

United Nations Joint Programme  
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The Structure of Rural Employment in Turkey



**THE STRUCTURE OF RURAL EMPLOYMENT IN TURKEY**

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## **1) Executive Summary**

It can be observed that agricultural sector is always important in Turkey when the system of employment is examined. The percentage of rural population in Turkey and the percentage of agricultural sector with respect to employment have decreased in time and this development is regarded as a structural transformation. While in 1990 the people who were working in agricultural sector were 46 percent of total employment in Turkey, nowadays this figure is approximately 24.7 percent. Although employment percentage in agricultural sector has decreased by nearly 50 percent in the last two decades, one out of four people is still working in agricultural sector.

In the term when Turkey has economic crisis, the decrease in job opportunities causes an increase in the number of people working on agricultural sector and once those who work in agricultural sector find a job in other sectors, they just quit agricultural sector in which they work. On the other hand, during the recessions in economy and employment, they get back to their jobs in the agricultural sector.

Agricultural sector is an important field both for the national economy and the economy of Antalya in terms of its economic value and employment that it creates. In Antalya 30.6 percent of the population lives in rural areas and the vast amount of this population works in agricultural sector. The Labor Force Participation Rate (LPR) in Antalya is above the average of Turkey with 56.4 percent and its unemployment rate (12.7 percent) is lower than average unemployment rate of Turkey (14 percent).

The people who live in rural areas have restricted employment opportunities aside from agricultural sector and only 37.4 percent of the rural population have a chance to find a job apart from agricultural sector. Rural women have hardly any job opportunities except the agricultural sector. The fact that most of women are unpaid family workers causes the lack of social security which covers nearly 85 percent of these women.

In general poverty is widespread in rural areas because of the restricted job opportunities and because the sector has its own restrictions. As a matter of fact, in 2008 in Turkey the rate of poor families was 13.52 percent but this figure was 29.83 percent in rural areas.

That is why the reduction of poverty in rural areas is possible with the decrease in unemployment in rural areas as well. It is more important to reduce the hidden unemployment than increase the employment in rural areas. And this is related to the use of the local resources efficiently. From this point onward, organic agriculture which will increase the use of employment and added value, good agriculture applications as well as the encouragement of livestock and rural tourism in Antalya will be crucial.

## **2) Methodology**

The main sources of the study consists of Turkish Statistical Institute, State Planning Organization and related data reports, and as secondary data, other institutions' and organizations' studies related to the subject are used. In these studies, the approach of Turkish Statistical Institute (TIS) has been adopted and residences where the population is less than 20.000 have been defined as rural area. Secondary data obtained have been analyzed by

considering the countries' socio-economic conditions and the situation concerning Turkey's rural employment. In addition labor market has been investigated.

In order to answer the question of whether Antalya can enhance the structure of rural employment and the job opportunities for young people to work in agriculture, the primary data was obtained from interviews and discussions with stakeholders at the focus meetings. Besides them, representatives of stakeholders such as Antalya Provincial of Directory of MARA, Antalya Chamber of Agriculture, Antalya Union of Exporters, Union of Greenhouse Vegetable Producers, Foundation for Economic Development of West Mediterranean (BAGEV), West Mediterranean Development Agency, Antalya Chamber of Commerce and Industry , Antalya Commodity Exchange were interviewed about agricultural employment and development opportunities by using a technique known as 'semi-structured interview'. At the same time the focus group meetings with producers of greenhouse vegetables were held and their opinions were consulted. According to comments taken during the interviews, the characteristics of agricultural employment in Antalya have been introduced and recommendations have been developed regarding the future.

### 3) Turkey's Economic and Socio-Cultural Situation

After the economic crisis of 2001, with the implemented economical measures and structural reforms, Turkey achieved about 7 percent growth on average. The financial crisis that had started in the USA in 2007 influenced the entire world, also impacted Turkey like other countries. With the imbalance between the investment and the expenses in and out of the country, the production, employment and exports began to decline.

The high growth process starting after the 2001 crisis ended in 2008 (TOBB 2009). Some factors such as structural reforms taken after the crisis, upward global trend, increase in exports, the expansion of external demand and price stability allowed Turkey to catch up with the high growth rates. During that period, by drawing the inflation rate to single digit, it was brought under control and the public's debt was reduced to sustainable levels. As the economic net growth reached to 7 percent annually on average, the great success in exports was that average annual export growth had reached to 20 percent. However, this success could not be reflected to employment during this period. Turkey realized a growth without employment. As shown on table 1, in spite of high growth rates after the 2001 crisis, contraction in employment was experienced until 2005. After 2005 crisis, the increase in employment levels remained very limited. As the annual increase in labor force was more than the increase in created employment, unemployment rate increased. This case shows that Turkey could not reflect the growth performance into employment.

**Table 1: The Increase in Employment and Growth Rate in Turkey (%)**

Years	2002	2003	2004	2005	2006	2007	2008	2009
Growth Rate	6.2	5.3	9.4	8.4	6.9	4.7	0.7	-4.7
Increase in employment	-0.8	-0.9	-7.2	2.2	1.8	1.5	2.2	0.4

Source: Turkish Statistical Institute (TSI)

With shrinking demand in foreign markets, especially the export sector in Turkey was impacted dramatically and these effects spread to all sectors. In Turkey, a slowdown in economic growth rate occurred in 2008 in which the economy grew only 0.7 percent. The economy of Turkey started to shrink from January 2009 onward and this state continued

throughout the year when the economy shrunk at the rate of 4.7 percent (ISO 2010a). While GDP decreased 4.7 percent with the fix prices in 2009, GDP with fix prices per capita declined by 5.8 percent. GDP, as dollar terms, decreased on the rate of 16.8 percent in 2009 and became 617 million dollars. Consequently, in dollar terms GDP per capita reduced 17.7 percent and dropped to \$8 590, parallel to this shrinkage.

In 2008, in Turkey's economic growth which was 0.7 percent, the agriculture sector had been the only sector seeming to have increased. According to 2007 values, as the climate conditions were more suitable for agricultural sector, a growth of 4.1 percent was achieved in 2008. However, as the share of agricultural sector in total GDP was 8 percent, its influence was modest. In 2009 the fact that the weather conditions were convenient led to an increase in agricultural production and this increase in the amount of the agricultural sector caused added value to grow by 3.3 percent (ISO 2010b). Although the share of agriculture sector in Turkey economy has decreased recently; it still keeps its importance.

Since 2006, to achieve price stability, open inflation regime has been preferred. Central Bank has identified inflation rate for 2006 as 5 percent, for 2007 and 2008 as 4 percent but what was achieved was 9.6 percent inflation for 2006, 8.9 percent for 2007 and 10.06 percent for 2008. In 2009 the inflation rate declined to single digit again, which was achieved as 6.53 percent (DPT 2010).

With the effect of global crisis especially in the last quarter of 2008, despite the negative supply and demand conditions in the first nine months, 2008 was a positive year in terms of foreign trade with a high increase in exports as exports reached to 132.027 million dollars. Between the 2001 and 2008 period, the exports increased at rate of 321 percent in dollars terms. However, the decrease in exports in the last quarter of 2008 also continued in 2009 and Turkey experienced such a drop in the export in 2009 that it had not seen for many years. Compared to the year 2008, in 2009 the exports amounted 102.129 million dollars decreasing at the rate of 23 percent.

In the last quarter of 2008, with the decrease of domestic and foreign demand, TL began to lose its value and consequently imports started to decline and this decrease continued in 2009 as well. In 2009 imports decreased by 39.2 percent compared to the previous year which was realized as 140.926 million dollars. With the impact of this decline in imports and exports in 2009, the foreign trade deficits decreased 44.5 percent and amounted as \$38.8 billion. The foreign trade deficit in 2009 was recorded as its lowest value after 2004.

The share of the agricultural sector in exports decreased as only 4.2 percent of exports in 2009. While exports in 2009 decreased approximately by 23 percent compared to the previous year, the export of agricultural products increased by 9.5 percent according to 2008 values which was realized as 4.3 million dollars (DPT 2010).

#### **4) Labor Market in Turkey and Employment Status**

The fact that high population growth rate in Turkey, insufficient quality of labor as well as economic crisis and instability in the economy cause the problem of unemployment to be on the agenda of the country all the time.

Whatever the level of development of the country is, one of the main problems is lack of fully utilized labor force. Especially in developing countries like Turkey where the place of the agricultural sector in economy is high; the problems related to labor force tends to grow.

Population that is the source of labor force is active population. While evaluating the labor force supply, firstly changes in population and features of population should be taken into consideration. In table 2, the changes in population and the labor force after 2000 are shown.

**Table 2: Population, Labor Force and Employment Data and (thousand person-%)**

Years	Non-institutional population	15+ Population	Labor Force	Employed	Unemployed	LPR (%)	Unemployment rate (%)	Non-agrl. Unemployment rate (%)	Employment rate (%)
2000	66.187	46.211	23.078	21.581	1.497	49.9	6.5	9.3	46.7
2001	67.296	47.158	23.491	21.524	1.967	49.8	8.4	12.4	45.6
2002	68.393	48.041	23.818	21.354	2.464	49.6	10.3	14.5	44.4
2003	69.479	48.912	23.640	21.147	2.493	48.3	10.5	13.8	43.2
2004	66.379	47.544	22.016	19.632	2.385	46.3	10.8	14.2	41.3
2005	67.227	48.359	22.455	20.067	2.388	46.4	10.6	13.5	41.5
2006	68.066	49.174	22.751	20.423	2.328	46.3	10.2	12.7	41.5
2007	68.901	49.994	23.114	20.738	2.376	46.2	10.3	12.6	41.5
2008	69.724	50.772	23.805	21.194	2.611	46.9	11.0	13.6	41.7
2009	70.542	51.686	24.748	21.277	3.471	47.9	14.0	17.4	41.2

Source: Turkish Statistical Institute (TSI)

Data after 2004 was revised according to new population projections

Labor Force Participation Rate (LPR)

As shown in the table, in non-institutional population, the 15 year-old and older population and labor force increased, however, the number of unemployed declined and consequently, the unemployment rate also increased. In 2009, the number of employed people was 304 thousand less than that of 2000.

In Turkey, while non-institutional population increased at the rate of 1.1 percent, the amount of labor increased by 3.9 percent and the number of the people employed increased only at the rate of 0.4 percent in 2009. The growth rate slowed down due to the effect of global crisis and even the economy shrunk to the rate of 4.7 percent in 2009 and with the labor force increase as 3.9 percent, the number of unemployed people increased by 33 percent and the unemployment rate reached to 14 percent. The ratio of labor to non-institutional population which expresses the rate of Labor Force Participation Rate (LPR) has fallen during the last ten years. The reason for the decline in Labor Force Participation Rate is the contraction in agricultural employment. While in 1988 the share of agriculture in employment was 46.5 percent, LPR realized as 57.7 percent and in 2009 the share of agricultural employment decreased by the rate of 24.7 percent and in LPR it was 47.9 percent. However, in OECD countries average LPR level is at the rate of 70 percent. Turkey is the only OECD country in which the Labor Force Participation Rate is 47.9 percent (ISO 2010b).

## 5) Rural Employment and Labor Force Status in Turkey

While examining the employment, the agriculture sector which has an important contribution to the country's employment, and the labor data of rural areas where those who work in this sector live, need to be examined carefully.

### **The contribution of agricultural sector to gross domestic product and employment**

In Turkey the place of agricultural sector in the economy has decreased but proportionally it still preserves its significance. In 2009, the total GDP was over 617\$ billion and in that agricultural sector was 8 percent (49.6 billion\$). For many years Turkey's agricultural product export in total exports had an important share. But in the 1980's, although export of agricultural products increased in quantity and value, the export of other sectors increased faster, as a result, the share of agricultural exports decreased. As of 2009, the share of food and agricultural products was 10.9 percent of total exports and 11.2 billion-dollar worth of food and agricultural products were exported, and the same year 9.6 billion-dollar worth of food and agricultural products were imported.

### **Rural Population and Employment**

In Turkey agricultural sector and rural areas penetrate each other and many of those living in rural areas are working in the agricultural sector. In 2009 30.9 percent of the population of Turkey still lives in rural areas. As the rural population is high, the number of those working in agriculture is also high. In Turkey 24.69 percent of employed people are working in agricultural sector. Non-agricultural jobs in rural areas are very limited as most of those living in rural areas are working in agriculture which is the only business area. In Turkey, in 2009, 62.6 percent of employees in rural area were working in agricultural sector.

When examining the employment structure of Turkey, the agricultural sector always seems to be important. The share of rural population and the share of employment in agriculture has decreased over time and this development is regarded as a structural transformation. While in 1990 46 percent of employed people were working in agriculture, today approximately 24.7 percent are working in the agricultural sector. Even though the proportion of employment in the agricultural sector has decreased by about 50 percent in the last 20 years, one of four people is still employed in the agricultural sector today.

In tables 3 and 4, Turkey's rural-urban population and the share of employment in the sector are given. In Turkey from 2000 until 2009 the urban population increased 9 845 000 and the rural population decreased by 5 461 000. Although the rural population has declined, approximately 31 percent of the population is still living in rural areas, and one out of four workers is employed in agricultural sector.

**Table 3: Rural Population and Urban Population in Turkey**

Years	Total Population	Urban Population	Urban Population Rate (%)	Rural Population	Rural Population Rate(%)
2000	66 187	38 915	58.8	27 272	41.2
2001	67 296	39 984	59.4	27 324	40.6
2002	68 393	41 458	60.0	27 340	40.0
2003	69 479	42 135	60.6	27 344	39.4
2004	66 379	46 667	70.3	19 712	29.7
2005	67 227	47 101	70.1	20 125	29.9
2006	68 066	47 526	69.8	20 540	30.2
2007	68 901	47 944	69.6	20 957	30.4
2008	69 724	48 349	69.3	21 375	30.7
2009	70 571	48 760	69.1	21 811	30.9

Source: Turkish Statistical Institute (TSI)

Data after 2004 was revised according to new population projections

**Table 4: The Distribution of Employment by Sectors in Turkey (thousand person-%)**

Years	Total	Agriculture	%	Industry	%	Construction	%	Services	%
2000	21 580	7 769	36.00	3 810	17.68	1 364	6.32	8 632	40.00
2001	21 524	8 089	37.58	3 774	17.55	1 110	5.15	8 551	39.72
2002	21 354	7 458	34.26	3 954	18.51	913	4.27	9 174	42.96
2003	21 147	7 165	33.88	3 846	18.20	965	4.56	9 171	43.36
2004	19 632	5 713	29.10	3 919	19.97	966	4.92	9 033	46.01
2005	20 067	5 154	25.62	4 178	20.80	1 107	5.46	9 658	48.12
2006	20 423	4 907	24.02	4 269	20.88	1 196	5.85	10 051	49.21
2007	20 738	4 867	23.46	4 314	20.78	1 231	5.93	10 327	49.79
2008	21 194	5 016	23.66	4 441	20.92	1 241	5.85	10 495	49.51
2009	21 277	5 254	24.69	4 130	19.40	1 249	5.87	10 644	50.02

Source: Turkish Statistical Institute (TSI)

Like every economic crisis, during the 2001 crisis, the number of employed people decreased. But the number of employed people in agricultural sector increased by 4.2 percent in 2001. After the 2001 crisis, the number of employed people in agriculture decreased by nearly 40 percent in 2007 compared to 2000. (Data after 2004 revised according to new population projections). Turkey's economy has grown nearly 7 percent after 2001 crisis and growth in the economy slowed down in 2008. Because of the shrinking of economy by 4.7 percent in 2009, the number of employed people in agricultural sector increased at the rate of 8 percent compared to the year 2007. This development shows us that in the agricultural sector employees are working because of desperation. If they can find jobs in the other sectors, they leave the agricultural sector. However, in the periods of the shrinking of the economy, those leaving agricultural sector turn back again to the agricultural sector.

From 2001 to 2007 the number of employed people in agricultural sector decreased by more than 3 million. Parallel to this decrease, the share of employment in agricultural sector has also dropped from 36 percent to 23.46 percent in this period. With an increase in the number of employed people in agriculture in the years 2008 and 2009, the share of employment in agriculture sector was 24.69 percent in 2009.

The most interesting point when examining the employment structure of Turkey is the low LPR. In Turkey the problem of low levels of employment rate is caused by the decline of the share of agriculture sector in employment and lack of job opportunities in the industrial and service sector to absorb labor force that have left the agricultural sector. Especially the share of services sector is very important in this point. 50 percent of employment in Turkey consists of the services sector but this rate is still low compared to the developed countries. While, for the last 10 years, the number of employed people in industry has increased by 320 000, the number of employed people in the service sector has increased by approximately 2 million. It means that after 2000, nearly 2.5 million people are disconnected from agriculture, and joined the service sector where jobs can be found easily. In the last 10 years, a significant increase in employment in the industry sector has not been created and developments in the services sector has remained insufficient.



### Labor force situation of the rural young

It is more difficult for young population to enter the labor market. It is hard to get a job during the recessions, especially for the people who are going to be new employees for the market. First of all employers request specific qualifications built on experience, therefore young people are having difficulties in being accepted to a job because of inexperience. In 2009 the unemployment rate was 14 percent, however, the young unemployment rate was 25.3 percent of the entire population. That is, one out of four young people, who were ready to work, were unemployed. For young people in non-agriculture sectors unemployment rate was 28.4 percent, for men and for young women it was 28.4 and 32.9 percent respectively. It shows that agricultural sector is also important for young women to work.

**Table 5: About the young population (15-24 age) labor data (thousand person) (TSI)**

Years	Population	Labor Force	Employed	unemployed	LPR (%)	Unemployment rate	Non-agrl. Unemployment rate (%)	Employment rate (%)
2004	11 840	4 474	3 554	91.9	37.8	20.6	26.6	30.0
2005	11 757	4 426	3 554	88.1	37.7	19.9	24.2	30.2
2006	11 670	4 365	3 533	832	37.4	19.1	22.5	30.3
2007	11 583	4 364	3 493	871	37.7	20.0	23.3	30.2
2008	11 490	4 381	3 484	897	38.1	20.0	24.2	30.3
2009	11 513	4 454	3 328	1 126	38.7	25.3	29.8	28.9
Female								
2009	5 890	1 517	1 137	379	25.8	25.5	32.9	19.3
Male								
2009	5 623	2 937	2 190	746	52.2	25.4	28.4	39.0

Concerning the employment of young people, a remarkable point is that LPR is lower than that of Turkey which is 47.9 percent. LPR rate for young population is 38.7 percent and the problem presents itself more in the employment of young women. Indeed, in 2009 LPR for young women employment was 25.8 percent. Similar to this case the employment rate for this group was 19.3 percent in 2009.

The migration from rural to urban areas in Turkey still continues. Especially, the young population living in rural areas does not want to be in agricultural sector and migrate to urban areas when possible. As shown in table 6, the young population has been decreasing in rural areas and consequently the young labor force in rural areas has also declined.

**Table 6: About the Rural Youth Population Labor Force (thousand person) (TSI)**

Years	15-24 Population	Labor Force	Employed	unemployed	LPR	Unemployment rate	Non-agrl. unemployment rate(%)	Employment rate (%)
2004	3 392	1 546	1 361	185	45.6	11.9	30.4	40.1
2005	3 348	1 405	1 215	190	42.0	13.5	28.0	36.3
2006	3 262	1 319	1 139	180	40.4	13.6	26.0	34.9
2007	3 239	1 294	1 092	202	40.0	15.6	28.5	33.7
2008	3 207	1 320	1 115	205	41.2	15.5	27.7	34.9
2009	3 290	1 390	1 127	262	42.2	18.9	34.2	34.3
Male								
2009	1 582	895	692	202	56.5	22.6	33.6	43.7
Female								
2009	1 707	495	435	60	29.0	12.1	36.4	25.5

It seems that rural young population is luckier than the general young population in terms of employment. Because the unemployment rate for rural youth population is lower and Labor Force Participation Rate for rural young population is higher than the general young population. This case is related to the characteristic of rural areas. The hidden unemployment is common in the rural areas. In Turkey, approximately 80 percent of farms are below 100-acre area, and they are also small and fragmented farms. The people, who cannot find a job apart from the agricultural sector, keep on living and working in rural areas, despite there is no demand for their labor force. That's why hidden unemployment is common in Turkey's rural areas.

Of the young population employed in rural areas, men labor is 61 percent and women labor is 39 percent. The issue pointed out here is that the employment data of rural young men and women is quite different from each other. Indeed, LPR is 56.5 percent for the young rural men, which is above the average in Turkey; whereas this rate among women is 29 percent. Unemployment rate of young man population is higher than the young women in rural areas. In rural areas women work as unpaid family labor and they do not regard themselves as unemployed.

**Table 7: LPR and Unemployment Rate by Education level in Rural Area (2009)**

	Illiterate		Less than high school		High school		Higher education	
	LPR	Unemployment rate	LPR	Unemployment rate	LPR	Unemployment rate	LPR	Unemployment rate
Total	27.4	3.2	56.0	8.4	67.2	13.9	82.4	13.0
Male	38.8	9.7	72.6	10.6	81.2	12.1	86.3	9.0
Female	24.8	0.8	37.4	3.8	21.7	21.7	74.9	21.8

Source: Turkish Statistical Institute (TSI)

When we look at the situation of education of rural population, the lowest rate of the unemployed population is of the people who do not know how to read and write with the rate of 3.2 percent (the table 7). Once the educational level goes up, it seems that LPR increases as well. It seems that the university graduated women are the group with highest level with 21.8 percent. When the education level is getting higher, there are not too many job opportunities for the high educated and qualified people in rural areas as sufficient job opportunities are not created.

The people who live in rural areas have quite restricted labor opportunities, except for agricultural activities. In last 20 years, rural economy has had significant variations too. Indeed in 1990, while 75.9 percent the people who got hired in rural areas was working in agriculture, at this time this rate has shrunk to 62.6 percent. That is, 37.4 percent of the people who gets hired in rural areas may find opportunities to work in some sectors apart from agriculture (on table 8).

**Table 8: Rural Employment by Sectors (Agriculture and Non-agriculture) in Turkey**

Years	Agriculture		Non-Agriculture	
	1000 person	%	1000 Person	%
1990	8 325	75.9	2 642	24.1
2000	7 350	70.2	3 127	29.8
2009	4 656	62.6	2 782	37.4

Source: Turkish Statistical Institute (TSI)

**Table 9: The percent of the people who got hired in rural according to their gender**

Years	Rural Employment (Agriculture+non-Agr.)		Agricultural Employment in Rural			
	Male	Female	Male		Female	
	1000 person	1000 person	1000 person	%	1000 person	%
1990	6 398	4 569	4 061	63.5	4 263	93.3
2000	6 746	3 731	4 022	59.6	3 328	89.2
2009	4 819	2 619	2 455	51.0	2 201	84.0

Source: Turkish Statistical Institute (TSI)

When the proportion of the genders employed in agricultural sector is examined, two thirds is men, and 51 percent of those men employed in rural area are working in agriculture. The men working in rural areas can have a chance to find a job in other sectors even if it is limited. Particularly, closeness to the touristic places and city centers as well as the existence of agriculture industry helps the occurrence of job opportunities apart from agriculture.

Rural job opportunities outside the agriculture sector are very limited. However, within the last two decades they started to have a chance to have a job apart from agricultural sector although it is very limited. While the rate of the women working in agriculture in rural areas was 93.3 percent in 1990, this rate was 84 percent in 2009. The women working in agriculture in rural areas are working in small family farms as unpaid workers. In addition, the women either join the family farms directly or, in case of working in other farms, they give the money they earn to other authority at home such as father or husband.

### **Mobile and Seasonal Workers in Agriculture**

In addition to landless workers in rural areas, law of inheritance makes a lot of enterprises insufficient. As a result, a lot of families have to find seasonal jobs when agricultural activities are less intense than the usual. In agricultural sector which nearly contains the 25 percent of active labor force of the economy, especially seasonal worker groups have to work under very harsh conditions and struggle to survive.

Agriculture workers generally find job through mediators named differently in different regions. Mediators generally are not registered officially and they take a payment from the employees and the employers in return for what they do. There is a new regulation dated 05.27.2010 about mediators and this regulation aims to regulate the relations among the mediators and seasonal mobile agriculture workers. In some months of the year agriculture workers do seasonal works and in other months they are either unemployed or work in unqualified jobs for little money in big cities. But it cannot be said that such workers work regularly in intense season (Yıldırak vd, 2003).

Mobile workers live on under very harsh conditions starting from the journeys to their work places. When their accommodations taken into account, it can be observed that they live in very unhealthy conditions with no toilets, washing machines or bathrooms, in unhealthy and unclean life conditions. Because of the low fee and desire to save money, they cannot feed their children properly. They leave their home for 7 or 8 months and so their children's education cannot be completed. This situation results in the lack of education of the children which is the only way for them to be a qualified person in the future. So, poverty is inherited from generation to generation and this unfertile circle goes on.

Women who are participating in every step of production both earn little money and are affected by poverty the most in the world. For the women living in the rural areas of the developing or underdeveloped countries, unemployment, and limited health care services are attracting much more attention. Temporary or seasonal working women also have a responsibility at home besides their agricultural work. They meet daily needs of the family and work in order to contribute to family economy.

Seasonal agricultural workers work in very hard conditions and they can't get the welfare they deserve. They are the poorest workers in the country. They can only feed themselves and they have no other luxury. This condition is getting harder and harder day by day.

Because of the fact that agricultural sector is seasonal, workers have to find seasonal and temporary jobs. Until today there had been no regulation about temporary and seasonal workers and they had been surviving their life in very hard conditions. On the date of 24.03.2010 with the aim of enhancing the social life conditions of seasonal workers, Prime Ministry published the 2010/6 Law in official newspaper.

With this law, it is requested to conduct studies locally on transportation, accommodation, education, health, security and relations with social environment matters of agriculture workers who go to other cities with their families in order to work as mobile and seasonal workers. Besides, it also aims to define the current problems about working security and social security of the agriculture workers and to create some solutions for these problems.

Another subject closely related to mobile and seasonal agriculture workers is the regulations of the relations with farming mediators. With the regulation of 'Work Mediating in Agriculture' published in the public paper dated 05.27.2010, these relations were regulated. The aim of the regulation is to allow the mediators, and to regulate the relations among the mediators, seasonal mobile agriculture workers and the employers who hire as well as control them.

### **Child labor in agricultural sector**

According to ILO Agreement, child labor is defined as the work which gives children injury, affects their education and growing, and prevents them from making a living in the future. Ages between 14 and 17 are defined as the minimum for being employed for children all over the world. The ages 15 or older are the minimum employment age in most developed countries, but in the developing countries this numbers falls to 14. Actually in real life, that age average may decrease to 7 especially in agriculture.

More than 70 percent of the children workers work in agricultural sector. It is not only hard for the children, who have not completed growing, to work, but also they may face some kind of chemicals, which affect their development physically and mentally. Children employees are the most suffered group, as it is illegal for them to work, they do not have legal insurance, their rights and powers are uncertain and they are not allowed to take legal responsibilities, also they are unproductive and unsecured.

The main reason why they start working early is poverty related to socio-economic and cultural structure of the country. The poverty does not describe why the children labor exists, however it is closely related. Especially in developing countries child labor is regarded as cheap labor.

According to the study about child labor, carried out by Turkish Statistical Institute in 2006, among the 6-17 age group of 16 million 264 thousand children, 5.9 percent of them (958 000 children) are working in an economical work or in other words they are employed. More than half of the children who has a job, work in agricultural sector in Turkey. With the seasonal movements thousands of the kids who have families in East and South East Anatolia move to different places to work as agriculture workers and they have to live or work in bad conditions which are not suitable for a human being. Working children generally are not able to go to school or the children who are going to school can not focus on the lessons and it causes failure. They drop out of school just because of the working conditions. The people, who live in rural area, think that being poor and being an agriculture worker is destiny for them though education is the only way to get out of it.

### **The social security and working conditions of employed people in rural**

The vast majority of people employed in rural areas are working as unpaid family workers. 94.7 percent of the people working in rural areas as unpaid family workers are working in agricultural sector and 5.3 percent of them are working in non- agricultural works (Table 10).

**Table 10: Employed People in Rural based on the working conditions (2009)**

	Regular employee and casual employee		Employer		Own account worker		Unpaid family worker	
	1000 person	%	1000 person	%	1000 person	%	1000 person	%
Total	2 278	100.0	202	100.0	2 579	100.0	2 380	100.0
Agriculture	305	13.4	58	28.7	2 039	79.1	2 254	94.7
Non-Agriculture	1 973	86.6	144	71.3	540	20.9	126	5.3
Male								
Total	1 871	100.0	191	100.0	2 159	100.0	597	100.0
Agriculture	202	10.8	53	27.8	1 678	77.7	521	89.9
Non-Agriculture	1 669	89.2	138	72.2	481	22.3	76	10.1
Female								
Total	407	100.0	10	100.0	419	100.0	1 783	100.0
Agriculture	103	25.3	4	40.0	360	85.9	1733	91.2
Non-Agriculture	304	74.7	6	60.0	59	14.1	50	8.8

62.6 percent of the people who are employed in rural areas are working in agricultural sector. 48.4 percent of these people are unpaid family workers, 43.8 percent of these people are own account workers, 6.5 percent are regular and casual employees and 1.3 percent is employers. When it is investigated based on gender, most of the man (68.4 percent) work as own account workers and most of the women (78.8 percent) work as unpaid family workers.

The fact that women work as unpaid family workers and that men work as own account workers leads to the result that the majority of workers in the sector (with the rate of 85 percent) are out of social security. That is why 75 percent of the man and 98.4 percent of the women lack social security.

According to Universal Declaration of Human Rights: “Every individual in a society has a right to have social security. It is a fundamental right. It is not possible to restrain this right by

giving reasons or discriminations.” Although it is agreed that every human being has these rights and governments take precautions for these problems, most of the workers are not involved in social security system.

By April, 2010 58.5 million people are under social security. According to this data, 81 percent of the population has social security. There are 15.2 million active insured people in Turkey and 8.1 percent of them are working in the agricultural sector. More than 75 percent of the people working in the agricultural sector lack social security. The 84.8 percent of people working in agricultural sector are own account workers, namely, they are former Bağ-Kur insured people. (SGK, 2010)

Social security is regarded as a basic need after the physiological needs. After meeting the physiological needs, the supporting of the basic needs leads to fertility and increase in life standards. Especially the lack of economic and social life cause uncontrolled migration to the cities from the rural areas which is known as a drawback.

Until 2006 Turkey had a social security system containing 5 different versions. Among these 5 types, Emekli Sandığı served those working in governmental sector, SSK served those working in private sector, Bağ-Kur served the self employed ones, and Yeşil Kart which served the poor with limited health opportunities and lastly private helping funds.

The agricultural sector is excluded from social security regulations. Agricultural sector's needs are arranged into another and specific system. With this purpose, with the Law No. 2926 “Agricultural Workers Social Security Law” and “Working on Their Own and On Their Account Social Security Law” the regulations have been prepared in 1983. Today, permanent agricultural workers working on state sector or private sector are accepted to be insured with operation of Law 506. However, the insurance of temporary agricultural workers working on private sector is regulated by the Law of 2925. The fact that the laws are not in agreement on optional security and the obligation of the seasonal agriculture workers who work for very little money in very harsh conditions to pay for their insurance payments are the most important reasons why the system could not be implemented in agriculture sector.

Different from the Law No.2925, in the Law No.2926, compulsory insurance system is accepted. People working independently are involved in the social security system provided that they are 22 years old or more. From this date, the insured people must apply for the institution within at most 3 months. When the Law came in to force, the fact that health issues are not included in its content was widely criticized. That is why being insured was quite common in the Law 2925 while the health issues was not. In 1998, the health insurance was included and fulfilled the gap in the Law.

With the Laws 2925 and 2926 covering up the agricultural sector social security system, on 10.1.2008 with the Law No.5510 there has been significant changes in the social security system. This Law makes the insurance conditions of the peasants and seasonal workers as the same way with the other workers. However, especially increasing the premium payment amounts and inappropriate insurance conditions for seasonal agriculture workers influence the Social Security Service to spread in a negative way if it is charged.

### **Income Distribution and Poverty in Rural Areas**

In Turkey gross domestic product has risen up continuously after the 2001 economic crisis. Although it could not reach the growth rate in gross domestic product, in the last 20 years

approximately with a rise of 94 percent agricultural gross domestic product reached to 49.616 million dollars. In this period, agricultural gross domestic product have increased but agricultural share in this situation has decreased to 8 percent from 16.8 percent (Table 11) because of the growth in other sectors.

**Table 11: The Share of Agriculture in GDP and per capita income**

Years	GDP(Million \$)	Agricultural GDP (Million \$)	Share of Agricultural (%)	Per capita income (\$)
1990	152 295	25 586	16.8	2 714
1995	171 876	25 438	14.8	2 784
2000	265 389	26 780	10.1	2 986
2001	198 312	17 531	8.8	2 101
2002	230 512	23 715	10.3	2 598
2003	305 033	30 275	9.9	3 390
2004	390 309	37 002	9.5	4 172
2005	481 462	45 045	9.4	5 008
2006	526 427	43 496	8.3	5 477
2007	658 786	50 699	7.7	9 333
2008	742 094	54 937	7.5	10 516
2009	617 611	49 616	8.0	8 590

Incomes of the people working in the agricultural sector and other sectors are different from each other. This difference causes the per capita income to become different too. In Turkey per capita income in 2009 was 8 590 dollars but in agricultural sector it was 3 700 dollars (\*) Because of the low income in rural areas it causes poverty in these places.

In 2008 poor household rate was 13.52 percent in Turkey while it was 29.83 percent in rural areas. The bigger the families are, the poorer they become. A family including more than 6 people has a poverty level up to 37.68 percent but in rural areas this rate rises up to 53.95 percent.

**Table 12: Poverty Rates According to Household Ratio**

Household ratio	Poor household rate (%)			
	Turkey		Rural	
	2007	2008	2007	2008
Total	13.64	13.52	29.94	29.83
1-2	9.36	9.85	23.37	24.05
3-4	8.06	8.23	22.67	21.37
5-6	20.79	21.14	36.36	39.13
7+	39.79	37.68	51.68	53.95

Source: Turkish Statistical Institute (TSI)

In rural areas there has always been more intense poverty rates in Turkey. Lack of income, and over population in rural areas reduce the living standards of rural areas and cause an

(\*)It was not able to be reached the data about per-capita in agricultural sector. %62 of the people working in rural area are working in agricultural sector and while calculating per-capita in agricultural sector %62 of in the rural population were counted by describing agricultural population.

increase in poverty as well. As mentioned in table 13 there are poverty ratio of householders up to sectors. As it can be seen poverty ratio is much higher in rural areas. If we make a comparison between sectors, the highest poverty rate is among the people working in agricultural sector in rural areas with the rate of 40.09 percent. The lowest poverty rate belongs to the people working in service sector in urban area with the rate of 4.99 percent.

**Table 13: Poverty Rates of Householders Based on the Economical Activities**

Economic activities	Individual poverty rate (%)			
	Rural		Urban	
	2007	2008	2007	2008
Total	34.80	34.62	10.36	9.38
Agriculture	33.81	40.09	15.69	20.43
Industry	22.25	23.39	6.44	6.25
Service	17.68	14.00	5.17	4.99

Source: Turkish Statistical Institute (TSI)

According to the Gini index, one of the constant values of income inequality, if the result comes to zero it indicates equality, but if it comes to 1 it indicates the inequality. For the year 2007 Gini index is 0,39 for Turkey in general, 0,41 for urban and for the rural areas it is calculated as 0,38. Although there seems to be fairer income distribution in rural areas, it shows fairer distribution of the poverty too.

Because of the high poverty rates in agricultural sector, and the low income levels and the lack of social security, the importance of employment and especially insured employment in this sector increases.

## 6. Agricultural Employment in Antalya

The major economic sectors of Antalya are tourism, agriculture and trade. Because there is an appropriate ecological condition, 187 different products can be grown in Antalya which has an important agricultural potential. 4.143.743 decare-area is sown area, so nearly 20 percent of the total square of Antalya is used for agriculture. In 2009 over 5 billion TL agricultural production value was achieved. Agricultural production value belongs to firstly vegetable production with the rate of 61.90 percent, then fruit production with 18.28 percent, and with 11.20 percent of arable crops, with 6.60 percent of stockbreeding, with 1.91 percent to cut flower and with 0.68 percent of aquaculture. There is over 70 thousand of agricultural farms in Antalya and recently its average farm size has been declining. The 84 percent of the agricultural farms are smaller than 50 decares.

Agricultural sector is important for both Antalya and the national economy. In Antalya especially greenhouse cultivation is very important for both employment and economic value. In Turkey the 50.9 percent of greenhouse production is produced in Antalya. Turkey gets the 26.7 percent of orange production, 79.4 percent of avocado production and 45.8 percent of mushroom production from Antalya. Correspondingly to this production potential, 84 percent of Turkey's glass greenery is in Antalya.

Recently Antalya receives the most immigrants in Turkey and it is on the 7th line with its 8.93 percent net migration speed. Antalya's 2009 population is 1 919 729 and the 2.65 percent population of the country is living in Antalya. 30.6 percent of Antalya population is living in rural areas. According to Antalya's employment data, it is better than Turkey's average



condition. As a matter of fact 56.4 percent labor force participating rate is over Turkey's average with 47.9 percent and the unemployment rate in Antalya is 12.7 percent and this figure is below the country's unemployment rate. Agricultural sector in Antalya provides its workers with 30 percent employment opportunities.

15.24 percent of the population of Antalya consists of 15- 24 ages group as we call young population. Antalya's young population rate is below the average of Turkey which is 16.31 percent.

During 2009, in Antalya, under the active labor force, 146 courses were held and 5944 people benefited from these courses. When looking at the age average of people attending these courses, 42.7 percent of the people were between 16 and 24, 34.8 percent were between 25 and 34 years old. 56 percent of the course attendants were primary school graduates and 34.9 percent are secondary school graduates. These figures show that unemployment is more common among the young population and those whose education level are low as in all over Turkey. With respect to the employment and economic value that agriculture sector creates, although it is crucial in the city, no course about agriculture was held among the ones carried out in Antalya. Hardly any of those who work in agriculture sector attended to any course and they are the ones who have picked up the business with their own experiences. Besides, seasonal and mobile workers are common due to the fact that agriculture workers are generally seasonal workers. Because of this method of working, the children work in this sector with their families. Especially, in cut flowers business and greenhouse cultivation, the children work in the city.

### ***Can agricultural employment be developed in Antalya? What can the developmental opportunities be?***

In consequence of the interviews held with stakeholders related to agricultural employment in Antalya, the prominent features can be summarized as below:

- Rural young population do not want to work in agriculture. They especially prefer to work in the tourism sector rather than agriculture. Young people who can not find a job have to work in agriculture sector. Meanwhile most of the men migrate to city centers, work in the tourism sector. At the same time agricultural sector of Antalya is becoming female.
- Tourism and agriculture are competing with respect to both labor force and land. Agricultural land is opened to tourism and when the tourism is in season, it is hard to find even unqualified labor force.
- Greenhouse cultivation is a very important employment area. In this branch of production the majority of workers are working as sharecropper or splitter and they are generally working without insurance.
- 20 percent of the exports of fruit and vegetable of Turkey is done from Antalya. But because of the limited production kind of fruit and vegetable, only 9 percent of production can be exported.
- Greenhouse cultivation period can be risen up to 11 to 12 months by changing the variety of products. Turkey can export less than 10 percent of the fresh vegetable production. By taking the foreign market demands into account, they can renew the kind of products and this would lead to an increase in both exports and production.

- Development of the agriculture and tourism sectors in Antalya can increase the migration that the city receives. Because the amount of employment is not created as much as the migration speeds, unemployment problem occurs as well.
- In Elmalı plain there is 110 000 declare agricultural area. Apple is grown in 30 000 declare of this area. If the production is done as for the world demands, both the export and production are bound to rise up.
- Although arboricul truism has risen up recently in Antalya, there are problems with the kind of products. 12-month production can be done by developing the product varieties.
- Citrus season is restricted in some months related to kind of the products. The kind of production of orange is 90 percent Washington orange and they are all harvested in the same period. As the stock period is limited, the season is limited with a few months. The production period can be lengthened by renewing the varieties of the products. There are about 50 kinds developed by BATEM by taking into consideration the demands of the export countries. The producers should be made conscious about the change of kinds.
- After harvesting, losses are an important problem especially for the fresh fruit and vegetable production.
- In terms of aquaculture Antalya cannot completely exploit its potential. Antalya meets 2.9 percent of the needs of salmon, 0.5 percent of perch, 0.4 percent of gilt-head bream and 0.3 percent of mirror carp production.
- In our country 1.1 percent of cattle, 1.7 percent of sheep and goat are bred in Antalya. Animal breeding does not get the attention it deserves in this city and recently there has been a decrease in amount of animals. In addition to this, the average carcass weight and milk productivity in Antalya is over the country average. Livestock requires more employment and capital compared to horticulture production. The fact that the rural population shifts to tourism sector causes the young population to leave the areas where animal farming are carried out.
- 2.4 percent of the total shell number is in Antalya.
- Antalya has a significant role in producing floss.
- Due to the ecological features of Turkey, a lot of medical and aromatic plant can be grown. Turkey exports nearly 32 000 ton medical and aromatic plants and gets 102-million-dollar export revenue per year. Especially there is high loss after the harvest in thyme, sage and sweet bay cultivation. Taking precaution against this situation is important both for the country and Antalya.
- In the mountain villages of Antalya, there are naturally grown plants such as oniony, rhizorny and tubercular plants. Especially, *Galanthus elwesii* (snowdrop), *Eranthis hyemalis* (yellow snowflake), *Anemone blanda* (yogurt flower), *Cyclamen cilicium* are exported.

According to studies carried out, the fields of training which can increase the employment in agriculture can be summarized below:

- Training in growing seedling which will help people to gain especially handcraft
- Training about vaccine, pesticide and fertilization in seedling growing,
- Training about vegetable growing,
- Pruning training about fruit growing,
- Training about cut flower, harvest and packing,
- Training about the pesticide using, half-life of the pesticides and the period between the harvest and the last pesticide usage time,

- Training to prevent the losses after the harvest,
- Training about growing mushroom,
- Training about gleaning thyme, sweet bay and sage,
- Training about rural tourism.

In Antalya agricultural sector provides nearly 34 percent of people employment. To increase the employment in agriculture and reduce the hidden unemployment, the advises are as follows:

- Modern green housing and modern technology should be supported. The increase in productivity and production brings profit, and profitability creates the opportunity of new investments and new employment.
- Agro-industry establishments should be supported by the government, this is supposed to both increase the employment opportunities and provide the proceeding of the products produced and allow the added value to go up.
- Apple, vinery and olive can be grown in Antalya. Supporting these products is important for the region's agriculture.
- The increase in both employment and added-value can be created by taking the global demand into account and being sensitive to environment. This can be done especially with the good agricultural practices and organic agricultural development.
- One of the main sectors of Antalya's economy is tourism sector and it should be diversified. It is possible to create new job opportunities by making the producers conscious about rural tourism.

## **7. Specific Measures for Rural Youth and Envisages Tapping on Niche Areas in Agriculture and Agribusiness**

Non agricultural job opportunities are quite restricted in Turkey and agriculture is the only sector for most of those living in rural areas. The fact that the job opportunities are limited in rural areas and that the productivity and income levels are low in agriculture sector are the main causes of the common poverty in rural areas. Decline in unemployment can be obtained through the decrease in poverty first of all. Therefore, productivity and income levels in agriculture are needed to be risen initially. That requires the use of modern agricultural techniques in agriculture. At the same time, that condition must be followed by the proliferation of non agricultural job opportunities. In this respect, the priority belongs to the establishment of agriculture based industry which should be convenient to the sources. In this way, not only the added value of agricultural products produced in the region will increase, but also job and income opportunities will be created for the young population who are supposed to leave the agriculture sector. That is why foundation of industry based agriculture ought to be encouraged in rural areas. Also, it is necessary to encourage employers to hire young workers, paying some part of the young workers salary.

Most of men working in rural areas are self employed. That case can be regarded as an indication which shows that they have an entrepreneur spirit. Therefore, the application of "specific loan for rural young" should come true. Besides that, women work as unpaid workers in rural areas and providing them with job and loan will rise their income up in rural areas. In rural areas, agro business such as food processing and cottage industries have to be supported especially for women.

The importance of competition has been increasing in the global world markets. Increase in productivity and sustainability in production are also crucial. Economic value should be

increased by expanding agricultural production period up to 12 months as much as the climate conditions allow with diversification in the cultivated varieties in entire Turkey and in Antalya especially. As a result of agriculture policies implemented after 2000 in Turkey, animal products are far from self sufficiency. Livestock is a sector which creates job opportunities for 12 months and key factor to reduce unemployment. Therefore, supporting the livestock in both Antalya and Turkey is very important in reducing the unemployment and providing the self sufficiency in the animal production.

By raising the awareness of the consumers about taking environment and food safety into consideration, new opportunities are supposed to be offered to the organic agriculture producers, with these production methods, both employment and production levels are supposed to go up, and getting into the markets would be easier.

With the increase in the awareness of environment in the world, the significance of rural tourism would increase as well. Turkey has a potential to enable the rural tourism to develop with the natural beauties and climate conditions that it has .The hidden unemployed in rural areas should be employed by emphasizing rural tourism in Antalya which is not developed enough within the frames of sustainability. Antalya has the natural sources which will help the rural tourism in the region to develop and owns the experienced population in tourism in the region. Trainings about the rural areas of Antalya should be given as well as the investment encouragement. In this way, the women who work as unpaid family workers and the young men who work for their own agriculture firms are supposed to have jobs and income source.

When creating employment, it is important that it will be convenient to human beings. Therefore, providing the workers with insured job is supposed to play an important role in reducing the poverty and increasing the productivity. It is also important to activate the regional sources when implementing these.

## **8) Summary and Recommendations**

As a result of the fact that the speed of population growth is high, young population is high, and the labor qualification is not sufficient, the economic growth cannot be reflected to the economy. Therefore, the place of agriculture sector in economy as well as employment problems are always on the agenda of the country.

Although the share of rural population in Turkey and the share of agriculture sector in employment declined in time, one out of four people is working in agriculture sector. Those working in agriculture are generally those who have low education level and no other qualifications to be able to work in other sectors. Therefore, during crisis situations the employment in agriculture increases in contradiction with general employment levels. This shows us that some part of those working in the agriculture sector work in this sector due to helplessness and when they find a job in another sector, they quit the agriculture sector.

Therefore, increasing the job opportunities in rural areas apart from agriculture plays an important role in reduction of unemployment all over the country and in the rural areas.

As the education levels increase in rural areas as in the country, LPR increases too. Increasing the education levels of the rural youth especially young women is the base of the employment problem in rural areas. However, the poverty in rural areas continues, the children have to

leave their school and work. That results in the lack of education for the children which is the only way to change the way they live. In this case, agriculture employment can be transferred to the next generations, and this circle goes on like that.

Therefore, a program which will prevent the young and children from quitting their education in rural areas (considering the intense terms of the work load in agriculture) should be prepared and applied. In this way the rural young can continue their education and be able to work in agriculture. As a result, the young population would be more qualified with increasing education levels and LPR would also increase.

As the cultivated products in agriculture have limited varieties, production period and harvesting periods are also restricted. Production methods such as GAP and organic agriculture in which labor is made use of more densely should be supported to reduce the hidden unemployment which is very common in rural areas. Hence, both the use of labor force and the value of products would increase by producing green products, and also the environment would be protected.

The people working in agriculture sector are those with no professional training. Therefore, local training programs should be prepared according to the local characteristics. The employers should also prefer those who take part in these trainings and training programs should be supported by the government. Also, employers should be encouraged to hire young workers by subsidizing perceived training costs.

It is necessary to define an integrated strategy which will create non-agricultural job opportunities and reduce the poverty. The basic factor that prevents the rural young from entering the employment market and staying in it is the lack of education and required qualifications that are demanded by labor market. An explicit labor force that is ready to leave the agriculture sector when having another opportunity is still working in the agricultural sector.

Investments in service and industry sectors should be made for the labor force that will get away from agriculture sector by considering the sources in the region. Also those who stay in the sector should be qualified in such a way that they can say “this is my profession, I had some trainings for this job and what I do requires some skills and I have these qualifications”. Only the ones who have skills can produce added value and contribute to the economy. In the jobs done by those who say “I do whatever the job is”, there will be productivity problem. The companies where there is productivity problem, are bound to disappear.

As solutions for employment, coordination among the institutions should be promoted and employment friendly growth policies with government support should be provided. Required regulations and supports open to private companies and non-governmental organizations should be prepared for youth groups and the labor force. In addition, qualified labor force is essential and also determined unions should be supported to run efficiently.

The opportunities and suggestions put forward related to the structure of employment in the rural areas in Turkey are given in the policy matrix.

## Policy Matrix

Issue	Opportunity	Recommendation
Women work as unpaid family workers. Because there are no job opportunities, they are obliged to work in their farms as unpaid workers	New job opportunities will increase their income levels	Encourage/support agro business activities such as food processing and cottage industries
There are not too many job opportunities for the high educated and qualified people in rural areas	There are many qualified employees ready to work	Promoting self-employment by individual and institutional support
Most of the men in rural areas are self employed	There is entrepreneur spirit	Subsidized entrepreneurship training/ training wages
Hidden unemployment is common in the rural areas	This labor force is a potential for other sectors	Non agricultural sectors and local sources should be backed up to act
Most of those working in agriculture do not have any sort of professional training	There is a mass waiting to be improved by professional training programs and qualifications	Professional training programs according to the regions should be prepared and the employers should prefer those who take part in the programs and also these programs should be supported by the government. Employers should be encouraged to hire young workers by subsidizing the perceived training costs
Rural youth do not want to work in agriculture	There are productive employment opportunities in agriculture	Encourage employers to hire young workers, by paying part of the young workers salary Formal lending/credit facilities that are “rural youth specific” are necessary
Natural sources and a clean environment	Increasing demand of the consumers to the green products and potential for rural improvement	Training and encouragement should be given for rural tourism as well as the issues of GAP and organic agriculture
Low income and productivity in agriculture	Modern agricultural techniques to enhance productivity	Subsidized use of modern agricultural techniques
Production period is limited in agriculture	The products can be varied and the production period can be lengthened	Encourage the farmers to change the cultivated varieties of crop and subsidize their seeds
Agriculture based industry is not developed in the rural	Increasing demand to proceed agricultural	Subsidized agro-industry. Provide technical and financial

areas	products	support
The production is not carried out according to the market demand	Following the demand through developing technology	Production should be encouraged with respect to demands of new markets
Rural youth give up their education early and rural youth enter the labor market early	There is a mass open to training	The young should be enabled to remain longer in the training process. Establishment of the training programme which will be convenient to the working conditions in the region. Reduce early entry of rural youth to the labor market
Employment and income are heavily based on agriculture in rural areas	It is possible to combine agricultural sector with service and industry	Industry and rural tourism based on agriculture should be encouraged

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