2005, there are no villages without a telephone infrastructure (TKB, 2005:40).

According to the records for the end of August 2010 3.9% of the businesses affiliated with SSK (Social Security Administration) are based in Antalya. Antalya has a 4% share among the total number of employees insured through SSK. A key indicator for Antalya's economic structure is its share in the Gross Domestic Production (GDP), the growth rate of this share, and the share of different industries in Antalya to Turkey's economy. Antalya's contribution to the GDP is also an indicator of its relative level of economic development. While Antalya's share in the GDP with current prices was 2.07% in 1987 it rose to 2.49% in 1994 and to 2.64% in 2001, when the GDP shares on a provincial level were published for the last time (ATSO, 2009:14). The most recent data pertaining to the contribution of industries to the GDP on a regional basis belong to 2006. Table 2.3 presents a comparison of the gross added value by industries in Turkey and the TR61 region in 2006.

Table 2.3. Gross Added Value by Industries in Turkey and the TR61 Region in 2006 (%).

	Agriculture	Industry	Service	Total
Turkey	9,4	28,2	62,4	100
TR 61	15,1	15,7	69,3	100

Source: TÜİK (2010e), Regional Indicators 2009, S.86, Table: 3.1.

As seen in the table, the service sector created the highest gross added value in 2006 in both Turkey and the region. The added value created in the TR61 region by the service sector (69.3%) is 7% higher than that in Turkey overall (62.4%). In contrast, while the share of industry in terms of gross added value is 28.2% in Turkey, the region's share is 15.7%, falling 12.5% behind. In 2006 the gross added value created by the agriculture sector is less than 10% in

Turkey. As one of the most developed regions in terms of agricultural production the TR61 region has a 15% share, which is approximately 6% higher than Turkey's average.

Another key indicator for the current economic situation in Antalya is the distribution of businesses based in Antalya according to their number of employees and the average number of employees in each size category. Table 2.4 shows the distribution of businesses in Antalya by their size, number of employees and the size of land in their possession.

Table 2.4. Businesses by Size and Land in their Possession in Antalya (2008)

Company Size	Number of Companies	(%)	Land	(%)	Average Company Size
0 - 49	60,680	84.66	1,014,186	50.53	16.71
50 - 99	9,136	12.75	605,304	30.16	66.25
100 - 499	1,837	2.56	361,790	18.02	196.95
500 - 999	9	0.01	4,663	0.23	518.11
1000+	17	0.02	21,263	1.06	1,250.76
TOTAL	71,679	100.00	2,007,206	100.00	28.00

Source: Antalya Provincial Directorate of Science, Industry and Technology's records.

As seen in the table, 85% of the businesses in Antalya have 0-49 employees. At the same time, these businesses have the highest share of land (50.53% of the total land). In Antalya there are only 26 companies that have 500 or more employees.

On the other hand, according to the top and second top 500 Large Industrial Companies Survey, published by the Istanbul Chamber of Industry (ISO) every year, in 2008 Antalya had four companies in the top 500 and five companies in the second top 500 large industrial companies index (ATSO, 2009: viii). While there are 734 companies registered in Antalya's industrial registry their total number of employees stands at 21,806 (ATSO, 2009: vii).

Table 2.5 presents the distribution of companies, which hold a capacity report from ATSO in 2010, by their field of activity and employee size.

Table 2.5. Lines of Business and Employee Size of Companies Holding an ATSO Capacity Report (2010).

Field of Activity	Number of Companies	Number of Employees
Wood Products – Furniture Sector	83	1,602
Elevator Manufacturing and Assembly Sector	37	603
Printing and Publishing Sector	29	491
Software Sector	13	128
Glass and Glass Processing Sector	17	245
Laundry Sector	8	484
Natural Stone Production and Processing Sector	57	1,275
Leather Clothing Sector	15	331
Electronic Device Manufacturing and Assembly Sector	13	170
Energy Production Sector	2	14
Food Production, Packaging and Storage Sector	495	6,483
Recycling Sector	13	147
Construction Materials Sector	63	2,270
Chemicals Sector	56	1,386
Jewellery Sector	22	698
Paper and Paper Products Sector	11	188
Medical Sector	10	426
Machinery Manufacturing and Assembly Sector	20	319
Metal Manufacturing Sector	107	1,913
Automotive Repair and Maintenance Services	18	586
Plastics Sector	94	1,876
Textiles Sector	87	6,509
Agriculture Sector	10	290
Yacht and Boat Building Sector	23	917
Animal Feed Sector	3	88
Fire Extinguisher Manufacturing and Refilling Sector	10	57
Agricultural Pesticides and Fertilisers Sector	35	253
Total	1351	29,749

Source: ATSO Registry records.

As seen from the table, out of the total 1,352 companies in 27 different lines of business the textiles sector ranks first in terms of the economic activity with the highest employment (21.88%). Given that there are 87 companies in this sub-sector, each company has 74.8 employees on average, which is quite high. The food production, packaging and storage sector comes second in line with a share of 21.79%. However, the average number of employees in this sub-sector is very low with 13 employees. The third sub-sector is the construction materials sector that has a 7.63% share. On average, companies in this line of business have 36 employees. The metal production sector ranks fourth with a total of 1,913 employees. This is followed by the plastics sector, wood products and furniture sector, and chemicals sector.

In 2009 there were 138 companies operating in the Antalya Organised Industrial Zone. The food sub-sector ranked first in terms of both the number of companies and its share in production. The food sector was followed by the plastics, wood products, machinery-metal, fertilisers, textiles, and electronic devices sub-sectors, respectively.

The number of foreign-capital companies operating in Antalya started to increase rapidly beginning from 2003. In particular, between 2004-2008 several new international companies were established, increasing the number of foreign-capital businesses in Antalya to 3,000 in 2009.

As part of the United Nations Joint Project 'Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya' a strategic screening of the priority industries in Antalya was conducted in 2010. The study aimed to determine the current and potential priority industries as well as the emerging industries with the highest growth potential in Antalya (UNDP, 2010). According to the results of this study, two of the priority sub-sectors in terms of creating employment in Antalya are in the agriculture sector. These are seed processing and the cultivation of non-perennial grains plant propagation. The healthcare sector, namely healthcare, hospital and nursing home investments come in third and fourth lines. The tourism sector, in particular congress tourism, is fifth top priority sector. The 6th top priority sector is yacht building, the 7th processed food, the 8th metal products, machinery and hardware manufacturing, and the 9th construction materials and equipment manufacturing. The 10th sector is general commercial services (UNDP, 2010: 14).

Another sub-sector in Antalya that is worthy of attention due to its employment capacity and for which TÜİK has sector records is the construction sector. The earnings from land and property are high in Antalya due to intense internal migration, Antalya being preferred to buy property because of its climate, and the rapidly developing tourism sector. Although a significant portion of agricultural land appear to be so, the possession of such land is quickly changing as it can be sold at very good prices (TKB, 2005; TKB, 2007). Accordingly, while the development of the tourism sub-sector increases domestic demand for agricultural products at the same time it results in shrinkage of agricultural land.

2.2.1 Key Labour Market Indicators in TR61 and Antalya

Table 2.6 presents a summary comparison of the labour market indicators in Turkey and TR61 in 2008-2009.

Table 2.6. Key Labour Market Indicators in Turkey and TR61 in 2008-2009 (15+ years of age).

Year	Non-corporate civil population	Population aged 15 years and more	Labour force	Employment	Unemployed	Population outside of the labour force	Labour force participation rate	Employment rate	Unemployment rate	Non-agriculture unemployment rate
	(Thousand)					(%)				
TR Turkey										
2008	69 724	50 772	23 805	21 194	2 611	26 967	46.9	41.7	11	13.6
2009	70 542	51 686	24 748	21 277	3 471	26 938	47.9	41.2	14	17.4
TR61 (Antalya, Isparta, Burdur)										
2008	2 404	1 827	1 036	943	92	792	56.7	51.6	8.9	12.4
2009	2 455	1 877	1 048	928	120	829	55.8	49.4	11.4	16

Source: www.tuik.gov.tr.

According to the table, while the labour force participation rate grew by 1% in Turkey from 2008 to 2009 the employment rate dropped by 0.5%. The overall unemployment rate rose to 14% from 11%, with the impact of the crisis and the non-agriculture unemployment rate went up to 17.4% from 13.6%. During the same period the labour force participation rate in the TR61 region is around 10% higher than that of Turkey's average rate. As seen in Table 2.7 this difference stems from the labour force participation rate of women being approximately 10% higher than the average rate in Turkey. Although the employment rate declined to 2.2% from 2008 to 2009, it is 8.2% higher than Turkey's average rate. The unemployment rate in TR61 is around 2.5% lower than the average rate in Turkey in 2009.

The key labour market indicators for the TR61 region are provided in Table 2.7 on a gender basis as the labour market indicators for the Antalya sample are not present.

Table 2.7. Labour Market Indicators by Gender for TR 61 between 2005-2009.

	2005			2009		
Thousand people / %	Total	Men	Women	Total	Men	Women
Non-corporate civil population	2255	1137	1118	2455	1238	1216
Non-corporate working-age population (15+ years of age)	1682	840	842	1877	938	939
Labour Force	863	622	241	1048	707	341
Employment	808	581	226	928	631	296
Unemployed	56	41	15	120	75	44
Labour Force Participation Rate %	51.3	74.1	28.6	55.8	75.3	36.3
Unemployment Rate %	6.5	6.6	6.1	11.4	10.7	13.0
Employment Rate %	48.0	69.2	26.9	49.4	67.3	31.6
Persons not in the Labour Force	819	218	601	829	231	598

Source: www.tuik.gov.tr .

As seen in the table, while the labour force increased by 185,000 people between 2005-2009 employment went up by 120,000 people. Accordingly, 64,000 people in the labour force that could not find employment joined the group of unemployed thereby increasing the total number of unemployed in the region to 120,000 and the unemployment rate to 10.7%.

The main reason that the labour force participation rate (LFPR) in the region rose to 55.8% in 2009 from 51.3% in 2005 is the increase in the labour force participation rate of women. During 2005-2009, while the LFPR of men rose by 1.2% women saw a much higher increase of 7.7%.

Table 2.8 presents the key labour market indicators for Antalya, calculated by estimation based on the Household Labour Force Surveys conducted by the Turkish Statistical Institute (TÜİK).

Table 2.8. Key Labour Market Indicators for Antalya in 2009 (%).

LABOUR FORCE PARTICIPATION RATE				UNEMPLOYMENT RATE				EMPLOYMENT RATE			
(%)	Coefficient of Variation (%)	95% Confidence Interval		(%)	Coefficient of Variation (%)	95% Confidence Interval		(%)	Coefficient of Variation (%)	95% Confidence Interval	
		Lower Limit	Upper Limit			Lower Limit	Upper Limit			Lower Limit	Upper Limit
56.4	2.1	54.0	58.8	12.7	6.1	11.2	14.3	49.2	2.6	46.7	51.7

Source: http://www.tuik.gov.tr/PreHaberBultenleri.do?id=6275&tb_id=2.

In 2009, the 56.4% LFPR in Antalya is higher by 8.5% than Turkey (47.9%) and by 0.6% than the TR61 region (55.8%). While the average unemployment rate in Turkey in 2009 is 41.2%, this rate is 49.4% in TR61 and 49.2% in Antalya. In contrast, the unemployment rate in 2009 is 14% in Turkey, 11.4% in TR61 and 12.7% in Antalya. Accordingly, the unemployment rate in Antalya is only 1.3% behind of Turkey's average. Out of the working-age population in Antalya, the relatively higher number of people ready to join the labour force compared with Turkey overall leads to a higher unemployment rate.

2.2.2 Employment by Industries in TR61 and Antalya

In 2009, agriculture has a 24.7% share, industry and construction 25.3%, and services 50% share out of employment on an industrial basis. The share of agricultural employment declined by close to 10% from 2003 to 2009. This translates into a reduction of around 2 million people in agricultural employment. While agricultural dropped to 24.7% in 2009, this figure was 46.9 in 1990 (www.tuik.gov.tr).

The fact that the labour force leaving the agriculture sector were not employed in the industry or services sectors led to a decline in the employment rate for the period between 1990-2009. While the employment rate in Turkey was 54.5% in 1990 it declined to 46.1% in 2004. In 2009, the services sector (including commerce) ranks first in the overall distribution by sectors in Turkey. Industry, which includes construction, and then the agriculture sector come next in line. In the TR61 region, the services sector tops the list of employment by industries with a share of 52.2%. In the region, agriculture comes in second with 33.9%, and industry (including construction) third with 13.9%. Comparing the region to Turkey, it is 2.2% higher in terms of the services sector and 11.4% lower in industry. Agricultural employment is higher by 9.2%.

Table 2.9 shows the distribution of insured employees in Antalya in 2009 on a public and private sector breakdown. However, prudence should be exercised in drawing conclusions related to the distribution of employment by industries in Antalya because it is known that informal employment is common across Turkey, in particular in the agriculture sector, and that more than one third of paid employees work informally. Therefore, when examining the below table it must be taken into consideration that the number of insured employees working in agriculture, forestry, fishery, and animal husbandry, which account for 1/3 of the total employment, does not reflect the actual employment.

Table 2.9. Distribution by Line of Business for Insured Employees in the Private and Public Sectors in Antalya in 2009.

	PRIVATE	PUBLIC	Total Lines of Business	Line of Business (%)
Agriculture, Forestry, Fishery	5,629	2,087	7,716	2.62
Mining, Stone Quarry	2,101	-	2,101	0.71
Manufacturing	33,714	3,490	37,204	12.62
Electricity-Gas-Steam, Air Conditioning Production and Distribution	806	313	1,119	0.38
Water Supply	1,580	2,639	4,219	1.43
Construction	48,977	5,107	54,084	18.35
Wholesale and Retail	41,842	65	41,907	14.22
Transportation and Storage	17,837	351	18,188	6.17
Accommodation	25,221	48	25,269	8.57
Hospitality	2,337	95	2,432	0.83
Information and Communication	251	5	256	0.09
Finance and Insurance	3,345	4	3,349	1.14
Real Estate	46	-	46	0.02
Vocational, Scientific and Technical Activities	26,607	1,745	28,352	9.62
Administrative and Support Services	30,864	1,481	32,345	10.97
Education	5,915	4,457	10,372	3.52
Human Health and Social Activities	3,965	702	4,667	1.58
Culture, Arts, Entertainment, Leisure and Sports	7,473	439	7,912	2.68
Other Services	10,920	1,780	12,700	4.31
Households as Employers	365	1	366	0.12
International Organisation and Representation Activities	131	-	131	0.04
Total	269,926	24,809	294,735	100

Source: www.sgk.gov.tr.

Out of the total 294,735 insured employees in Antalya 91.6% work in the private sector, with 18.35% of them in construction. Construction is followed by wholesale and retail with 14.22%, manufacturing with 12.22%, and administrative and support services with 10.97%, respectively. While it is obvious that insured employment is concentrated in the services sector, it must reiterated that it would not be correct to deduct conclusions regarding the distribution of employment by industries solely based on this table.

Employment by Work Status

In 2009, 60% of the employed population in Turkey are paid, salaried and per diem employees, 26.5% are employers and self-employed, and 13.5% are unpaid family workers. The rates in the TR61 region are 48.8%, 31% and 20.2%, respectively. The paid, salaried and per diem employee rate in the TR61 region is 11.2% lower than the average rate in Turkey. In contrast, the rate of employers and self-employed persons is higher by 4.5% compared with the average rate in Turkey. Similarly, the rate of unpaid family workers is significantly higher than the national average by 6.7%.

The relatively higher rates in the TR61 region in terms of employers and self-employed persons and unpaid family workers indicate that family-run agricultural businesses and small-sized companies are more common as compared to Turkey's average. The main factor leading to this result is that agricultural employment in the TR61 is around 10% higher than the national average.

Employment by Educational Status

In 2009, while the share of illiterate labour force across Turkey is 4.4% this rate stands at 3.1% in the TR61 region. As is the case on a national scale, the majority of the labour force and employed population in the TR61 region is comprised of persons with a high school or lower diploma. In 2009, while the rate of employed high school and equivalent graduates in Turkey is 20.64%, this rate is 18.64% in the TR61 region. In 2009, the rate of employed persons with higher education degrees in Turkey is 15.6%. It is noteworthy that this rate is lower by 3% in the TR61 region with a rate of 12.7%. The reason that the rate of high school and equivalent graduates and higher education graduates in employment is lower than the national average is probably due to the continued domination of agricultural employment in the region. Furthermore, employment in the tourism sector can be found without holding a university degree.

2.3 Unemployment in Antalya

In 2009, the crisis year, Adana and Mersin, therefore the Mediterranean Region had the highest unemployment rate with 17.5%. In 2009 the average rate of unemployment was 14%, with Southeast Anatolia ranking second, Istanbul third, and Central Anatolia fourth. The Eastern Black Sea Region had the lowest unemployment rate in 2009 with 6%, lower than half the average rate in Turkey. The unemployment rate in the Western Black Sea Region was around half of Turkey's average rate.

The data for 2008-2009 show whether there is any variation in terms of unemployment by educational status in Turkey and the TR61 region. Table 2.10 presents a comparison by educational status for unemployment between 2008-2009 in Turkey and the TR61 region.

Table 2.10. Unemployment by educational status between 2008-2009 in Turkey and TR61.

(15+ age- Thousand-%)	Total	Illiterate	Less than high school education	High school and equivalent vocational school	Higher education
UNEMPLOYED					
Turkey					
2008	2 611	64	1 506	679	362
	100%	2.45%	57.68%	26.01%	13.86%
2009	3 471	87	2 033	891	459
	10%	2.51%	58.59%	25.68%	13.23%
TR61 (Antalya, Isparta, Burdur)					
2008	92	2	56	23	11
	100%	2.17%	60.87%	25.00%	11.96%
2009	120	1	69	34	16
	100%	0.83%	57.50%	28.33%	13.33%

Source: www.tuik.gov.tr

The first striking difference in the table is that the share of illiterate unemployed persons in the TR61 region (0.83%) in 2009 is rather lower than the average rate in Turkey (2.51%). There is also a difference between Turkey and the region in terms of the rates for persons with an education lower than high school. Compared with the previous year, out of the unemployed population across Turkey persons with an education lower than high school have a 58.6% share, high school and equivalent graduates 25.6%, and higher education graduates 13.2%. In the TR61 region these rates are 57.5%, 28.3% and 13.3%, respectively. While the rate of persons with higher education is the same in Turkey and the region, it is observed that the rate of unemployed person with a high school or equivalent diploma is higher by 3% in the region compared with Turkey's average rate. In 2009, while there is an increase in the rate of unemployed persons with an education lower than high school across Turkey, the unemployment rate of university graduates declined by 1%. Whereas, in the TR61 region there is a decrease in the rate of unemployed persons with an education lower than high school and an increase of around 1.5% in the unemployment rate of university graduates.

It is estimated that the problem of unemployed youth in Turkey will worsen in the upcoming years (UNDP, 2008: 60; Ercan, 2007:31) because it is expected that the low labour force participation rates of urban youth will increasingly rise. The primary factor causing this will be higher levels of education among youth as a result of urbanisation. The extension of compulsory schooling from five years to eight years is another factor because as educational levels go up the labour force participation rates increase both in men and women (ibid).

The main reason for unemployment, especially unemployment among youth is the lack of creating sufficient new jobs to meet the increase in the labour force. In addition, there are specific reasons linked to age and the structure of the labour force when it comes to youth unemployment. The age group between 15-24 years is the period when the transition from school to the labour force occurs. In other words, it is the time of first entry into the labour market. Employers do not prefer youth aged between 15-24 years as they lack experience. Another disadvantage for youth is that they do not know the labour market well enough and lack experience for searching jobs. Their unrealistic expectations in terms of salaries and working conditions also make it more difficult for them to find jobs (DPT, 2007: 45).

An evaluation about the types of unemployment in Antalya would shed light on developing the first steps of an effective solution to combatting unemployment on a provincial level. As is the case across Turkey, unemployment in Antalya is a structural issue. In Turkey, there is a lack of creating sufficient new jobs to meet the non-corporate working-age population and increase in the labour force. In addition to this generic problem, the rapid increase in Antalya's population and therefore labour force due to intense internal migration is also a significant factor. Accordingly, the main type of unemployment observed in Antalya is structural in essence just as it is across Turkey.

Apart from structural unemployment, certain deductions can be made, with a degree of prudence, in terms of the specific types of unemployment in Antalya based on the province's economy and composition of employment and unemployment. The priority sectors in Antalya are agriculture, tourism and trade, all of which are labour-intense sectors. The seasonal fluctuations in tourism also have an impact on the trade sector. Agriculture and construction, where employment is concentrated, are also open to seasonal fluctuations by nature.

The need to operate 24 hours or work outside of normal working hours for tourism companies make it compulsory for shift-based and/or part-time work in the sector. Companies employ additional workers when business picks up due to seasonal reasons. The need for shift-based work due by nature of the sector and efforts to reduce costs during periods

when businesses run with a lower capacity or shut down, make businesses turn to employ seasonal workers.

Another characteristic unique to the tourism sector is that the majority of employees are 'blue-collar' employees. Because, in principle, there is no need for a labour force with particular education or talents (Öngöre, 2010: 262; Çizel ve Aksoy, 2010). Furthermore, the significant decline in the demand for labour during low-season strengthens the tendency for qualified employees to search for full-time and all-year-round jobs.

Following this brief evaluation about the types of unemployment observed in Antalya, the reasons for unemployment in Antalya can be examined using the data at hand. The data obtained from the Household Labour Force Surveys related to the reasons of unemployment on a national scale were presented in Table 4.8. This data is not available on regional and provincial basis. The findings of three studies conducted in Antalya in 2009 and 2010 can be used as a data set for the reasons of unemployment in Antalya. This first of these studies is a field study conducted by İŞKUR in 2009, in line with the decision of the Provincial Employment and Vocational Education Board (IIMEK), comprising 1,253 companies where a total of 45,997 employees work (IIMEK, 2010). Based on IIMEK's study in 2010 the turnover rates by districts for 2009 are presented in Table 2.11.

Table 2.11. Turnover Rates by Districts in Antalya in 2009.

	Number Employed	Number Dismissed
Central ANTALYA	1605	1089
ALANYA	6886	4899
DEMRE	145	110
ELMALI	72	100
FINIKE	448	419
GAZIPAŞA	206	162
KAŞ	147	164
KEMER	2438	1858
KORKUTELI	179	197
KUMLUCA	323	268
MANAVGAT	4517	3594
SERIK	2203	2403
TOTAL	19.169	15.263

Source: IIMEK,2010, Table 11.

As seen in the table, while the number of people recruited in Antalya in 2009 is 19,169 the number of employees dismissed stands at a very high number of 15,263 employees. In the districts Alanya, Manavgat, Kemer and Serik, where tourism is concentrated respectively, a high level of mobility is observed. The districts with the lowest mobility are Elmalı and Demre.

As part of Antalya IIMEK's 2010 study, the reasons for leaving a job as declared by employer representatives are shown in Table 2.12.

Table 2.12. Reasons for Leaving Job

	No. of Respondents	%
Economic	188	14
Seasonality	349	25
Lack of Employee Qualifications	279	20
Resignation	481	34
Other	91	7
Total	1388	100

Source: IIMEK, 2010:17, Table 12

As seen in the table, the top reason for leaving a job based on the responses of employer representatives is resignation, with a share of 34%. The second top reason is end of season/seasonal work with 25%. These are followed by lack of employee qualifications with 20% and economic reasons with 14% (IIMEK, 2010:17). According to the responses of company executives interviewed as part of the study, resignation (leaving a job at one's own will) having a share of 34% is very high. In Antalya, resignation can be presumed to be 'compulsory resignation' due to the jobs being predominantly seasonal. As it is known, as the tourism season comes to an end companies demand employees to resign. Employees fulfil this demand, thinking that they will be recruited again in the next season. Therefore, 'resignation' as a reason for leaving a job, in fact, implicitly points to seasonal nature of the job.

Another source that can be referred to for the reasons of leaving a job is the field study conducted by Mütevellioglu and Çizel (2010) in Antalya with the support of Akdeniz University. According to this study, conducted using a random sample group of 610 people selected from among the unemployed registered with İŞKUR, 27.9% of the unemployed are unemployed for the first time ever. While 26.3% have become unemployed for the second time, 26.9% have become redundant 2-4 times, and 18.9% five times or more. Based on the findings of the said study, the reasons for leaving a job are listed in 2.13.

Table 2.13. Reasons for Leaving Last Job Among Unemployed Persons.

Reason	Number	%
Dismissed	184	37,9
Company Closed Down	84	17,3
Resignation	102	21,1
Temporary work	97	20
Did not work before	18	3,7
Toplam	485	100

Source: Mütevellioglu and Çizel, 2010,S.287, Table 2.

Table 2.13, which shows the reasons for leaving a job based on the responses of the unemployed, differs from the previous table in terms of the weighting of resignation, in particular. In this table, the most common reason for becoming redundant is dismissal with a rate of 37.9%. Resignation, which stands at 34% in the previous table drops to 21.1% in

Table 2.13. This variation stems from the respondents being different, namely, company executives in Table 2.12 and unemployed persons in Table 2.13.

The findings of the above-mentioned study are compatible with the findings of the field study conducted by Çizel and Aksoy (2010:105;111) in Antalya, comprising 64 executives working in 5-star hotels and first-class resorts. Based on this study, the responses given by employer representatives for reasons to leave a job, in order of priority, are: economic crises (32.8%), seasonality of job (28.1%), and high labour costs (20.3%). Around one fourth of the respondents (23.4%) stated seasonality as the top reason for dismissing an employee.

In conclusion, the findings of three studies conducted in Antalya in 2009 and 2010 show that seasonal unemployment is among the most common types of unemployment in Antalya.

Determining the scale of the businesses where dismissal is most concentrated could contribute to clarifying the first steps towards combatting unemployment. The below table presents the number of employees recruited and dismissed in Antalya based on the size of business.

Table 2.14. Number of Employees Recruited and Dismissed by Company Size.

	Company Size				Total
	1-4	5-9	10-49	49+	
Number Recruited	254	941	3.400	14.574	19.169
Number Dismissed	291	888	2.601	11.483	15.263

Source: IIMEK, 2010, p. 1, Table 13

As seen in Table 2.14, labour force mobility is very high in Antalya. This situation is correlated with the tourism and construction sectors being determinant in Antalya's economy and the prevalence of seasonal work. The prevalence of seasonal recruitment most probably plays a role in the high level of labour force mobility in Antalya.

Among the very small-sized companies that have less than 10 employees, the number of employees dismissed in companies with 1-4 employees is higher than the number of employees recruited. As for companies with 5-9 employees, the number of employees recruited versus dismissed is very similar. In contrast, it is observed that the number of employees recruited in companies with 10 or more employees is higher than those dismissed and that the ratio of dismissed employees decreases relatively as the company size grows.

2.3.1 İŞKUR Antalya Provincial Directorate Data

As seen in Table 2.15, in 2009, the year of the crisis, the average rate of work placements across 81 provinces stands at 71.3%, with significant variations between the highest rate of 92.7% and the lowest rate of 39.6%. In 2009, the rate of work placements is 55.5%, 15.8% lower than the national average. In other words, out of the 11,235 job vacancies only slightly more than half of them were filled (6,236). On the other hand, despite İŞKUR Antalya Provincial Directorate's limited budget and staff, it is known that the Directorate works under a busy schedule and puts extra effort in fulfilling the duties of Antalya IIMEK. In this case, how can the reason for the work placements in Antalya being lower than the national average be explained?

Table 2.15. Job Vacancies and Work Placements Registered with İŞKUR in Different Provinces in 2009.

Provinces	Number of Annual Job Vacancies	Work Placements	Work Placement Rate (%)
Adana	4.492	3.590	79
Ankara	6.515	6.043	92,7
Antalya	11.235	6.236	55,5
Çanakkale	5.702	3.696	64,8
Eskişehir	3.606	2.924	81
Gaziantep	3.737	3.353	89,7
İstanbul	43.323	24.600	56,7
İzmir	6.888	6.742	97,8
Kayseri	3.804	3.185	83,7
Kocaeli	7.216	3.746	51
Manisa	3.770	1.621	42,9
Tekirdağ	4.710	1.867	39,6
Total Turkey (81 provinces)	165.890	118.278	71,3

Source: Summarised from İŞKUR's 2009 Statistics Yearbook, http://statik.iskur.gov.tr/tr/ark/2009_tr_dosyalar//TABLE.

There are several factors leading to variations in terms of work placements among Provincial Directorates. Above all, factors such as the local sectoral structure, company sizes, number of job applications and the qualifications of the employed population impact the demand for labour and work placement rates. It can be presumed that the adequacy of the registration system, number of staff, technical and infrastructural capabilities as well as non-institutional local sources and capacities play a role in the different work placement rates between provinces.

In the study conducted by Tatlıdil and Özgürlük (2009:14 vd.), comprising 81 provinces, the unemployment risk for each province was determined using the Analytical Hierarchy Process methodology. The analysis used long-term unem-

employed persons, lower-educated unemployed persons and unemployed youth registered with İŞKUR as well as the ratio of persons applying for unemployment benefits to the number of SSK-insured persons as risk indicators for unemployment. The lowest and highest values were assigned for each of these variables and the unemployment risk percentage for each province was calculated using the Analytical Hierarchy Process. The findings of the study show that there is a significant difference of 38.3% between the province with the lowest unemployment risk in Turkey (Istanbul: 37.01%) and the province with the highest risk (Bartın: 75.34%).

According to Tatlıdil and Özgürlük's study, Antalya ranks as the fourth province in Turkey with the lowest unemployment risk following Istanbul, Bilecik and Edirne (ibid: 17). The first of the four risk variables used in the analysis, namely long-term unemployment, is relatively low in Antalya with 22%. The rate of youth unemployment, standing at 14.93%, is also lower than the average rate. In Antalya, in addition to these two values the third variable, namely the ratio of persons applying for unemployment benefits to the number of SSK-insured persons in the province, is at an average rate. In contrast, the value related to the rate of lower-educated unemployed persons is fairly high (ibid: 18).

Table 2.16 presents the distribution of unemployed persons registered with the İŞKUR Antalya Provincial Directorate by age groups and gender.

Table 2.16. Distribution of the Unemployed Registered with Antalya İŞKUR by Age and Gender in 2010*.

Age Group	Men	Women	Total
15-19	460	148	608
20-24	2889	2072	4961
25-29	6461	3229	9690
30-34	6568	2847	9415
35-39	4951	1995	6946
40-44	3355	1268	4623
45-54	2913	885	3798
55-64	346	95	441
65+ age	29	12	41
Grand Total	27972	12551	40523

Source: İŞKUR Provincial Directorate *June.

In June 2010, 31% of the unemployed registered with İŞKUR are women. The distribution by age groups shows that 24% are aged between 25-29 years and 23% between 30-34 years of age. Out of the distribution by age among unemployed women, the top group are aged between 25-29 years (25.7%), the second 30-34 years of age (22.6%), and the third 20-24 years of age (16.5%). Among men, unemployment is concentrated in the 30-34 age group, followed by the 25-29 and 35-39 age groups, respectively.

Table 2.17. Distribution of the Unemployed Registered with İŞKUR Antalya by Educational Status and Gender in 2010*.

Educational Status	Men	Women	Total
Illiterate	192	185	377
Literate	465	205	670
Primary School	14287	3950	18237
Secondary Education (High School and Equivalent)	8995	4740	13735
Associate Degree	1825	1795	3620
Undergraduate Degree	2143	1612	3755
Graduate Degree	65	63	128
Doctorate	0	1	1
Grand Total:	27972	12551	40523

Source: İŞKUR Antalya Provincial Directorate *June

As seen in the table, the majority of unemployed persons registered with İŞKUR Antalya in 2010 hold a primary school diploma (45%). Second in line come high school and equivalent diploma holders with a share of 33%. The share of unemployed persons with higher education, standing at 19%, is fairly high among the total unemployed population.

Out of the 31% of unemployed women registered with İŞKUR 31.4% have primary school education. The rate of illiterate and literate only women is higher than that of men. While the rate of unemployed men with education lower than high school is 53.4% this rate is lower by 19%, standing at 34.5%. While the rate of unemployed men holding a high school or equivalent diploma is 32.15%, this rate goes up to 37.76% in women. In contrast, the rate of unemployed men with higher education is 14.4%. This rate rises to 27.6% among women. In other words, while the rate of unemployed men holding a high school or higher education diploma is 46.5% this rate goes up to 65.4% among unemployed women.

Table 2.18 shows the job vacancies, presentations to employers, and work placements in 2010 for Antalya İŞKUR according fixed-term temporary work and indefinite permanent work by the private and public sectors.

Table 2.18. Job Vacancies, Presentations, and Work Placements for İŞKUR Antalya in 2010.

	Private			Public			Grand Total
	Fixed Term (Temporary)	Indefinite (Permanent)	Total	Fixed Term (Temporary)	Indefinite (Permanent)	Total	
Number of Job Vacancies	5587	7211	12798	370	1926	2296	15094
Number Presented to Employers	5921	8318	14239	154	468	622	14861
Number of Work Placements	2526	3720	6246	139	449	588	6834

Source: İŞKUR Antalya Provincial Directorate *January-June 2010.

In the first six months of 2010, a total of 15,094 job vacancies were registered with İŞKUR Antalya and 6,834 of the vacancies were filled, corresponding to 39%. Compared with 2009, there was an increase of 123% in the number of job vacancies and 166% increase in work placements. Despite this increased compared with the previous year of crisis, as seen in the table, a much lower number of job vacancies were listed in 2010 as opposed to the number of unemployed persons registered with İŞKUR. A significant number of job vacancies remained unmatched. Another striking point observed from the table is that 43.7% of the job vacancies and 40.4% of the work placements in the private sectors were for fixed term, temporary work.

In 2009, the majority of work placements were concentrated in 'unqualified jobs' (39%). This was followed by services and sales staff with 24%. The rate of work placements for senior executives and professionals stood at a mere 1% as the number of job vacancies for this category is limited (İŞKUR Antalya Provincial Directorate's records).

Table 2.19 presents the distribution of work placements between January-June 2010 by profession, gender, sector, and type of work.

Table 2.19. Work Placements in 2010* by Profession, Gender, Sector and Type of Work.

Profession	Work Placement														
	Permanent			Temporary			Public			Private			Total		
	M	W	T	M	W	T	M	W	T	M	W	T	M	W	T
Front office and customer services	88	52	140	53	41	94	0	3	3	141	90	231	141	93	234
Services and sales staff	1260	319	1579	826	227	1053	8	2	10	2078	544	2622	2086	546	2632
Lawmakers, senior executives	31	8	39	14	4	18	1	0	1	44	12	56	45	12	57
Unqualified jobs	1333	689	2022	920	203	1123	275	264	539	1978	628	2606	2253	892	3145
Qualified agricultural, animal husbandry, hunting, forestry, fishery work	75	17	92	151	22	173	0	0	0	226	39	265	226	39	265
Professionals	17	13	30	7	8	15	2	2	4	22	19	41	24	21	45
Craftsmen, artisans	63	3	66	20	1	21	6	0	6	77	4	81	83	4	87
Facility and machinery operators and assembly experts	36	5	41	21	2	23	13	0	13	44	7	51	57	7	64
Auxiliary professional staff	118	42	160	121	23	144	8	4	12	231	61	292	239	65	304
Grand Total:	3021	1148	4169	2133	532	2665	313	275	588	4841	1405	6246	5154	1680	6834

Source: İŞKUR Antalya Provincial Directorate records.

*January-June 2010

The work placements in 2010 are concentrated in 'unqualified jobs'. The share of group rose by 7% to 46% compared with the previous year. 'Services and sales staff' ranks second with a 15% increase to 39% compared with the previous year. While the majority of work placements in 2009 were for temporary jobs, 61% of the unemployed were placed into permanent jobs in 2010, with 91% of the work placements taking place in the private sector.

İŞKUR's Educational Activities in Antalya

In 2009, around 6,000 people enrolled in the courses offered by the İŞKUR Antalya Provincial Directorate in the scope of the active labour market programmes. Out of the people attending an educational programme, 40% enrolled in courses with guaranteed employment and 31% in formal education courses. Community work courses ranked third with 24%. While 56% of the participants were men, 44% were women. In 2009, more than one third of the people attending the active labour market programmes fall in the 16-24 age group (42%), with 34% in the 25-34, 17% in the 35-44, and 5% in the 45+ age groups. The majority of the participants older than 45 years of age took part in community work courses as manual workers. More than half of the participants have primary school education (56%). While the rate of secondary school graduates is 35%, the rate of higher education graduates is 9%.

The number of people enrolled in labour market trainings, community work programmes and internship programmes offered by İŞKUR as part of the Active Employment Measures dropped in 2010 compared with 2009. This is partially due to courses that began in 2009 and continued into 2010, therefore counting the participants in the figures for 2009, and partially because of the expenses for the programmes ongoing in 2010 being met from the 2010 budget. In addition, İŞKUR offered 10 training seminars on occupational health and safety, employee development and first line management for companies in 2008, 18 seminars in 2009, and 30 in 2010.

3. 2011 Central Antalya Migration and Working Life Study⁷

The 2011 Central Antalya Migration and Working Life Study is a qualitative study conducted by IOM and TÜİK as part of the 'United Nations Joint Program MDG-F 1928 Growth with Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya'. The study aims to provide a cross-sectional review of the socio-economic demographics of households and young population living in central Antalya as well as migration and working life from a historical perspective. This section presents the household questionnaires used in the survey and the findings obtained from the questionnaires.

3.1 Household Information

Out of the 2,000 households selected as a sample group for the survey, 1,456 households filled out the questionnaires. This section discusses findings from the household questionnaires. The household questionnaires include questions about proprietorship, type of house, and consumption related to the household as well the age, gender, educational status, immigrant status, and working status of all family members living in the household. The household questionnaire also serves as a tool for the selection of young people aged between 15-29 years to be interviewed.

3.1.1 General Household Information

As part of the study, 1,456 household interviews were conducted. The average household size was 2.40. The average household size announced by TÜİK in 2010 was 3.86. The population in central Antalya was chosen as the research population for this study and the study reached out to households that were smaller than the average size. On the other hand, Table 4.1 presents the household populations by age groups, in multiples of fives, and their percentages. The distribution of the age structure in central Antalya differs from that of Turkey. It is seen that the concentration is in the young and middle age groups in both women and men. Turkey still has a pyramid-type age structure. However, Antalya differs in that the 0-4 and 5-9 age groups are relatively less and the young and middle age groups stand out (Figure 4.1.1). On the other hand, when calculated the dependency rates by age in Turkey and the study population, this rate is lower in the study population than Turkey. In other words, it is observed that the working age population calculated in the study population is higher than the average in Turkey. While the dependency rate calculated for Turkey stands at 48.9 (TÜİK, 2011) this rate is calculated as 39.0 for the study population. As Antalya receives migration, it is believed that because the working age population accounts for most of the migration this has an impact on the age structure in central Antalya. Table 3.1.1 shows the household population by age and gender. The concentration of the population in their 30's and 40's in the age pyramids are noteworthy.

Table 3.1.1. Household Population by Age and Gender.

Age Groups	Men		Women		Total	
	n	%	n	%	n	%
0-4	142	6.5	166	7.2	308	6.8
5-9	158	7.2	157	6.8	315	7.0
10-14	195	8.9	187	8.1	382	8.5
15-19	184	8.4	169	7.3	353	7.8
20-24	147	6.7	181	7.8	328	7.3
25-29	147	6.7	181	7.8	328	7.3
30-34	215	9.8	226	9.8	441	9.8
35-39	178	8.1	222	9.6	400	8.9
40-44	188	8.5	171	7.4	359	8.0
45-49	185	8.4	193	8.4	378	8.4
50-54	145	6.6	140	6.1	285	6.3
55-59	127	5.8	120	5.2	247	5.5
60-64	85	3.9	66	2.9	151	3.3
65-69	46	2.1	37	1.6	83	1.8
70-74	32	1.5	39	1.7	71	1.6
75-79	19	0.9	25	1.1	44	1.0
80-84	5	0.2	15	0.6	20	0.4
85-89	2	0.1	14	0.6	16	0.4
90+	1	0.0	1	0.0	2	0.0
Total	2201	100.0	2310	100.0	4511	100.0

⁷ Prepared by Yadigar Coşkun with Rittersberger-Tılıç's comments. The authors would like to thank Antalya TÜİK's Provincial Director Mr. Abdi Öncel for his meticulous work. Notes related to the methodology are provided in Annex 1.

Figure 3.1.1. Age Pyramids, Turkey 2010 and Central Antalya 2011

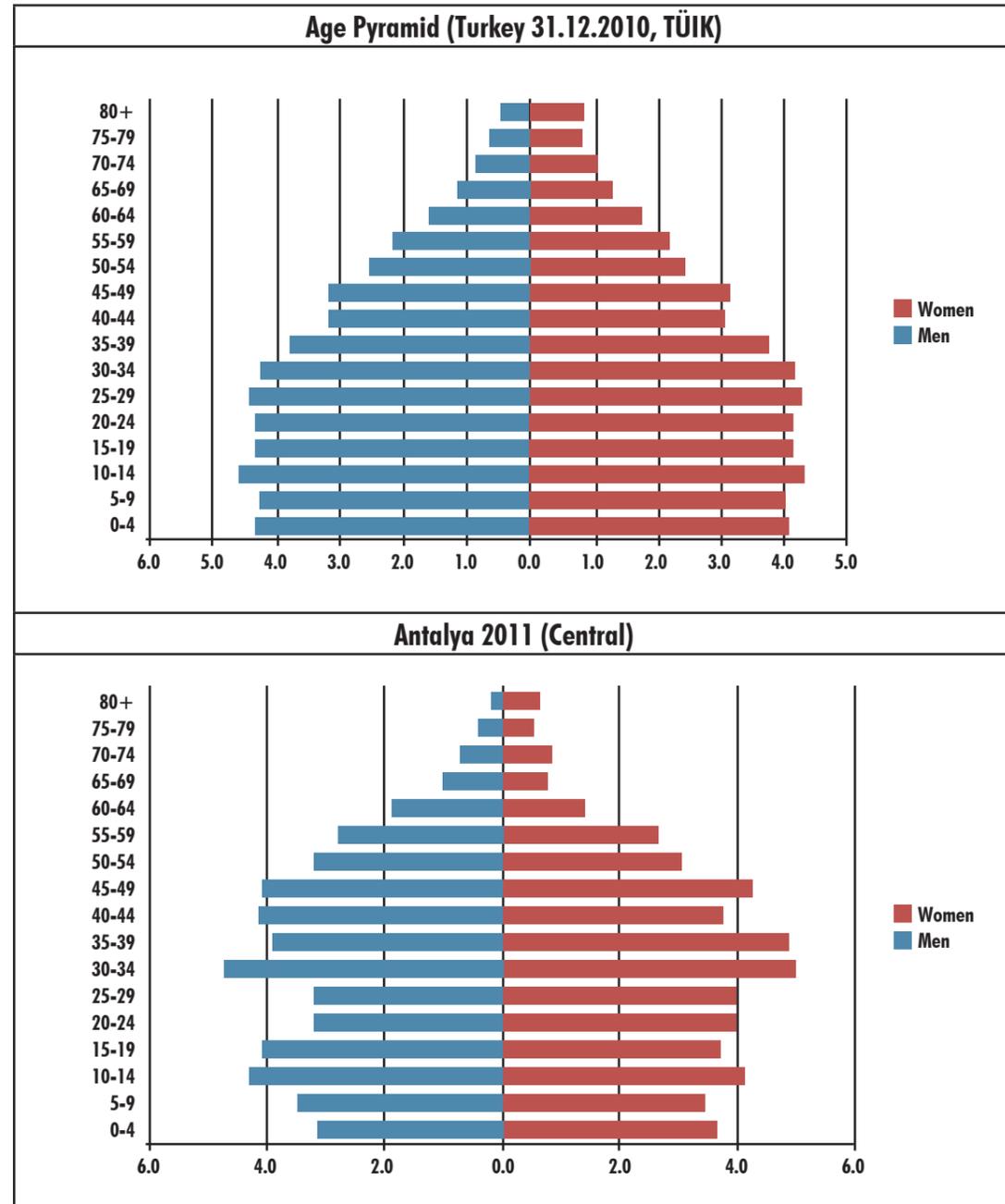


Table 3.1.2 presents the birthplace (as Antalya or other province) of the household members age 5 years or more by their age and gender. While the majority of the population younger than 20 years of age are born in Antalya it is observed that the vast majority of the working age population are born in a province other than Antalya. When analysed the birthplaces by provinces, it is observed that 48% of the household members are born in Antalya, 4.4% in Burdur, 3.1% in Ankara, and 3.05 in Konya. These provinces are followed by Isparta, Diyarbakır, Kayseri, Afyonkarahisar, Istanbul, Sivas and other countries, respectively (Table 3.1.3). The cosmopolitan structure and migration potential in central is Antalya is demonstrated through the birthplace data of the household members. Out of the household members interviewed, the fact that 52% of them were born outside of Antalya explains the high level of migration to Antalya. Among the household members, none were born in Bingöl or Düzce.

Table 3.1.2. Household Members by Age and Gender and Birthplace in Antalya or Other Province.

Age		Other Province	Antalya	Total	
		%	%	%	n
0-4	Men	10.5	89.5	100.0	142
	Women	7.2	92.8	100.0	166
	Total	8.9	91.1	100.0	308
5-9	Men	26.0	74.0	100.0	158
	Women	25.7	74.3	100.0	157
	Total	25.8	74.2	100.0	315
10-14	Men	33.4	66.6	100.0	195
	Women	24.6	75.4	100.0	187
	Total	29.4	70.6	100.0	382
15-19	Men	37.9	62.1	100.0	184
	Women	33.1	66.9	100.0	169
	Total	35.6	64.4	100.0	353
20-24	Men	49.6	50.4	100.0	147
	Women	60.7	39.3	100.0	181
	Total	55.5	44.5	100.0	328
25-29	Men	66.4	33.6	100.0	147
	Women	67.2	32.8	100.0	181
	Total	66.8	33.2	100.0	328
30-34	Men	66.9	33.1	100.0	215
	Women	67.0	33.0	100.0	226
	Total	67.0	33.0	100.0	441
35-39	Men	71.5	28.5	100.0	178
	Women	69.3	30.7	100.0	222
	Total	70.4	29.6	100.0	400
40-44	Men	63.1	36.9	100.0	188
	Women	62.1	37.9	100.0	171
	Total	62.6	37.4	100.0	359
45-49	Men	61.0	39.0	100.0	185
	Women	61.4	38.6	100.0	193
	Total	61.2	38.8	100.0	378
50-54	Men	58.9	41.1	100.0	145
	Women	64.9	35.1	100.0	140
	Total	61.9	38.1	100.0	285
55-59	Men	68.1	31.9	100.0	127
	Women	58.7	41.3	100.0	120
	Total	63.5	36.5	100.0	247
60-64	Men	71.2	28.8	100.0	85
	Women	65.2	34.8	100.0	66
	Total	68.2	31.8	100.0	151
65+	Men	59.6	40.4	100.0	105
	Women	53.9	46.1	100.0	131
	Total	56.6	43.4	100.0	236
Total	Men	52.3	47.7	100.0	2201
	Women	51.6	48.4	100.0	2310
	Total	52.0	48.0	100.0	4511

Table 3.1.3. Birthplace of Household Members and Share in Total Population (Birthplaces with a percentage higher than 1.5).

Ranking	Province	%
1	Antalya	48.0
2	Burdur	4.4
3	Ankara	3.1
4	Konya	3.0
5	Isparta	2.2
6	Diyarbakır	2.1
7	Kayseri	1.9
8	Afyonkarahisar	1.8
9	Istanbul	1.8
10	Sivas	1.7
11	Abroad	1.5

As part of the study, household members older than 5 years of age were asked whether they have been living in central Antalya since they were born. It was found that 34.0% of the total study population have been living in central Antalya since they were born (Table 3.1.4a). There is no significant difference between women and men. The population that has not been living in central Antalya since they were born were asked where they lived before coming to central Antalya. It was found that 14.5% of the household members came to central Antalya from other districts and/or villages in Antalya. On the other hand, Ankara ranks second (7.7%) in terms of the birthplace of household members and is followed by Istanbul (7.0%) and Burdur (6.8%).

Table 3.1.4a. Household Members Living/Not Living in Central Antalya since Birth and Previous Place of Residence.

	Men		Women		Total	
	%	n	%	n	%	n
Living in Central Antalya Since Birth						
Yes	34.7	661	33.2	652	34.0	1313
No	65.3	1368	66.8	1458	66.0	2836
Place of Residence before Central Antalya **						
Antalya*	13.3	161	15.7	197	14.5	358
Ankara	7.0	102	8.4	129	7.7	231
Istanbul	7.8	126	6.2	120	7.0	246
Burdur	7.0	90	6.5	86	6.8	176
Konya	4.8	66	4.0	64	4.4	130
Isparta	3.3	39	3.6	45	3.5	84
Diyarbakır	4.1	45	2.6	33	3.3	78
Kayseri	2.9	38	3.1	41	3.0	79
Abroad	2.4	37	3.3	53	2.9	90
Afyonkarahisar	2.4	31	2.5	37	2.5	68
Adana	2.2	29	2.6	31	2.4	60
Hatay	2.4	26	2.3	30	2.3	56
Sivas	2.4	36	2.1	35	2.2	71
Izmir	1.9	30	2.5	38	2.2	68

* Household members living in the districts or villages of Antalya before settling in central Antalya.

** Places with a total percentage of 2.0 and higher.

Out of the household members interviewed for the study, those that have not been living in Antalya since they were born were asked why they came to Antalya. The responses were predominantly for work related reasons as compared to other reasons. Out of the respondents, 20.9% expressed that they came to Antalya to look for a job or start a business. This rate was as high as 34.7% in men. When examined the responses of female household members, approximately one out of every five women expressed that they came to Antalya due to marriage. Similarly, while almost none of the men respondents stated their spouse as being a reason, this rate was particularly high in women. On the other hand, both men and women have similar rates in terms of family-related reasons.

Table 3.1.4b. Reasons for Settling in Central Antalya by Gender of Household Members.

Reason for Settling in Central Antalya	Gender					
	Men		Women		Total	
	%	n	%	n	%	n
Personal reasons						
Marriage	.9	8	21.8	273	11.4	281
Education	4.7	55	3.3	45	4.0	100
Job search/start business	34.7	458	7.3	106	20.9	564
Job change	7.2	103	1.0	15	4.1	118
Appointment	10.1	156	3.2	52	6.6	208
Return to homeland	1.7	22	1.9	28	1.8	50
Antalya being a centre of attraction	2.6	45	2.6	44	2.6	89
Retirement	3.1	50	1.5	29	2.3	79
Other personal reasons	1.5	22	1.3	27	1.4	49
Spouse-related reasons						
Spouse reunification	.1	2	5.6	70	2.9	72
Spouse's job change	.0	0	6.7	107	3.4	107
Spouse's appointment	.1	1	.0	1	.0	2
Spouse's job search/offer	.3	4	7.9	107	4.1	111
Spouse's death/divorce	.1	2	1.1	14	.6	16
Other spouse-related reasons	.2	3	.7	13	.4	16
Family reasons						
Reunification with parents	6.4	75	6.4	81	6.4	156
Parents' job change	5.5	73	4.6	79	5.1	152
Parents' appointment	4.1	61	8.1	132	6.1	193
Parents' job search/offer	8.6	106	5.7	82	7.1	188
Parents' death/divorce	.2	3	.4	8	.3	11
Family conflicts	.3	8	.2	4	.3	12
Other parent-related reasons	3.8	57	5.0	85	4.4	142
Miscellaneous reasons						
Health	1.4	19	1.6	26	1.5	45
Environment	.4	6	.4	5	.4	11
Security	.1	1	.1	2	.1	3
Land conflict/conflict of interests	.0	0	.0	0	.0	0
Vendetta/honour killing pressure	.6	6	.5	5	.5	11
Other	1.4	22	1.0	17	1.2	39

Among the households interviewed, data pertaining to the last school of graduation of household members aged 6 years and higher was gathered and the results are presented in Table 3.1.5 according to their gender and whether they have been living in Antalya since they were born. The education levels are higher in men than women as is the rate of unschooled women versus men (9.6% and 2.2%, respectively). The percentage of men with a high school and higher education is higher than the percentage in women (38.7% and 30.7, respectively). On the other hand, among the population that has been living in Antalya since they were born while the rate of high school and higher graduates is 24.7%, this rate is 39.9% among the population that has migrated to central Antalya. The main reason that the migrant population in Antalya has a higher percentage of high school and higher education graduates compared with the population living in Antalya since birth is that the vast majority of migrants have completed their education. On the other hand, it is observed that the population living in central Antalya since their birth are still in primary and high school education.

Table 3.1.5. Last school of graduation among household members aged six years or higher by gender and status of living in central Antalya since birth.

Last school of graduation	Gender		Living in Central Antalya since Birth		Total	
	Men	Women	Yes	No	%	n
	%	%	%	%	%	n
Unschooler	2.2	9.6	4.5	6.6	5.9	233
Preschooler	.7	.8	1.9	.2	.8	26
Primary school student	12.3	11.2	24.3	5.2	11.7	495
Elementary school dropout	.4	.3	.4	.3	.4	15
Elementary school graduate	4.7	5.4	6.8	4.2	5.1	207
Primary school dropout	1.1	2.7	1.4	2.1	1.9	68
Primary school graduate	24.6	27.7	21.6	28.5	26.2	1016
Secondary school dropout	2.4	1.5	1.0	2.4	1.9	81
Secondary school graduate	4.8	3.8	2.5	5.3	4.3	175
High school student	4.4	4.2	7.5	2.6	4.3	186
High school dropout	3.7	2.0	3.4	2.6	2.9	107
High school graduate	18.6	16.5	15.2	18.7	17.5	739
Vocational school student	.3	.2	.4	.1	.2	8
Vocational school dropout	.5	.0	.3	.2	.2	9
Vocational school graduate	3.0	2.4	1.4	3.4	2.7	117
Open education (2-year) student	.1	.4	.3	.2	.3	9
Open education (4-year) student	.9	1.0	1.4	.7	.9	38
Open education (2-year) graduate	.9	.5	.3	.9	.7	34
Open education (4-year) graduate	.9	.6	.7	.7	.7	31
Open education (2-year) dropout	.1	.0	.0	.1	.0	2
Open education (4-year) dropout	.0	.1	.0	.1	.0	2
University student	2.2	1.4	1.9	1.8	1.8	78
University dropout	.5	.3	.2	.6	.4	22
University graduate	9.9	6.4	2.3	11.1	8.1	394
Graduate degree (in Turkey)	.9	.8	.2	1.2	.9	43
Graduate degree (Abroad)	.0	.1	.0	.1	.1	4
Total	100.0	100.0	100.0	100.0	100.0	4134

Table 3.1.6 presents data pertaining to the work status, last/current type of work, workplace status, and workplace condition by gender and status of living in central Antalya since birth among household members interviewed as part of the study. While 7 out of every 10 men stated that they have worked in the past one month, around 6 out of every 10 women stated they worked. While 80% of men expressed that they were paid, salaried or per diem employees this rate was 92.6% in women. It is observed that the percentage of self-employed or employer men is significantly higher than in women (18.1% and 5.1%, respectively). It was found that a higher percentage of women work in the public sector and a higher percentage of men work in the private sector. On the other hand, while 60.6% of the population living in central Antalya since their birth expressed that they worked in the past month, this rate was 66.5% in the population migrating to Antalya. While there is no significant difference between the two groups in terms of workplace status, it is seen that the percentage of people working in the private sector is higher in the population living in Antalya since birth versus the migrant population (82.8% and 62.8, respectively). This situation is believed to be associated with civil servants settling in Antalya due to assignments and appointments. On the other hand, nearly all of the household members interviewed expressed that they work in regular workplace.

Table 3.1.6. Work status, last/current type of work, workplace status, and workplace condition among household members aged 15 years and higher by gender and status of living in central Antalya since birth.

	Gender		Living in Central Antalya since Birth		Total	
	Men	Women	Yes	No	%	n
	%	%	%	%	%	n
Work status in last month						
Worked	70.3	58.6	60.6	66.5	65.4	501
Did not work	29.7	41.4	39.4	33.5	34.6	273
Type of work in last/current work						
Paid, salaried or per diem	80.3	92.6	86.1	84.7	84.9	421
Employer	5.8	2.4	5.1	4.4	4.5	31
Self-employed	12.3	2.7	7.4	8.9	8.7	40
Unpaid family worker	1.6	2.3	1.5	2.0	1.9	9
Last/current workplace status						
Public	31.4	37.5	17.2	36.9	33.7	178
Private	68.6	61.8	82.8	62.8	66.1	321
Other	.0	.7	.0	.3	.2	2
Last/current workplace condition						
Farm, orchard	.0	.0	.0	.0	.0	0
Regular workplace	98.9	99.6	100.0	99.0	99.2	496
Marketplace	.6	.0	.0	.5	.4	1
Mobile/irregular workplace	.0	.0	.0	.0	.0	0
Home office (own or other's home)	.4	.4	.0	.5	.4	4

As part of the study, respondents that did not work in the past month were asked the reason for not working. Among men, the highest response was 'retirement' with 44.3%. As for women, the main reason was 'dealing with domestic affairs' (60.7%). On the other hand, while 1 out of every 5 men expressed they did not work due to school attendance, 1 out of 10 women expressed they did not work due to school. Among the population living in central Antalya since they were born, the top three reasons for not having worked in the past month were domestic affairs, school attendance, and retirement. The migrant population also expressed these top three reasons with the ranking in order of domestic affairs, retirement, and school attendance. Out of the population not having worked in the past month, the percentage of those attempting to find a job was calculated as 10.2%. It is believed that the main reason for the low percentage of job seekers is due to high rate of retired persons, students and individuals dealing with domestic affairs. Similarly, the high percentage of individuals not seeking a job at all strengthens this finding.

Table 3.1.7. The reasons for not working in the past month, attempt to find a job, and time of last job search among household members aged 15 years and higher by gender and status of living in central Antalya since birth.

	Gender		Living in Central Antalya since Birth		Total	
	Men	Women	Yes	No	%	n
	%	%	%	%		
Reason for not working in past month						
Unemployed, searching for job	13.4	4.8	4.9	8.3	7.4	35
New recruit	1.4	.2	.6	.5	.6	3
New graduate	2.5	.3	1.5	.8	1.0	7
School attendance	22.7	10.2	28.8	8.4	14.0	77
Dealing with domestic affairs	.0	60.7	34.5	45.3	42.4	37
Retired	44.3	6.5	14.1	19.3	17.9	92
Senior citizen	3.5	6.9	6.2	5.7	5.8	2
Disabled, ill	7.8	2.9	3.6	4.7	4.4	5
Raising child	.0	4.2	2.1	3.2	2.9	6
About to get married	.0	.0	.0	.0	.0	0
About to do/in military service	.6	.0	.3	.1	.2	0
Military service just finished	.8	.0	.6	.1	.2	1
Too young	.2	.1	.2	.1	.1	0
Spouse/family does not allow	.2	1.0	.8	.8	.8	1
Newcomer/new migrant	.0	.4	.0	.4	.3	3
Does not need to work	.8	.7	.9	.7	.8	1
Lacks education/skills	.3	.4	.2	.4	.4	1
Other	1.6	.6	.8	1.0	.9	2
Attempted to find a job in the last month						
Attempted	16.7	7.4	9.3	10.5	10.2	49
Did not attempt	83.3	92.6	90.7	89.4	89.8	224
Last time of attempt						
Never	84.4	92.5	91.3	89.8	90.2	202
Last month	1.8	1.1	.5	1.6	1.3	9
2-3 months ago	1.2	.6	.5	.8	.7	3
4-6 months ago	12.7	5.8	7.8	7.7	7.7	10
7 months ago or more	.0	.0	.0	.0	.0	0

3.2 Household Characteristics

An attempt to examine the socio-economic and socio-demographic characteristics of the households interviewed as part of study was made through a series of questions. The questionnaire included questions such as the proprietorship of the household lived in, assets held in the household, and household income so as to understand the condition of the household. Evaluating the responses to these questions is important in terms of getting insight into the environment in which they live and the socio-economic structures. The households are examined on the basis of each household member's birthplace and status of living in Antalya since birth. Setting off from the birthplace data, the households are examined in three categories based on the 'birthplace of household members':

1. Households comprised only of members born in Antalya
2. Households comprised of members born in Antalya and other provinces
3. Households comprised only of members born outside of Antalya

Similarly, three household categories were defined based on the 'status of living in Antalya since birth'.

1. Households comprised only of members living in Antalya since birth
2. Mixed households
3. Households comprised only of members not living in Antalya since birth

Table 3.2.1 presents the proprietorship and real estate ownership of the household lived in. Looking at the proprietorship percentages, it is observed that a low percentage of households comprised only of members born in Antalya are tenant (9.8%) and that a higher percentage own the household they live in (75.7%). On the other hand, looking at the status of living in Antalya since birth, it is observed that the rate of house ownership is higher in the group of households comprised only of members living in Antalya since birth versus the other groups (73.5%), with their tenancy rates lower (12.7%) than the other types of households. The households interviewed in the study were asked whether they own any real estate. The households comprised only of members born in Antalya had a significantly higher rate of real estate ownership (82.7%) than the other groups. Home ownership expressed in this percentage shows that in all three types of households, 7 to 10% own real estate apart from their household. Similarly, households comprised only of members living in Antalya since birth have higher rates of real estate ownership compared with the other households.

Table 3.2.1. Household proprietorship and real estate ownership by household categories.

	Households by members' birthplace			Households by status of living in Antalya since birth			Total	
	Households comprised only of members born in Antalya	Households comprised of members born in Antalya and other provinces	Households comprised only of members born outside of Antalya	Households comprised only of members living in Antalya since birth	Mixed households	Households comprised only of members not living in Antalya since birth		
	%	%	%	%	%	%	%	n
Proprietorship of household lived in								
Owner	75.7	59.1	52.9	73.5	52.9	51.5	58.3	855
Tenant	9.8	31.6	40.3	12.7	39.3	42.7	33.0	483
Housing	.0	1.0	1.0	.0	1.3	1.1	.9	14
Not owner but does not pay rent	14.5	8.3	5.8	13.7	6.5	4.7	7.9	104
Real Estate Ownership								
Yes	82.7	66.5	62.0	80.4	60.2	61.9	66.5	981
No	17.3	33.5	38.0	19.6	39.8	38.1	33.5	475
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1456

Table 3.2.2. presents the assets in the household, household income and external aid according to the different types of households. As part of the study, households were asked if they own an air conditioner, solar panels, dishwasher, satellite disk, cable TV, paid satellite TV, more than one TV, DVD player, separate deep freezer, computer, and Internet connection. The households that live in central Antalya and are comprised only of members born in Antalya have a lower percentage of asset ownership compared with the other households, except for satellite dishes. The two other types of households classified by place of birth have significantly more assets than households comprised only of members born in Antalya. Only air conditioner and solar panel ownership is higher in households comprised only of members born in Antalya than households comprised only of outsider members. On the other hand, the mixed households appear to have the most assets.

Table 3.2.2. Assets in the household, household income and external aid according to the different types of households.

	Households by members' birthplace			Households by status of living in Antalya since birth			Total	
	Households comprised only of members born in Antalya	Households comprised of members born in Antalya and other provinces	Households comprised only of members born outside of Antalya	Households comprised only of members living in Antalya since birth	Mixed households	Households comprised only of members not living in Antalya since birth		
	%	%	%	%	%	%	%	n
Assets								
Air conditioner	74.6	84.0	76.7	80.0	82.4	74.5	79.0	1164
Solar panels	78.0	78.1	78.4	80.2	77.3	77.7	78.3	1116
Dishwasher	53.4	67.5	62.3	56.4	66.8	64.0	62.9	957
Satellite dish	73.3	76.1	70.3	72.6	77.8	67.7	72.8	1074
Cable TV	9.2	14.5	17.4	11.8	13.8	19.4	15.2	215
Paid satellite TV	5.9	11.5	13.2	7.2	13.9	12.8	11.6	200
More than one TV	43.6	52.0	51.3	43.0	53.4	53.3	50.4	770
DVD player	27.2	36.2	31.9	24.8	42.2	29.4	32.8	514
Separate deep freezer	4.4	6.6	5.8	4.6	6.4	6.3	5.9	93
Computer	46.6	64.2	54.2	50.4	60.0	58.0	56.6	858
Internet connection	35.6	48.5	43.6	39.8	43.6	48.4	44.2	684
Household's total monthly income								
Less than 600 TL	9.9	5.5	4.5	6.7	6.1	4.3	5.7	74
600-799	16.5	11.1	15.8	16.7	12.1	14.5	14.3	194
800-999	19.3	16.8	15.9	18.2	17.3	14.9	16.7	225
1000-1999	44.5	40.4	36.2	41.3	36.3	39.4	38.8	561
2000-2999	6.5	17.9	16.6	12.0	17.3	16.8	15.6	253
3000-4999	2.5	7.0	8.6	4.2	9.1	7.6	7.2	116
More than 5000 TL	.8	1.3	2.4	.8	1.8	2.5	1.8	33
External aid								
Yes	2.2	1.3	2.2	1.9	1.6	2.1	1.8	25
No	97.8	98.7	97.8	98.1	98.4	97.9	98.2	1431
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	299135

3.2.1 Individual Information

In this section, findings pertaining to individuals aged between 15-29 years who were included in the household list and were eligible to be interviewed for the study. A questionnaire was used for 1,009 individuals eligible for an interview. Respondents were asked questions about their socio-demographic and economic qualities as well as the migration and work history. The study focused on migration and work status and the questions were built around these two areas, enabling in-depth probing. This section examines migration and work history in terms of key variables such as gender and age as well as the individual's work status at the time of the study and status of living in Antalya since birth.

Individual socio-demographics

This section discusses the socio-demographics of 1,009 individuals in the appropriate age group (15-29) for the individual interviews. In addition to key variables such as age and gender the status of work in the last month and living in Antalya since birth were used as independent variables to interpret the results.

Table 3.2.1. presents the distribution of individuals interviewed according to their last school attended by age, gender, status of living in Antalya since birth and status of work in the last month. Out of the individuals interviewed 11.0% have gone to primary school, 5.5 to secondary school, and 16.1% to elementary school, having the highest rate. In other words, 1 out of every 3 people has an educational level lower than high school. In general, it is seen that women have a lower educational level than men. While the rate of women with an education lower than high school stands at 36.35% this rate is 28.8% in men. On the other hand, the percentage of men attending vocational school, an educational institute focused on working life, is higher than in women (16.7% and 10.6%, respectively).

Individuals that have migrated to Antalya have higher rates than individuals born and living in Antalya since birth in terms of high school and higher education degrees. At this point, it is observed that outsiders coming to Antalya do not constitute a homogenous group but rather are comprised of lower-education and higher-education individuals.

Table 3.2.1. Last school attended by socio-demographic qualities.

	Last school attended											Total	
	Primary School	Secondary School	Elementary School	Regular High School	Anatolian/Science/Super High School	Private/Regular Science High School	Vocational High School	College	University	Graduate School	Other	%	n
Age													
15-19	.6	2.6	24.9	34.7	8.2	1.0	19.7	.2	6.6	.0	1.5	100.0	353
20-24	6.5	5.8	16.9	21.7	1.5	.1	10.8	9.6	27.1	.0	.0	100.0	328
25-29	23.4	7.6	8.1	19.7	.4	.0	11.0	4.3	21.6	3.6	.3	100.0	328
Gender													
Men	8.1	4.9	15.8	24.6	2.7	.3	16.7	5.1	20.0	1.3	.5	100.0	478
Women	13.9	6.1	16.3	25.2	3.7	.4	10.6	4.3	17.4	1.4	.6	100.0	531
Living in Antalya since birth													
Yes	6.5	3.2	17.2	31.5	4.8	.8	18.2	4.1	12.0	.3	1.4	100.0	371
No	13.8	6.9	15.3	21.0	2.2	.0	10.8	5.1	22.8	2.0	.1	100.0	638
Worked in the past month													
Yes	9.8	5.9	13.2	24.1	.7	.1	15.6	5.9	22.2	2.1	.5	100.0	445
No	12.1	5.2	18.5	25.7	5.4	.6	11.9	3.6	15.7	.7	.7	100.0	563
Total	11.0	5.5	16.1	24.9	3.2	.3	13.6	4.7	18.7	1.4	.6	100.0	1009

Individuals that did not continue into college or university after high school were asked the reasons for discontinuing their education. Individuals currently attending school or preparing for the university exam were excluded. Out of the individuals that discontinued their education before college or university, approximately 1 out of 3 people expressed that 'they were not interested / did not want to study'. 22.0% of the individuals interviewed expressed that they cut their education because their family could not pay for school. When examined the age groups for any similarities and differences, all three age groups expressed that they 'were not interested / did not want to study' at high rate. It is seen that as the age gets younger, this reason has a higher percentage. The two other most common reasons stated by men are 'I had to work' (20.2%) and 'my family could not pay for school' (19.0%). On the other hand, 'my family could not pay for school' ranks as the highest reason among women (24.5%) and 'my family did not want me to study (non-financial reasons)' (14.7%) comes in second.

While there are similarities among individuals living in Antalya since birth and those not living in Antalya since birth in terms of the reasons for not studying, it is seen that the most significant reason is related to families not giving permission. The rate of discontinuing education because of the parents' refusal is 4.6% in individuals living in Antalya since birth and 10.4% in the other group. When examined the reasons for discontinuing education on the basis of individuals that worked or did not work in the last month, the group that worked in the last month expressed that they 'had to work' (19.8%). This rate is 4.3% among individuals that did not work in the last month.

While 35.05 of primary school graduates or individuals with a lower education that have discontinued their education expressed that 'they were not interested / did not want to study' as a reason, the top reason among high school graduates was 'I could not pass the university exam' (28.0%). The most common reason for individuals graduated from a regular high school not continuing into higher education is also 'I could not pass the university exam' (26.9%). On the other hand, among the vocational high school graduates the top reason for not continuing to study is 'my family could not pay for school' (30.7%).

Table 3.2.2. Reasons for discontinuing education after high school according specific socio-demographic qualities.

	Top reason for discontinuing education											Total					
	%	%	%	%	%	%	%	%	%	%	%	%	%	n			
Age																	
15-19	40.6	15.8	.8	.6	.9	.0	3.7	.0	10.4	.0	.0	6.1	1.2	18.5	1.5	100.0	132
20-24	29.8	23.7	10.7	2.9	8.7	.7	3.4	.0	4.3	1.7	.0	3.9	2.7	7.5	.0	100.0	233
25-29	26.4	23.6	18.2	2.1	11.8	.0	2.1	.9	4.7	.8	.1	1.6	.0	4.7	3.0	100.0	307
Gender																	
Men	30.2	19.0	20.2	.9	.9	.0	3.4	.0	7.6	.9	.1	3.5	.7	11.0	1.6	100.0	316
Women	30.7	24.5	5.5	3.1	14.7	.4	2.4	.7	4.2	1.0	.0	3.1	1.5	6.5	1.7	100.0	356
Living in Antalya since birth																	
Yes	33.7	20.2	11.8	.7	4.6	.0	3.5	.4	8.3	.0	.0	6.8	.0	9.0	1.1	100.0	193
No	28.9	22.9	12.2	2.7	10.4	.4	2.5	.4	4.5	1.4	.1	1.6	1.7	8.3	2.0	100.0	479
Worked in the last month																	
Yes	34.1	20.5	19.8	1.3	2.4	.0	1.2	.6	7.8	.8	.1	5.3	.0	5.0	1.3	100.0	367
No	26.5	23.6	4.3	2.9	14.7	.5	4.5	.2	3.7	1.1	.0	1.4	2.3	12.1	2.1	100.0	304
Education																	
Primary school graduate or lower	35.0	26.3	11.0	.0	11.5	.3	2.7	.6	6.1	.0	.1	2.3	1.6	.0	2.4	100.0	302
High school graduate	20.0	12.0	14.6	6.9	1.5	.0	3.2	.0	5.0	3.1	.0	5.8	.0	28.0	.0	100.0	217
College +	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	100.0	153
Type of High School																	
Regular	22.1	11.1	14.6	5.7	1.7	.0	3.6	.0	5.8	3.6	.0	5.0	.0	26.9	.0	100.0	199
Vocational	11.0	30.7	19.8	.0	.0	.0	.0	.0	.0	.0	.0	19.2	.0	19.3	.0	100.0	133
Other	.0	.0	6.7	34.6	.0	.0	.0	.0	.0	.0	.0	.0	.0	58.7	.0	100.0	38
Total	30.5	22.0	12.1	2.1	8.5	.2	2.8	.4	5.7	.9	.1	3.3	1.1	8.5	1.7	100.0	672

Individuals interviewed as part of the study were asked whether they had attended a course or seminar to learn a profession or for upskilling. Table 3.2.3. shows the percentages, excluding individuals that are currently attending school or preparing for the university exam. Out of the individuals interviewed, while 24.0% expressed that they attended a course or seminar 76.0% stated that they did not any course or seminar. As the ages become older the rate of attending a course or seminar goes up. It is seen that the rate of participation in a course or seminar is higher in men than women, with 27.9% of individuals that worked in the last month attending a course or seminar. This rate is calculated as 19.2% for individuals that did not work in the last month. The rate of attending a course or seminar is higher among high school graduates than the other educational levels (31.8%). The primary school graduates or individuals with lower-education have the lowest rate (16.5%). It is observed that graduates from regular high schools have a lower rate of participation in a course or seminar compared with the other types of high schools.

Table 3.2.3. Attendance in a course or seminar to learn a profession or upskill by socio-demographic qualities.

	Attendance in a course or seminar to learn a profession or upskill		Total	
	Yes	No		
	%	%	%	n
Age				
15-19	14.0	86.0	100.0	132
20-24	22.2	77.8	100.0	233
25-29	28.7	71.3	100.0	307
Gender				
Men	25.4	74.6	100.0	316
Women	22.6	77.4	100.0	356
Living in Antalya since birth				
Yes	22.6	77.4	100.0	193
No	24.6	75.4	100.0	479
Worked in the last month				
Yes	27.9	72.1	100.0	367
No	19.2	80.8	100.0	304
Education				
Primary school graduate or lower education	16.5	83.5	100.0	302
High school graduate	31.8	68.2	100.0	217
College +	29.2	70.8	100.0	153
Type of High School				
Regular	28.1	71.9	100.0	199
Vocational	33.8	66.2	100.0	133
Other	34.6	65.4	100.0	38
Total	24.0	76.0	100.0	672

The types of courses or seminars attended to learn a profession or upskill are provided in Table 3.2.4. It is seen that the most common course attended are driving courses (23.1%) followed by accounting courses (22.8%). While the rate of participation in vocational courses stands at 18.4% this rate is 15.6% for foreign language courses. It is noteworthy that 1 out of every 10 individuals interviewed has attended a course to become a security personnel.

Table 3.2.4. Type of vocational or upskilling course attended by socio-demographic qualities.

	Foreign Language	Computer	Accounting	Vocational	On-the-job training, seminar	Wood painting, ceramics, painting, jewellery etc.	Driving	Truck driving	Sewing	Sports	Private Security Personnel	Other	Total
	%	%	%	%	%	%	%	%	%	%	%	%	n
Age													
15-19	*	*	*	*	*	*	*	*	*	*	*	*	16
20-24	14.2	22.2	5.9	24.9	9.8	3.4	18.5	.0	5.3	.0	14.5	10.1	50
25-29	14.4	24.9	7.0	14.7	9.3	1.2	27.9	.0	10.8	2.7	11.3	2.7	90
Gender													
Men	13.9	15.5	4.6	23.3	9.6	.0	27.5	.0	.0	2.7	12.1	7.3	76
Women	17.5	30.5	7.4	13.1	9.9	3.6	18.4	.0	16.7	3.7	10.0	4.4	80
Living in Antalya since birth													
Yes	8.4	8.1	5.6	14.1	10.7	2.7	35.2	.0	7.8	3.8	10.4	3.9	42
No	18.6	28.7	6.1	20.1	9.4	1.3	18.2	.0	8.1	3.0	11.4	6.6	114
Worked in the last month													
Yes	16.3	19.4	7.9	17.0	13.2	.4	20.5	.0	5.3	.7	15.4	7.1	96
No	14.4	28.9	2.3	20.9	3.6	4.2	27.9	.0	13.0	7.8	3.3	3.6	60
Education													
Primary school graduate or lower	2.9	5.8	.0	25.1	.0	2.4	29.4	.0	24.4	1.9	4.9	9.1	46
High School Graduate	21.4	28.0	.4	19.3	3.9	2.2	27.9	.0	.0	5.0	20.1	3.0	64
College+	22.8	36.4	23.4	7.7	33.0	.0	6.6	.0	.0	1.8	4.1	6.5	46
Type of High School													
Regular	28.8	30.6	13.2	13.4	14.1	2.2	17.6	.0	.0	6.4	14.6	3.2	56
Vocational	13.8	30.3	.0	17.9	13.1	.8	26.3	.0	.0	1.8	17.1	6.0	42
Other	*	*	*	*	*	*	*	*	*	*	*	*	12
Total	15.6	22.8	5.9	18.4	9.8	1.7	23.1	.0	8.0	3.2	11.1	5.9	156

Individuals interviewed as part of the study were asked about their marital status. Table 3.2.5. presents the marital status of individuals interviewed based on their socio-demographic qualities. At the time of the study, 2 out of every 3 people are single. The rate of married individuals rises as the ages go up. Out of the women interviewed, the rate of marriage is two times higher than that in men. The rate of marriage among individuals living in Antalya since birth is lower (19.4%) than outsider (40.0%).

Table 3.2.5. Marital status of respondents by socio-demographic qualities.

	Marital Status					Total	
	Married	Divorced	Widowed	Lives Separate	Single		
	%	%	%	%	%	%	n
Age							
15-19	2.1	.0	.0	.0	97.9	100.0	353
20-24	26.0	2.0	.0	.1	71.9	100.0	328
25-29	62.2	1.2	.4	.1	36.1	100.0	328
Gender							
Men	21.8	.4	.0	.0	77.8	100.0	478
Women	42.6	1.8	.3	.1	55.2	100.0	531
Living in Antalya since birth							
Yes	19.4	.7	.0	.0	79.9	100.0	371
No	40.0	1.3	.2	.1	58.4	100.0	638
Worked in the last month							
Yes	33.4	1.7	.0	.1	64.9	100.0	445
No	31.4	.5	.3	.1	67.7	100.0	563
Education							
Primary school graduate or lower	35.4	.5	.3	.1	63.7	100.0	491
High School Graduate	25.3	2.1	.0	.0	76.2	100.0	365
College+	38.6	.5	.0	.2	60.7	100.0	153
Type of High School							
Regular	30.3	1.2	.0	.0	68.5	100.0	282
Vocational	27.6	2.4	.0	.0	70.1	100.0	174
Other	29.4	1.5	.0	.5	68.6	100.0	61
Total	32.3	1.1	.2	.1	66.4	100.0	1009

3.2.2 Migration and Mobility

This section of the study examines the migration movements, lasting at least 12 months, of respondents after the age of 15. Migration for 12 months or more is defined as migration. Table 3.2.6. shows the migration rates for 12 months or more for individuals after the age of 15. One out of every 3 people expressed that they migrated for at least 12 months after the age of 15. As the age increases the rate of relocation rises, as expected. On the other hand, the higher rates of migration among women is an unexpected outcome. While 40.2% of the individuals that worked in the last month relocated, 27.7% of the individuals that did not work in the last month relocated. It is seen that individuals with college or higher education have significantly higher relocation rates than individuals with lower educational levels. Vocational school graduates are less mobile compared with the other types of high schools.

Table 3.2.6. Relocation for 12 months or more after the age of 15 by socio-demographic qualities.

	Relocated after 15 years of age		Total	
	Yes	No		
	%	%	%	n
Age				
15-19	12.4	87.6	100.0	353
20-24	33.4	66.6	100.0	328
25-29	50.9	49.1	100.0	328
Gender				
Men	28.8	71.2	100.0	478
Women	38.2	61.8	100.0	531
Living in Antalya since birth				
Yes	.0	100.0	100.0	371
No	53.5	46.5	100.0	638
Worked in the last month				
Yes	40.2	59.8	100.0	445
No	27.7	72.3	100.0	563
Education				
Primary school graduate or lower	26.4	73.6	100.0	491
High School Graduate	31.0	69.0	100.0	365
College+	64.5	35.5	100.0	153
Type of High School				
Regular	43.2	56.8	100.0	282
Vocational	35.8	64.2	100.0	174
Other	42.5	57.5	100.0	61
Total	33.5	66.5	100.0	1009

Table 3.2.7. presents findings related to migration after 15 years of age based on various socio-demographic qualities. The average number of relocations for all individuals is 0.5. The average number of relocations increases with age. It is seen that men migrate less than women. The population with college or higher education relocate once on average. The average number of relocations is 1.5 among the migrant population. On the other hand, the average time spent in the place of relocation is calculated as 43.8 months. The average time spent rises with age. It is seen that women spend more time in the place of relocation than men. On the other hand, the time spent in the place of relocation also rises as the educational status increases.

Table 3.2.7. Average number of relocations for all individuals, average number of relocations for migrant individuals, maximum number of relocations, and average time spent in place of relocation for relocations lasting at least 12 months after the age of 15 by socio-demographic qualities.

	Average number of relocations for all individuals	Migrant individuals		
		Average number of relocations	Maximum number of relocations	Average time spent in place of relocation
Age				
15-19	0.2	1.4	3	19.9
20-24	0.5	1.4	4	37.5
25-29	0.8	1.5	7	51.5
Gender				
Men	0.4	1.5	4	39.9
Women	0.6	1.5	7	46.8
Living in Antalya since birth				
Yes	-	.-	.-	.-
No	0.8	1.5	7	43.8
Worked in the last month				
Yes	0.6	1.5	7	44.2
No	0.4	1.4	4	43.2
Education				
Primary school graduate or lower	0.4	1.4	4	41.6
High School Graduate	0.4	1.4	7	42.2
College+	1.0	1.6	4	48.2
Type of High School				
Regular	0.7	1.5	7	43.1
Vocational	0.5	1.5	3	48.8
Other	0.7	1.7	4	47.5
Total	0.5	1.5	7	43.8

As part of the study, all migration movements lasting at least 12 months after the age of 15 were recorded. Table 3.2.8. presents the reasons for migration by socio-demographic qualities. While 'job search or establishing a business' (19.9%) is the top reason for migration, this is followed by 'education' (18.5%). It is seen that 'job search or establishing a business' increases with age. One out of every 3 men stated that around one of their relocations was for this purpose. On the other hand, migration due to education is seen at younger ages. Migration movements for 'educational' purposes are higher in men than women.

On the other hand, the rate of marriage reported as a reason for migration is very high in particular in women, individuals that have not worked in the last month, and individuals with primary school or lower education. While 'parent's job search/offer' stands out among the family-related reasons, it is seen that 1 out of every 10 relocations is for this purpose.

Table 3.2.8. Reasons for migration lasting 12 months or more after the age of 15 by socio-demographic qualities.

	Reason for migration														
	Marriage	Education	Job Search / establish a business	Job Change	Appointment	Return to homeland	Antalya as a centre of attraction	Retirement	Other personal reasons	Spouse reunification	Spouse's job change	Spouse's appointment	Spouse's job search/offer	Spouse's death/divorce	Other spouse related reasons
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
Age															
15-19	5.5	24.9	3.6	.0	.0	3.1	.0	.0	.0	.0	.0	.0	.0	.0	.0
20-24	13.0	25.8	13.5	3.0	.0	8.1	.6	.0	.1	1.8	3.8	.0	.9	.2	.8
25-29	20.0	13.5	26.3	5.3	.6	7.3	.2	.0	.1	2.7	2.8	.0	.9	.6	.0
Gender															
Men	.6	23.7	31.7	8.5	.0	6.8	.3	.0	.0	.0	.0	.0	.0	.0	.0
Women	28.6	14.4	10.7	.5	.6	7.2	.4	.0	.2	3.8	5.1	.0	1.5	.7	.4
Living in Antalya since birth															
Yes	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
No	16.3	18.5	19.9	4.0	.4	7.1	.3	.0	.1	2.1	2.8	.0	.8	.4	.2
Worked in the last month															
Yes	8.8	18.1	30.0	6.8	.6	8.2	.3	.0	.0	1.3	.8	.0	.0	.7	.0
No	26.9	19.1	5.6	.0	.0	5.5	.5	.0	.2	3.2	5.7	.0	2.0	.0	.6
Education															
Primary school graduate or lower	35.4	1.0	20.1	1.7	.0	3.8	.2	.0	.0	3.0	3.1	.0	2.2	.1	.6
High School Graduate	6.1	22.8	20.7	3.1	.0	5.7	.9	.0	.0	1.1	3.7	.0	.0	1.1	.0
College+	3.2	35.5	19.1	7.8	1.1	12.4	.0	.0	.3	2.0	1.7	.0	.0	.0	.0
Type of High School															
Regular	4.4	31.7	18.3	2.6	.0	9.7	.5	.0	.1	1.7	3.7	.0	.0	.0	.0
Vocational	5.7	20.5	18.9	7.3	1.9	10.0	.4	.0	.2	1.8	.4	.0	.0	1.8	.0
Other	3.5	34.5	31.4	14.5	.0	4.1	.0	.0	.0	.0	3.5	.0	.0	.0	.0
Total	16.3	18.5	19.9	4.0	.4	7.1	.3	.0	.1	2.1	2.8	.0	.8	.4	.2

Table 3.2.8. Reasons for migration lasting 12 months or more after the age of 15 by socio-demographic qualities (continued).

	Reason for migration									Total	
	Reunification with parents	Parent's job change	Parent's appointment	Parent's job search/offer	Parents' death/divorce	Family conflict	Other parent related reasons	Health problems	Other	%	n
	%	%	%	%	%	%	%	%	%	%	n
Age											
15-19	13.4	9.2	2.1	24.9	8.4	.0	4.2	.8	.0	100.0	78
20-24	8.5	2.6	2.0	13.1	.0	.0	.8	.6	.8	100.0	218
25-29	4.1	5.2	3.1	6.1	.0	.4	.6	.1	.1	100.0	360
Gender											
Men	5.1	5.4	2.4	12.6	1.3	.2	.8	.0	.6	100.0	262
Women	7.5	4.4	2.8	8.4	.6	.2	1.3	.7	.1	100.0	394
Living in Antalya since birth											
Yes	-	-	-	-	-	-	-	-	-	-	-
No	6.5	4.8	2.6	10.2	.9	.2	1.0	.4	.3	100.0	656
Worked in the last month											
Yes	5.7	5.6	1.7	10.0	.0	.4	.5	.1	.4	100.0	364
No	7.5	3.8	4.0	10.6	2.2	.0	1.8	.7	.2	100.0	292
Education											
Primary school graduate or lower	7.1	7.9	.3	10.5	1.6	.0	.7	.0	.7	100.0	222
High School Graduate	9.1	3.3	5.2	13.3	.9	.4	1.4	1.2	.3	100.0	216
College+	3.0	2.6	3.0	6.9	.0	.4	1.2	.0	.0	100.0	218
Type of High School											
Regular	5.3	3.3	4.9	11.1	.8	.4	1.0	.2	.2	100.0	246
Vocational	8.0	3.5	3.6	12.4	.0	.6	1.5	1.5	.0	100.0	121
Other	5.1	.0	1.7	.0	.0	.0	1.9	.0	.0	100.0	65
Total	6.5	4.8	2.6	10.2	.9	.2	1.0	.4	.3	100.0	656

The individuals interviewed were asked whether they intend to migrate to another place to live or work within 5 years of the study date. The responses are presented in Table 3.2.9. Around 1 out of every 10 people expressed an intention to migrate. The intention to migrate is double in the 15-24-year-old group than the 25-29-year-old group. It is seen that the intention to migrate is higher in individuals born and raised in Antalya compared with outsiders and that it increases with higher educational levels. Out of the individuals that have not worked in the last month 11.7% intend to migrate. This rate is 8.9% in individuals that have worked in the last month. Although not shown in the table, more than half of the individuals intending to migrate expressed their intention for education purposes (36.7%)

and (28.1%) to search/find a job. Two other highly rated reasons are job change (10.4%) and return to homeland (10.4%). Individuals intending to migrate expressed that they would like to migrate within 2 years on average. Only 4% of the individuals expressed that they would like to live in the planned destination for the rest of their lives. 79.5% of the individuals stated that they themselves are influential on the decision to migrate.

Table 3.2.9. Intention to migrate within 5 years of the study date by socio-demographic qualities.

	Intention to migrate		Total	
	Yes	No		
	%	%	%	n
Age				
15-19	12.7	87.3	100.0	353
20-24	12.8	87.2	100.0	328
25-29	6.5	93.5	100.0	328
Gender				
Men	11.6	88.4	100.0	478
Women	9.2	90.8	100.0	531
Living in Antalya since birth				
Yes	7.4	92.6	100.0	371
No	12.2	87.8	100.0	638
Worked in the last month				
Yes	8.9	91.1	100.0	445
No	11.7	88.3	100.0	563
Education				
Primary school graduate or lower	8.6	91.4	100.0	491
High School Graduate	10.6	89.4	100.0	365
College +	16.3	83.7	100.0	153
Type of High School				
Regular	12.9	87.1	100.0	282
Vocational	9.9	90.1	100.0	174
Other	17.4	82.6	100.0	61
Total	10.4	89.6	100.0	1009

3.2.3 Labour Force Participation

This section presents findings related to the labour force participation of individuals interviewed. Respondents were asked whether they worked before the study date. Around 2 out of every 3 people expressed that they worked (Table 3.2.10.). While the rate of previous work rises with age, 3 out of every 4 men and 2 out of every 4 women have worked. Outsiders reported higher rates than locals born and raised in Antalya (69.0% and 55.7%, respectively). The level of work experience increases with education. Out of the individuals currently attending school 37.5% stated that they worked. As expected, the labour force participation rate is higher in vocational high school graduates than other types of high schools.

Table 3.2.10. Previous work experience before study date by socio-demographic qualities.

	Worked before the study date		Total	
	Yes	No		
	%	%	%	n
Age				
15-19	36.5	63.5	100.0	353
20-24	67.2	32.8	100.0	328
25-29	83.8	16.2	100.0	328
Gender				
Men	75.6	24.4	100.0	478
Women	52.8	47.2	100.0	531
Living in Antalya since birth				
Yes	55.7	44.3	100.0	371
No	69.0	31.0	100.0	638
Worked in the last month				
Yes	100.0	.0	100.0	445
No	32.6	67.4	100.0	563
Education				
Student	37.5	62.5	100.0	337
Primary school graduate or lower	67.4	32.6	100.0	302
High School Graduate	78.2	21.8	100.0	217
College +	86.9	13.1	100.0	153
Type of High School				
Regular	71.6	28.4	100.0	282
Vocational	79.6	20.4	100.0	174
Other	57.2	42.8	100.0	61
Total	64.0	36.0	100.0	1009

Individuals that worked before the study date were asked how they were recruited in their last job. The most common type of recruitment was through a friend/acquaintance (37.0%). While 31.1% of the individuals expressed they were recruited through their relatives, recruitment by recommendation followed with 22.8%. Nine out of every 10 people interviewed stated that they were recruited through a relative, acquaintance, friend or recommendation. While individuals aged younger than 25 years predominantly find a job through family, relatives, acquaintance or friends the

rate of recruitment through recommendation is higher in the 25-29 age group as they probable have more work experience. Individuals born and raised in Antalya reported higher rates of recruitment through family, relatives, friends or acquaintances than outsiders. On the other hand, outsiders reported a higher rate of recruitment by recommendation than individuals born and raised in Antalya.

Table 3.2.11. Manner of recruitment is last job by socio-demographic qualities.

	Through family, relative	Through friend, acquaintance	Through professional association	News ad	ISKUR application	Street ads or shop window ads	Online (human resources web-sites)	Exam and/or interview	By recommendation	Other	Total	n
	%	%	%	%	%	%	%	%	%	%		
Age												
15-19	41.6	35.2	.0	.0	.0	.8	.0	6.9	16.3	5.9	100.0	126
20-24	30.3	46.3	.0	3.0	.8	.0	2.2	7.1	17.5	3.3	100.0	217
25-29	27.8	31.3	.1	2.3	.0	.0	5.7	4.3	28.7	3.7	100.0	275
Gender												
Men	33.2	36.9	.0	2.3	.0	.1	2.9	6.2	22.6	3.1	100.0	341
Women	28.1	37.2	.2	1.8	.6	.1	4.5	4.9	23.2	5.1	100.0	277
Living in Antalya since birth												
Yes	38.1	42.4	.0	1.0	.0	.0	2.2	4.5	19.5	1.5	100.0	194
No	27.7	34.5	.1	2.7	.4	.2	4.2	6.2	24.4	5.1	100.0	424
Worked in the last month												
Yes	29.4	34.2	.1	2.6	.4	.1	4.4	6.8	25.0	4.3	100.0	445
No	35.5	44.5	.0	.8	.0	.2	1.4	2.6	17.1	3.1	100.0	173
Education												
Student	28.6	44.1	.0	3.1	.3	.0	2.9	5.5	23.1	2.1	100.0	119
Primary school graduate or lower	36.8	45.1	.0	.4	.0	.4	.0	3.7	19.2	1.3	100.0	203
High School Graduate	31.8	33.8	.0	2.0	.8	.0	4.7	8.0	20.5	6.0	100.0	163
College+	21.7	20.6	.4	4.6	.0	.0	9.0	6.1	32.5	7.5	100.0	133
Type of High School												
Regular	26.5	33.5	.0	6.4	.9	.0	2.2	2.6	26.6	4.3	100.0	193
Vocational	25.8	27.0	.3	.2	.0	.0	8.5	12.6	25.6	8.8	100.0	133
Other	16.8	32.2	.0	.0	.0	.0	22.2	4.5	26.5	2.9	100.0	35
Total	31.1	37.0	.1	2.1	.3	.1	3.6	5.7	22.8	3.9	100.0	1009

The work data pertaining to individuals interviewed in the study was collected for the past five years. Table 3.2.12. presents the average number of jobs and the average time worked in the past five years. It is seen that the time worked increases with age and that men work in longer jobs than women. Outsiders reported longer by 4 months on average compared with individuals born and raised in Antalya. While individuals that worked in the last month spent 31.4 months on average in their job, this rate was 9.6 months in individuals that did not work. Primary school graduates and lower-educated individuals reported an average time of 35.9 months, high school graduates 27.0 months, and college and higher education graduates 29.6 months. Individuals currently studying reported that they spent 11.7 months on average in the job(s) they worked in the past five years. While there are no significant differences in terms of the average months worked, it is seen that there is decline in the number of jobs as age increases.

Table 3.2.12. Average number of jobs and the average time worked in the past five years by socio-demographic qualities.

	Average time worked (months)	Average number of jobs
Age		
15-19	10.4	1.2
20-24	23.0	1.2
25-29	37.9	1.2
Gender		
Men	31.7	1.2
Women	20.9	1.2
Living in Antalya since birth		
Yes	25.2	1.2
No	29.2	1.2
Worked in the last month		
Yes	31.4	1.2
No	9.6	1.1
Education		
Student	11.7	1.2
Primary school graduate or lower	35.9	1.2
High School Graduate	27.0	1.2
College+	29.6	1.1
Type of High School		
Regular	26.6	1.2
Vocational	24.6	1.2
Other	26.1	1.1
Total	27.8	1.2

Table 3.2.13. presents the sectors in which individuals worked, their workplace status and social security status in the past five years. It is seen that the services sector has the largest share among the respondents (87.9%). While 9.0% of the jobs are in the industry sector the jobs in the agriculture sector stand at a mere 3.1%. Women have higher percentages both in the agriculture and service sector than men. Out of the individuals that did not work in the last month, 94.0% of their jobs in the past five years are in the service sector. This rate is 86.2% for the individuals that worked in the last month. The rate of jobs in the industry sector is higher among the 25-29 age group, men, individuals born

and raised in Antalya, primary school graduates and lower-education individuals, and vocational high school graduates compared with the other groups. While the agriculture sector has the lowest share among all sectors the highest percentages are among the 15-19 age group, women, and primary school graduates and lower-education individuals.

Looking at the work data pertaining to the past five years, it is seen that 95.2% of the jobs are in the private sector. It is observed that the rate of jobs in the public sector increases with age. The rate of women working in the public sector is higher than that of men (7.2% and 2.7%, respectively). While the rate of public jobs is 12.6% among individuals with a college or higher education degree this rate stands at 1.6% among primary school graduates and lower-education individuals.

Table 3.2.13. Sectors worked in, workplace status and social security status in the past five years by socio-demographic qualities.

	Sector			Workplace Status			Employee Status				Total	
	Agriculture	Industry	Service	Public	Private	Other	Paid	Employer	Self-employed	Unpaid family worker	%	n
	%	%	%	%	%	%			%	%	%	n
Age												
15-19	4.2	9.9	85.9	.0	99.3	.7	87.0	.6	2.4	10.0	100.0	158
20-24	3.9	6.8	89.3	3.3	95.5	1.2	93.5	2.3	2.4	1.8	100.0	266
25-29	2.0	10.3	87.7	6.7	93.2	.1	87.1	2.9	7.0	3.0	100.0	316
Gender												
Men	2.2	10.9	86.8	2.7	96.4	.9	87.5	2.4	6.2	3.8	100.0	452
Women	4.6	5.4	90.0	7.2	92.8	.0	92.4	1.9	1.6	4.1	100.0	288
Living in Antalya since birth												
Yes	3.1	13.0	83.9	3.2	96.4	.4	89.5	1.5	4.9	4.1	100.0	242
No	3.0	7.0	90.0	4.8	94.5	.7	89.1	2.6	4.4	3.8	100.0	498
Worked in the last month												
Yes	3.6	9.6	86.8	4.3	95.3	.3	88.5	2.6	4.7	4.2	100.0	615
No	.3	5.7	94.0	3.8	94.1	2.1	93.4	.4	4.0	2.2	100.0	125
Education												
Student	2.8	3.5	93.7	3.2	96.8	.0	93.3	.8	1.7	4.2	100.0	157
Primary school graduate or lower	5.5	18.7	75.8	1.6	97.0	1.4	86.6	2.0	4.7	6.8	100.0	220
High School Graduate	1.7	5.9	92.4	2.4	97.2	.4	91.5	3.3	4.2	1.1	100.0	204
College+	1.2	2.6	96.2	12.6	87.4	.0	86.4	2.5	7.8	3.2	100.0	159
Type of High School												
Regular	2.3	2.4	95.3	4.3	95.7	.0	88.7	2.5	6.8	2.0	100.0	251
Vocational	.8	6.8	92.4	7.3	92.2	.6	92.5	3.5	2.5	1.5	100.0	164
Other	(.0)	(3.6)	(96.4)	(19.2)	(80.8)	(.0)	(92.5)	(.0)	(7.5)	(.0)	(100.0)	34
Total	3.1	9.0	87.9	4.3	95.2	.6	89.2	2.3	4.6	3.9	100.0	740

On the other hand, it is seen that individuals are registered with a social security institution in 90% of the jobs (Table 3.2.14). While the rate of registration increases with age 2 out of every 5 people in the 15-19 age group are not registered with a social security institution. It is observed that the rate of men working without social security is higher than women. Similarly, the rate of working with social security is higher in individuals born and raised in Antalya than outsiders. Out of the jobs that college and higher education graduates have worked in, it is seen that 98.3% provided social security.

Table 3.2.14. Registration with a social security institution in the jobs worked in the past five years by socio-demographic qualities.

	Social Security		Total	
	No	Yes		
	%	%	%	n
Age				
15-19	19.5	80.5	100.0	158
20-24	9.3	90.7	100.0	266
25-29	6.6	93.4	100.0	316
Gender				
Men	11.8	88.2	100.0	452
Women	6.7	93.3	100.0	288
Living in Antalya since birth				
Yes	13.8	86.2	100.0	242
No	8.1	91.9	100.0	498
Worked in the last month				
Yes	8.0	92.0	100.0	615
No	20.7	79.3	100.0	125
Education				
Student	10.1	89.9	100.0	157
Primary school graduate or lower	12.8	87.2	100.0	220
High School Graduate	12.2	87.8	100.0	204
College+	1.7	98.3	100.0	159
Type of High School				
Regular	5.5	94.5	100.0	251
Vocational	11.7	88.3	100.0	164
Other	(4.7)	(95.3)	100.0	34
Total	10.0	90.0	100.0	740

Individuals currently working were asked about the satisfying and unsatisfying sides of their jobs. Table 3.2.15. shows the most unsatisfying aspects of their jobs. While 47.7% of the individuals did not express any unsatisfying sides 27.7% stated that the money they earn is not sufficient. The rate of individuals expressing insufficient pay increases with age and this rate is higher in primary school graduates and lower-education individuals (37.5%). While 15.0% of the individuals expressed dissatisfaction due to long working hours, 13.9% expressed that they were not happy with the burdensome working conditions.

Table 3.2.15. Satisfying/unsatisfying sides of current job by socio-demographic qualities.

	There are no unsatisfying aspects	I like my job	I can't get promoted	The money I make isn't sufficient	My job is very stressful	I don't like my social status due to my job	I don't have social security	The working conditions are burdensome	The working hours are very long	Other	Total
	%	%	%	%	%	%	%	%	%	%	%
Age											
15-19	53.5	3.2	1.8	16.3	4.3	1.3	6.9	13.9	14.4	4.7	126
20-24	53.6	8.9	5.8	23.3	7.2	1.3	3.7	9.6	14.7	1.6	217
25-29	42.2	5.0	5.1	34.0	15.2	2.7	4.5	16.6	15.3	2.2	275
Gender											
Men	49.3	6.3	5.3	28.8	10.7	2.1	4.3	11.8	13.6	2.2	341
Women	44.4	5.4	3.7	25.7	11.2	1.9	5.2	18.5	17.7	2.8	277
Living in Antalya since birth											
Yes	52.8	3.2	4.6	25.2	5.5	1.9	2.9	11.2	14.8	4.6	194
No	45.3	7.3	4.9	29.0	13.4	2.1	5.4	15.2	15.1	1.3	424
Worked in the last month											
Yes	47.7	6.0	4.8	27.8	10.9	2.0	4.6	13.9	15.0	2.4	445
No	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	173
Education											
Student	47.5	2.8	1.8	28.3	9.1	.0	6.6	10.8	14.5	2.8	119
Primary school graduate or lower	39.1	9.0	4.6	37.5	5.5	1.7	6.6	17.0	18.6	2.8	203
High School Graduate	54.6	7.1	7.7	22.5	12.3	1.3	2.2	10.3	12.8	.6	163
College+	51.8	2.1	3.3	19.4	18.4	4.9	3.4	16.2	12.6	3.8	133
Type of High School											
Regular	52.0	4.1	5.3	20.1	13.4	3.5	2.4	15.4	12.9	3.4	193
Vocational	53.8	4.9	6.8	28.1	13.0	.0	4.8	9.6	14.4	.8	133
Other	56.1	9.9	.0	.0	24.1	8.8	4.1	7.6	9.5	.0	35
Total	47.7	6.0	4.8	27.8	10.9	2.0	4.6	13.9	15.0	2.4	618

Table 3.2.16. presents the satisfying sides of the current job. While 11.7% individuals did not report any satisfying side, 'liking the job' ranked highest (42.8%). Around 1 out of every 3 people stated that they were satisfied because they had social security. The rate of social security increases with age and is higher in women than men. Working in a nice workplace (21.8%), being on good terms with colleagues (17.4%) and convenient working hours (17.1%) stand out as the top reasons.

Table 3.2.16. Satisfying/unsatisfying aspects of current job by socio-demographic qualities.

	There are no unsatisfying aspects	I like my job	I make good money/my pay is sufficient	The working hours are convenient	The working hours are convenient	I have social security	My working environment /workplace is nice	I have good relationships with my colleagues	Other	Total
	%	%	%	%	%	%	%	%	%	%
Age										
15-19	15.1	49.3	14.8	15.2	6.8	16.2	19.6	17.2	1.3	126
20-24	11.5	42.9	9.6	19.8	13.7	30.9	23.5	18.0	.9	217
25-29	10.8	40.9	16.9	16.0	11.3	37.6	21.4	17.0	2.1	275
Gender										
Men	12.8	42.6	14.2	17.6	11.0	30.0	20.8	18.2	2.3	341
Women	9.5	43.3	14.1	16.1	12.1	36.4	23.9	15.7	.0	277
Living in Antalya since birth										
Yes	9.5	40.8	16.0	15.7	7.8	29.0	17.2	21.8	2.0	194
No	12.8	43.8	13.4	17.7	13.1	33.6	23.9	15.3	1.4	424
Worked in the last month										
Yes	11.7	42.8	14.2	17.1	11.4	32.1	21.8	17.4	1.6	445
No	.0	.0	.0	.0	.0	.0	.0	.0	.0	173
Education										
Student	8.6	45.0	9.7	14.6	11.8	35.4	25.6	17.5	1.4	119
Primary school graduate or lower	18.1	36.3	7.2	19.3	13.6	24.2	22.4	19.5	1.9	203
High School Graduate	11.2	38.4	15.0	18.2	12.1	35.1	17.5	18.3	1.0	163
College+	4.8	57.3	27.0	14.0	6.7	38.1	24.0	12.8	1.9	133
Type of High School										
Regular	11.3	40.4	22.4	13.5	11.0	39.5	20.7	16.1	2.2	193
Vocational	6.4	52.7	10.1	17.0	11.4	34.7	18.0	16.3	.0	133
Other	.0	39.1	47.6	27.2	.0	40.5	45.9	15.1	.0	35
Total	11.7	42.8	14.2	17.1	11.4	32.1	21.8	17.4	1.6	618

Individuals interviewed in the study were asked whether they have any savings and the findings are presented in Table 3.2.17. Only 7.8% of the individuals reported savings and 92.2% reported no savings. As expected, the percentage of savers increases with age. The same holds true for higher education levels, with 1 out of every 4 individuals with a college or higher degree reporting savings. The 71 individuals reporting savings were asked how they generated their savings. Although not presented in the table, 38.3% expressed that they saved money in the bank, 25.4% invested in real estate and 11.3% invested in bank instruments. Gold and foreign currency were reported as savings instruments, 8.2% and 6.8%, respectively.

Table 3.2.17. Savings before the study date by socio-demographic qualities.

	Has Savings		Total	
	Yes	No		
	%	%	%	n
Age				
15-19	2.6	97.4	100.0	353
20-24	6.4	93.6	100.0	328
25-29	13.3	86.7	100.0	328
Gender				
Men	8.3	91.7	100.0	478
Women	7.3	92.7	100.0	531
Living in Antalya since birth				
Yes	5.9	94.1	100.0	371
No	8.9	91.1	100.0	638
Worked in the last month				
Yes	12.0	88.0	100.0	445
No	4.2	95.8	100.0	563
Education				
Student	3.8	96.2	100.0	337
Primary school graduate or lower	4.6	95.4	100.0	302
High School Graduate	6.5	93.5	100.0	217
College+	25.3	74.7	100.0	153
Type of High School				
Regular	11.5	88.5	100.0	282
Vocational	10.6	89.4	100.0	174
Other	14.9	85.1	100.0	61
Total	7.8	92.2	100.0	1009

The individuals interviewed as part of the study were asked whether they were ever unemployed, are aware of unemployment benefits, and they enjoyed unemployment benefits. Two out of every 3 people reported that they heard of unemployment insurance. The awareness of unemployment insurance rises with age and educational level. 19.8% of the individuals expressed that they were unemployed before the study date. It is seen that the rate of unemployment increases with age and educational levels. Men have a higher rate of unemployment than women (24.2% and 15.8%, respectively). In terms of benefitting from unemployment insurance, 2.9% of the people reported that they benefited from unemployment insurance. While the rate of unemployment insurance is higher in men, an increase is also observed with older age.

Table 3.2.18. Unemployment insurance knowledge, unemployment insurance utilisation and unemployment until study date by socio-demographic qualities.

	Knowledge about unemployment insurance		Unemployment Insurance			Unemployment until study date		Total	
	Yes	No	Haven't heard about unemployment insurance	Yes	No	Yes	No		
	%	%	%	%	%	%	%	%	%
Age									
15-19	11.1	88.9	88.9	.8	10.3	8.2	91.8	100.0	353
20-24	29.0	71.0	71.0	1.8	27.2	22.5	77.5	100.0	328
25-29	49.8	50.2	50.2	4.7	45.1	29.8	70.2	100.0	328
Gender									
Men	34.0	66.0	66.0	2.1	32.0	24.2	75.8	100.0	478
Women	35.4	64.6	64.6	4.0	31.4	15.8	84.2	100.0	531
Living in Antalya since birth									
Yes	32.0	68.0	68.0	2.6	29.4	11.7	88.3	100.0	371
No	35.8	64.2	64.2	3.1	32.8	24.5	75.5	100.0	638
Worked in the last month									
Yes	36.6	63.4	63.4	2.7	33.9	28.2	71.8	100.0	445
No	29.5	70.5	70.5	3.5	26.0	13.3	86.7	100.0	563
Education									
Student	32.8	67.2	67.2	5.9	26.9	10.6	89.4	100.0	337
Primary school graduate or lower	18.2	81.8	81.8	.5	17.7	20.6	79.4	100.0	302
High School Graduate	39.3	60.7	60.7	4.3	35.0	24.8	75.2	100.0	217
College+	55.6	44.4	44.4	2.3	53.4	31.3	68.7	100.0	153
Type of High School									
Regular	47.2	52.8	52.8	3.6	43.5	23.3	76.7	100.0	282
Vocational	43.6	56.4	56.4	4.5	39.1	26.2	73.8	100.0	174
Other	51.4	48.6	48.6	5.7	45.7	20.3	79.7	100.0	61
Total	34.6	65.4	65.4	2.9	31.7	19.8	80.2	100.0	1009

The age and sector of first employment was asked in the scope of work experience and the results are presented according to socio-demographic qualities in Table 3.2.19. The average age of first employment was calculated as 18.2. It is seen that the first age of unemployment goes down as the age group gets younger. While women start working 2 years younger than men the age of first employment increases with age, as expected. It is seen that vocational high school graduates begin to work 1 year younger than other high school graduates. While 95% of the first jobs are in the private sector, this rate is only 4.5% for the public sector.

Table 3.2.19. Age and sector of first employment by socio-demographic qualities.

	First sector					
	Age of first job (average)	Public	Private	Other	Total	
	%	%	%	%	%	%
Age						
15-19	15.4	3.1	96.3	.5	100.0	353
20-24	18.4	3.5	95.9	.6	100.0	328
25-29	19.6	7.0	93.0	.0	100.0	328
Gender						
Men	17.4	5.1	94.9	.0	100.0	478
Women	19.5	3.9	95.4	.8	100.0	531
Living in Antalya since birth						
Yes	17.0	1.5	97.5	1.0	100.0	371
No	18.9	6.4	93.6	.0	100.0	638
Worked in the last month						
Yes	18.3	6.2	93.8	.0	100.0	445
No	18.0	3.1	96.2	.6	100.0	563
Education						
Student	17.3	3.2	96.2	.5	100.0	337
Primary school graduate or lower	16.4	4.9	95.1	.0	100.0	302
High School Graduate	18.4	5.3	93.9	.9	100.0	217
College+	21.4	5.6	94.4	.0	100.0	153
Type of High School						
Regular	19.9	2.7	96.6	.7	100.0	282
Vocational	18.9	5.2	94.8	.0	100.0	174
Other	21.0	9.5	90.5	.0	100.0	61
Total	18.2	4.5	95.1	.4	100.0	1009

3.2.4 Perception of Work and Employment

This section presents the perceptions of individuals regarding work and employment. It is believed that their perception in working life has a direct or indirect impact on their choice of profession and job, living conditions, migration and mobility.

Individuals were asked the best sectors to work in Antalya. The results are presented in Table 3.2.20. While nearly half of the respondents reported tourism as the best sector, this percentage goes down with age. Out of the individuals that did not work in the past month 23.7% believe the service sector is the best sector. In contrast to the tourism sector, this percentage increases with age.

Table 3.2.20. The best sectors to work in Antalya by socio-demographic qualities.

	Best sector to work in Antalya						Total	
	Agriculture	Industry	Service	Construction	Tourism	No knowledge/idea	% n	
	%	%	%	%	%	%		
Age								
15-19	.8	2.8	17.8	3.1	57.2	18.1	100.0	353
20-24	4.0	3.4	25.3	5.8	45.1	16.5	100.0	328
25-29	3.7	3.4	28.4	6.4	42.7	15.5	100.0	328
Gender								
Men	2.7	4.0	25.5	7.1	47.7	13.0	100.0	478
Women	2.8	2.4	22.0	3.2	49.3	20.2	100.0	531
Living in Antalya since birth								
Yes	2.4	4.9	22.1	4.6	49.1	17.0	100.0	371
No	3.0	2.2	24.6	5.3	48.3	16.6	100.0	638
Worked in the last month								
Yes	3.1	3.8	30.1	7.2	45.2	10.6	100.0	445
No	2.3	2.7	18.7	3.4	51.3	21.7	100.0	563
Education								
Student	1.2	3.0	21.4	3.0	54.9	16.6	100.0	337
Primary school graduate or lower	6.3	3.3	17.5	2.6	43.7	26.5	100.0	302
High School Graduate	.5	4.1	26.3	6.5	52.1	10.6	100.0	217
College+	2.6	2.0	37.3	12.4	39.2	6.5	100.0	153
Type of High School								
Regular	1.8	2.1	31.9	7.1	45.4	11.7	100.0	282
Vocational	1.7	4.0	28.2	6.9	52.3	6.9	100.0	174
Other	1.6	1.6	29.5	11.5	49.2	6.6	100.0	61
Total	2.8	3.2	23.7	5.1	48.6	16.7	100.0	1009

Individuals were asked the reasons why they believed a sector was the best sector. Except for tourism, job continuity ranked as an important reason in all sectors. Salary was reported significantly for the construction and tourism sectors. The industry and service sectors ranked highest in terms of social security (25.0% and 21.8%, respectively). The industry sector ranked highest in terms of having a future in the job (34.4%). The agriculture sector ranked highest in terms of gaining training and work experience with 10.7%.

Table 3.2.21. Reason for being chosen as best sector by socio-demographic qualities.

Sector	Reason for being best sector								
	Job continuity	Pay	Social Security	Convenience	Future	Status and Prestige	Training/work experience	No knowledge / idea	Other
	%	%	%	%	%	%	%	%	%
Agriculture	42.9	32.1	.0	14.3	21.4	7.1	10.7	3.6	7.1
Industry	46.9	37.5	25.0	6.3	34.4	3.1	6.3	3.1	3.1
Service	47.3	33.1	21.8	17.6	17.2	10.0	5.9	2.9	1.3
Construction	49.0	49.0	3.9	2.0	19.6	11.8	5.9	2.0	.0
Tourism	22.7	43.3	18.8	17.3	22.2	10.0	7.1	3.1	6.7
Total	32.9	40.1	18.3	16.0	21.1	9.8	6.8	3.0	4.6

Individuals interviewed in the study were asked the major problem in Antalya when searching for a job. While 27% of the individuals expressed low pay, 12.1% reported lack of job continuity. Low pay was reported at higher rates as education levels went up. Lack of social security was reported by 11.7% of the respondents. Lack of social security ranked higher as the major problem in older age groups. Regional differences and gender discrimination stood at 3.1% and 1.0%, respectively.

Table 3.2.22. Major problem in Antalya when searching for a job by socio-demographic qualities.

	Major problem in Antalya for job search									Total	
	No problem	Low pay	No continuity	Gender discrimination	Regional differences	Age	No social security	No knowledge/idea	Other	%	n
	%	%	%	%	%	%	%	%	%	%	n
Age											
15-19	8.8	22.1	17.0	.3	3.7	2.5	9.6	29.7	6.2	100.0	353
20-24	9.8	32.0	18.9	1.2	3.0	.6	11.9	15.5	7.0	100.0	328
25-29	9.8	30.2	15.5	1.5	2.4	.6	13.7	17.1	9.1	100.0	328
Gender											
Men	10.9	29.3	20.3	1.3	4.0	1.3	10.9	15.3	6.9	100.0	478
Women	8.1	26.7	14.3	.8	2.3	1.3	12.4	26.2	7.9	100.0	531
Living in Antalya since birth											
Yes	10.0	29.1	15.4	1.1	2.7	1.3	10.5	22.9	7.0	100.0	371
No	9.1	27.3	18.2	.9	3.3	1.3	12.4	19.9	7.7	100.0	638
Worked in the last month											
Yes	11.9	33.9	20.2	1.6	2.9	.4	13.3	10.8	4.9	100.0	445
No	7.5	23.3	14.7	.5	3.2	2.0	10.5	29.0	9.4	100.0	563
Education											
Student	7.7	23.7	19.3	.9	3.0	1.8	12.2	25.8	5.6	100.0	337
Primary school graduate or lower	7.6	26.8	11.9	.7	5.0	1.3	13.6	24.8	8.3	100.0	302
High School Graduate	12.4	31.8	19.4	.9	2.3	1.4	11.1	14.3	6.5	100.0	217
College+	12.4	34.0	19.6	2.0	.7	.0	7.8	12.4	11.1	100.0	153
Type of High School											
Regular	11.3	30.9	19.1	1.4	1.4	.4	8.9	17.0	9.6	100.0	282
Vocational	13.2	33.9	22.4	1.1	2.9	1.1	11.5	8.6	5.2	100.0	174
Other	8.2	23.0	23.0	1.6	1.6	.0	11.5	24.6	6.6	100.0	61
Total	9.4	27.9	17.1	1.0	3.1	1.3	11.7	21.0	7.4	100.0	1009

The individuals interviewed were asked whether there is any difference between being born and raised in Antalya and being a migrant in Antalya. While 60.2% reported no difference, 31.8% believe there is a difference. As age and educational levels increase so does the percentage of individuals that believe there is a difference. Outsiders have reported this belief in higher percentages than individuals living in Antalya since birth (respectively, 32.6% and 25.3%).

Table 3.2.23. Opinions as to whether there is a difference between being born and raised in Antalya and being a migrant in Antalya by socio-demographic qualities.

	Is there a difference between being from Antalya and being a migrant in Antalya?			Total	
	Yes	No	No knowledge / Idea	%	n
	%	%	%		
Age					
15-19	27.5	62.3	10.2	100.0	353
20-24	32.0	59.1	8.8	100.0	328
25-29	36.3	58.8	4.9	100.0	328
Gender					
Men	31.0	60.5	8.6	100.0	478
Women	32.6	59.9	7.5	100.0	531
Living in Antalya since birth					
Yes	25.3	63.9	10.8	100.0	371
No	35.6	58.0	6.4	100.0	638
Worked in the last month					
Yes	31.2	62.7	6.1	100.0	445
No	32.1	58.3	9.6	100.0	563
Education					
Student	29.1	61.7	9.2	100.0	337
Primary school graduate or lower	27.5	61.9	10.6	100.0	302
High School Graduate	35.0	58.5	6.5	100.0	217
College+	41.8	55.6	2.6	100.0	153
Type of High School					
Regular	33.7	60.3	6.0	100.0	282
Vocational	35.6	59.8	4.6	100.0	174
Other	45.9	45.9	8.2	100.0	61
Total	31.8	60.2	8.0	100.0	1009

Various statements were read out to individuals that believe there is a difference between being born and raised in Antalya and being a migrant in Antalya and asked to what extent they agree with the statements. While 65.1% agreed that "Individuals born and raised in Antalya are richer", 58.6% agreed that "Individuals born and raised in Antalya find jobs easier". The highest level of agreement was seen for "Individuals born and raised in Antalya are better off" (72.6%) and the lowest for "Individuals born and raised in Antalya are better educated" (29.3%). Individuals not born and raised in Antalya agreed to all statements, except for "Individuals born and raised in Antalya are better educated", demonstrating that they believe there is a difference between them and individuals born and raised in Antalya.

Table 3.2.24. Agreement to various statements by socio-demographic qualities.

	Individuals born and raised in Antalya are richer	Individuals born and raised in Antalya find jobs easier	Individuals born and raised in Antalya are better off	Individuals born and raised in Antalya have their own workplaces	Individuals born and raised in Antalya live in better places	Individuals born and raised in Antalya are better educated	Total	
	%	%	%	%	%	%	%	n
		%	%	%	%	%	%	%
Age								
15-19	54.6	61.9	74.2	68.0	53.6	35.1	100.0	97
20-24	73.3	59.0	74.3	72.4	49.5	24.8	100.0	105
25-29	66.4	55.5	68.9	66.4	48.7	28.6	100.0	119
Gender								
Men	68.2	60.1	74.3	71.6	53.4	30.4	100.0	148
Women	62.4	57.2	70.5	66.5	48.0	28.3	100.0	173
Living in Antalya since birth								
Yes	54.3	53.2	68.1	57.4	46.8	29.8	100.0	94
No	69.6	60.8	74.0	73.6	52.0	29.1	100.0	227
Worked in the last month								
Yes	69.1	59.0	71.2	77.0	48.2	27.3	100.0	139
No	62.4	58.0	72.9	62.4	51.9	30.4	100.0	181
Education								
Student	58.2	59.2	70.4	68.4	50.0	27.6	100.0	98
Primary school graduate or lower	69.9	66.3	88.0	78.3	67.5	44.6	100.0	83
High School Graduate	72.4	53.9	73.7	64.5	46.1	23.7	100.0	76
College+	60.9	53.1	53.1	62.5	34.4	18.8	100.0	64
Type of High School								
Regular	70.5	52.6	71.6	66.3	44.2	22.1	100.0	95
Vocational	67.7	59.7	64.5	66.1	45.2	24.2	100.0	62
Other	*	*	*	*	*	*	*	28
Total	65.1	58.6	72.3	68.8	50.5	29.3	100.0	321

3.3 Summary Results

The sample group for the study was set at 2,000 households and interviews were conducted with 1,456 households. When examined the age and gender distribution of the population, the sample population reflects Antalya as a city that receives migrants. In particular, the fact that the majority of the working age population comes from outside of Antalya can be seen as a result of the vast areas of work and opportunities that Antalya offers. On the other hand, Antalya's climate and living spaces are also attractive, in particular for senior citizens. When examined the distribution of the 60+ -year-old population it is seen that the percentage of outsiders is higher than individuals born in Antalya.

As the study's base population consists of people settled in central Antalya, the data and opinions pertaining to seasonal workers and individuals coming to Antalya temporarily are expressed in the results of the qualitative study.

While 1 out of every 3 men that migrated to central Antalya reported that they came to look for or find a job, 1 out of every 4 women expressed that they came due to marriage or unite with their spouse. The labour force participation rate is higher in men than women. The rate of women working in the public sector is higher than men. On the other hand, the percentage of self-employed men is higher in men than women. It is noteworthy the population living in central Antalya work in the private sector, in particular the service sector.

An individual interview was conducted with 1,009 individuals aged between 15-29 in the households interviewed. It is seen that individuals migrating to Antalya have higher rates than individuals born and raised in Antalya in terms of education lower than high school and higher education beyond high school.

One out of every 3 people reported that they relocated for at least 12 months since the age of 15. Contrary to expectations, it is seen that women are more mobile than men, with longer durations of stay in the place of migration. Individuals interviewed were asked if they intend to migrate within 5 years of the study to live or work. Around 1 out of every 10 people expressed an intention to migrate. The intention to migrate is double in the 15-24 age group compared with the 25-29 age group. It is seen that the intention to migrate among individuals born and raised in Antalya is higher than outsiders, with the intention to migrate increasing as the education level rises.

Around 2 out of every 3 individuals interviewed (3 out of every 4 men, 2 out of every 4 women) reported that they worked before the study date. This rate was higher in outsiders than individuals born and raised in Antalya. While work experience increases with higher education levels, 1 out of every 3 people still at school reported that they worked before the study date. As expected, vocational school graduates have more labour force participation experience than other high schools.

Information pertaining to the jobs that individuals interviewed worked in the past 5 years was collected. It is seen that the time spent in a given job rises with age, with men working in longer jobs than women. Outsiders reported having worked 4 months longer than individuals born and raised in Antalya.

Nine out of 10 people interviewed reported that they got recruited by way of a family member, kin, friend or recommendation, with 1 out of 10 people working without insurance. On the other hand, 1 out of every 3 people expressed that they know about unemployment benefits. This rate increases with age and higher education levels.

The average age of first employment is 18.2. While women start working approximately 2 years later than men the age of first employment increases with higher education levels, as expected. It is seen that vocational high school graduates start to work one year earlier, on average, than other high school graduates.

While almost half of the individuals interviewed reported the tourism sector as the best sector to work in, this rate declines as age goes up. Individuals were asked the reasons for the best sector they reported. Except for the tourism sector, job continuity was expressed at high percentages.

4. Evaluation of In-Depth Interviews in Central Antalya⁸

This section presents a study of the labour market experiences of youth. 'In-depth interviews' and 'focus group meetings' were chosen as qualitative research methods and techniques to get an in-depth understanding of the youth's experiences in the labour market. A total of 50 in-depth interviews and 4 focus group meetings were conducted as part of the study. The in-depth interviews were conducted with 10 unemployed individuals registered with İŞKUR, 10 individuals working in the construction sector, 8 in the agriculture sector, 11 in the tourism sector, 3 individuals who want to be entrepreneurs, 2 girls living at home, 2 neither employed nor schooled, and 4 young individuals with vocational education.

Furthermore, 4 focus group meetings were conducted each with individuals working in the construction sector, the girls living at home, the agricultural workers, and the young entrepreneurs wishing to become entrepreneurs. The summary table of participants is provided in the annex.

All interviews were recorded with the permission of the participants. The interviews were transcribed following the field study and the participants were used anonymously. The study is a qualitative study therefore no attempts to generalise the findings have been made. Along these lines, the evaluations in this section of the study are representative of the study group only and are not generalised to represent the youth in Antalya. On the other hand, a rich set of data was obtained from both the in-depth interviews and focus group meetings. The interviews were conducted using the thematic analysis method. The findings were evaluated according to specific themes. Accordingly, the factors affecting the work experiences of the youth were evaluated under the categories of education, migration, and sectors. In addition, social life, social exclusion/inclusion, the perception of Antalya, all of which affect youth's life in general, were evaluated separately. The evaluation was concluded with the discussion, conclusion and recommendations pertaining to the study.

The table of participants shows that out of the 75 people included in the in-depth interviews and focus group meetings the majority (28) in terms of educational status are high school graduates. While secondary/primary school graduates rank second with 19 people, individuals with education lower than primary school or no education are 9 in total. Three individuals hold an associate/university degree. The individuals working in the construction sector are either primary school dropouts or graduates or high school graduates. The agricultural workers are predominantly elementary school graduates, with primary school graduates and individuals with a lower level of education coming next in line. Individuals in the tourism sector are comprised of all different levels of education, namely, primary school, secondary school and university graduates. High school graduates dominate the services sectors other than tourism. Among the unemployed, high school graduates have the highest share. The same holds true for individuals enrolled in vocational courses. The girls living at home were not sent to school after elementary school and attend open high school.

⁸ Prepared by Kezban Çelik and Gülay Toksöz with the contribution of Helga Rittersberger-Tılıç. The authors would like to thank the young team for carrying out the field interviews.

4.1 "Planned", "Semi-Planned" and "Unplanned" Youth: Education as a Factor Impacting Opportunities in Life

With the increase of poverty in recent years and poverty becoming structural with specific characteristics all of the policies and efforts towards minimising poverty focus heavily on education. In preventing poverty and eliminating the risks related to poverty the local and global efforts turn education into an important policy tool for the poor. In particular, the World Bank's efforts heavily emphasises this.

Today, with education has become widespread, the scope of education has expanded and the time spent in education has extended as never before and is prone to further extend. On the other hand, social inequality and poverty has not lessened. In fact, the risk of social inequality passing on from generation to generation is gaining speed and findings pointing to poverty becoming structural are increasing. The 'functionalist' paradigm that determined the approach to the role of education for many years stipulates that enables meritocracy linked to individual education and social mobility in modern societies (Kalaycıoğlu vd., 2010). This way, modern societies will become open where statuses are earned and there is social mobility irrespective of social class, ultimately leading to more equal social structure. Following education, the relation between success at school and success at work and the relation between success at school and income has always been monitored as a level of upward social mobility and the findings obtained have been discussed. In particular, in the 1980's it is observed that education could not serve its purpose to eliminate differences related to socio-economic status and gender. The results of the qualitative study also show that education is one of the important determinants in a youth's life. Youth's chance of survival is deeply impacted by several factors. Reasons such as the place where the child grew up, parents' divorce, death of mother/father, a health issue, the family's economic status, the family's lack of social security, migration for security purposes, school's lack of infrastructure, bad teacher, and distant secondary school after primary school have crucial effects on youth starting and staying in school and choosing in their desired profession. Under these circumstances, some youth whose chances for survival are determined manage to have confidence in themselves and life, despite their lack of education. It is possible to define such youth as 'planned' youth. Such youth are aware of what they can achieve in life and put continuous effort into increasing their chances of survival.

"I want to start up my own business in the future. It could be a grocery store, an Internet café, or an entertainment hall. I want them to be in Adiyaman. I will achieve at least one of these by five years. I'm not spending a penny, I'm saving up." (23-year-old man, single, high school dropout, works in the cut flowers business, hometown Adiyaman)

It appears that the second group of youth can be defined as 'semi-planned youth'. These are young people who have not been able to get the education they wanted but have started to work at an early age and therefore have work experience. These types of youth also have confidence in themselves and the labour market. However, they are immediately affected by changes in their family and work lives and may have to review their plans.

"After high school I came so that I could save up for school. I couldn't pass [the exam] the first year. I thought I would attend a private teaching institution with the money I make but I couldn't go because of economic problems at home. I passed the exam by studying myself. Then I dropped out of school and

now I'm here. I was only able to go to school for one term. I'm working here now. Let's see what time will show? I could go back to school. I'm expelled from school but they might introduce a clemency. If I manage to finish school I would like to start up my own business. People from my profession can work at a hospital. I would like to start up my own business. (25-year-old woman, university dropout, works in the seedling business, hometown Hatay)

The third group of youth can be defined as 'unplanned youth/youth that go wherever the wind takes them'. Such youth do not have any plans in life. This is due to not having any specific education or skills. They try to keep up with the changes.

"I have no expectations from the future. I'm just waiting to see what time will show." (22-year-old woman, primary school dropout, works in a marketplace, hometown Hatay)

Several reasons/factors shape a youth's chances of survival. This one man who lives in Adana and was engaged in sports during his childhood and adolescence had plans of becoming a 'good wrestler'. However, he got pneumonia following after catching a cold and they were late to treat, as his family did not have social security. Such a health problem changed his whole plans for the future:

"I was going to secondary school. My family didn't have social security at that time. I caught a cold. We didn't go to the doctor. I suffered from that cough for three years. In the meantime, we got social security. At the end of three years I went to the hospital. I got pneumonitis and I couldn't even stand up. They brought me home and I lay in bed for two days. That's how things are for low-income families like us. You don't go to the hospital when you catch a cold. The doctor gave me bed rest. He said 'This boy's lungs have pneumonia, they have totally failed.' So I spent 10-15 days in hospital. The doctor told me not to play sports for a while and then I couldn't anyway because I had to work. I was both going to school and working" (23-year-old man, high school graduate, currently attending technical training at Arçelik, hometown Adana)

4.1.1 Education Path

Young people's planned, semi-planned or unplanned attitude towards life is dependent not only on their individual characteristics but also their educational qualifications. Their options, chances, and limitations regarding education also follow a similar course. Young people that grow up in families where they have a few siblings, their family has a steady income generally have an interrupted and long course of study starting from primary school to secondary school, high school, and the university exam. As for students that have similar qualities but are not very successful academically tend to follow the course of primary school-secondary school-vocational school. Apart from these, there are students that have poor academic success, do not like the education at school and find school boring. On the other hand, it is generally the parents that decide on attending vocational school because they want youth to acquire a profession. However, attending a vocational school does not always guarantee acquiring a profession. Some vocational school graduates believe that the education they receive is not sufficient to acquire a profession. Sometimes the education is generic and the vocational school does not add anything extra. Or it may be that there is no demand in the labour

market for the vocational education received:

"My biggest objective was to go to vocational school. I thought that after high school, even if I can't pass the university exam, I could gain some experience and then start my own business. After graduating from high school I saw that I don't have that opportunity. Even kids out of primary school know how to use a computer. Everyone takes care of their business themselves. They know how to format a computer. Studying at vocational school for computing doesn't mean anything anymore." (22-year-old man, vocational school graduate, single, wants to start own business, hometown Antalya)

Parents play an equally determinant role in the choice of education as academic success. However, as parents lack adequate knowledge and vision in this domain they affect youth's educational opportunities, as they cannot provide proper guidance:

"I think that for a child 15 years old, his family and social environment are crucial. I don't want to belittle my family but I would study, study, study... My family couldn't present me with a plan or project. I think the family plays a very important role at this stage. It's very important that the family is knowledgeable. At the end of the day you can tell which direction a student is steering towards by looking at his report card in primary school. You can tell his situation in primary school. After I finished primary school my family went on and enrolled me in the local high school. You enrol your child to high school but in a regular high school there are 60-70 students in each classroom. In a regular high school, that is. So there's this problem." (28-year-old man, high school graduate, married, wants to start own business, hometown Antalya)

Youth that have not been able to continue their education for various reasons attribute a multitude of meanings to education. It is believed that through education one can get a better job and live more comfortably and cleanly. That is why, they are seen to be regretful.

"Now I'm working in construction and I see the difficult sides of life. I look at educated people and I look at myself, at least they're dressed in clean clothes." (19-year-old man, secondary school dropout, construction worker, hometown Bayburt)

"Because I see some people, people going to school that is, and they make five times more than what I earn." (22-year-old man, secondary school dropout, works in seedling business in agriculture, hometown Mardin)

Reasons such as not liking school and finding school boring appear to be common for dropping out. Later, with the transition to working life they appear to regret not having continued their education. Their education is not suitable for most of the jobs they aspire for. In particular, they get offended when they say that they have graduated from primary school or secondary school in public. Individuals that have dropped out of school voluntarily feel sad and regretful because of their low educational status against extended educational periods.

"Throughout my education my major challenge was that at first my grades were good but then I started to neglect my lessons as I got bored of school. I started to hang out with people that skip school. As I

joined them I took a dislike to school. I've just recently started to regret not having gone to school. All of my friends are studying. They are going to finish high school now. They're preparing for the university exams. When they ask what I'm doing I feel embarrassed. They ask what I'm been doing. I say 'nothing, just working'." (18-year-old woman, primary school graduate, engaged, works in marketplace, hometown Hatay)

However, whether educated or not youth have understood the importance of education. One needs to have specific education and specialisation.

"The period where you can do any type of work is over. Employers don't recruit those types of people anymore. They need qualified employees." (24-year-old man, high school graduate, school bus driver, trying to start own business, hometown Antalya)

On the other hand, the high level of unemployment in the labour market and unemployed university graduates tone down aspirations to study and create a perception that 'both educated and non-educated people are unemployed'. Similarly, educated youth see that the return of education has declined and they start to think that since they will become unemployed or not be able to find a 'good job' 'why did they study in the first place?'

"Sometimes I think it's good that I didn't study. People with a university degree but who can't find a job feel worse psychologically. I at least say I didn't study. I say this is what I my level is and console myself." (29-year-old woman, high school graduate, single, unemployed, hometown Urfa)

4.1.2 Having to work when studying

Financial means or lack of financial means appear to be a main criterion determining the education of a youth. Their family's financial means determine their chance of survival. Education does not eliminate the disadvantages coming from their families. Having to work and study at the same time due to their family's means comes up as an important experience for young women and men. Men that dropout of school for various reasons are obliged to work. In most cases, the main reason for dropping out of school is related to financial difficulties. Most youth that drop out of school due to economic reasons already work during their schooling. In time, working and studying simultaneously turns in the favour of work. This simultaneous work and school cycle that starts upon the family's financial difficulties pushes these people into working life when they are mere children and it becomes difficult to take on these two responsibilities at the same time. Youth become introduced to the realities of life at an early stage, their expectations about education go down over time and they often start to work full-time. The expectations of families that try to send their child to school amid financial difficulties also has less expectations from education. It is generally believed that a long-lived education is not possible under difficult conditions. Under such circumstances, youth attending school also face a lack of means in their schools such as crowded classrooms, inadequate teachers, and insufficient school materials. That is to say, as poverty increases the services start to become poorer. All these negative circumstances combined lessen the 'trust in and expectations from education'. In fact, the 'faith in succeeding' weakens under these circumstances. In such a case, the most important way out is seen as working and making money as soon possible. Such youth are unhappy about not have been able to study but because they have no other opportunity they continue to work. They begin to

attribute more meaning to work and carry on working in jobs that are suitable for low-educated people. In particular, youth coming from crowded families and small areas do not stand much of a chance.

"We are 8 brothers and sisters. None of my siblings graduated from high school. One of them is in third grade and the other is in fifth grade. One of them finished secondary school. He never went high school. Never. Some of my siblings dropped out of primary school. My family doesn't say anything about this situation. They think that what is school for? As you know, even educated people can't find a job in this country." (23-year-old man, high school dropout, working in cut flower business, hometown Adiyaman)

"I finished fifth grade. Why couldn't I study? You know what, I couldn't study because we lacked financial means. I had to drop out. I quit school." (22-year-old man, secondary school dropout, working in seedling business, hometown Mardin)

"I wanted to study after primary school but we weren't well off. We are 8 siblings, 5 girls and 3 boys. Two of my siblings got a diploma. The rest worked. They worked in per diem jobs. My two siblings who studied got a secondary school diploma." (22-year-old woman, primary school graduate, works in the marketplace, hometown Hatay)

"I'm the youngest of the family. My family insisted on me studying. I didn't want to because life circumstances are difficult and we weren't well off. It's like when you experience poverty you don't aspire to study any longer. Why? Because when you don't have the financial means you at least reach a state of comfort when you work. When you see your mother, father, older brothers and sisters work and have nothing left of course you don't feel like studying." (26-year-old woman, secondary school graduate, works in the marketplace, hometown Hatay)

The place of starting school – in a village, town, city or metropolitan city – is considered to be important. It is compulsory for students that finish elementary education in a village school to continue their secondary education in a nearby village and/or district. If a family has financial difficulties, it is seen that they are often obliged to withdraw their children from education after compulsory schooling. Accordingly, for a child born in a village, while students face financial problems in terms of transportation and accommodation in attending a district school, girls experience additional non-financial problems. These are observed as important factors for dropping out of school. Having to quit school despite good grades accelerates the transition to working life.

"My grades were good. My grades were good. But I had a dormitory problem, being an outsider. For example, I didn't have the means to pay for a hostel. My budget was tight then, so it was difficult." (23-year-old man, secondary school grade one dropout, construction worker, hometown Şiran)

4.1.3 Importance of a Second Chance in Education: Open Secondary School, High School and Upskilling Courses

Youth that discontinue their education for various reasons wish to go back to school for several reasons once they start working. In this sense, it is seen that open education is very important and serves to develop new objectives and targets

for young individuals. A general tendency observed among youth is the desired to return to school for various motives such as individuals with higher education having more chances in working life, the problems faced in social environments when an individual is a primary school graduate, and the requirement to hold a high school diploma to even apply for certain jobs. Accordingly, it is seen that open education institutions considered to be a 'second chance' serve a very important function. Owing to various flexibilities such as studying and working at the same time and adjusting the times of studying, this type of education meets a significant demand.

"I recently decided to attend open high school. I can study more comfortably in open high school. There's no teacher standing over me. I understand better when I study on my own. The greatest advantage is that you can use your time as you wish. That's why I opted for it." (25-year-old man, secondary school graduate, works as a busboy in a hotel, hometown Konya)

It is important for youth that such opportunities are expanded. In particular, for youth that do not have any projects or expectations from the future and do not know what to do, such education is significant in terms of adding meaning to their lives.

"I'm thinking of attending open high school. Both my family and I want it. Some workplaces here ask for a high school diploma. I want to get the diploma for job opportunities." (23-year-old man, high school dropout, working in cut flower business, hometown Adiyaman)

It is seen that youth highly value education. In particular, nearly all youth with high school and lower education regret having discontinued their education. It is observed that they believe they would have better pay and working education if they had continued their education. However, individuals discontinued their education due to various reasons such as financial problems and not being able to pass the university exam.

"I made the biggest mistake on earth! By quitting school! If they were to ask what I want most now – and I'm saying this from my heart, God is witness, I'm saying this from the bottom of my heart – I were born again I wouldn't want money, property, nothing – I'd only want to go to school. I'm that sure! My greatest aspiration in life was to study! Was I able to study? No, I couldn't!" (24-year-old man, business high school dropout, construction worker, hometown Trabzon)

Overall, the majority individuals reported that they were successful students. Although they see themselves as successful students they were not able to pass the university exam. However, it is seen that youth have limited expectations and aspirations related to education, with limited dreams about a diverse labour market. For example, a significant number of women expressed that they would have wanted to become a teacher, and men a teacher or doctor if they had continued to study. In this framework, it is observed that there is low level of perception and awareness about different professions in the marketplace.

As explained in the following section, apart from the opportunity to return to such types of education, it is seen the women have a higher rate of attending vocational courses, especially when they are offered at a district level. In particular, for girls that live with their families, referred to as 'ev kızı' (in a footnote: literally to be translated as 'house-girls') (Lüküslü, Çelik, 2008), and have a short-lived educational life these course offer an opportunity to socialise.

Furthermore, upskilling and increased self-confidence over time creates a sense of empowerment that is unplanned but develops in time. It is seen that there are young women who have attended these courses just for a change but have attended several other courses in time and have developed new projects for life as they develop their skills.

In particular, it is seen that courses attended by regular high school graduates, housewives and 'ev kızı' are important for employment. The courses offered by municipalities, İŞKUR and community education centres have important effects for youth to develop projects related to employment. Initially, these courses that they hear about from their friends and neighbours have a 'therapeutic' effect. However, the courses lend a sense of 'feasibility' to the individuals. These courses that start off as a means of spending time and making use of spare time turn into a desire to attend the courses. After a while, as skills and social relationships develop they begin to develop ideas such as joining the labour force, starting up a business, working from home and selling products.

"This is a course for furnishings. I attend the machine embroidery courses too. I don't know too many people around here because I came from Burdur. We don't have friendship relationships in the apartment building I live in either. I got bored at home. One of my friends attended the courses last year. She told me to come to these courses. She said that there was going to be a nursery where I could drop my child off. So it's good in that sense. You get to make friends and learn something." (24-year-old woman, high school graduate, married, not working, hometown Burdur)

4.2 Working Life, Work Experience

In addition to education, the level and manner of labour force participation are the most important factors that determine an individual's chances and conditions of survival because, an income-generating job is imperative for livelihood, establishing a life, and obtaining a position and status in society. In particular, the close correlation between education and employment in recent years link the problems of education and employment close together, making it the most important issue. An important part of the jobs in the labour market require education, qualifications and skills. In the absence of these, it becomes imperative to work in the peripheral jobs available in the labour market. One's status in the labour market is determined by factors such as the manner of starting working life, working age, gender, education/skill, and sector.

As stated in the International Labour Organisation's youth employment report (2008) the probability of unemployment for youth is three times higher than that of adults. In Turkey, while this ratio differs by education and gender it is more than double. This data explicitly demonstrates just how difficult and problematic labour force participation, which determines life experience, is for youth. The difficulties encountered in finding a job make it necessary to address adolescence as a transitional period. One of the most important aspects of this transition is moving into work from school. The difficulties faced in the labour market prevent an easy transition. For youth that cannot move into employment their adolescence extends in certain aspects. This delay creates various problems both for the young individual and his/her first degree family. Not being able to find a job at a certain age means continuing to be economically dependent. In such cases, it becomes more difficult especially for young men to marry and leave their family homes to become adults, which in turn create other social problems in addition to being unemployed.

Several factors determine how youth join the labour market: their education, gender, family's socio-economic status, family structure, education and employment opportunities where they live, and family's migration experience. These factors are also determinant in terms of the age of joining the labour market, the working conditions, pay level, social security, and acquiring skills or a vocation. The most important reason that makes it obligatory to discontinue education and start working is the family's lack of financial means. The death of the father, as the head of the family, the father's illness preventing him from working or the father's disability are also among the main reasons obliging young people to work all of a sudden. The absence of a school in the place lived immediately end school life for girls. As for boys, after continuing school for a while under challenging conditions their school life also comes to an end.

“At first, in my first year, I stayed in the dormitory. Then, I couldn't find a place in the dorm so we rented a house. We started to live in a house with friends. But we couldn't manage. (...) For example, I left and I came back in summer. I went to school again. I started school . But as I said we couldn't manage the house. I couldn't pay the rent. When you live in a house cooking becomes a problem. Then I dropped out of school in the middle of the term and I came here.” (34-year-old man, secondary school dropout, construction worker, hometown Şiran)

4.2.1 Being a Migrant or Guest Worker (Antalya's Internal Migration Experience)

First of all, a distinction between a 'migrant' and a 'gurbetçi' needs to be made. In this study, a migrant means an individual that has come alone or together with some family members to Antalya from another place of settlement and lives in Antalya as a tenant and/or property owner. A migrant is someone who goes back to his/her actual place of settlement for short periods of time for weddings, funerals or religious holidays etc. Whereas a 'gurbetçi' (seasonal worker) is someone who works in Antalya for a certain period of time, does not own and/or have close family members that own a house in Antalya and spend most part of the year in other places and/or their hometown. There are gurbetçi groups that work in the tourism and agriculture sectors. Due to the seasonal nature of these jobs, it is easy to enter and exit the sector and workers can save more money as gurbetçi. This type of work is preferred when it is difficult to rent a house in Antalya and bring the other family members due to lack of funds. The seasonality of the sector worked in and the difficulty to earn money during other seasons are also determinant factors. In some cases, individuals do not want to move away from their parents and close relatives and prefer to live in their hometown however as they do not have the opportunity to make a living there they live such an experience. Some examples to gurbetçi include a group of people from Hatay working seasonally in Antalya's marketplace, seasonal workers in the tourism sector that stay in the hotel's housing facilities, workers in the construction sector that stay in 'hostels for singles'. In this sense, compared with the migrant population this group is more 'vulnerable'. Migrant groups come to Antalya with plans of living there. The longer they live in Antalya the higher their chances are to make friends and circles. Whereas, gurbetçi stay for a certain period of time and therefore stick to people from their hometown and friends. Accordingly, they do not integrate with the city they live in. One major reason for this is related to saving up. That is why, in a sense, they live like 'guests'.

There is an important number of people who are originally from Hatay and work seasonally in the marketplace in Antalya. The men and women in this sector initially start working to save up money to get married. However, they continue work in this manner after they get married. Youth who gain expertise in picking and packaging vegetables

start to travel from city to city. These people come from a village where there elders live and they return to their villages when they are unemployed. However, as they travel from city to city as guest workers they do not become permanent migrants. Accordingly, all of the cities they travel to are places that they stay for temporary periods. As they do not settle in a specific place their savings decrease.

“After we leave here we're going to go to Hatay to pick tangerines. Then we're going to move on to Denizli. There are grapes and cherries there. We work in those jobs too. We have relatives, my uncle, uncle's son, my friends' father all work the same way. We go all together. We work together.” (22-year-old woman, primary school dropout, works in the marketplace, hometown Hatay)

There is also a group of people that initially come to Antalya temporarily but become migrants in time. In particular, this group is comprised of youth with low educational levels that come to Antalya without any plans. Such youth come to Antalya without an idea of what the city is like and without contacting any close relatives and friends, that is, they come fully unprepared. This experience is predominantly observed among young people coming from the Southeast. These are youth that come from crowded families and have discontinued their education due to various reasons such as lack of financial means, security or dislike for school. Some of them have come to Antalya at the age of 13-14 years, finding money to get to Antalya in one way or another. These individuals are generally mere children and have worked as seasonal agricultural workers together with their families. That is why they grow up quickly. A 23-year-old construction worker with four children who eloped with his uncle's daughter at the age of 16 explains this experience as: “In my hometown we start making money when we are kids. It's not like it is here. We become men at an early age.”

“My father sold something at home. He sold 200 sheep then. I saw where he did the money. There were 2-3 friends of mine. ??? I said, 'let's run away.' They asked, 'Where to?' ????, ???? I know. ???? There was money. They asked, 'Where to?' I said, 'Antalya.' I said, 'Let's go.' I don't have money so I'll steal.” (23-year-old, unschooled, construction worker, single, hometown Diyarbakır)

It is observed that starting to work at an early age, being low-educated and low-skilled create very challenging migration experiences and it takes time to increase pay, skills and educations. These factors and the difficulties encountered in working life shape the chances of survival for such youth, in particular those from the East and Southeast that have had to migrate due to security reasons. Their young age coupled with low education levels allow them to work in the construction or tourism sectors that are relatively easier to enter into given such capital. The construction sector only employs men workers. Women and men can work in the other sectors, depending on the skills identified on a gender basis.

4.2.2 Construction Sector

The main characteristic of the construction, agriculture and tourism sectors is its seasonality. However, in the construction sector even though work slows down during winter it does not fully end. It is one of the top sectors that low-educated and unqualified migrants can easily join. Relationships with family, relatives and fellow hometown citizens play a key role in finding a job.

The story of a 14-year-old boy that came to Antalya from Diyarbakır is a fine example to this situation:

“When I first came here I didn’t know my way around, I didn’t know anyone. At that time, my father gave me 12 million TL, including the ticket money. I came here. I lived on that money for a week or 10 days. When I say I lived on that money, I was sleeping with three other people in a hostel room. We were four people who didn’t know each other. I told the hostel owner to come and check the room at night. You get scared. I had about 500 or 1,000 liras left in my pocket. I woke up in the morning to find that the money was gone. My wallet, the money had gone. I was left all by myself, without a thing. I remember, I went on for 2 to 2.5 days without eating even a single piece of bread. I slept in the mosque. I slept in the mosque’s courtyard. I was either going to become a thief or start drugs. I was either going to become a beggar or someone was going to come to the rescue. I didn’t know a single person. There’s a park here. I went to the park and I said that I’m looking for a job. You always attract your equals. I went by their side. We had a short chat about where they were from etc. There was a guy from Diyarbakır. I asked where they were working and asked them to find me a job. They told me there were no jobs. I said, ‘How come?’ They said there were no jobs. And I said, ‘Ok.’ So I slept in the park again. In the morning I saw that they were going up ahead. I went where they went. I saw a man yelling at the workers. I listened to his dialect. I went up to him and said, ‘Sir, I’ve got nowhere to go etc. He asked if my parents were alive or not. I said ‘Yes.’ He asked why I’m not going back to my hometown. I said, ‘Because of this and that...’ He said, ‘Ok.’ I told him to find me a job. He asked what kind of work I could do. I said I could do any type of work, as long as you find me work. He asked if I would work as a construction worker. I stayed there for one more day. I slept on the streets. I stayed another day and then I started to work. I was sleeping at the construction site. I could barely fill my stomach with the money they gave. That’s it. This went on for about 1.5- 2 years. Then people started to get to know me. I started to work on a different construction. Things were slightly better there. I worked for a bit more.” (32-year-old, primary school graduate, subcontractor, hometown Diyarbakır)

The workers working in the construction sector generally have low educational levels. Educated individuals do not prefer to work in this sector due to its heavy working conditions. The individuals working in this sector call their relatives or kin that do not want to go to school to come to Antalya so that they work in constructions and learn a profession. There is no formal education whatsoever. Individuals learn formwork, masonry, lining, tile-laying etc. through a master-apprentice relationship and the low pay given to labourers accelerates their learning process. For individuals that start working as a labourer, their progress in working life is solely dependent on their personal skills. Some of those individuals that demonstrate patience and persistence can advance in the construction sector. By nature of the sector, as individuals find job based through acquaintances no certification is required. That is why the, nearly from beginning to end, continuous employment is dependent on the individual’s ability to learn and connections.

“You bring the materials back and forth. Our elders and foremen teach you the job. I you pick things up quickly then it’s important in terms of the money you make. To give an example, apprentices earn 40 million TL and foremen get around 65-70. There’s also per diems for foremen.” (19-year-old, secondary school graduate, construction worker, hometown Bayburt)

Subcontractors in the construction sector work in an organised manner. This structure is built on price-cutting and therefore workers do not receive their pay regularly, they work without social security or their premiums are not paid in full, and manual work is used instead of technology.

“Someone or a company, a contractor gets the job... Let’s say the contractor gets the job. The contractor commissions a subcontractor. Then the subcontractor commissions a subcontractor. The subcontractor then gives the job to a foreman. The foreman has to give a cheap price. With all the people in between, there’s no way they’ll give him that much money. And he has to make sure he has continued work.” (24-year-old, high school dropout, construction worker, hometown Adapazarı)

“It’s terrible financially because people who work can’t get their money properly. That’s how it is. But there are some that actually do get their money. Some are decent. Some make you wait. So, let’s say you work for forty days. The guy pays you 500 million and says that he’s going to pay the rest. That’s it. It’s not that he says he’s not going to pay. He keeps you waiting.” (23-year-old man, unschooled, construction worker, hometown Diyarbakır)

“90% of the people working in construction have no insurance. I worked for 13 months in one place and they paid for only 30 days of work. ” (28-year-old, primary school dropout, construction worker, hometown Diyarbakır)

“What is he to do if he can’t retire? Good question. Right now, in construction this is how the system works: they don’t pay the full amount for insurance. That is, they don’t pay the insurance. Let’s say normally they’re meant to pay for 30 days, in actual fact they make it look as if you worked for only 17 days or 10 days...” (25-year-old, secondary school dropout, construction worker, hometown Bayburt)

In some cases, the employer and employee agree to not having social security. In the event of no social security the worker gets minimum salary and the worker refrains from social security for the sake of getting paid more. The presence of the ‘green card’s system facilitates this process.

“For money... It’s important to you, to me... Because I’m a tenant I have to have an income. I have to work continuously. But if you’re working for a minimum wage then you can’t make ends meet. I mean you can make ends meet but you can’t save up any money. You can’t do anything else. That’s you have to continue to work.” (25-year-old, secondary school dropout, construction worker, hometown Bayburt)

“Now, in general (????) they ask us but we don’t want to do it. Why? You work for 2-3 months and then your insurance ends. You’re left with nothing. But the state gives green cards. You can use the card for 12 months of the year. The other party offers to insure for three months but no, thank you...” (28-year-old, primary school dropout, construction worker, hometown Diyarbakır)

The heavy and dangerous work involved creates a tendency to change jobs.

“One of the biggest problems in Turkey is that workers work for free! It’s donkey work. This is donkey work! What we do is donkey work! (...) I tie 6 mm or 8 mm construction bars to rope ten or twenty

metres long at the bottom and the other guys pull it up. So we pull up those iron bars using those ropes under the dead heat. Whereas, they should be using a crane.” (24-year-old, business high school dropout, construction worker, hometown Adapazarı)

“... I saw someone die because he fell off the building. Once I saw the table scaffolding fall from the 15th floor. You wouldn't know what a table scaffolding is. The table scaffolding fell on people. One tonne falling on people... The man died. On the second day, it was business as usual as if nothing ever happened.” (24-year-old, business high school dropout, construction worker, hometown Adapazarı)

In the construction sector, there are clusters of workers from the Black Sea region, predominantly Gümüşhane and Bayburt, and the Southeast region, mainly Diyarbakır. The domination of workers from the Black Sea region has been slightly affected with the entry of workers from the Southeast. Individuals from the Southeast have less experience in the sector as they have come to Antalya and entered the sector at a later time. The Black Sea people believe that individuals from the Southeaster region are not qualified for the jobs and therefore work for less, leading to lower pays in the sector. Individuals that have been working in this sector for a long time complain about the cheap labour and increased competition created by migrants from the Southeast that want to work in this sector.

“...Let's say you're going to work for 15 liras. For instance, this guy gathers his clan, his children, nephews etc. and says 'I'll do the same work for 8 liras.' Well, the contractor's no stupid man. Why should he pay 15 liras when he can pay 8 liras. These guys entered the market and ruined everything. They are literally making everyone suffer.” (25-year-old, construction worker, hometown Şiran)

It is observed that among the construction workers from the Black Sea region, their fathers have also worked as guest workers. Some of the workers have worked with large construction companies in the Middle East. Temporary work abroad is generally preferred because of its relatively higher pay. Being a gurbetçi gradually becomes a lifestyle and even if they get married and have children they still go to other cities to work while their spouse and children stay with their relatives in their hometown.

“Wherever there's work, in Istanbul let's say. No matter how long it will last, three months, five months. You go and sleep outside for two days. You find someone you know. You might have relative. You might call him or he'll tell you that he'll call you for work. So you call him up asking about some work, telling him you want to work. So if there's work, you go and work for three or five months. If there's a religious holiday you take leave and rest for a few days. Then you get back to work. When there's work abroad in our sector, for instance, speaking as a person from Trabzon, we are used to far away from our homeland. So we go abroad for three, four months. Among the others, I'm gone abroad least.” (Anonymous)

4.2.3 Tourism Sector

Just like the construction sector the tourism sector, which is Antalya's flagship sector, also serves as an entry point for migrant youth. Respondents have repeatedly expressed the importance of having connections in the tourism sector to find a job. The tourism sector welcomes youth however it does give any hope for a professional career. There are several reasons for this, with seasonal employment being the top reason. Even large, corporate hotels employ individuals

for 9 months at the most, leaving them unemployed for 3-4 months. Employees do not know if they will be recalled for the next season. This makes it difficult for employees in this sector to make long-term career plans. Individuals try to find daily jobs to make a living during the times they are unemployed.

“And there's no job guarantee in Antalya. Maybe it's the same in other places too. There are no customers in winter. What do they call it? Seasonal work? That's the case here. In such a position you can't even get into debt. Let's say I want to buy something and pay in six instalments but I'm going to get laid off in two months. But then there are the instalments. So, I don't easily buy things.” (29-year-old man, attending open university, married, hometown Istanbul)

“I went to work in the marketplace, carrying tomato cases. Then I worked in the bazaars. I had friends. They're sewers. They were making tights. I sold them. I would go to the market at 5 a.m. and open their stall and sell the products. (...) My family supported me. I always worked without security. I worked in the marketplace here too. My friends have greenhouses. I picked cucumbers and tomatoes daily.” (29-year-old man, high school graduate, married, unemployed, hometown Istanbul)

“...Throughout summer, people really work all-day long. Some work for 20 hours, 18 hours, 17 hours in the tourism sector. These people work and work and then just when they should be comfortable they get laid off. Having to search for a new job hurts. And in the tourism sector everyone is married with kids.” (29-year-old man, high school graduate, single, hometown Eskişehir)

Employment without social security is becoming less common as large-scaled hotels dominate the sector. During the season, workers are generally insured and paid slightly higher than the minimum salary. In the beginning single youth like to start working in the sector by attending İŞKUR's courses, have social security and live in lodging buildings. However, they observe the challenges of their jobs time. The duration of social security is short due to the short length of employment and this restricts the degree to which they can make use of unemployment benefits. In time youth grow a dislike for the sector because they are left unemployed for 3-4 months during off-season and due to the restricted opportunities for advancing in the sector.

“As you said, its advantage is that you get social security because working without security in Turkey is very common. Having social security is an advantage but on the other hand it's seasonal, there's no hierarchy. So, how can that improve, for example? This is more of the tourism sector's problem. I think it's a bit related to the all-inclusive system.” (23-year-old man, industrial vocational school graduate, hometown Bursa)

In addition to the seasonal nature of the tourism sector there are also challenges related to the style of service delivery. In particular, the all-inclusive system has a negative impact on the development of local economic activities on the one hand. On the other hand, this system turns the hotel into a workplace with continuous and very long working hours. That is why employees in this sector are expected to be healthy at all times, young and able to work. Taking sick leave or leave for other necessary reasons lead to negative results. The all-inclusive system has a negative impact on enabling young employees to learn new things about the sector or profession, obliging them to work non-stop. Overtime and not taking leave become the norms of the sector.

“We try to offer the same quality of service to everyone that comes here. But you can’t. Not everyone likes the same things. That’s why there’s a thing called ‘concept’. They changed the concept. When the concept changes you switch to all-inclusive from half-board. When you switch to all-inclusive the people outside start to become uncomfortable, just like us. In the half-board system you get to learn the profession, you don’t just work your hours. In the all-inclusive you only try to make the best of the time because there’s not enough time. There’s never enough time. That’s why there are lots of problems. An honestly, the top people, the businessmen have to trust the sincerity between them and decide where the tourism sector is heading towards.” (19-year-old man, high school graduate, single, hometown Iskenderun)

Another problem is that employees are not given the opportunity to specialise in specific jobs. Everyone is expected to perform all types of jobs when needed. Another implication of this situation is that irrespective of employees’ educational levels they are obliged to do the same job and feel discomforted due to this. For instance, two young individuals, one a primary school graduate and the other a hotel management graduate, are employed as waiters and/or housekeepers in the same position. This situation is particularly demotivating for educated youth. While low-educated individuals remain in the sector individuals with high school or higher education search for new jobs. It is observed that there is a tendency among some of the youth to go abroad to Middle Eastern countries where pay is higher to save money.

“This is one of the qualified hotels in Antalya. I worked there for one day. I was working as an accounting staff. I was collecting money, just like a cashier. I saw that they hadn’t classified their personnel. I was working as a cash collector but I also worked as a barman there. Maybe things would’ve been put into order in a couple of days but when at the time I was working there everyone was on leave or whatever. I don’t want to say I couldn’t stand it but I’m not a barman. I don’t know how to carry bottles. If they had told me that I was going to work as a barman I would’ve given a thought about it. But that didn’t work out either.” (29-year-old man, high school graduate, currently unemployed, hometown Eskişehir)

Complaints such as the lack of objective criteria for promotions and the tendency among managers to promote individuals close to them are seen as factors for young employees with relatively higher educational levels to not stay in the sector.

“If you know people in Antalya, then you’re sure to climb the ladder. Otherwise, it’s very difficult by your own efforts. I left the tourism sector to never return again. (...) I wanted to get away from everything because I got sick at that time. (??). I used anti-depressants because they were being unfair and I couldn’t take it.” (24-year-old man, open university student, hometown Balıkesir)

The working hours in the tourism sector are generally not arranged in accordance with the Labour Law and ‘compulsory overtime’ is imposed for specific days of the week. Instead of employing more people, facilities try to perform the work with a few employees. Compulsory and unpaid overtime is the mean method used to lower labour costs. In particular, in all other of the large-scaled hotels single youth and/or youth that live alone stay in the housing facilities that hotels offer. In such cases, as they do not spend time on the road they have to work 3-4 hours extra every day. As

this extra work does not appear as official overtime employees are not paid for it. Working in the tourism sector means accepting to work overtime in this manner from the very beginning. Employees consent to these long working hours in hope of being recalled for the next season. Young employees that create problems or do not want to work overtime are not recalled.

“They don’t value you. They make your work for nothing... It really does hurt your feelings. Normally you’re meant to leave at 4 but then they put overtime for you after 5 and make you work until, 9 or 9.30. The kitchen works overtime 4-5 days a week. There’s no overtime pay in the kitchen. It means working for nothing. That’s how it is here and this kind of thing happens in a hotel audited by the Ministry of Tourism.” (25-year-old man, attending open university, hometown Diyarbakır)

“Let’s say you’re OK with working 10 hours. Some places make you work 12–13 hours. They exploit people.” (27-year-old woman, attending open university, married, trying to start own business, hometown Isparta)

“The working hours are, for instance, from 8 am to 5 pm. That’s what it says in the labour law. But bosses create their own labour laws as they wish.” (23-year-old man, single, high school graduate, welder, hometown Adana)

Only in a few number of hotels where the only union members work offer working hours and overtime pay in accordance with the law.

“Is good to be a union member. (...) If you become a member the hotel management can’t create any trouble for you. Seriously ... The union collects premiums from you. You pay a certain amount every month. You don’t work overtime. They pay for any overtime after you’ve worked 8 hours.” (24-year-old man, open university student, hometown Balıkesir)

It is virtually impossible for married people to associate this work pace with family life. That is why the sector employs single youth. While married youth bear this work for a temporary period of time, the work pace forces them to leave the sector in time. The tourism sector becomes one to work in to spend time until a better job is found or before military service. The main reason for changing hotels is higher pay. Experience personnel are rarely found in such facilities.

“I’m currently engaged. Hopefully, I plan on getting married after I complete my military service. Thinking of it, you can never be at home on New Year’s Eve if you’re working in tourism. You can’t be at home during the religious holidays. Plus, you work overtime. It takes 1.5 hours to get to work! It takes 1.5 hours in the morning and then 1.5 to get back home. And you work 8 hours at the hotel. On top of that, you wait for the shuttle. There goes 10, 13 hours. Plus, if you stay overtime you get out of the hotel at 10 pm. You get home at 11.30 pm. You go to bed at 12:30. Then, you have get up at 5:30 am. It’s like working double the time. Your day ends!” (24-year-old man, high school graduate, single, hometown Hatay)

“I used to spend 12-13 hours at work. Can you imagine? For 15-20 liras a day. I couldn’t see my child...” (29-year-old man, primary school graduate, unemployed, hometown Balıkesir)

In facilities without a professional organisation the derogatory language used is one of the complaints put forward.

“Now, I worked there and when our supervisors commissioned work, honestly, it wasn’t like taking orders from them. I will be taking orders when I work in the air company too. My father gives orders too. But the way that they treat you there wasn’t humane at all. They swear at you. You don’t swear at a married man. This went on and on for a certain period of time but then I couldn’t take it any longer.” (29-year-old man, married, primary school graduate, unemployed, hometown Balıkesir)

The tourism sector is a sector where both men and women work. Men believe that women are in a more advantageous position than men as waiters as they are not asked to carry heavy loads etc. The two women interviewed expressed they were able to cope with the conditions because they are single.

“There are no negative sides for me. At the end of the day, I’m single. The only negative side to it is getting up early in the morning. But it’s difficult for a married woman to work like this during the day, especially to work in such a job. You’re always standing. You get tired towards the evening. You go home and you have to deal with your kids’ problems, your husband’s problems. You need to feed them, clean the house etc. Of course it’s very challenging. But right now there aren’t any problems for me. I’m comfortable in that sense.” (24-year-old, university graduate, hometown Ankara)

In particular, for young women who come from small towns working in Antalya can mean freedom.

“For me working means life. It means freedom. It means self-confidence. It means standing on your own two feet. It means enhancing my self-confidence.” (24-year-old, university graduate, hometown Burdur)

4.2.4 Agriculture Sector

The importance of the agriculture sector in Antalya’s economy is increasing. In particular, in addition to conventional agriculture flower and seedling cultivation that have been on the rise in recent years are commercially developed activities. An area on the Aksu Road has become a very important region for production for a number of companies. However, local youth do not prefer to work as day and/or salaried workers. Rather, this sector offers employment opportunities for the newly migrated and low-educated youth. The working conditions are tough and individuals work long hours under the summer sun. Agriculture is considered to be synonymous with ‘peasantry’. Working in this sector does not occur to youth as it is labour-intensive, is a ‘dirty’ job requiring involvement with soil, not respected by society, not fun, and poor chances of advancement. In contrast, newly migrated and low-educated youth see the sector as a protected one where they are outside of mainstream society and work with their own families, relatives and fellow locals. In the agriculture sector, youth that have migrated from South-eastern provinces such as Batman, Diyarbakır and Urfa work in the seedling and flower sectors, in particular. Generally youth from Hatay work in Antalya’s marketplace and locals and/or residents of Antalya do not work in this sector. Youth with a certain educational level do not consider the agriculture sector to work in.

“I know from a friend of mine that they have an apple orchard in Elmali. It’s 80,00 square meters. His father works there. He’s a farmer. He makes good money, too. He’s not working with his father. He’s

working here for 1 billion. He wants a clean job.” (22-year-old man, vocational school graduate, trying to start own business, hometown Antalya)

A significant number of the people working in the marketplace, either to clean and package fruits and vegetables, or working in the flower or seedling business are young girls and women. Individuals from Hatay are happy because they have come with their relatives and friends. Families approve to their young girls working in the agriculture sector where social supervision is strong. These are young girls that have not been able to attend school, have been working in the family business since childhood and have not been allowed to work in other jobs. Respondents express that they can work when single but their spouses would not let them work after they get married.

“We need men here to protect us while we’re working here. We’re not locals so there has to be men around. You can’t go outside by yourself at night. You can’t go out alone as a woman. You could encounter all sorts of problems as a woman. Men can do whatever they want. They can out wherever they want to. As a woman, you get scared at time. I mean, even if you don’t do that kind of thing someone might gossip about it. So, in that sense, I try to be careful.” (28-year-old, primary school, divorced, hometown Hatay)

On the other hand, despite the heavy working conditions young women who do not have the opportunity to find other jobs due to their low level of education see the agriculture sector as a positive opportunity.

“For instance, if I had gone to school I would’ve dreamt of working in another place. Because I didn’t study I think I’ve got a good job. Thankfully, it’s a good workplace. My bosses are good. I get along well with the engineers. All in all, it’s good.” (22-year-old, unschooled, working in seedling business, hometown Diyarbakır)

“You know, migrating is difficult itself. But at least I have a job. I can meet my needs. At least I can go around the area in my spare time. I can’t do that in Hatay.” (18-year-old, secondary school, engaged, works in the marketplace, hometown Hatay)

“I earn money. I feel happy. At least, I try not to think of the past. I have my mind set on completing my work. I want to earn the money I’m going to get. How does one say it? To better put it, I want the money to be rightfully earned.” (28-year-old, primary school, divorced, works in the marketplace, hometown Hatay)

Working in the marketplace to clean and package fruits and vegetables means “irregular working hours, irregular eating, irregular work, irregular off-hours”.

“It’s very tough because you can’t spare any time for yourself. You get up at 4.30 in the morning and you don’t know when it’ll end, at 7 pm, at midnight? So when you get home you become so tired that you can’t even eat. And then you don’t even feel like taking a shower. That’s how it is. There’s no social life. You from home to work and from work to home. That’s how things are. Nothing else. (...) When I have spare time I like to sleep and rest because I haven’t been able to rest for the past couple of months.” (26-year-old woman, secondary school graduate, hometown Hatay)

In general, individuals work for 8-9 months starting at 5 a.m. up to 5-6-7 p.m., depending on the business. In some cases, individuals are not provided with social security therefore they earn about 900 to 1,000 TL a month, making 50-55 TL per day. In the event that social security is provided, the individuals get minimum salary. Individuals have one day off during the week, however, they are unable to take that leave when work is busy.

While agricultural businesses engaged in seedling employ men for insemination, greenhouses employ women to cultivate and sort the seeds and men for shipment of the seeds. Respondents express that it is possible to learn the job in an average of three months. There are regular working hours between 7.30 a.m. to 5.30 p.m. Because the work is seasonal, workers get laid off in November and only a few of the workers continue to work. Therefore, there is a tendency to search for other jobs.

4.2.5 Different Sectors, Similar Working Conditions

Seasonal work and long working hours appear to be the main characteristics of all the sectors. Employment without social security is commonly observed in the construction and agriculture sectors, in particular. In general, small-scale businesses do not provide social security yet they pay higher than businesses that provide social security. Large-scaled, corporate businesses do not employ individuals without providing social security, however, they pay minimum salary. Low-educated and generally low-skilled youth that need money often have to help their families too. Under these circumstances, pay becomes a priority and high pay becomes the most important criterion. That is why pay is preferred over social security. Youth with longer spans of education and skills that have entered the labour market at younger ages are less obliged to work. Accordingly, social security is more important than low pay because, in general, they do not need to help their families. In fact, in most cases their families support them. Pay becomes of second importance for such youth.

Youth generally earn minimum salary if they are provided with social security. The minimum salary is sufficient when one is single. In general, as families provide for the basic needs of youth living with their parents, minimum salary is seen as 'additional pay/income'. Youth that can pass on fundamental responsibilities to their family and/or family member find their income sufficient. However, it is known that such income is not sufficient to make their own living. That is why, where it is possible to have accommodation on premise, especially in the tourism sector, youth stay in those facilities and visit their relatives in the city on their off-day. Under these circumstances, there is a tendency to save up some of the money earned, plan for the future and search for better paying jobs.

Among young men, in particular, the most important expectation from a job is related to pay. In the framework of gender roles, both women and men believe that men are primarily responsible for winning the bread. As future heads of the family, men believe pay is the main quality that underlies this responsibility. Youth that earn minimum salary and express that this income is sufficient when they are single believe that it will be insufficient when they get married and demand an increase to the minimum salary.

"My current salary is sufficient for me. But it's sufficient because I'm single. But I don't think it would be sufficient if we were two people." (22-year-old, high school graduate, pool boy at a hotel, hometown Burdur)

Some of the individuals interviewed work in various jobs in the service sector. Among them are individuals that work in a call centre, care providers, technical service personnel for white goods and air-conditioners, pollsters, and drivers. There are two noteworthy points in terms of the currently employed and unemployed youth. The first point is that almost all of them have changed jobs several times and, in general, they have initially worked in the tourism sector. The unfavourable working conditions push them into searching for new jobs. However, frequently changing jobs and working in different jobs makes it more difficult for youth to gain experience.

"First, I worked in a gas station. I used to wash cars. I worked for 1.5 years. Then I started to work at the hotel. They give you social security in car washing. I was 16 years old and they were paying children's insurance. I was making about 400 a month. You get tips when you wash cars. I was happy there. The reason I left is that company was handed over to another company. They made a deal with someone else. I started to work at the hotel. My aunt's sons were working at the hotel. That's how I heard about the job. I went with their recommendation. I began working as a busboy. I was 17 years old. I worked as a busboy for about 6-7 months in a five-star hotel. As you know, work in a hotel is seasonal. Then we went to our village. There was work in the greenhouses for tomatoes. I used to work together with my family." (23-year-old man, high school dropout, working in cut flower business, hometown Adiyaman)

On the other hand, at the time of the initial job application employers seek experience. However, the lack of experience due to their young age is seen as a major disadvantage. Respondents express that it is not possible to gain experience without working whereas experience is required to be able to work. Therefore, this vicious circle is put forward as a challenge especially by educated youth:

"They recruit experienced employees. At the end of the day, you can't gain experience if don't work. You need to have experience. You need to have worked for five years. They immediately want experience. But you can't get experience without working. So you need people you know. You need to get the job through your acquaintances. They always asked for experience." (27-year-old man, Akdeniz University student, hometown Iskenderun)

4.3 Experiences of Young Women

4.3.1 Being Withheld from Working Life

According to the division of labour assigned for gender roles, girls are expected to get married, have children and become housewives to perform their family responsibilities in the best manner. In conservative families where this perspective is particularly strong, girls are not sent to school after compulsory primary education. However, they are allowed to attend sewing-embroidery course to gain some handicraft skills. Some young girls attend open high school.

A mother explains the reason for not sending her daughters to school, as agreed with her husband:

"I don't know... Wherever you look, behind a bush, behind a tree there's always a girl and boy sitting whereas you think they go to school. Wherever there's a secluded place, near the sea... We were dis-

gusted at the sight. We couldn't decide whether or not to send the girls to school. I didn't go to school either.(...) We decided to send our son to school. But he didn't study. When he was about to finish primary school his teacher said he has no desire to go to school. He told us to find him work. That's what we did. We didn't send our elder daughter to school either."

Young girls withheld from school internalise their situation and wait for a husband to appear while they are busy with domestic affairs. They feel more comfortable compared with individuals that are obliged to work, not those that work voluntarily and express that there needs to be an appropriate environment and familiar place for them to be allowed to work.

" ...on the other hand, it's also difficult to work. It's better to sit at home. I'm used to being a girl sitting at home. It doesn't matter to me. If I get a good opportunity in the future and if my husband allows it, I'll work. But first I want to finish high school..." (19-year-old, attending open high school, hometown Antalya)

On the other hand, there are young girls and women that have been withheld from school and work, against their will, but are allowed to work in places where there is intense social supervision.

"I had to work. How sad. I wanted to work in the textiles business. I wanted to work as a housekeeper in a hotel... These are steady and nice jobs. He didn't want any of them. My nephews were here. They would commute between home and work. My father let me do this after seeing that."(26-year-old, secondary school, single, works in the marketplace, hometown Hatay)

4.3.2 Taking Part in Working Life as a Woman

One does not frequently think about married youth when talking about youth and working life. In general, youth is associated with 'single, student, unemployed' young persons. Whereas in Turkey, individuals get married when they are young and a significant number of youth are married and have children. Similarly, it is possible to mention the staggering increase in the number of divorces in recent years. In general, most of the divorces occur in the first years of marriage. Given these, there is a group of young, divorced women with children. It appears that this group faces more challenges in working life than the other groups. Firstly, being divorced with children has implications for gender roles and social norms, which affect this group most. In addition to common problems such as long working hours and low pay one of the major problems that women face in working life – sexual abuse – affects this group of young women most. The problem of sexual abuse is the main factor why many young women are not allowed to work.

"Especially when you're widowed they view you as a potential woman. They look at you from the corner of their eyes. They make snide remarks. They verbally abuse you. They do things like that. (...) I don't want to work in single-person, private workplaces." (28-year-old, university graduate, single, unemployed, hometown Erzurum)

Particularly in small-scaled businesses it is possible to mention the reality of sexual abuse, taking place in various forms. That is why one of the most important elements of a job for young women is to find a safe workplace where they will not be subject to sexual abuse.

"Women can't work in every type of job. I once worked in an insurance company. Women can't work everywhere, especially if they're attractive. I was very young at that time but there were occasions when I was abused. The insurance company belonged to the father of my mother's student. He used to try to touch my breasts. He used to try to rub his genitals against my bottom. From where I come, it's very rude to do these things. I couldn't tell anyone about it. (...) There has to be no risk of abuse in a place where women work. It's good to work in big and crowded environments. You need to have clear-cut working hours in the morning and evening." (28-year-old, university graduate, single, unemployed, hometown Erzurum)

This situation significantly restricts the jobs that women can apply for and work in.

Turning back to the work experiences of divorced women with children, another major problem is the challenge in balancing work and family life. The working hours and money earned from the job are not compatible with the costs and hours of childcare, significantly affecting their work experience. This incompatibility between their working life and family life causes them to either change jobs frequently or not join the labour market at all.

"I was never dismissed in any of the places I worked. The kids' nursery hours unfortunately don't match the working hours in Turkey. Whether it's the public or private sector, working hours are never from 9 to 5. But unfortunately nurseries run from 9 to 5." (28-year-old woman, primary school graduate, divorced with 2 children, works as a pollster)

4.4 Ideal Job, Employment, Unemployment

In general, an ideal job for youth is public service. Particularly youth with high school and higher education see public service as an ideal job. Job security and working conditions in accordance with the laws are the most important factors for this idealisation. As the two main sectors shaping Antalya's labour market the tourism and agriculture sectors are of a seasonal nature. The service sector, developed in relation to both sectors, has also become flexible. Even in corporate organisations these markets are associated with low pay. Under these circumstances, youth do not see a future for them and idealise public service. Individuals demand to have the same working conditions in the public sector for the private sector.

"I want to work in the public sector. Nowadays, I say that as long as it's public service, I don't care what the job is. That's how I've become. It doesn't matter what department or sector I work in, as long as it's public service. I've started to seek guaranteed jobs. All of the other occupations are no good... The private sector is the same all around. You experience financial difficulties, the working hours are long, the working conditions are tough, you get limited leave. I had one day off. But when you work in the public sector you work less hours, you get higher pay, you get time off on the weekends, to go on leave for three months, plus they get paid for it. So, it has more benefits." (27-year-old man, Akdeniz University student, hometown Iskenderun)

"It's an ideal job. You start at 8 am and end at 5 pm. You need regular working hours, like 8 to 5. You

need to earn at least 2 billion given Turkey's conditions. At least. You need to be able to benefit from all types of social security. Just like police, teachers, and civil servants are granted certain privileges a normal worker should also get these privileges. The day that this happens, then something will become of us. But as long as these privileges aren't granted we'll get to nowhere." (25-year-old man, high school graduate, attending air-conditioning course, hometown Adana)

"You need to have clear-cut working hours, within a defined period of time, and a steady income. You need to know what you're going to make so that you can spend accordingly in a given month. Plus, you need to have health insurance and social security. (28-year-old woman, primary school graduate, divorced with 2 children, hometown Adiyaman)

An ideal job is characterised by working hours compatible with law, regularity, social security and getting paid on time. In fact, while having a job that complies with the laws should be the essential characteristic, this has become an ideal when looking at the work experiences of youth. High levels of youth unemployment, the temporary nature of jobs in the labour market, and the lack of auditing in the labour market turn current jobs into jobs with unclear working hours, irregular pay-outs, low pay and no social security.

Some of the educated youth expressed that under the given market conditions education can become a disadvantage rather than an advantage. Respondents expressed that employers prefer employees that accept these conditions, do not question things and create problems and that they are not very fond of educated youth, in particular those with a university degree:

"They look at the way you dress, the way you talk. They also look at how they can use you. It's for the sole purpose of using you. They generally want you to be unskilled. They search for unqualified employees. They don't prefer university graduates because in that case you oppose to certain things." (27-year-old man, Akdeniz University student, hometown Iskenderun)

4.4.1 Effects of Unemployment

Working means making money. Working means being useful. Working means earning a position/status. In particular, men cannot think of presence without working.

"Working means making money. Working is good for your psychology. When you're not working you start thinking about what's to become of you. You feel empty when you're not working. It's difficult to not work. My folks don't say anything about it but I feel ashamed when I'm not working. Society doesn't view you well. They see you as someone who doesn't work and does nothing." (25-year-old man, secondary school graduate, single, works as busboy at a hotel, hometown Konya)

One of the most important factors determining the life experiences of youth is unemployment. Whether they be educated, uneducated, women or men, unemployment affects all. Unemployment primarily pushes youth into holding on to their current job. Even the conditions are bad and pay is low unemployment teaches youth a lesson. As educational levels go higher the experience of unemployment becomes all the more heavier or better expressed:

"It's a horrible thing. Producing something feeds your soul. Standing on your own feet feeds your soul. You lose your self-confidence. You feel insecure. You feel like you're good for nothing. You ask yourself why you can't get [the job]. You say that you can do it, that you have the capacity to do it. But, as I said, going back and forth to school shook me up. I had difficulty pulling myself together after that." (28-year-old woman, 2-year university graduate, hometown Isparta)

"There's nothing worse on earth than being unemployed. And an unemployed person is open to do anything. Making a living is a problem. Then you get wound up in certain habits. You start the habit of gambling. Then alcohol, then drugs... If you're not employed, you're a candidate for everything. You're a candidate for everything that's bad." (27-year-old man, primary school graduate, construction, hometown Diyarbakır)

Unemployment becomes a very challenging experience especially for youth that have just completed their military service or recently married. The families of unemployed youth act in an understanding manner while they search for a job and families with financial means support their children during times of unemployment. However, this support turns into a painful experience especially for youth at the end of their 20's. On the other hand, youth that receive support from their families can tend to extend their duration of unemployment and refrain from working in any job that comes their way. A young, married man with one child who is attending open university and living with his parents explains his unemployment experience and the burden of receiving support from his family as such:

"Let me tell what my dad told me. He said, 'OK, I'll take care for the rest of your life. But what are you going to do after I die?' That's what my dad told me. Now that really got to me. He said this just a couple of days ago." (29-year-old man, open university student, married, unemployed, hometown Istanbul)

Apart from such psychological effects of unemployment, it restricts life itself and turns daily life into a nightmare:

"Financial problems, personal problems and family problems. They affect your private life too. You can't go out. It restricts your life. You're always being restricted. You experience all kinds of financial problems. You become destitute. You're feeling scared every day. You're afraid to step outside of the house. You're scared of being kicked out of your house. You're scared about what you're going to eat the next day." (27-year-old man, Akdeniz University student, hometown Iskenderun)

"People are afraid of becoming unemployed. They're afraid of being unemployed and they don't go after their rights. Even if they try to only one or two people join in and the rest remain silent so in the end you can't get anything." (23-year-old man, single, high school graduate, hometown Adana)

Unemployment presents itself as a challenging experience for women and men alike. However, it appears that there is widespread belief that unemployment is more difficult for men. Women and men evaluate unemployment in the framework of gender roles and see men as being primarily responsible to get a job and win the 'bread'. Such a social expectation affects men and unemployment then gains more meanings than being mere 'unemployed'. Unemployment in men is characterised as 'not being able to win bread', which means that as the head of the family the man loses his power.

“In a society a man has to work. Society hasn’t assigned such a role to women. Women can either work or not work. But men must work. Because men are seen as breadwinners it’s more difficult for them to be unemployed compared with women.” (24-year-old woman, married, high school graduate, hometown Burdur)

“I’ve been unemployed for about three months. I’ve been searching for a job for three months. And believe me, there’s no way I can explain the psychological pressure it has created on me. Because, why does one become broke? I mean, everyone who ever became unemployed must have experienced the same thing. You think about the people that are dependent on you. I have a wife and a child. Let me tell you, when you become unemployed the way your wife’s family views you can totally change because humans are that way. They’re good to you if you’re in a good position today but if things have turned bad... Unfortunately, we live in bad times. It goes all the way to depression. There have been times when I was in depression. What I’m saying is being recorded. Honestly, if this is going to be shared, let me tell that I remember the times I used anti-depressants. I remember the times I used anti-depressants. Anything else?” (29-year-old man, primary school graduate, married, unemployed, hometown Balıkesir)

“Because for a man, I see it as a power thing. I think money is a man’s power. When a man doesn’t have money he has nothing. That’s how I see it. A man loses self-confidence when he doesn’t have money. When he loses his self-confidence he can become more aggressive. He can be more offensive and not listen and understand others. In that case, out of desperation, you start to attack everyone and everything. Either you have to have a job to overcome these, I mean, a steady job. What else could give self-confidence.” (28-year-old man, Anatolian high school graduate, works at a hotel, hometown Eskişehir)

While men seek a job to win bread women want to work when their husband’s income is not sufficient to provide for the house and children’s need and, in some cases, to buy a house. While men mention the negative psychological effects of unemployment, women talk about the empowerment that working gives to them.

“It’s very important for a woman to be working. It means standing on your own feet. You can spend your money at your own will. You don’t become dependent on your spouse. If needed you can turn against him and talk back at him. I can’t do that right now. I can’t ask for money from my spouse. If he wants to, he gives me some money. Why should I victimise myself like this.” (28-year-old, open university dropout, unemployed, hometown Adıyaman)

“I want to have both social security and money for myself. I want to be better off and buy whatever my children want. Because we live on single income we can’t buy everything.” (27-year-old, high school graduate, married, unemployed, hometown Konya)

“Work means self-confidence. It’s like you regain your self-confidence and then become happy that you support your family. That is, you feel peaceful when you work. When you’re not working you feel like you’re good for nothing. Even if people don’t say so, you feel uncomfortable.” (18-year-old, secondary school, engaged, works in the marketplace, hometown Hatay)

“I would be happier if I were working. I would be happier as long as I make my own money. At least I wouldn’t be a burden on anyone. That would make me happy.” (28-year-old, primary school, divorced, works in the marketplace, hometown Hatay)

Another interesting outcome of the interviews is that according to youth that work in low-paid jobs with long working hours there is no unemployment problem in Antalya as such jobs are very common. According to them, people are unemployed because they prefer to work in comfortable desk-jobs with high pay and that there is work available if they accept to work under difficult conditions as they do. They believe that there is no unemployment problem but there is a problem of job preferences. These are ‘well-off’ youth who cannot find jobs because they want an easy-going job. They believe that young people should not be too picky, should be patient and accept to be crushed a little. Those that do not want to bear these conditions are unemployed but their unemployment should not be taken seriously.

“If you look for a job you’ll find it. It’s not that people who are unemployed are lying but you make your choices against your criteria. Wouldn’t I want to be comfortable? Of course I would. Why shouldn’t I have a car, too. Why shouldn’t I own a house? I too would prefer to work for 5 hours instead of 8. But since that won’t happen and if you don’t accept the criteria that others seek then of course people will become unemployed. They don’t like the job.” (23-year-old, high school graduate, divorced, lives with family, works in a call centre, hometown Adana)

“In general, people want to start working with a high salary. I think there’s unemployment because people don’t like the jobs. Of course not every new employee can start working with a high salary. Of course you’re going to start off with minimum wage. Then you’ll get promoted as you do your job. I think people can’t find jobs because they don’t like the jobs. Otherwise, there are job opportunities here. As long as you’re ready to work, there’s plenty.” (27-year-old, high school graduate, married, attending İŞKUR’s course, hometown Konya)

According to an exact opposite opinion, the real problem in Antalya is not unemployment but working for nothing.

“It’s easy to find a job that pays 500 million. Go look for one and you’ll immediately find one. So what about 500 million? All you can do is pay the rent and then you’ll starve.” (25-year-old man, single, attending patient care course, hometown Diyarbakır)

4.4.2 Job Search Experiences and İŞKUR’s Role in the Process

İŞKUR is highly known among the interviewees. It is generally known that İŞKUR offers various courses, assists in finding a job and getting unemployment benefits, and delivers courses that give ‘pocket money’. However, low-educated/low-skilled guest workers, in particular those from the Southeast, do not make use of İŞKUR. These youth come to Antalya unprepared and immediately find a job through their acquaintances and close/distant relatives. In most cases they only have money for the trip and immediately find a job to earn money. As they come at a young age, unprepared and lack education/skills the quickest job they can find is construction work. In time, such youth create their networks and tend to remain in that circle. They live in solidarity with fellow outsiders from their hometown. Formal ways are

not quite pertinent for these youth and they believe that they are marginalised by mainstream society. Similarly, it is observed that they create their own mechanisms of marginalisation. Their main experiences are built on living in communes, socialising together and finding work with each other's support.

Among individuals that learn a profession based on a master-apprentice relationship, professional solidarity and notifying one another is important. Especially in the construction sector communication among workers performing jobs such as welding, formwork and masonry is important when one foreman needs the help of another foreman. At this point, individual personalities are just as important as professional skills and traits such as good interpersonal relationships and reliability become important. In general, employers hand over the responsibility to foremen and foremen tend to call their acquaintances when skilled work is required.

“When I look at the numbers on my SIM card, when I look at my contact list there's İrfan, Müslim, Serkan, all foremen. We always call one another. When I meet new people I ask them for their phone number. I tell them to call me when there's work. I always stay in touch with people that I meet and they call me. They call me for work and I go.” (23-year-old man, high school graduate, welder, hometown Adana)

Work placements through İSKUR's courses are evident in various sub-sectors of the tourism and service sectors. Still, a significant number of employees in the tourism sector are recruited through acquaintances.

“My brother-in-law works as a ‘tea waiter’ at this hotel. When you're an outsider and want to work at this hotel you have to know someone from inside. If you don't know anyone they give you a form to fill out and that's all you can do. I had the opportunity to work here thanks to my brother-in-law. They ask him what kind of a person I am, whether I would perform the job well or not. They ask him questions like that.” (29-year-old man, primary school graduate, works at a hotel, hometown Balıkesir)

It is seen that respondents believe 'acquaintances' play an important role in promotions for certain jobs. Especially in the tourism sector, in order to be promoted or advance there needs to be connections and acquaintances.

“It's not only at Rixos hotels. It's all over the tourism sector. I'm speaking for the Antalya region. I'm not speaking for the other tourism regions. I haven't worked in Istanbul, Izmir etc. I haven't worked for city tourism. In the Antalya region if you have acquaintances you definitely get to climb the ladder. Otherwise, it's very hard by your own efforts.” (23-year-old man, industrial vocational high school graduate, single, works in tourism sector, hometown Manisa)

“...You need to know people. For instance, I speak Russian like my mother tongue but I can't find work in the tourism sector because I don't know anyone. Plus, if my appearance were proper I could find a job but it's not. I'm short and I'm a bit chubby. In the tourism sector they look for tall, handsome people.” (23-year-old man, high school graduate, single, welder, hometown Adana)

The ways of finding a job diversify with higher educational levels. These individuals know and use all of the methods such as the Internet, posting a CV, and İSKUR. In addition, it is observed that as educational levels increase, individuals demonstrate attitudes compatible with their education rather than the 'I'll work in any job' attitude. This approach is

believed to be important as opposed to the perception that 'work is available for those willing to work' in terms of youth unemployment. Youth that have a specific profession/education want to work in jobs that they know and feel comfortable in. For this purpose, some of the young people intending to start their own business can benefit from KOSGEB's grants after certifying that they have completed İSKUR's entrepreneurship courses.

“I like my job and I want to do the job I like. Apart from that, I apply for the jobs I like. People tell me to apply everywhere, telling me start from somewhere. They tell me that I've given a too long break and that I should work. OK, I need to work, I need to earn money but you also need to be happy when you earn money. You need to get pleasure out of your job.” (28-year-old woman, 2-year university graduate, attending entrepreneurship courses, hometown Isparta)

4.4.3 Perception about Locals/Migrants; Exclusion/Inclusion

Overall, the issue of exclusion is not very apparent. However, it is observed that everyone has a perception of 'the other'. In general, it is observed that groups that are unable to join mainstream society and live with their fellow citizens feel excluded. In turn, it is seen that groups that feel excluded also exclude other groups. This situation shows up in the sharing within sectors, living with fellow citizens, and not taking part in social life. However, outsiders that have migrated to Antalya from nearby provinces such as Burdur and Isparta consider them to be locals of Antalya. In most cases, they have a family member that has settled in Antalya before. Because they have started a living in Antalya and joined social life they consider themselves to be part of society, believe that there is no discrimination and speak against discrimination.

“Let's take a look at the tourism sector. In general, people from the southeast work in tourism. The marketplaces, constructions, cafes, bars are dominated by people from the southeast. How come there are no job opportunities? They are all over the place. How do we exclude them?” (22-year-old man, high school dropout, hometown Antalya, trying to start own business, hairdresser)

However, several respondents expressed that groups that perceive themselves as Antalya locals or certain groups that have settled in Antalya a long time ago but have maintained their identity can be prejudiced against other groups. Respondents drew attention to the potential dangers of such prejudice. Migration and certain migrant groups are seen as the cause of some adversities in the city. There is a perception that lots of people come to Antalya in hope of finding a job but that not everyone finds a job and then unemployment leads these people into unfavourable lifestyles, which in turn destroys the city. On the other hand, respondents touch on both the pros and cons of migration such as increased potential for tourism as the city grows.

When asked about the challenges that migrants face in Antalya's labour market, respondents pointed to specific ethnic groups with reference to global issues independent of Antalya. In fact, some respondents (25-year-old man, secondary school dropout, single, construction worker, hometown Şirvan) spoke in a near racist approach, basing the economic and social problems in the world and Turkey and on specific groups.

“I haven't seen any good side of migration. When you go out on the streets at 11 pm there's no security.

The migrants cause this. They come here hoping to find a job. They can't find a job and so they sleep on the streets. They can't work because they come here hoping to find a job. There are lots of people sleeping in the hospital gardens. I don't think migration has done any good to Antalya. When people can't find a job they get involved in all sorts of things, like drugs. They get involved in all kinds of dirty business. It's generally the migrants. They have to make a living. They have to make money." (23-year-old man, single, Akdeniz University student, trying to start own business, hometown Antalya)

"It's has its benefits and disadvantages. More glamorous hotels are being built. The number of hotels is increasing. And this helps develop tourism. So it's good in that sense. When you look at it from a different perspective, like the other person said, of course you can't generalise everyone but there are good migrants and bad ones. They inevitably cause problems. I can't say it's totally negative. It has positive sides to it." (27-year-old woman, open university student, married, trying to start own business, hometown Isparta)

In addition to prejudices, the competition in the labour market place is also influential in the reaction against migrants. Respondents expressed that migrants lower the pays in the labour market, consent to work for less and, in particular, 'guest workers' come to work for 6-8 months and then return to their hometown. Respondents are angry with migrants because they accept to work long hours for low pay and without social security. Employers impose these working conditions on everyone because they consent to them and this takes away the bargaining power from local youth that demand better working conditions. This reaction particularly observed among competing migrants groups is not against the attitude of employers but the migrants.

"You go to a job interview and tell the employer that you want insurance, weekly leave, annual leave. When you talk about your rights the employer says that you're no good for him and immediately sends you off. People from the east don't ask any questions. They say that they'll work. And then naturally you react to people from the east. It's not an ethnic issue at all." (28-year-old man, married, hometown Antalya, high school graduate, trying to start own business)

"Because they disrupt the order of the business. Let's say I work for 5 liras, another guy comes and lowers the prices in the marketplace. So, a guy who normally works for 10 million comes and says that he'll do the work for 3 million. There's this kind of discrimination." (23-year-old man, secondary school graduate, construction worker, hometown Şiran)

For low-educated migrants from certain regions holding on to life impels them to accede to the lowest jobs in the labour market hierarchy and accept all types of conditions. In order to feel secure they stick to their own circles, tend to live together and, of course, speak in their own language among themselves. Inexperienced and unequipped youth that start working at a young age primarily seeks people they know. Accordingly, based on regional differences, individuals from the same hometown have an increased tendency to live together and/or close to one another. In such cases, working and socialising together becomes a major lifestyle.

"Now, normally, we can't keep up with these things, like high society, being well-groomed etc. If you don't have a friend with you, if you go and sit somewhere people can immediately tell that you're from

the east. At work we're more happy, joyous and friendly when we're together. We get along better. We joke around. When you're with a foreigner it's not easy to open up to them. We say hello to one another and then leave. We go into deep thoughts, smoke a cigarette. But we laugh and joke around when we're with friends." (23-year-old man, secondary school dropout, married, construction worker, hometown Diyarbakır)

While such 'closed' groups have a high degree of solidarity among themselves it is observed that they also have high tendency to exclude other groups. These youth are not ready to live in the new places they have come to. They try to hold on to life in a city that they have suddenly migrated to, unprepared. While some succeed, others do not. However, as respondents express, because it is very difficult for them to go back some of them have become involved in jobs perceived to be 'unfavourable'. This has led to generalisation and prejudices in local groups against these groups.

"...People from our region had to migrate to the west. Some had to migrate to Istanbul, some to Antalya. Of course, when you come here you have to pay rent, electricity and water. Making a living is a problem. Those that managed to find a job steered in one direction, and others steered in other directions. And of course, the locals react when people steer off into wrong directions." (22-year-old man, construction worker, Diyarbakır)

One respondent claimed that a community living in a certain part of the city views them as different. This respondent believes that the group, which believes it is excluded from society, actually excludes others. Based on what the respondent has gathered from the media, he reports that people living in that area steal and children throw stones at public and that is why he dislikes those people.

"...I don't know anyone there. We don't go there often. We watch it on TV. The company I used to work for opened an office there. The kids were very naughty. There was a lot of theft. They used to steal the construction bars. Well, they're kids, right? They used to throw rocks at the public buses. We don't like that area." (23-year-old man, high school dropout, single, works at a hotel, hometown Konya)

While the competition among migrant groups leads to marginalising attitudes, one way that the marginalising attitudes of Antalya locals, based on prejudices, manifests itself is by not renting their houses.

"...They don't rent their houses to us... In Adana, they never do if you're from the further east of Adana. Our landlord was a sensible and cultivated police officer and that's how he rent his house. For instance, I have neighbours but I never speak with any of them... We've also had a lot difficulty making ends meet." (28-year-old woman, married, high school graduate, attending the municipality's computer courses, hometown Adiyaman)

"They didn't rent us a house. My mother is a teacher, my father is in the military but still they didn't rent us a house because we're from the east... My mother's hometown is Van. Now things are a bit better. It's a bit better." (28-year-old woman, single, unemployed, hometown Erzurum)

4.4.4 Perception of Antalya

It is possible to speak of an overall positive perception of Antalya. Among several challenges, the abundance of job opportunities creates satisfaction.

“Job opportunities. Work. Instead of being broke in their hometown they come here and create new circles and learn a job. They acquire a skill. You work for a year and learn a job and then you get called back the next year. The company pays for food, housing etc. Some people even send money to their families.” (24-year-old woman, university graduate, tourism, hometown Ankara)

On the other hand, its good climate and the availability of all-year-round jobs are seen as positive sides. The abundance of recreational sites and outdoor social events are also liked. Migrants are not very familiar with the locals of Antalya. As rents are lower in districts where migrants live, they live close to one another. That is why they are not many locals in their surroundings or migrant groups do not have many encounters with them.

“That’s a very good question. But, honestly, I can’t answer this question. If you ask why, it’s been 9 months since I came here. I don’t even have two friends who are locals from Antalya. There are very few locals here. There are so many migrants like us. I can say that 8 out of every 10 people are foreigners. They’re not from Antalya.” (29-year-old man, primary school graduate, married, unemployed, hometown Balıkesir)

On the other hand, the way they dress, the diversity of communities, the abundance and visibility of economic differences are perceived as pros or cons, depending on where one looks at these aspects. Steep income differences, especially in the tourism sector, emerge as a challenge for youth that work for low pay.

“Antalya is a beautiful city. It’s nature, it’s everything is beautiful. It’s a beautiful city but not for the miserable. It really isn’t a city for the miserable because families without an income higher than 1,500 can’t do anything here and their kids will have psychological problems. It’s inevitable. And I think Antalya has the highest divorce rate. Maybe its people are affected by seasonal work because during winter the husband doesn’t work, the wife doesn’t work. Inevitably they’ll argue.” (25-year-old man, attending open high school, tourism, hometown Diyarbakır)

“I always say that Antalya is a city for the rich. The poor shouldn’t be living here. I tell this publicly. Bread costs 70 kuruş. Where am I going to find 70 kuruş to buy a loaf of bread? It used to be 50 kuruş. At least I could buy two loaves then. We could make do with that until night falls. Antalya is a city for the rich. Like how tourists keep on coming, they should live here.” (28-year-old woman, high school graduate, married, attending the municipality’s computer courses, hometown Adıyaman)

However, there are different views in this respect.

“Don’t get me wrong but today 700 million, 800 million is serious money for Antalya. It’s a good deal of money. In Antalya tomatoes cost 50 kuruş and cucumbers 50 kuruş a kilo. You buy a kilo of spinach for 1 lira. Or you can buy cheap clothes like a t-shirt for 3 or 5 liras. You can buy a pair of jeans for 10 liras.

But we Turks always aim high. We always want to wear Adidas. We want to we wear Levi’s jeans. We want to drive a Mercedes. That’s what it’s about... (...) In Antalya if two people in a family work and earn 1,600 liras and pay 300 liras for rent they could live like a king. They could eat and drink wherever they want. That’s my opinion. It’s all because of how Turks are. They don’t want to work. People think ‘Why should I work for 600’.” (29-year-old man, single, primary school dropout, tourism, hometown Balıkesir)

This quote demonstrates that it is not sufficient for just the man to work and that the woman also needs to work. Otherwise, it would not be possible to achieve a minimum standard of living.

As a result of the competition among jobseekers in the city, respondents expressed that the disadvantaged position of primary school graduates versus high school graduates is a downside.

“Like I said just then, speaking for Antalya and not myself the positive sides are that prominent people in the world come to Antalya. I’m not speaking on my behalf. That’s the positive side. Antalya being a tourism city is a positive thing. There are lots of social events. It’s a popular and liveable city, which is a positive thing. There are also negative sides to it. For instance, finding a job. As I said before, Antalya isn’t an industrial city and that’s a negative thing. If there were factories here then people could... Let me put it this way, as you know, when you’re a primary school graduate in Turkey people don’t take you seriously. If there were factories here then people like me would be willing to work in a factory too. I graduated from primary school. Excuse me but I don’t have to be treated like a donkey in a hotel.” (29-year-old man, primary school graduate, married, unemployed, hometown Balıkesir)

For youth, Antalya also means being able to act freely and having freedom of movement. In particular, young women like the fact that they can go out alone and have freedom of movement in Antalya.

“When you have a girlfriend, you can be free to hold hands with her, have a drink at a café, do things together and go to the beach. In my hometown people look at you from the corner of their eyes if you hold hands. You have to get married. That’s why this place is much more comfortable.” (23-year-old, high school dropout, single, tourism, hometown Sivas)

“I was 12 years old when I came to Antalya and my sibling was around 9–10 years old. There are huge differences between Antalya and Erzurum. We wouldn’t have been as comfortable as we are here if we had stayed there. We would’ve been suppressed. People are more free here.” (28-year-old woman, open university student, unemployed, hometown Erzurum)

“Antalya is beautiful but the heat and humidity in summer is a killer. I want to go to Akşehir in summer. But Antalya is a nice place. I want to raise my kids here. I want them to learn manners and live in the city. People who grow up in a village are very different.” (27-year-old woman, married, unemployed, hometown Konya)

Respondents perceive locals of Antalya as rich people who do not tend to work and are not interested in developing relationships with their neighbours.

The local people in Antalya act a bit cold to outsiders. They don't have relationships with their neighbours. They don't have warm relationships. They don't accept people that are not locals. When you ask for directions here they look you in the face whereas they would know the address. At the end of the day, outsiders are human too. While I have very good relationships with my neighbours from Trabzon I've never had that opportunity with a local of Antalya." (29-year-old woman, married, high school graduate, entrepreneur candidate, hometown Kayseri.)

In particular, migrants from the East and Southeast perceive Antalya locals as distant, individualistic, materialistic, and slightly selfish people. Such groups that live with their close relatives, friends and fellow citizens in their hometown or place of migration find individualistic urban life odd. Indifferent modern living is not perceived as an acceptable lifestyle for them.

"It's something like that. In my hometown, when someone passes away we set up a tent, there's solidarity etc. We take care of the family for one month. But such a thing doesn't exist here. No one even offers a cup of tea. That's how it is. People don't have relationships with their neighbours. There's no solidarity. There's nothing here. That's how it is. No one even offers a cup of tea. But if there were money involved, they would give you a cup of tea. Here, everyone tries to con one another." (22-year-old man, primary school graduate, works at a hotel, hometown Batman)

"Compared with the region I live in, Antalya's people are a bit cold. The people are cold. For instance, in my apartment building in Diyarbakır I would know if my neighbour is hungry or if s/he needs anything. That's not the case here. No one asks anything to anyone here. It's as if you're non-existent. It doesn't matter if live in an apartment building or a slum." (32-year-old man, primary school graduate, construction subcontractor)

Exact opposite opinions of the above statement were also been expressed.

"My landlord is a local of Antalya and so is his father etc. That is, my landlord's origins are in Antalya. As I said, I spoke about his qualities. They're very nice people. The people of Antalya are very nice. They like to help. That's how they are. They're the type of people that I like to be with." (24-year-old man, high school graduate, single, tourism, hometown Balıkesir)

For new migrants that are striving to hold on to life Antalya is a beautiful but expensive city. Rents are high. Everything is expensive as if they are being sold to tourists. Living in Antalya is particularly difficult for new migrants that are married with children and have a single income. Furthermore, it is very difficult for individuals that do not have any solidarity mechanisms and do not even know their neighbours. Such poverty also brings about loneliness and desperation. In such cases, if the family has a school-aged child even the small amounts of money requested for extracurricular activities are too high for the family. In fact, families even consider withdrawing their child from school in such situations.

5. Discussion, Conclusion and Recommendations

The key economic activities in Antalya are comprised of various branches of the service sector, with tourism in the lead, agriculture, construction and industry. The main characteristics of employment in these industries are low wage, long working hours, and temporary work. It is observed that all of these areas are open to young people who have migrated to the city. While young people coming from the Black Sea and Southeast Anatolia regions work predominantly in the construction sector there are young people from the East Mediterranean and Southeast Anatolia regions working in agriculture. The tourism sector welcomes people from all regions. These three industries serve as an entry point to the labour market for undereducated migrant youth. Young people who deem themselves as locals of Antalya do not appear to be interested in the sectors in which migrant youth have paid work. In particular, it is observed that the majority of the youth applying to İSKUR for vocational courses, especially entrepreneurship, are locals of Antalya.

The first indicator of urban integration for migrants, that have come to settle to Antalya from another city or go back and forth as a seasonal guest worker, is participating in the city's labour market. However, the disadvantaged participation of migrants in the labour market poses a disadvantage in terms of their perception that they do not belong to the city, overcoming their estrangement and marginalisation. Another indicator of integration is benefiting from the opportunities that the city offers, in particular, education. Upskilling and vocational trainings offered by İSKUR, in particular, and various public agencies are crucial to enhance the qualifications of undereducated migrant youth and offer them the opportunity to work in more decent jobs.

Agriculture is an important sector for Antalya and significant progress has been achieved especially in recent years in seed and seedling cultivation. Cut flowers, seed and seedling cultivation have differentiated from classic agriculture in that they appear to be transforming into a sector that relies on technology and know-how. Furthermore, it is observed that this area is open to development and has the potential to offer significant job opportunities. However, this sector continues to appeal to migrant youth, who are undereducated or lack education, and is still an easily accessible sector for them. More-skilled and better-educated groups do not 'demand' these jobs. In fact, the existence of these fields is not known. It is believed that factors such as being located in rural areas, working conditions and the general low status of "agricultural workers" contribute to this. That is why, it is observed that more awareness needs to be created to attract youth to this sector and turn it into a "preferable" work area.

While the youth interviewed have different educational backgrounds, most of them have graduated from high school. The fact that primary school graduates and high school graduates, and in some cases, university graduates work in the same job demonstrates that education does not fulfil its function in creating upward social mobility towards a better job and profession. Undoubtedly, education is an important factor in terms of one's status in the labour market. However, in addition to education, the socio-economic status of one's family, the location and region of residence, the quality of schools and teachers are determinant factors in the professional life of a young person. Therefore, in the case of a student who comes from a low-income, low-educated family, goes to a school where classes are skipped or who skips school him/herself, even if this student ultimately holds a high school diploma it is not of significance in the labour market. Even if students go to a vocational school, most of the time they do not find the opportunity to work in the field related to their education. A young person who enters the labour market with a low-qualified, temporary job that has unfavourable conditions becomes prone to continuously switching between jobs for the sake of a higher wage, as

the current job does not offer any opportunity to advance. In particular, young high school graduates working in the tourism sector see their job as a temporary one that can be carried out when one is still bachelor and therefore seek other jobs in the service sector. The main problem at this point is that young people work in these jobs on a temporary basis, as these jobs do not offer the opportunity for them to climb the career ladder based on their professional experience and knowledge. Even as these young people grow older, their disadvantaged jobs and a disadvantaged status continue to be their primary qualification for employment. It is virtually like being caught in a trap. The importance of institutional support comes to the fore to rescue youth from this trap. Undoubtedly, it cannot be expected that everyone will be equally interested in benefitting from such support. However, İŞKUR's activities are crucial in terms of offering support to those individuals that demonstrate such interest and wish to develop through vocational training, become more qualified or start up their own business. In particular, it is crucial to offer vocational training opportunities towards permanent jobs for adolescents who wish to start their own families as they transition to adulthood and want to work in permanent jobs, not temporary ones.

İŞKUR's trainings are also important in that they offer young girls and women, who lack previous experience in an income-generating job and are under the strict control of their family and community, the opportunity to get out of their homes, come together and acquire a profession. Being a serious and formal state agency, İŞKUR offers a legitimate rationale for women who are not allowed to socialise to get out of the house and their job placements are deemed to be more 'reliable'. The self-confidence that working and making money provides to women is fundamental for them to live as citizens with equal rights in this society. That is why it is crucial that İŞKUR upholds gender equality when organising employment-guaranteed vocational trainings. At the same time, in order for married couples to achieve minimum living standards both spouses need to work and municipalities need to offer low-priced and quality child care services. İŞKUR's duty is to pay regard to gender equality in terms of participation in the trainings and job placements.

The fact that economic activities that play a significant role in the city's economy, that is tourism, agriculture and construction, are of a temporary nature cause serious problems for employees. Because some of these individuals are employed in a totally informal manner they are not able to enjoy the protection provided by social security. For those that are employed with social security, in most cases they are not eligible for unemployment insurance as the number of premium payments is too little. At this point, it is obvious that legal changes must be introduced to facilitate benefitting from the unemployment insurance. Although a significant amount of resources have accumulated in the fund, the problem of unemployed individuals not being able to benefit from this must be resolved urgently.

In all of the above-mentioned industries several companies do not comply with the provisions of the Labour Law and individuals are forced to work for periods longer than those envisaged in the law, without compensation. Accordingly, public agencies apart from İŞKUR, namely the Social Security Administration and Regional Labour Directorates need to audit businesses more frequently to make sure that they abide by the law. Young people are yearning for jobs with working hours that comply with the law, have social security and offer sufficient compensation. This yearning is very rightful and humane.

In UNDP's study conducted to identify the priority sectors in Antalya that bear a potential for sustainable economic growth and offer 'decent job' opportunities, especially for the youth, ten industries were selected based on the high scores they received in terms of labour and non-labour factors. The first two of these are the production of agricultural

products with high added value. The next three industries are related to tourism. These are medical tourism, elderly care and health tourism, and alternative tourism, namely tourism related to business and trade fairs. The remaining sectors are sub-branches of the production sector. The first of these is processed food production. The production of metal products, except for machinery and equipment, comes second. The third and fourth industries are the production of construction materials and yachts, respectively. Finally, general business services ranks at the end of the list (Strategic Scan of Priority Sectors Workshop Report 4 June 2010).

Out of these industries, in the agriculture sector, young migrant workers have assigned high scores to their jobs in the cut flower and seedling cultivation sectors where they have social security. Employers also attach importance to certified vocational trainings. By offering vocational trainings in this area undereducated youth, in particular, can achieve professional development. Taking into account the sizeable potential that the tourism sector offers to the youth, supporting the top three sub-branches, namely medical tourism, elderly care and health tourism, and alternative tourism (business, trade, trade fairs) would be right to the point. In particular, it could be possible to overcome the adverse situation caused by seasonal work in the sector through vocational trainings aimed at permanent services. Arrangements to be introduced in the agriculture and tourism industries can offer equal employment opportunities to young men and women, therefore making such arrangements all the more meaningful and important (Toksöz 2011, Antalya Labour Market Analysis, ILO, Ankara.)

It is observed that offering new alternatives to young people in line with the concept of 'lifelong learning' is critical in terms of giving them a second or a third chance for education and skills development. In particular, opportunities such as open high schools, night education, open universities are important and demanded. It is observed that these are very helpful for young people to have better self-perception and self-presentation and contribute to better self-expression, although they do not directly correlate with the labour market. It is clear that increasing these opportunities, improving accessibility and communicating these to undereducated youth, in particular, is crucial.

In general, it observed that the opportunities and facilities offered to the youth are less in peripheral areas compared with the city centre, less for women than men, and less for low-income groups compared with those that have a better socio-economic status. Thus, the most needy groups are those that have least access to resources and therefore the status quo is repeated over and over again. That is why as poverty increases the services produced/accessed also become poorer. It is believed that the most effective way to reverse this situation is to develop perspectives and practices that contribute to offering information, services, and support to those that are in most need of these. Otherwise, the disadvantages are created and transferred over and over again. The way to get the youth out of this deadlock is to prioritise women, individuals in the periphery, and those that have a low socio-economic status.

6. Bibliography

Aries, P. (1962). *Centuries of Childhood: A Social History of Family Life*. Paperback - July 12.

ATSO (Antalya Ticaret ve Sanayi Odası), (2009), 2008 Ekonomik Rapor- Rakamlarla Antalya Ekonomisi, ATSO yay. Antalya.

Çizel B. Rabia, Aksoy Beyhan, (2010), "Turizm Sektöründe Mevsimlik ve Daimi Çalışma: İşgücünün Niteliği ve Mevsimlik Çalışmanın Yarattığı Sorunlar", 1. Turizmde İnsan Kaynakları Gelişimi Sempozyumu Bildiri Kitabı, Nisan 2010, Antalya S. 97-119.

Dinçer Bülent, Özasan Metin, (2004), İlçelerin sosyo-ekonomik gelişmişlik sıralaması araştırması, DPT Bölgesel Gelişme ve Yapısal Uyum Genel Müdürlüğü, Nisan, Ankara.

DPT (Devlet Planlama Teşkilatı), (2003), İllerin ve Bölgelerin Sosyo- Ekonomik Gelişmişlik Sıralaması Araştırması DPT, Ankara.

DPT (2007), İşgücü Piyasası Özel İhtisas Komisyonu Raporu, Ankara.

Ercan, Hakan (2007). *Türkiye’de Gençlerin İstihdamı*. Ankara: ILO.

Ercan, Hakan ve Helga Rittersberger-Tılıç (2011). *Analysis of Migration in Turkey (Türkiye’de Göç)*. Ankara: IOM (unpublished report).

Hacettepe Üniversitesi Nüfus Etütleri Enstitüsü (2003). *Ulusal Doğurganlık ve Sağlık Araştırması*. Ankara.

Hall, T. and Williamson, H. (1999); *Citizenship and Community*. Leicester: Youth Work Press.

İİMEK (Antalya İl İstihdam ve Mesleki Eğitim Kurulu), (2010), 2009 Yılı İşgücü Piyasası Anketi Sonuçları, Antalya (unpublished study)

İŞKUR (2008,) 2009-2011 Performans Programı, http://statik.iskur.gov.tr/tr/rapor_bulten/009_2011_donemi_performans_programi.pdf, (Erişim Tarihi: 10.7. 2010).

Jones, G., and Wallace, C. (1992). *Youth, Family and Citizenship*. Milton Keynes: Open University Press.

Kalaycıoğlu, Sibel; Çelik, Kezban; Rittersberger-Tılıç, Helga; ve diğerleri (2010). "Türkiye’de Seçilecek Temsili Bir Örnekte Toplumsal Tabakalaşma, Hareketlilik ve Sosyo-Ekonomik Statü Araştırması: Doğu Avrupa Örnekleri ile Karşılaştırmalı Bir Çalışma." TÜBİTAK projesi.

Kocaman, T. (2008). *Türkiye’de İç Göçler ve Göç Edenlerin Nitelikleri 1965 – 2000*. Ankara: Devlet Planlama Teşkilatı (DPT).

Kongar Emre (1983). *Demokrasi ve Kültür*. İstanbul: Hil Yayınları.

Marshall, T. H. (1950). *Citizenship and Social Class*. Cambridge University Press.

ILO (2006). *Global Employment Trends for Youth*.

ILO (2008). *Küresel İstihdam Eğilimleri Raporu*.

Mütevellioğlu Nergis, Zambak Mehmet, Mert Mehmet, (2010), "İşsizlik, Üniversiteli Gençlik ve Gelecek: Bir Alan Araştırmasının Bulguları", C.Ü. İİBF Dergisi, Cilt 11, Sayı 1, S.219-223.

Mütevellioğlu Nergis, Bato Çizel Rabia, (2010), "İşsizlik ve Sosyal Haklar: Bir Alan Araştırmasının Bulguları", 2. Sosyal Haklar Ulusal Sempozyumu Bildiriler, Petrol-İş Sendikası Yayınları, Kasım 2010, S. 279-298.

Mütevellioğlu Nergis, Aksoy Beyhan, (2010), "İşsizlikle Mücadelede İl İstihdam ve Mesleki Eğitim Kurullarının İşlevi", Çalışma İlişkileri Dergisi, Çalışma ve Sosyal Güvenlik Bakanlığı yayını, Sayı:1, S.13-35.

OECD (2007). *Education at a Glance 2008: OECD Indicators*.

Öngöre Özgür, (2010), "Turizmde Çalışma Koşulları ve Esnek Çalışma", 1.Turizmde İnsan Sözcükleri Gelişimi Sempozyumu Bildiri Kitabı, Nisan 2010, Antalya, S. 260-268.

Tatlıdil Hüseyin ve Özgürlük Barış (2009), "İşgücü Piyasasında İllerin İşsizlik Risklerinin Analitik Hiyerarşi Süreci ile Belirlenmesi", TİSK Akademi, Cilt: 4, Sayı: 8, 2009/II, Ankara, S.6-20.

Toksöz Gülay (2011). *Antalya İli İşgücü Piyasası Analizi*. Ankara: ILO.

Tunalı İnsan, (2003), *Türkiye’de İşgücü Piyasası ve İstihdam Araştırması*, Türkiye İş Kurumu, Ankara.

UNDP Türkiye Ofisi, (Birleşmiş Milletler Kalkınma Programı T.Ofisi), (2010), *Antalya’da Öncelikli Sektörlerin Stratejik Taraması,-Taslak Nihai Rapor- (yayımlanmamış çalışma)*

UNDP, (2008), *İnsani Gelişme Raporu Türkiye (2008)*, Türkiye’de Gençlik.

7. Annexes

Annex 1: Methodology used for the 2011 Central Antalya Migration and Working Life Research

The 2011 Central Antalya Migration and Working Life Study is a quantitative study conducted with the cooperation of IOM and TÜİK as part of the 'United Nations Joint Programme MDG-F 1928 Decent Work for Everyone: National Youth Employment Programme Antalya Pilot Region Implementation'. The study aims to provide a cross-sectional review of the socio-economic demographics of households and young population living in central Antalya as well as migration and working life from a historical perspective.

Both qualitative and quantitative data collection methods were used in the project. Central Antalya was identified as the target population for both studies. The quantitative study was based on the population of 1,001,318 people living within the borders of the Antalya Metropolitan Municipality, according to the results of the 2010 ABPRS. TÜİK determined the sample group and a two-stage stratified cluster sample design was used. The sample group consists of 2,000 households. During the sampling process, the UAVET (National Address Database) address lists were used to create 200 clusters, each comprised of around 100 households. The clusters were chosen using the probability proportional to size (PPS) sampling method. The household members being migrants/mobile according to the ABPRS was determinant in creating the clusters. In the second stage of sampling, 10 addresses were chosen from the sample clusters using the systematic selection method.

Face-to-face interviewing was used as the data collection method for the quantitative study. Household and individual questionnaires were used for these interviews. Household questionnaires were asked to all household members living in the selected addresses. Individual questionnaires were asked only to persons aged between 15-29 in the list of households. TÜİK calculated the weightings of the data.

Staff taking part in the field implementation of the quantitative study received a two-day training on questionnaires and field training on 16-17 June 2011. The field implementation took place from 22 June to 26 July. Data was entered during the field interview using software developed for this purpose. TÜİK completed quality control and tabulation of the key variables from 1 to 16 August.

7.1.1 Response Rates

The study aimed to conduct interviews with 2,000 households in the sample group. A total of 1,456 households were interviewed. The household response rate is⁹ 89.3%. The main reason for not being able to complete the household interviews in full was the absence of the household members at home (16.4%) (Table 7.1).

⁹ The household response rate is calculated by dividing the number of households that completed the questionnaire with the total number of targeted households, excluding the following codes: 'Household members could not be contacted', 'Address vacant', 'Sample address is a workplace', 'Sample address is a construction site, vacant land etc.', 'Address not found' and 'Other'.

Table 7.1. Response rates for sample group.

Result codes for household questionnaire	Number	Rate (%)
Questionnaire completed	1456	72.8
Household members not found	327	16.4
Household members declined interview	42	2.1
Household members could not be contacted	23	1.2
Address vacant	98	4.9
Sample address is a workplace	16	0.8
Sample address is a construction site, vacant land etc.	24	1.2
Address not found	9	0.5
Other	5	0.3
Total	2000	100

The questionnaire was completed for all household members aged between 15-29 years. An interview was conducted with each eligible individual. Table 7.2 shows the eligibility of individuals and number of interviews by gender. The interview distribution by gender shows that 52.6% are women and 47.4% men.

Table 7.2. Eligibility of household members and number and percentage of interviews by gender.

GENDER	Household members not eligible for interview (-14 ve 29+)		Household members eligible for interview (15-29)		Total		Household members aged 15-29 years that filled out questionnaire	
	n	%	n	%	n	%	n	%
Men	1723	78.3	478	21.7	2201	100.0	478	100.0
Women	1779	77.0	531	23.0	2310	100.0	531	100.0
Total	3502	77.6	1009	22.4	4511	100.0	1009	100.0

Annex 2: In-Depth Interviewee Profiles

Gender	Age	Education	Marital Status	Employment Status	Sector	Migrated from	Duration of stay in Antalya
1. Man	25	Primary school graduate	Single	Unemployed	Tourism	Burdur	6 years
2. Woman	22	Primary school graduate	Married	Unemployed	Attending vocational course	K.Maraş	19 years
3. Woman	21	Primary school graduate	Engaged	Lives at home	Community education centre	Antalya	21 years
4. Woman	25	University dropout	Single	Marketplace	Agriculture	Hatay	2 years
5. Woman	22	Primary school graduate	Married	Marketplace	Agriculture	Hatay	1.5 years
6. Man	23	Secondary school graduate	Single	Waiter	Tourism	Sivas	9 years
7. Woman	24	University graduate	Single	Human Resources	Tourism	Ankara	11 years
8. Woman	24	Primary school graduate	Single	Greenhouse (seedling)	Agriculture	Batman	24 years
9. Woman	29	High school graduate	Married	Unemployed	Entrepreneurship course (İŞKUR)	Kayseri	24 years
10. Man	18	Primary school graduate	Single	Housekeeper	Tourism	Kırıkkale	17 days
11. Woman	27	High school graduate	Married	Unemployed	Community education centre	Konya	7 years
12. Man	29	Primary school graduate	Married	Looking for job	Will start to work in transport	Balıkesir Gönen Gebeçinar village	9 months
13. Man	24	High school graduate	Single	Looking for job	Tourism	Antalya	24
14. Man	29	High school graduate	Single	Looking for job	Worked in tourism	Eskişehir Mahmudiye	10 years
15. Man	25	Regular high school	Single	Paid	Technical service (household appliances)	Central Adana	3 years

16. Man	24	Industrial vocational school	Single	Paid	Tourism	Balıkesir Gönen	4.5 years
17. Man	27	Secondary school dropout	Married	Paid	Construction	Gümüşhane Şiran	5 years
18. Man	24	Business high school	Single	Paid	Construction	Sakarya	2 years (continuously mobile)
19. Man	25	Open high school	Single	Paid	Fishery	Diyarbakır Silvan	7 years
20. Man	22	Elementary school	Single	Looking for employment	Will start to work in transport	Village in Batman	4 years
21. Man	27	Secondary school + apprenticeship	Married	Self-employed	Air conditioning	Antalya Kor-kuteli	27 years
22. Man	31	High school (religious) (Imam-Hatip)	Married	Paid	Construction	Gümüşhane Kelkit	Coming and going for 15 years
23. Man	25	Secondary school dropout	Married	Paid	Construction	Bayburt Gökçedere köyü	6 years
24. Man	18	Secondary school dropout	Single	Paid	Construction	Bayburt	5 months
25. Man	24	High school	Single	Paid	Construction	Diyarbakır Hani	5 (?)
26. Man	28	Grade 4 dropout	Married	Paid	Construction	Diyarbakır Dicle	14 years
27. Man	24	High school	Single	Paid	Construction	Diyarbakır	3-5 (?)
28. Man	23	Unschooling	Single	Paid	Construction	Diyarbakır Eğil Meşeler village	15 days
29. Man	20	High school	Single	Taxi driver	Transportation	Adana Seyhan	1 year
30. Woman	28	High school	Married	Never worked	-	Burdur	1 year 2 months
31. Woman	22	Primary school dropout	Engaged	Per diem in marketplace	Agriculture	Hatay	1 month
32. Woman	18	Secondary school graduate	Engaged	Per diem in marketplace	Agriculture	Hatay	1 month (working seasonal since 2 years)

33. Woman	28	Open university dropout	Married	Attending vocational course	Computer course	Adiyaman	4 years
34. Woman	27	Open university student	Divorced	Works at TNet	Call centre	Adana	18 years
35. Woman	28	Open university student	Single	Unemployed	-	Erzurum	16 years
36. Woman	30	High school graduate	Single	Lives at home	-	Urfa	19 years
37. Man	29	Primary school	Single	Laundry	Tourism	Balıkesir	2 seasons
38. Man	19	High school dropout	Single	Unemployed	-	Korkuteli	-
39. Man	25	High school dropout Open high school student	Single	Busboy	Tourism	Konya	15 years
40. Man	23	High school dropout	Single	Irrigation Agr. Spraying	Agriculture Cut flowers	Adiyaman	7 years
41. Woman	24	High school	Married	Unemployed		Burdur	4 years
42. Woman	28	Associate degree	Single	Unemployed		Isparta	18 years
43. Man	32	Primary school	Married	Subcontractor	Construction	Diyarbakır	18 years
44. Woman	28	Open secondary school	Single	Pollster	Private company	K.Maraş	7 years
45. Man		University student	Single	Pollster	Private company	Iskenderun	8 years
46. Man	29	High school	Married	Unemployed		Istanbul	20 years
47. Woman	22	Unschooling	Single	Worker	Cut flowers	Diyarbakır	4 years
48. Woman	24	University	Single	Housekeeper	Tourism	Burdur	1 year
49. Man	22	High school	Single	Pool boy	Tourism	Burdur	6 years
50. Woman	28	Primary school	Single	Seasonal worker	Vegetable growing	Hatay	1 month

Focus groups interviewee profiles

Gener	Age	Education	Marital Status	Employment Status	Sector	Migrated from	Duration of stay in Antalya
Paid agricultural workers							
1. Man	22	Secondary school	Single	Paid	Agriculture	Mardin	5 years
2. Man	24	Primary school	Single	Paid	Agriculture	Diyarbakır	5 years
3. Man	17	High school dropout	Single	Paid	Agriculture	Diyarbakır	17 years
4. Man	27	Grade 7 dropout	Single	Paid	Agriculture	Diyarbakır	4 years
5. Man	23	Secondary school	Married	Paid	Agriculture	Mardin	7 years
6. Man	18	High school dropout	Single	Paid	Agriculture	Konya	16 years
7. Man	23	High school dropout	Single	Paid	Agriculture	Konya	13 years
Construction workers							
1. Man	24	High school	Single	Paid	Construct-ion	Diyarbakır	Guest worker
2. Man	28	Primary school dropout	Married	Paid	Construct-ion	Diyarbakır	Guest worker
3. Man	24	High school	Single	Paid	Construct-ion	Diyarbakır	Guest worker
4. Man	23	Unschooling	Single	Paid	Construct-ion	Diyarbakır	Guest worker
5. Man	24	High school	Single	Paid	Construct-ion	Diyarbakır	Guest worker
6. Man	28	Primary school dropout	Married	Paid	Construct-ion	Diyarbakır	Guest worker
Youth wanting to become entrepreneur							
1. Man	23	University student	Single	Wants to start own business	Service	Antalya	From Antalya
2. Woman	20	Open university student	Single	Wants to start own business	Accounting office	Kayseri	20 yıl
3. Man	25	Primary school graduate	Single	Wants to start own business	Hairdresser	Antalya	From Antalya
4. Woman	27	Open university grade 3 student	Married	Wants to start own business	Tourism agency	Isparta	1 yıl
5. Man	23	Secondary school graduate	Single	Wants to start own business	Expand current business	Antalya	From Antalya
6. Man	26	High school dropout	Married	Wants to start own business	Hairdresser	Antalya	From Antalya
7. Man	28	High school graduate	Married	Wants to start own business	Air conditioning	Antalya	From Antalya
Women living with their family							
1. Woman	23	High school dropout	Single	Public vocational course		Burdur	21 years
2. Woman	21	Secondary school (open high school)	Single	Public vocational course		Burdur	15 years
3. Woman	19	Secondary school (open high school)	Single	Public vocational course		Antalya	Antalya local
4. Woman	27	Primary school	Single	Public vocational course		Erzurum	16 years
5. Woman	19	Secondary school (open high school)	Single	Public vocational course		Antalya	Antalya local