

INTERNATIONAL  
CONFERENCE OF  
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ICOPEC 2011



ULUSLARARASI  
EKONOMİ POLİTİK  
KONFERANSI

TURKEY

# LABOUR MARKETS & EMPLOYMENT

## EMEK PİYASALARI VE İSTİHDAM



# PROGRAM AND ABSTRACTS

## PROGRAM VE ÖZETLER



UNIVERSITY OF  
WESTMINSTER



Slezská univerzita v Opavě  
Obchodně podnikatelská fakulta v Karviné



15 • 17 SEPTEMBER EYLÜL 2011

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<b>Content</b>	
<b>İçindekiler.....</b>	<b>3</b>
<b>General Information</b>	
<b>Genel Bilgi .....</b>	<b>19</b>
<b>Organization Committee</b>	
<b>Düzenleme Komitesi.....</b>	<b>21</b>
<b>Invited Speakers</b>	
<b>Davetli Konuşmacılar .....</b>	<b>23</b>
<b>Scientific Committee</b>	
<b>Bilim Kurulu .....</b>	<b>24</b>
<b>Supporters</b>	
<b>Destekleyenler .....</b>	<b>25</b>
<b>Venue &amp; Dates</b>	
<b>Yer ve Tarih.....</b>	<b>26</b>
<b>Registration</b>	
<b>Kayıt.....</b>	<b>26</b>
<b>Sessions</b>	
<b>Oturumlar.....</b>	<b>27</b>
<b>Lunches &amp; Dinners</b>	
<b>Öğle ve Akşam Yemekleri .....</b>	<b>27</b>

<b>Program</b> .....	<b>29</b>
<b>Abstracts / Invited Lectures</b>	
<b>Özetler / Davetli Konuşmacılar</b> .....	<b>49</b>
POLITICAL ECONOMY TODAY: BUILDING DISTRIBUTIVE AND EMPLOYMENT-INTENSIVE ALTERNATIVES TO NEOLIBERALISM	
<b>Alfredo Saad Filho</b> .....	<b>51</b>
THE IMPACT OF GLOBALIZATION AND THE GLOBAL ECONOMIC CRISIS ON LABOR AND THE LABOR FORCE STRUCTURE IN THE UNITED STATES	
<b>Berch Berberoglu</b> .....	<b>52</b>
THE GREAT RECESSION AND LESSONS FOR THE MAINSTREAM	
<b>Erinç Yeldan</b> .....	<b>54</b>
EDUCATION AS SOFT DIPLOMACY	
<b>Evelyne Rugg</b> .....	<b>55</b>
MIGRATION IN THE ERA OF GLOBALISATION IN IRAN: BRAIN DRAIN AND REMITTANCE	
<b>Farhang Morady</b> .....	<b>56</b>
WHAT DOES UNEMPLOYMENT TELL US? A FRAMEWORK ON TURKEY İŞSİZLİK NELERİ ANLATIR? TÜRKİYE ÜZERİNDEN BİR ÇERÇEVE DENEMESİ	
<b>Fuat Ercan</b> .....	<b>57</b>
DISCOURSE AND PRACTICE OF POVERTY REDUCTION STRATEGIES	
<b>Galip L. Yalman</b> .....	<b>58</b>
EARLY RETIREMENT: AN ADVANTAGE FOR SOME WORKERS OR AN INVISIBLE TOOL TO EXPAND PRECARIOUSNESS TO ENTIRE WORKING CLASS?	
<b>Gaye Yılmaz</b> .....	<b>59</b>
ROSA LUXEMBURGS'S ACCUMULATION OF CAPITAL MEETS GLOBAL CAPITALISM	
<b>Ingo Schmidt</b> .....	<b>60</b>

CRITICISM OF SMITH –SPINOZA AND ECONOMY THEORY <b>Metin Sarfati</b> .....	61
TÜRKİYE İŞGÜCÜ PİYASALARINDA ETNİK BİR AYRIMCILIĞA İLİŞKİN GÖRÜŞME NOTLARI <b>Kuvvet Lordođlu</b> .....	62
IS AN ALTERNATIVE GLOBALISATION POSSIBLE? POINTS FOR DISCUSSION <b>Mike O'Donnell</b> .....	63
SUSTAINABLE DEVELOPMENT PERSPECTIVE FOR DEALING WITH ECONOMIC CRISES AND COMBATING UNEMPLOYMENT <b>M. Mustafa Erdođdu</b> .....	64
THE OUTCOMES OF NEOLIBERAL POLICIES ON HEALTH WORKFORCE EMPLOYMENT <b>Nilay Etiler</b> .....	65
IMPLICATIONS OF MARX'S EDITING OF LATER VOLUMES OF CAPITAL AND OF HIS RESPONSE TO AN ANTI-HEGELIAN POLITICAL ECONOMIST <b>Paul Zarembka</b> .....	66
GLOBALIZATION, LABOR MARKETS AND POVERTY: AN ASSESSMENT <b>Turan Yay</b> .....	67
<b>Abstracts / Participants</b> <b>Özetler / Katılımcılar</b> .....	70
GLOBALIZATION AND THE DEVELOPMENT OF REGIONAL ECONOMIC ORGANIZATIONS: A CASE STUDY OF SCO <b>Abazar Barari</b> .....	70
EMPLOYMENT CREATION THROUGH JOB REALLOCATION: AN INSTITUTIONAL APPROACH TO TURKISH AND KOREAN CASES <b>Abdullah Karasan, Fatih Şahan, Abdullah Erkul</b> .....	71

QUESTIONING A NEW FORM OF EMPLOYMENT: HOW A FUTURE OF CLASS ARE  
ACADEMIC CANDIDATES LEADING TO BY THE SYSTEM OF ÖYP?  
BİR YENİ İSTİHDAM BİÇİMİ SORGULANIYOR: ÖYP SİSTEMİ GENÇ AKADEMİSYEN  
ADAYLARINI NASIL BİR SINIFSA GELECEĞE YÖNLENDİRİYOR?

**Pınar Memiş, Adem Sağır .....72**

EFFECT OF THE EDUCATION INDEX ON EMPLOYMENT IN COUNTRIES WITH VERY HIGH  
HDI AND HDI(CASE STUDY, NORWAY AND IRAN)

**Mahmoud Taajobi, Akbar Khodabakhshi .....73**

A NEW MODEL FOR GREEN BUSINESSES: CASE OF REVERSE LOGISTICS  
YEŞİL İŞLETMECİLER İÇİN YENİ BİR MODEL: TERSİNE LOJİSTİK

**Ali Özgür Karagülle, Meltem Yıldırım Akca, Didem Büyükarlan .....74**

PERFORMANCE EVALUATION IN HOSPITALS: AN INVESTIGATION ON THE EFFECTS OF  
PERFORMANCE-BASED PAYMENT SYSTEM IN KOCAELI UNIVERSITY RESEARCH AND  
PRACTICE HOSPITAL

HASTANELERDE PERFORMANS DEĞERLENDİRME: PERFORMANSA DAYALI EK ÖDEME  
SİSTEMİNİN ETKİLERİ ÜZERİNE KOCAELİ ÜNİVERSİTESİ ARAŞTIRMA VE UYGULAMA  
HASTANESİNDE BİR ARAŞTIRMA

**Yunus Taş, Ali Talip Akpınar .....75**

A RESEARCH INVESTIGATION TO DETERMINE PROFILES OF WHITE COLLAR  
EMPLOYEES IN KOCAELI PROVINCE IN TERMS OF THE EMPLOYMENT CHANNELS  
İŞ BULMA KANALLARI AÇISINDAN KOCAELİ'NDEKİ BEYAZ YAKALI ÇALIŞANLARIN  
PROFİLİNİ BELİRLEMeye YÖNELİK BİR ARAŞTIRMA

**Ali Talip Akpınar, Esin Karacan .....77**

BETWEEN THE TRANSATLANTIC FRAMEWORK AND EUROPE – CLASS FORMATION  
AND STATE GENESIS IN TURKEY TOWARDS EU MEMBERSHIP?

**Axel Gehring .....78**

AN APPLICATION ON EDUCATION-EMPLOYMENT RELATINSHIP IN KONYA  
MANUFACTURING INDUSTRY  
KONYA İMALAT SANAYİNDE EĞİTİM-İSTİHDAM İLİŞKİSİ ÜZERİNE BİR UYGULAMA

**Ahmet Ay, Ayten Yağmur .....79**

2008 KÜRESEL KRİZİ VE İŞGÜCÜ PİYASALARINA GENEL BİR BAKIŞ

**Aziz Bostan, Mehmet Özyiğit .....81**

INFORMATION TECHNOLOGIES (IT)'S IMPACT ON EMPLOYMENT: A POLITICAL ECONOMY APPROACH BİLİŞİM TEKNOLOJİSİNİN (BT) İSTİHDAM ÜZERİNDEKİ ETKİLERİ: BİR POLİTİK İKTİSAT YAKLAŞIMI	<b>82</b>
MIGRATION FROM BULGARIA AND ROMANIA TO EU-15 <b>Betül Yüce Dural, Meriç Subaşı Ertekin</b>	<b>83</b>
INTERNATIONAL MIGRATION MOVEMENTS IN THE PROCESS OF GLOBALIZATION KÜRESELLEŞME SÜRECİNDE ULUSLARARASI GÖÇ HAREKETLERİ <b>Meriç Subaşı Ertekin, Betül Yüce Dural</b>	<b>84</b>
IMPORTANCE OF THE TRANSPORT SECTOR FOR EMPLOYMENT POLICIES: TURKEY AND FRANCE BENCHMARKED ANALYSIS <b>Binhan Berksoy Oğuz, Didem Büyükarıslan</b>	<b>85</b>
TÜRKİYE'NİN EMEK YOĞUN MAL İHRACATINDAKİ KARŞILAŞTIRMALI ÜSTÜNLÜKLERİN MAKRO EKONOMİK BÜYÜKLÜKLERLE İLİŞKİSİ <b>Oğuz Kara, Birol Erkan</b>	<b>86</b>
LITTLE HANDS-BIG ENDEAVOURS: DIMENSIONS OF CHILD LABOR IN THE WORLD AND IN TURKEY KÜÇÜK ELLER-BÜYÜK EMEKLER: DÜNYA'DA VE TÜRKİYE'DE ÇOCUK İŞÇİLİĞİNİN BOYUTLARI <b>Burak Kahraman, Fatih Kahraman</b>	<b>87</b>
APPROACHING REGIONAL MINIMUM WAGE DEBATES WITH CRISIS AND GOAL OF DECREASING UNEMPLOYMENT: AN ANALYSIS OF POTENTIALS AND CONSTRAINTS BÖLGESEL ASGARİ ÜCRET TARTIŞMALARINA KRİZ VE İŞSİZLİĞİN ÖNLENMESİ PERSPEKTİFİNDEN BAKMAK: OLANAKLAR VE SINIRLILIKLAR ÜZERİNDEN BİR ANALİZ <b>Çağatay Edgücan Şahin</b>	<b>88</b>
GLOBALIZATION, REAL OUTPUT, UNEMPLOYMENT, AND MULTIPLE STRUCTURAL BREAKS <b>Chun Ping Chang, Meng-Chi Hsieh</b>	<b>89</b>
CONCEPT OF FLEXICURITY IN THE CONDITIONS OF LABOUR MARKET OF THE CZECH REPUBLIC <b>Renáta Halásková, Martina Halásková, David Slavata</b>	<b>90</b>



THE DETERMINANTS OF THE JOB MOBILITY IN İZMİR

**Değer Eryar, Hasan Tekgüç** ..... 91

TECHNOLOGICAL STRUCTURE AND EMPLOYMENT IN THE LARGE SCALE CAPITAL IN  
TURKEY: 1993-2010

TEKNOLOJİ VE İSTİHDAM BAĞLAMINDA BÜYÜK SERMAYE: 1993-2010

**Demet Özmen Yılmaz, Koray Yılmaz** ..... 92

SECTOR ORIENTED PUBLIC INCENTIVES AGAINST JOBLESS GROWTH PROBLEM  
İSTİHDAMSIZ BÜYÜME SORUNUNA KARŞI DEVLETİN SEKTÖREL TEŞVİK POLİTİKALARI

**Eren Çaşkurlu** ..... 93

`YOU ARE A WORKER, STAY AS A WORKER`: YOUTH, CLASS AND REPRODUCTION OF  
CLASS RELATIONS IN A PROVINCIAL UNIVERSITY

`İŞÇİSİN SEN İŞÇİ KAL': TAŞRA ÜNİVERSİTESİNDE GENÇLİK, SINIF VE SINIFSA YENİDEN  
ÜRETİM ÖRÜNTÜLERİ

**Deniz Yıldırım, Evren Haspolat Yıldırım** ..... 94

WHAT EYES DON'T WANT TO SEE: DISABLED PEOPLE WHO WORK AT HOME  
GÖZÜN GÖRMEK İSTEMEDİKLERİ: EVDEN ÇALIŞ(TIRIL)AN SAKATLAR

**Deniz Parlak** ..... 95

THE ROLE OF YOUNG LABOUR FORCE IN THE FORMATION PROCESS OF A FLEXIBLE AND  
PREARIOUS LABOUR MARKET IN TURKEY

TÜRKİYE'DE ESNEK VE GÜVENCESİZ BİR İŞGÜCÜ PİYASASININ OLUŞUM SÜRECİNDE  
GENÇ İŞGÜCÜNÜN ROLÜ

**Elif Hacisalihoğlu, Denizcan Kutlu** ..... 96

A DRAMATIC SHIFT IN TEACHER'S EMPLOYMENT AND THE STRATIFICATION OF  
EDUCATOR'S LABOR

**Derya Keskin Demirer** ..... 97

AN APPROACH TO WOMEN EMPLOYMENT IN TURKEY BASED ON THE RATE OF THEIR  
PARICIPATION IN THE LABOR FORCE

TÜRKİYE'DE KADIN İSTİHDAMINA İŞGÜCÜNE KATILIM ORANLARI TEMELİNDE BİR  
YAKLAŞIM

**E.Yasemin Bozdağlıoğlu** ..... 98

SECURITY AND FLEXIBILITY IN TURKISH WORKING LIFE AND THE EXPERIENCE OF GROWTH WITHOUT EMPLOYMENT TÜRKİYE ÇALIŞMA YAŞAMINDA GÜVENÇE VE ESNEKLİK İLE İSTİHDAMSIZ BÜYÜME	
<b>Emine Tahsin, Levent Dölek</b> .....	99
THE ECONOMIC REFORMS IN MEXICO AND THE 2008 ECONOMIC CRISIS	
<b>Erika Torres Godínez</b> .....	100
UNEMPLOYMENT-CRIME RELATIONSHIP: EVIDENCE FROM MACRO AND MIKRO DATA IN THE CASE OF KAYSERİ İŞSİZLİK-SUÇ İLİŞKİSİ: KAYSERİ İLİ ÖRNEĞİNDE MAKRO VE MİKRO VERİLERDEN KANITLAR	
<b>Oğuz Öcal, Ertuğrul Yıldırım</b> .....	101
JOB SATISFACTION OF PRIVATE SECURITY GUARDS ÖZEL GÜVENLİK ÇALIŞANLARININ İŞ DOYUMU	
<b>Esin Karacan</b> .....	102
WHITE COLLARS AND UNIONIZATION PROBLEMS: A SOCIOLOGICAL VIEW	
<b>Esra Köten Peker</b> .....	103
STRUCTURAL CHANGE OF LABOUR MARKET INSTITUTIONS IN TRANSITION PERIOD: THE INSTITUTIONAL APPROACH TO LABOUR MARKET PERFORMANCE IN THE NEW EU MEMBER TRANSITION ECONOMIES GEÇİŞ SÜRECİNDE EMEK PİYASASI KURUMLARININ YAPISAL DEĞİŞİMİ: AB ÜYESİ GEÇİŞ EKONOMİLERİNDE EMEK PİYASASI PERFORMANSINA KURUMSAL YAKLAŞIM	
<b>Esra Güler, Cem Okan Tuncel</b> .....	104
SECTORAL GROWTH AND INEQUALITY ANALYSIS: IN THE CASE OF TURKEY	
<b>Fahriye Yıldız</b> .....	105
COMPARISON OF WOMEN EMPLOYMENT IN TURKEY WITH EU COUNTRIES IN SCOPE OF THE AIM "GENDER EQUALITY" OF EUROPEAN EMPLOYMENT STRATEGY AVRUPA İSTİHDAM STRATEJİSİNİN "CİNSİYET EŞİTLİĞİ" HEDEFİ KAPSAMINDA TÜRKİYE'DE KADIN İSTİHDAMININ AB ÜLKELERİ İLE KARŞILAŞTIRILMASI	
<b>Fethiye Tilbe</b> .....	106

EVALUATION OF THE EFFECTIVENESS OF EMPLOYMENT POLICIES APPLIED IN TURKEY  
TÜRKİYE'DE UYGULANAN İSTİHDAM POLİTİKALARININ ETKİNLİĞİN DEĞERLENDİRİLMESİ

**Filiz Tepecik** ..... 107

REGIONAL VARIETY AND EMPLOYMENT GROWTH IN ITALIAN INDUSTRIES AND SERVICES

**Francesca Mameli** ..... 108

POSSIBLE EFFECTS OF GLOBALIZATION ON THE LABOR MARKET IN TURKEY  
KÜRESELLEŞMENİN TÜRKİYE'DEKİ İŞGÜCÜ PİYASASI ÜZERİNE OLASI ETKİLERİ

**Funda Çondur, Mehmet Bölükbaş** ..... 109

CONTRIBUTION TO EMPLOYMENT OF EDUCATION AND PARTICIPATION OF DOMESTIC  
LABOUR IN THE OIL RICH COUNTRIES  
(SAUDI ARABIA, KUWAIT, THE UNITED ARAP EMIRATES AND QATAR)

**Fusun Çelebi** ..... 110

THE IMPACT OF GLOBALIZATION ON THE INFORMAL EMPLOYMENT IN TERMS OF FEMALE  
AND CHILD LABOR IN TURKISH ECONOMY

**Yunus Bektaşoğlu, Gökhan Umut** ..... 111

THE INFLUENCE OF TOURISM ON THE DEVELOPMENT OF THE WORLD ECONOMY

**Gulsara Joldasbayeva** ..... 112

THE EFFICIENCY OF THE EMPLOYMENT POLICIES IMPLEMENTED IN TURKEY THE TIMES  
OF ECONOMIC CRISIS  
EKONOMİK KRİZ DÖNEMLERİNDE TÜRKİYE'DE UYGULANAN İSTİHDAM POLİTİKALARININ  
ETKİNLİĞİ

**Hatice Erol, Abdullah Özdemir** ..... 113

DÜNYA'DA VE TÜRKİYE'DE YEŞİL İŞLER VE YEŞİL İSTİHDAM

**Havva Çaha** ..... 114

THE MAIN FACTORS THAT AFFECT WOMEN PARTICIPATION IN UNIONS WITH THE  
CHANGES ON LABOUR MARKET, GENDER AND GLOBALIZATION  
EMEK PİYASASI, TOPLUMSAL CİNSİYET VE KÜRESEL DEĞİŞİMLER TEMELİNDE  
KADINLARIN SENDİKAL KATILIMINI BELİRLEYEN FAKTÖRLER

**Hikmet Gülçin Beken** ..... 115

THE INFORMAL MARKET LABOR DOES NOT ONLY GROWS BUT EVOLVES. THE CASE IN PERU AMONG LATIN AMERICA	
<b>Horacio Gago Priale</b> .....	<b>116</b>
THE TRANSFORMATION IN INDUSTRIAL RELATIONS IN TURKEY CREATED BY THE GLOBAL CRISIS	
KÜRESEL KRİZİN TÜRKİYE'DEKİ ENDÜSTRİ İLİŞKİLERİNDE YARATTIĞI DÖNÜŞÜM	
<b>İdil Ece Bal Şahin</b> .....	<b>117</b>
THE SOURCES OF WEALTH, NEW RICH AND POVERTY	
ZENGİNLİĞİN KAYNAKLARI, YENİ ZENGİNLER VE YOKSULLUK	
<b>İhsan Seddar Kaynar</b> .....	<b>118</b>
A POLITICAL/ECONOMICAL APPROACH OF WOMEN WORKING IN EXECUTIVE/ MANAGEMENT LEVELS IN THE SERVICE SECTOR: ANKARA STATE OPERA AND BALLET CASE	
KADINLARIN HİZMET SEKTÖRÜNDE ÜST YÖNETİMDE ÇALIŞMALARINA EKONOMİ POLİTİK BİR YAKLAŞIM: ANKARA DEVLET OPERA VE BALESİ (ADOB) ÖRNEĞİ	
<b>İlkben Akansel</b> .....	<b>119</b>
INVESTIGATING THE ROLE OF SOCIAL NETWORKS IN THE POLITICAL GROWTH OF DEVELOPING SOCIETIES	
<b>Javad Giahshenas Bonbazari, Safoura Raoufi</b> .....	<b>120</b>
EFFECTS OF PRODUCTIVITY GROWTH ON EMPLOYMENT, CAPITAL ACCUMULATION AND ECONOMIC GROWTH IN TURKEY	
<b>Jimmy Alani</b> .....	<b>121</b>
LACK OF SKILLS IN THE TIMES OF HIGH UNEMPLOYMENT	
<b>Josef Halamik</b> .....	<b>122</b>
USING THE PRECEDENT MATRICES IN THE SYSTEMS ANALYSIS OF THE UNEMPLOYMENT IN THE MORAVIAN REGION	
<b>Josef Botlík</b> .....	<b>123</b>
CHANGES OF IMMIGRATION POLICY AND LABOR MARKET: THE EUROPEAN EXPERIENCE AND THE SITUATION IN THE CZECH REPUBLIC	
<b>Lubomír Nenicka</b> .....	<b>124</b>

INCUBATING RETURN-MIGRANT ENTREPRENEURS: A CASE STUDY IN SHANDONG PROVINCE, CHINA

**Lulu Xue** ..... 125

AVRUPA'DA YENİ BİR KRİZİN EŞİĞİNDE TÜRKİYE'DE İŞSİZLİK OLGUSU

**Mahir Fisunoğlu, Bilge Köksel**..... 127

PUBLIC ADMINISTRATION IN AREA OF STATE EMPLOYMENT POLICY

**Marie Sciskalova** ..... 128

EMPIRICAL ANALYSIS OF THE FACTORS DETERMINE UNEMPLOYMENT

**Osman Peker, Mehmet Bölükbaş** ..... 129

İŞ SÖZLEŞMESİNİN EKONOMİK NEDENLE FESHİ VE ESNEK ÇALIŞMA ŞEKİLLERİNİ UYGULAMA ZORUNLULUĞU

**Mehmet Onat Öztürk** ..... 130

THE DOMINANT ACTOR OF TRADE UNIONS' REPRESENTATIVENESS GRIDLOCK: "IDENTITY" DEPRESSION  
SENDİKALARIN TEMSİLİYET ÇIKMAZININ BAŞAT AKTÖRÜ: "KİMLİK" BUNALIMI

**Mehtap Tosun** ..... 131

LABOUR MARKET AFTER THE CRISIS:  
EMPIRICAL EVIDENCE FROM THE CZECH REPUBLIC

**Michal Tvrdon** ..... 132

THE IMPACT OF CRISIS ON THE FREIGHT TRANSPORT AREA

**Milena Botlíková, Klára Václavíková** ..... 133

PECULIARITIES OF LABOUR MARKET FORMATION IN GEORGIA  
IN THE POST-SOVIET PERIOD

**Mirian Tukhashvili** ..... 134

SUPPORT OF INNOVATION AND EMPLOYMENT  
IN THE SPA SECTOR THROUGH THE SPA CLUSTER

**Monika Motyková** ..... 135

PROBLEMICAL OF DEINDUSTRIALIZATION AND JOBLESS GROWTH IN TURKISH ECONOMY TÜRKİYE EKONOMİSİNDE SANAYİSİZLEŞME VE İSTİHDAMSIZ BÜYÜME SORUNALI	
<b>Murad Tiryakioğlu</b> .....	136
PROSPECTS FOR LABOUR MARKET DEVELOPMENT IN GEORGIA	
<b>Murman Tsartsidze</b> .....	137
ANALYZING OF THE INTERNATIONAL DIVISION OF TOURISM PRODUCTION IN THE GLOBALIZED WORLD	
<b>Mustafa Doğan</b> .....	138
PRERETIREMENT-AGE POPULATION IN THE LABOUR MARKET	
<b>Mzia Shelia</b> .....	139
KAPİTALİZMİN İÇ SESİ: VARLIĞIM ADINA ARTIK HER ŞEY GEÇİCİ	
<b>Şansel Özpınar, Necdet Coşkun</b> .....	140
CAUSALITY ANALYSIS ON ADAPTATION PROCESS OF TURKEY LABOR MARKET TÜRKİYE İŞGÜCÜ PİYASASI UYUM SÜRECİNE İLİŞKİN NEDENSELLİK ANALİZİ	
<b>Şenkan Aldemir, Necdet Coşkun Aldemir</b> .....	141
SMALL BUSINESS AS A WAY TO STIMULATE EMPLOYMENT IN KAZAKHSTAN	
<b>Zhulduz Imashova, Nursulu Çetin</b> .....	142
MICROCREDIT AS A TOOL FOR EMPLOYMENT POLICY IN KAZAKHSTAN	
<b>Zhulduz Imashova</b> .....	143
CAPITALISM AS ECONOMIC SYSTEM AND ITS EVOLUTION AND EMPLOYMENT EKONOMİK SİSTEM OLARAK KAPİTALİZMİN EVRİMİ VE İSTİHDAM	
<b>Oğuz Bal</b> .....	144
AN ASSESSMENT OF HUMAN DEVELOPMENT INDEX AND POVERTY PARAMETERS IN THE MILLENNIUM DEVELOPMENT GOALS: EVIDENCE FROM NIGERIA	
<b>Olanrewaju Adewole Adediran</b> .....	145

HOW MUCH DO THE NEIGHBORS PAY? ECONOMIC COSTS OF INTERNATIONAL GAS DISPUTES <b>Olha Zadorozhna</b> .....	146
DISCOURSE, EMPLOYMENT AND POLITICS: THE LEGITIMACY OF THE DISCOURSE OF EMPLOYMENT POLICIES IN TURKEY DİLE GELEN İSTİHDAM YA DA İSTİHDAMIN DİLİ: TÜRKİYE'DE İSTİHDAM POLİTİKALARININ SÖYLEMSEL MEŞRUIYETİ <b>Ömer Allahverdi, Yusuf Avcı</b> .....	147
THE NEW INTERNATIONAL DIVISION OF LABOUR IN AUTOMOBILE INDUSTRY AND ITS REFLECTIONS TO LABOUR PROCESS OTOMOTİV ENDÜSTRİSİNDE ULUSLARARASI YENİ İŞBÖLÜMÜ VE EMEK SÜRECİNE YANSIMALARI <b>Onur Metin</b> .....	148
IMPLEMENTING POLICY FOR PLACE: DELEGATING LABOUR MARKET POLICY DECISIONS TO THE LOCAL LEVEL <b>Parikshit Basu, John Hicks, Richard Sappey, Denise Conroy</b> .....	149
FACTORS AFFECTING LABOR-FORCE PARTICIPATION RATE OF WOMEN IN TURKEY: (GNP, CPI, EDUCATION, AGE) <b>Berna Ak Bingül, Rengin Ak</b> .....	150
TÜRKİYE'DE FİRMA BÜYÜKLÜĞÜ VE ÜCRET FARKLILIKLARI İLİŞKİSİNİN ANALİZİ <b>Sayın San</b> .....	151
INSTITUTIONAL RIGIDITIES IN TURKISH LABOUR MARKET AND THEIR EFFECTS ON LABOUR DEMAND TÜRKİYE İŞGÜCÜ PİYASASINDA KURUMSAL KATILIKLAR VE İŞGÜCÜ TALEBİNE ETKİLERİ <b>Selçuk Gül</b> .....	152
EXAMINATION OF THE NATIONAL EMPLOYMENT STRATEGY AS REGARDS THE LABOR SUPERVISION POLICIES EMEK DENETİM POLİTİKALARI AÇISINDAN ULUSAL İSTİHDAM STRATEJİSİ BELGESİ'NİN İNCELENMESİ <b>Selma Değirmenci</b> .....	153
THE CHILD LABOUR PROBLEM AND THE IMPORTANCE OF VOCATIONAL COURSES DURING THE SOLVING THE PROBLEM ÇOCUK İŞÇİLİĞİ SORUNU VE SORUNUN ÇÖZÜLMESİ SÜRECİNDE MESLEK EDİNDİRME KURSLARININ ÖNEMİ <b>Musa İkizoğlu, Selvinaz Saçan</b> .....	154

**Serkan Bürken**..... 155

YEREL KALKINMA VE KADIN İSTİHDAMININ ARTIRILMASINDA KALKINMA  
AJANSLARININ ROLÜ: TÜRKİYE UYGULAMASI

**Sevgi Sezer**..... 156

A METHOD OF ADAPTATION TO THE NEW ECONOMY WITH HUMAN RESOURCES: VALUE  
CREATING STRATEGIC PARTNERSHIP  
YENİ EKONOMİYE İNSAN KAYNAĞI İLE UYUM SAĞLAMA YÖNTEMİ:DEĞER YARATAN  
STRATEJİK ORTAKLIK

**Sevinç Atay** ..... 157

THE ROLE OF LABOR MARKET RIGIDITIES IN THE ECONOMIC GROWTH:  
THE CASE OF TURKISH ECONOMY

**Sibel Cengiz, Bora Süslü** ..... 158

CAPITAL GETS GLOBALIZED, LABOUR GETS LONELY  
KÜRESELLEŞEN SERMAYE, YALNIZLAŞAN EMEK

**Sibel Çaşkurlu**..... 159

MESLEK EDİNDİRME KURSLARININ İŞSİZLİĞİ ÖNLEMEDE ETKİNLİĞİ SORUNSALININ  
ŞIRNAK İLİ ÖRNEĞİ İLE İNCELENMESİ

**Sıdika Akdeniz, Fatih Mehmet Öcal** ..... 160

STRATEGIC PLANNING PRACTICE AS AN ORGANIZATIONAL POWER BASE AND ITS  
IMPLICATIONS CONCERNING EMPLOYEES  
BİR ÖRGÜTSEL GÜÇ ALANI OLARAK "STRATEJİK PLAN UYGULAMALARI" VE  
OLUŞTURDUĞU ÖRGÜT KÜLTÜRÜNÜN ÇALIŞANLAR İÇİN İMALARI

**Şule Aydın** ..... 161

POPULATION TERRITORIAL DISTRIBUTION PROCESSES IN GEORGIA  
IN THE PERIOD BEFORE THE COLLAPSE OF THE USSR

**Tamaz Zubiashvili** ..... 162

DIFFERENTIAL WAGE IMPACTS OF IMMIGRATION ACROSS OCCUPATIONS  
IN THE U.S.

**Tanyamat Srungboonmee** ..... 163



DEMAND FOR EDUCATION: WHAT IS THE INFORMATION IN EDUCATION

**Vitezslav Bican** ..... 164

GENERAL RESPONSIBILITY TO SUPPORT COMPANIES VERSUS CSR IN A PROCESS OF  
RESTRUCTURING OF BUSINESS ENVIRONMENT:  
EXAMPLE OF INSTRUMENTS USED IN REGIONS OF THE CZECH REPUBLIC

**Vladimir Cubok**..... 165

CSR AND ITS IMPACT ON EMPLOYMENT

**Werner Bernatik** ..... 166

AN ESSAY ON THE SOCIAL COSTS MEASUREMENT OF GENDER-BASED DIVISION OF  
LABOR

CİNSİYETE DAYALI İŞ BÖLÜMÜNÜN YARATTIĞI SOSYAL MALİYETLERİN ÖLÇÜLMESİ  
ÜZERİNE BİR DENEME

**Yağmur Kumcu Yıldız**..... 167

GLOBALISATION AND LABOUR MARKET:  
LOCATING THE POLITICAL ECONOMY OF REFORMS

**Zaad Mahmood** ..... 168





**General Information**  
**Genel Bilgi**

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# Organization Committee

Düzenleme Komitesi

---

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**Bohumil Fiala**

*(Dean, Silesian University in Opava, Karvina School of Business Administration)*

**Luciano Abburra**

*(Chair of Social Policy Research Section, IRES Piedmont)*

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**Hakan Kapucu**, *(Co-Chair, Kocaeli University)*

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**Yılmaz Kılıçaslan**, (*Anadolu University*)  
**Zeki Sert**, (*Kocaeli University*)

## Invited Speakers

### Davetli Konuşmacılar

---

- Ahmet Haşim Köse**, (*Ankara University*)
- Ahmet Öncü**, (*Sabancı University*)
- Ahmet Selamlođlu**, (*Kocaeli University*)
- Alfredo Saad Filho**, (*SOAS*)
- Berch Berberođlu**, (*University of Nevada*)
- Dibeysh Anand**, (*University of Westminster*)
- Ebru Voyvoda**, (*Middle East Technical University*)
- Erinç Yeldan**, (*Bilkent University*)
- Evelyne Rugg**, (*University of Westminster*)
- Farhang Morady**, (*University of Westminster*)
- Fred Nixon**, (*University of Manchester*)
- Fuat Ercan**, (*Marmara University*)
- Galip L. Yalman**, (*Middle East Technical University*)
- Gamze Yücesan Özdemir**, (*Ankara University*)
- Gaye Yılmaz**, (*Birleşik Metal İş*)
- Ingo Schmidt**, (*Athabasca University*)
- İşaya Üşür**, (*Gazi University*)
- Kemal Yıldırım**, (*Anadolu University*)
- Korkut Alp Ertük**, (*University of Utah*)
- Kuvvet Lordođlu**, (*Kocaeli University*)
- Mehmet Türkay**, (*Marmara University*)
- Metin Sarfati**, (*Marmara University*)
- Mike O'Donnell**, (*University of Westminster*)
- M. Mustafa Erdođdu**, (*Marmara University*)
- Nilay Etiler**, (*Kocaeli University*)
- Paul Zarembka**, (*Buffalo University*)
- Ronald Dannreuther**, (*University of Westminster*)
- Şemsa Özar**, (*Boğaziçi University*)
- Turan Yay**, (*Yıldız Technical University*)



**Ahmet Haşim Köse**, (*Ankara University*)

**Ahmet Makal**, (*Ankara University*)

**Ahmet Öncü**, (*Sabancı University*)

**Ahmet Selamoğlu**, (*Kocaeli University*)

**Aşkın Keser**, (*Kocaeli University*)

**Dinç Alada**, (*Maltepe University*)

**Erinç Yeldan**, (*Bilkent University*)

**Farhang Morady**, (*University of Westminster*)

**Fikret Şenses**, (*Middle East Technical University*)

**Fuat Ercan**, (*Marmara University*)

**Galip Yalman**, (*Middle East Technical University*)

**Gamze Yücesan Özdemir**, (*Ankara University*)

**Hülya Kirmanoğlu**, (*Istanbul University*)

**İlker Parasız**, (*Galatasaray University*)

**İşaya Üşür**, (*Gazi University*)

**İzzettin Önder**, (*Istanbul University*)

**Kemal Biçerli**, (*İŞKUR*)

**Kemal Yıldırım**, (*Anadolu University*)

**Kuvvet Lordoğlu**, (*Kocaeli University*)

**Mehmet Türkay**, (*Marmara University*)

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**Mustafa Erdoğdu**, (*Marmara University*)

**Nuray Altuğ**, (*Marmara University*)

**Ömer Gürkan**, (*Muğla University*)

**Paul Zarembka**, (*New York State University*)

**Recep Tari**, (*Kocaeli University*)

**Sadi Uzunoğlu**, (*Trakya University*)

**Turan Yay**, (*Yıldız Teknik University*)

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**Yusuf Bayraktutan**, (*Kocaeli University*)

**Yücel Demirer**, (*Kocaeli University*)

## **Supporters**

### Destekleyenler

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The Organization Committee gratefully acknowledges financial support from the following institutions:

**Kocaeli University**  
**Central Bank of the Republic of Turkey**  
**International Journal of Politics and Economics Publication**  
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**Turkish Social Sciences Association**  
**The Journal of Industrial Relations and Human Resources**  
**(ISGUC.ORG)**  
**Work & Society Journal**  
**ASOSINDEX**  
**Research in Political Economy**

## Venue & Dates

Yer ve Tarih

---

### Dates

Thursday, 15 September - Saturday, 17 September 2011

### Venue

Thursday, 15 September 2011, 10:00-12:30

Kocaeli University,  
Baki Komsuođlu Culture and Congress Center (BKMM),  
Umuttepe Campus, 41380 Umuttepe / Kocaeli

Thursday, 15 September 2011, 13:00-18:00

Kocaeli University  
Faculty of Economics and Administrative Sciences (FEAS)  
Umuttepe Campus, 41380 Umuttepe / Kocaeli

## Registration

Kayıt

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Registration and Information Desk is located on the ground floor of the Kocaeli University, Baki Komsuođlu Culture and Congress Center from 09.00 to 12.00 on Thursday, 15 September and Kocaeli University, Faculty of Economics and Administrative Sciences Building from 13.00 Thursday, 15 September to 15.00 - 17 September 2011. The desk is open at the following times:

Thursday, September 15	08.30-17:00
Friday, September 16	08.30-17:00
Saturday, September 17	08.30-15:00

## **Sessions** Oturumlar

---

Sessions are moderated by Convenors. Each contributed paper will be presented orally for about 15 minutes, and followed by maximum 5 min discussion. The Convenor may decide and change the order of presentations. Each conference room is equipped with a data projector.

## **Lunches** Öğle Yemekleri

---

The lunches are served at the Kardelen Restaurant on June 15-17. Participants will be provided lunch vouchers in participants' conference bags.



# PROGRAM

---

15 SEPTEMBER / EYLÜL 2011

Thursday / Perşembe

## CODES / KODLAR

---

T THURSDAY

---

F FRIDAY

---

S SATURDAY

---

M MORNING

---

A AFTERNOON

---

A,B,C,D PARALLEL SESSIONS / PARALEL OTURUMLAR

---

TR TURKISH / TÜRKÇE

---

EN ENGLISH / İNGİLİZCE

---

KR KARDELEN RESTAURANT

---

10:00		<b>MINI CONCERT / DİNLETİ</b>
	TM	Kocaeli University, Faculty of Arts Music Band Kocaeli Üniversitesi Güzel Sanatlar Müzik Grubu
		<b>OPENING SPEECHES / AÇILIŞ KONUŞMALARI</b>
		<b>Associate Prof. İsmail Şiriner</b> (Kocaeli University, Organizing Committee Chair, Turkey)
		<b>Prof. Dr. Recep Tari</b> (Kocaeli University, Head of Economics Department, Turkey)
		<b>Prof. Dr. Abdurrahman Fettahoğlu</b> (Dean, Kocaeli University, Faculty of Economics & Administrative Sciences, Turkey)
		<b>Evelyne Rugg</b> (Director of Higher Education Policy, University of Westminster, UK)
10:15	BKMM	<b>Dr. Bouhomil Fiala</b> (Dean, Silesian University in Opava, School of Business Administration in Karvina, Czech Republic)
11:15	TM	<b>Dr. Luciano Abburra</b> (Chair of Social Policy Research Section, IRES Institute for Economic and Social Research of Piedmont, Italy)
		<b>Mustafa Öztaşkın</b> (General Director, Petroleum, Chemical, Rubber Workers Union of Turkey, Turkey)
		<b>Prof. Dr. Kemal Biçerli</b> (General Director, Turkish Labor Institution, Turkey)
		<b>Ayhan Zeytinoğlu</b> (Kocaeli Chamber of Industry, Board Chairman, Turkey)
		<b>Prof. Dr. Sezer Şener Komsuoğlu</b> (Rector, Kocaeli University, Turkey)
		<b>ENGLISH</b>
		<b>OPENING LECTURE / AÇILIŞ KONUŞMASI</b> Convener: Prof. Dr. Kemal Yıldırım (Anadolu University, Turkey)
11:15	TM,INV,EN	<b>Prof. Dr. Erinç Yeldan</b> (Bilkent University, Turkey)
12:15		“THE GREAT RECESSION AND LESSONS FOR THE MAINSTREAM”
12:15		<b>Lunch</b>
13:15	KR	TL Öğle Yemeği

## ENGLISH

## INVITED LECTURERS / DAVETLİ KONUŞMACILAR

Convener: Prof. Dr. Ahmet Selamoğlu (Kocaeli University, Turkey)

13:15

14:15

212

TA.INV.EN

**Berch Berberoglu** (University of Nevada, USA)

"THE IMPACT OF GLOBALIZATION AND THE GLOBAL ECONOMIC CRISIS ON LABOR AND THE LABOR FORCE STRUCTURE IN THE UNITED STATES"

**Alfredo Saad Filho** (SOAS / UNCTAD, UK/Switzerland)

"POLITICAL ECONOMY TODAY: BUILDING DISTRIBUTIVE AND EMPLOYMENT-INTENSIVE ALTERNATIVES TO NEOLIBERALISM"

## ENGLISH

## ANALYSING UNEMPLOYMENT

Convener: Dr. Dibyesh Anand (University of Westminster, England)

14:30

16:15

213

TA1.EN.A

**Josef Halamik** (Silesian University in Opava, Czech Republic)

"LACK OF SKILLS IN THE TIMES OF HIGH UNEMPLOYMENT"

**Chun Ping Chang** (Shih Chien University, Taiwan)**Meng-Chi Hsieh** (National Sun Yat-sen University, Taiwan)

"GLOBALIZATION, REAL OUTPUT, UNEMPLOYMENT, AND MULTIPLE STRUCTURAL BREAKS"

**Osman Peker** (Adnan Menderes University, Turkey)**Mehmet Bölükbaş** (Adnan Menderes University, Turkey)

"EMPIRICAL ANALYSIS OF THE FACTORS DETERMINE UNEMPLOYMENT"

## ENGLISH

## EVALUATION OF EMPLOYMENT POLICIES

Convener: Dr. Thomas Moore (University of Westminster, England)

14:30

16:15

212

TA1.EN.B

**Zhulduz Imashova** (The Caspian State University of Technologies and Engineering, Kazakhstan)**Nursulu Çetin** (Ahmet Yesevi International Türk-Kazak University, Turkey)

"SMALL BUSINESS AS A WAY TO STIMULATE EMPLOYMENT IN KAZAKHSTAN"

**Marie Sciskalova** (Silesian University in Opava, Czech Republic)

"PUBLIC ADMINISTRATION IN THE AREA OF STATE EMPLOYMENT POLICY"

**Binhan Berksoy Oğuz** (İstanbul Kültür University, Turkey)**Didem Büyükarslan** (İstanbul University, Turkey)

"IMPORTANCE OF THE TRANSPORT SECTOR FOR EMPLOYMENT POLICIES: TURKEY AND FRANCE BENCHMARKED ANALYSIS"

**Werner Bernatik** (Silesian University in Opava, Czech Republic)

"CSR AND ITS IMPACT ON EMPLOYMENT"



TURKISH

**JOBLESS GROWTH AND UNEMPLOYMENT IN TURKEY /  
TÜRKİYE'DE İSTİHDAMSIZ BÜYÜME VE İŞSİZLİK**

Chair: Prof. Dr. Neşe Erim (Kocaeli University, Turkey)

**Emine Tahsin** (İstanbul University, Turkey)**Levent Dölek** (İstanbul University, Turkey)"SECURITY AND FLEXIBILITY IN TURKISH WORKING LIFE AND THE EXPERIENCE OF GROWTH  
WITHOUT EMPLOYMENT" /

"TÜRKİYE ÇALIŞMA YAŞAMINDA GÜVENCE VE ESNEKLİK İLE İSTİHDAMSIZ BÜYÜME"

14:30

16:15

220

TA1.TR.C

**Eren Çaşkurlu** (Gazi University, Turkey)

"SECTOR ORIENTED PUBLIC INCENTIVES AGAINST JOBLESS GROWTH PROBLEM" /

"İSTİHDAMSIZ BÜYÜME SORUNUNA KARŞI DEVLETİN SEKTÖREL TEŞVİK POLİTİKALARI"

**Murad Tiryakioğlu** (Afyon Kocatepe University, Turkey)

"DE-INDUSTRIALIZATION AND JOBLESS GROWTH PROBLEMATIC IN TURKEY" /

"TÜRKİYE EKONOMİSİNDE SANAYİSİZLEŞME VE İSTİHDAMSIZ BÜYÜME SORUNLARI"

**Mahir Fisunoğlu** (Çukurova University, Turkey)**Bilge Köksel** (Gaziantep University, Turkey)

"AVRUPA'DA YENİ BİR KRİZİN EŞİĞİNDE TÜRKİYE'DE İŞSİZLİK OLGUSU"

TURKISH

**LABOUR MARKETS AND EMPLOYMENT IN TURKEY /  
TÜRKİYE'DE İŞGÜCÜ PİYASALARI VE İSTİHDAM**

Chair: Prof. Dr. Hasret Çomak (Kocaeli University, Turkey)

**Selçuk Gül** (Yıldız Teknik University, Turkey)"INSTITUTIONAL RIGIDITIES IN TURKISH LABOUR MARKET AND THEIR EFFECTS ON LABOUR  
DEMAND" /

"TÜRKİYE İŞGÜCÜ PİYASASINDA KURUMSAL KATILIKLAR VE İŞGÜCÜ TALEBİNE ETKİLERİ"

**Filiz Tepecik** (Anadolu University, Turkey)

"EVALUATION OF THE EFFECTIVENESS OF EMPLOYMENT POLICIES APPLIED IN TURKEY" /

"TÜRKİYE'DE UYGULANAN İSTİHDAM POLİTİKALARININ ETKİNLİĞİNİN DEĞERLENDİRİLMESİ"

14:30

16:15

205

TA1.TR.D

**Funda Çondur** (Adnan Menderes University, Turkey)**Mehmet Bölükbaş** (Adnan Menderes University, Turkey)

"POSSIBLE EFFECTS OF GLOBALIZATION ON THE LABOR MARKET IN TURKEY" /

"KÜRESELLEŞMENİN TÜRKİYE'DEKİ İŞGÜCÜ PİYASASI ÜZERİNE OLASI ETKİLERİ"

**Hatice Erol** (Adnan Menderes University, Turkey)**Abdullah Özdemir** (Adnan Menderes University, Turkey)"THE EFFICIENCY OF THE EMPLOYMENT POLICIES IMPLEMENTED IN TURKEY THE TIMES OF  
ECONOMIC CRISIS" /"EKONOMİK KRİZ DÖNEMLERİNDE TÜRKİYE'DE UYGULANAN İSTİHDAM POLİTİKALARININ  
ETKİNLİĞİ"

**Coffee / Tea Break**

16:15

16:30

TA.CB.1

Çay / Kahve Arası

**ENGLISH****LABOUR MARKETS: COUNTRY CASE STUDIES**

Chair: Dr. Liza Griffin (University of Westminster, England)

**Francesca Mameli** (University of Sassari, Italy)

"REGIONAL VARIETY AND EMPLOYMENT GROWTH IN ITALIAN INDUSTRIES AND SERVICES"

**Renáta Halásková** (University of Ostrava, Czech Republic)**Martina Halásková** (Technical University Ostrava, Czech Republic)**David Slavata** (Technical University Ostrava, Czech Republic)

"CONCEPT OF FLEXICURITY IN THE CONDITIONS OF LABOUR MARKET OF THE CZECH REPUBLIC"

**Mirian Tukhashvili** (Tbilisi State University, Georgia)

"PECULIARITIES OF LABOUR MARKET FORMATION IN GEORGIA IN THE POST-SOVIET PERIOD"

**Monika Motyková** (Silesian University in Opava, Czech Republic)

"SUPPORT OF INNOVATION AND EMPLOYMENT IN THE SPA SECTOR THROUGH THE SPA CLUSTER"

**ENGLISH****GLOBALISATION, CRISIS AND LABOUR MARKETS**

Chair: Assoc. Prof. Daniel Stavarek (Silesian University in Opava, Czech Rep.)

**Michal Tvrdoň** (Silesian University in Opava, Czech Republic)

"LABOUR MARKET AFTER THE CRISIS: EMPIRICAL EVIDENCE FROM THE CZECH REPUBLIC"

**Zaad Mahmood** (School of Oriental and African Studies, United Kingdom)

"GLOBALISATION AND LABOUR MARKET: LOCATING THE POLITICAL ECONOMY OF REFORMS"

**Parikshit Basu** (Charles Sturt University, Australia)**John Hicks** (Charles Sturt University, Australia)**Richard Sappey** (Charles Sturt University, Australia)**Denise Conroy** (Queensland University of Technology, Australia)

"IMPLEMENTING POLICY FOR PLACE: DELEGATING LABOUR MARKET POLICY DECISIONS TO THE LOCAL LEVEL"

16:30

18:00

213

TAZ.EN.B

TURKISH

**CAPITALISM , CRISIS AND EMPLOYMENT / KAPİTALİZM, KRİZ VE İSTİHDAM**

Chair: Prof. Dr. Mehmet Türkay (Marmara University, Turkey)

**Aziz Bostan** (Adnan Menderes University, Turkey)**Mehmet Özyiğit** (Adnan Menderes University, Turkey)

"THE GLOBAL CRISIS IN 2008 AND AN OVERVIEW TO THE LABOUR MARKETS" /

"2008 KÜRESEL KRİZİ VE İŞGÜCÜ PİYASALARINA GENEL BİR BAKIŞ"

**Oğuz Bal** (Kocaeli University, Turkey)

"CAPITALISM AS ECONOMIC SYSTEM AND ITS EVOLUTION AND EMPLOYMENT" /

"EKONOMİK SİSTEM OLARAK KAPİTALİZMİN EVRİMİ VE İSTİHDAM"

16:30  
18:00

220

TAZ.TR.C

**Demet Özmen Yılmaz** (Ondokuz Mayıs University, Turkey)**Koray Yılmaz** (Ondokuz Mayıs University, Turkey)

"TECHNOLOGICAL STRUCTURE AND EMPLOYMENT IN THE LARGE SCALE CAPITAL IN TURKEY: 1993-2010" / "TEKNOLOJİ VE İSTİHDAM BAĞLAMINDA BÜYÜK SERMAYE: 1993-2010"

**Şansel Özpınar** (Adnan Menderes University, Turkey)**Necdet Coşkun Aldemir** (Süleyman Demirel University, Turkey)

"INNER VOICE OF CAPITALISM: EVERYTHING IS TEMPORARY FOR THE SAKE OF MY EXISTENCE" /

"KAPİTALİZMİN İÇ SESİ: VARLIĞIM ADINA ARTIK HER ŞEY GEÇİCİ"

TURKISH

**NEW ECONOMY, EMPLOYMENT AND GREEN BUSINESS /****YENİ EKONOMİ, İSTİHDAM VE YEŞİL İŞLETMELER**

Chair: Prof. Dr. Fuat Ercan (Marmara University, Turkey)

**Sevinç Atay** (DB Schenker Arkas, Turkey)

"A METHOD OF ADAPTATION TO THE NEW ECONOMY WITH HUMAN RESOURCES: VALUE CREATING STRATEGIC PARTNERSHIP" / "YENİ EKONOMİYE İNSAN KAYNAĞI İLE UYUM SAĞLAMA YÖNTEMİ: DEĞER YARATAN STRATEJİK ORTAKLIK"

**İrfan Kalaycı** (İnönü Univeristy, Turkey)**Bariş Aytekin** (Adıyaman University, Turkey)

"INFORMATION TECHNOLOGIES (IT)'S IMPACT ON EMPLOYMENT: A POLITICAL ECONOMY APPROACH" / "BİLİŞİM TEKNOLOJİSİNİN (BT) İSTİHDAM ÜZERİNDEKİ ETKİLERİ: BİR POLİTİK İKTİSAT YAKLAŞIMI"

16:30  
18:00

205

TAZ.TR.D

**Ali Özgür Karagülle** (İstanbul University, Turkey)**Meltem Yıldırım Akca** (İstanbul University, Turkey)**Didem Büyükarıslan** (İstanbul University, Turkey)

"A NEW MODEL FOR GREEN BUSINESSES: CASE OF REVERSE LOGISTICS" /

"YEŞİL İŞLETMELER İÇİN YENİ BİR MODEL: TERSİNE LOJİSTİK ÖRNEĞİ"

**Havva Çaha** (Turkey) GREEN BUSINESSES AND GREEN EMPLOYMENT IN THE WORLD AND TURKEY" / "DÜNYA'DA VE TÜRKİYE'DE YEŞİL İŞLER VE YEŞİL İSTİHDAM"

18:30-22:30

**GALA DINNER / GALA YEMEĞİ**

# PROGRAM

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16 SEPTEMBER / EYLÜL 2011

Friday / Cuma

## CODES / KODLAR

<b>T</b>	THURSDAY
<b>F</b>	FRIDAY
<b>S</b>	SATURDAY
<b>M</b>	MORNING
<b>A</b>	AFTERNOON
<b>A,B,C,D</b>	PARALLEL SESSIONS / PARALEL OTURUMLAR
<b>TR</b>	TURKISH / TÜRKÇE
<b>EN</b>	ENGLISH / İNGİLİZCE
<b>KR</b>	KARDELEN RESTAURANT

ENGLISH  
TURKISH

## INVITED LECTURERS / DAVETLİ KONUŞMACILAR

212

FM.INV.EN.A

**Galip L. Yalman** (Middle East Technical University, Turkey)  
 "DISCOURSE AND PRACTICE OF POVERTY REDUCTION STRATEGIES"  
 Convener: Prof. Dr. Paul Zarembka (State University of New York at Buffalo, USA)

09:30  
10:15

213

FM.INV.EN.B

**Ingo Schmidt** (Athabasca University, Canada)  
 "ROSA LUXEMBURG'S ACCUMULATION OF CAPITAL MEETS GLOBAL CAPITALISM"  
 Convener: Prof. Dr. Mike O'Donnell (University of Westminster, England)

205

FM.INV.TR.C

**Metin Sarfati** (Marmara University, Turkey)  
 "A BRIEF CRITICISM OF SMITH – SPINOZA AND ECONOMY THEORY"  
 Convener: Prof. Dr. Abdurrahman Fettahoğlu (Kocaeli University, Turkey)

## Coffee / Tea Break

10:15  
10:30

FM.CB

Çay / Kahve Arası

## ENGLISH

## LABOUR MARKETS, EMPLOYMENT AND CASE STUDIES

Chair: Prof. Dr. Yusuf Bayraktutan (Kocaeli University, Turkey)

**Murman Tsartsidze** (Tbilisi State University, Georgia)  
 "PROSPECTS FOR LABOUR MARKET DEVELOPMENT IN GEORGIA"

**Değer Eryar** (İzmir Economy University, Turkey)

**Hasan Tekgüç** (Mardin Artuklu University, Turkey)  
 "THE DETERMINANTS OF THE JOB MOBILITY IN İZMİR"

10:30  
12:15

213

FM.EN.A

**Tamaz Zubiashvili** (Tbilisi State University, Georgia)  
 "POPULATION TERRITORIAL DISTRIBUTION PROCESSES IN GEORGIA IN THE PERIOD BEFORE THE COLLAPSE OF THE USSR"

**Zhulduz Imashova** (The Caspian State University of Technologies and Engineering, Kazakhstan)  
 "MICROCREDIT AS A TOOL FOR EMPLOYMENT POLICY IN KAZAKHSTAN"

## ENGLISH

## CLASS, UNIONIZATION AND EMPLOYMENT

Chair: Ingo Schmidt (Athabasca University, Canada)

**Axel Gehring** (Philipps University Marburg, Germany)  
 "BETWEEN THE TRANSATLANTIC FRAMEWORK AND EUROPE – CLASS FORMATION AND STATE GENESIS IN TURKEY TOWARDS EU MEMBERSHIP?"

10:30  
12:15

220

FM.EN.B

**Esra Köten Peker** (Maltepe University, Turkey)  
 "WHITE COLLARS AND UNIONIZATION PROBLEMS: A SOCIOLOGICAL VIEW"

**Serkan Bürken** (Middle East Technical University, Turkey)  
 "THE EFFECTS OF INDUSTRIAL CLUSTERS AND NETWORKS ON EMPLOYMENT"

## TURKISH

## EMPLOYMENT DISCOURSE AND CHANGE / İSTİHDAM SÖYLEMİ VE DEĞİŞİM

Chair: Assoc. Prof. Nilay Etiler (Kocaeli University, Turkey)

**Deniz Yıldırım, Evren Haspolat Yıldırım** (Ordu University, Turkey)

"YOU ARE A WORKER, STAY AS A WORKER": YOUTH, CLASS AND REPRODUCTION OF CLASS RELATIONS IN A PROVINCIAL UNIVERSITY" /

"İŞÇİSİN SEN İŞÇİ KAL": TAŞRA ÜNİVERSİTESİNDE GENÇLİK, SINIF VE SINIFSA YENİDEN ÜRETİM ÖRÜNTÜLERİ"

**Elif Hacısalihoğlu** (Trakya University, Turkey)**Denizcan Kutlu** (Ankara University, Turkey)

"THE ROLE OF YOUNG LABOUR FORCE IN THE FORMATION PROCESS OF A FLEXIBLE AND PRECARIOUS LABOUR MARKET IN TURKEY" /

"TÜRKİYE'DE ESNEK VE GÜVENCESİZ BİR İŞGÜCÜ PİYASASININ OLUŞUM SÜRECİNDE GENÇ İŞGÜCÜNÜN ROLÜ"

**Pınar Memiş** (Sakarya University, Turkey)**Adem Sağır** (Karabük University, Turkey)

"QUESTIONING A NEW FORM OF EMPLOYMENT: HOW A FUTURE OF CLASS ARE ACADEMIC CANDIDATES LEADING TO BY THE SYSTEM OF ÖYP?"

"BİR YENİ İSTİHDAM BİÇİMİ SORGULANIYOR: ÖYP SİSTEMİ GENÇ AKADEMİSYEN ADAYLARINI NASIL BİR SINIFSA GELECEĞE YÖNLENDİRİYOR?"

**Ömer Allahverdi, Yusuf Avcı** (Ankara University, Turkey)

"DISCOURSE, EMPLOYMENT AND POLITICS: THE LEGITIMACY OF THE DISCOURSE OF EMPLOYMENT POLICIES IN TURKEY" /

"DİLE GELEN İSTİHDAM YA DA İSTİHDAMIN DİLİ: TÜRKİYE'DE İSTİHDAM POLİTİKALARININ SÖYLEMSEL MEŞRUIYETİ"

10:30  
12:15

205

FM.EN.C

## TURKISH

## WOMEN IN LABOUR MARKETS / EMEK PİYASALARINDA KADIN

Chair: Prof. Dr. Kemal Yıldırım (Anadolu University, Turkey)

**E.Yasemin Bozdağlıoğlu** (Adnan Menderes University, Turkey)

"AN APPROACH TO WOMEN EMPLOYMENT IN TURKEY BASED ON THE RATE OF THEIR PARTICIPATION IN THE LABOR FORCE" /

"TÜRKİYE'DE KADIN İSTİHDAMINA İŞGÜCÜNE KATILIM ORANLARI TEMELİNDE BİR YAKLAŞIM"

**Fethiye Tilbe** (Namık Kemal University, Turkey)

"COMPARISON OF WOMEN EMPLOYMENT IN TURKEY WITH EU COUNTRIES IN SCOPE OF THE AIM "GENDER EQUALITY" OF EUROPEAN EMPLOYMENT STRATEGY" /

"AVRUPA İSTİHDAM STRATEJİSİNİN 'CİNSİYET EŞİTLİĞİ' HEDEFİ KAPSAMINDA TÜRKİYE'DE KADIN İSTİHDAMININ AB ÜLKELERİ İLE KARŞILAŞTIRILMASI"

**İlkben Akansel** (Artvin Çoruh University, Turkey)

"A POLITICAL/ECONOMICAL APPROACH OF WOMEN WORKING IN EXECUTIVE/MANAGEMENT LEVELS IN THE SERVICE SECTOR: ANKARA STATE OPERA AND BALLET (ASOB) CASE" /

"KADINLARIN HİZMET SEKTÖRÜNDE ÜST YÖNETİMDE ÇALIŞMALARINA EKONOMİ POLİTİK BİR YAKLAŞIM: ANKARA DEVLET OPERA VE BALESİ (ADOB) ÖRNEĞİ"

**Yağmur Kumcu Yıldız** (York University, Turkey)

"AN ESSAY ON THE SOCIAL COSTS MEASUREMENT OF GENDER-BASED DIVISION OF LABOR" /

"CİNSİYETE DAYALI İŞ BÖLÜMÜNÜN YARATTIĞI SOSYAL MALİYETLERİN ÖLÇÜLMESİ ÜZERİNE BİR DENEME"

10:30  
12:15

205

TA1.TR.D

12:15

**Lunch**

13:15

KR

TL

Öğle Yemeği

**ENGLISH  
TURKISH****INVITED LECTURERS / DAVETLİ KONUŞMACILAR**

212

FA.INV.  
EN.A**Evelyne Rugg** (University of Westminster, England)

"EDUCATION AS A SOFT DIPLOMACY"

Convener: Assoc. Prof. Yücel Demirer (Kocaeli University, Turkey)

13:15

14:15

213

FA.INV.TR.B

**Fuat Ercan** (Marmara University, Turkey)

"WHAT DOES UNEMPLOYMENT TELL US? A FRAMEWORK ON TURKEY" /

"İŞSİZLİK NELERİ ANLATIR? TÜRKİYE ÜZERİNDEN BİR ÇERÇEVE DENEMESİ"

**İşaya Üşür** (Gazi University, Turkey)

"IDEAS ON ONTOLOGY OF UNEMPLOYMENT AND DISTRIBUTION" /

"İŞSİZLİK VE BÖLÜŞÜMÜN ONTOLOJİSİ ÜZERİNE BAZI DÜŞÜNCELER"

Convener: Prof. Dr. Kuvvet Lordoğlu (Kocaeli University, Turkey)

**Coffee / Tea Break**

14:15

14:30

FA.CB

Çay / Kahve Arası

**ENGLISH****INVITED LECTURERS / DAVETLİ KONUŞMACILAR**

212

FA.INV.EN.C

**Nilay Etiler** (Kocaeli University, Turkey)

"THE OUTCOMES OF NEOLIBERAL POLICIES ON HEALTH WORKFORCE EMPLOYMENT"

Convener: Prof. Dr. Berch Berberoğlu (University of Nevada, USA)

14:30

15:15

213

FA.INV.EN.D

**Dibyesh Anand** (University of Westminster, England)

POLITICS OF LIVELIHOOD IN CHINA AND INDIA

Convener: Assoc. Prof. Yılmaz Kılıçaslan (Anadolu University, Turkey)

**ENGLISH****EDUCATION AND EMPLOYMENT**

Chair: Evelyne Rugg (University of Westminster, England)

**Mahmoud Taajobi** (Bu Ali Sina University, Iran)**Akbar Khodabakhshi** (Bu Ali Sina University, Iran)

"EFFECT OF THE EDUCATION INDEX ON EMPLOYMENT IN COUNTRIES WITH VERY HIGH HDI AND HDI(CASE STUDY, NORWAY AND IRAN)"

**Derya Keskin Demirer** (Marmara University, Turkey)

"A DRAMATIC SHIFT IN TEACHER'S EMPLOYMENT AND THE STRATIFICATION OF EDUCATOR'S LABOR"

15:15

17:00

212

FA.EN.A

**Füsün Çelebi** (Bayburt University, Turkey)

"CONTRIBUTION TO EMPLOYMENT OF EDUCATION AND PARTICIPATION OF DOMESTIC LABOUR IN THE OIL RICH COUNTRIES (SAUDI ARABIA, KUWAIT, THE UNITED ARAP EMIRATES AND QATAR)"

**Vitezslav Bican** (University of Economics in Prague, Czech Republic)

"DEMAND FOR EDUCATION: WHAT IS THE INFORMATION IN EDUCATION"

## ENGLISH

## LABOUR MARKETS AND CASE STUDIES FROM TURKEY

Chair: Prof. Dr. Ahmet Haşim Köse (Ankara University, Turkey)

**Jimmy Alani** (Gulu University, Uganda)

"EFFECTS OF PRODUCTIVITY GROWTH ON EMPLOYMENT, CAPITAL ACCUMULATION AND ECONOMIC GROWTH IN TURKEY"

**Sibel Cengiz, Bora Süslü** (Muğla University, Turkey)

"THE ROLE OF LABOR MARKET RIGIDITIES IN THE ECONOMIC GROWTH: THE CASE OF TURKISH ECONOMY"

**Yunus Bektaşoğlu, Gökhan Umut** (Marmara University, Turkey)

"THE IMPACT OF GLOBALIZATION ON THE INFORMAL EMPLOYMENT IN TERMS OF FEMALE AND CHILD LABOR IN TURKISH ECONOMY"

**Berna Ak Bingül** (Turkey)**Rengin Ak** (Yüzüncü Yıl University, Turkey)

"FACTORS AFFECTING LABOR-FORCE PARTICIPATION RATE OF WOMEN IN TURKEY: (GNP, CPI, EDUCATION, AGE)"

**Abdullah Karasan** (Undersecretariat of Treasury, Turkey)**Fatih Şahan** (Çankırı Karatekin University, Turkey)**Abdullah Erkul** (Middle East Technical University, Turkey)

"EMPLOYMENT CREATION THROUGH JOB REALLOCATION: AN INSTITUTIONAL APPROACH TO TURKISH AND KOREAN CASES"

15:15  
17:00

213

FA.EN.B

## TURKISH

## WOMEN, UNIONS AND GLOBAL TRANSFORMATION OF INDUSTRIAL RELATIONS

## KADINLAR, SENDİKALAR VE ENDÜSTRİ İLİŞKİLERİNDE KÜRESEL DÖNÜŞÜM

Chair: Dr. Betül Çelik (Kocaeli University, Turkey)

**Ayşe Alican, Bülent Şen** (Süleyman Demirel University, Turkey)

"DURING THE GLOBALIZATION PROCESS WHERE SOCIAL RIGHTS ARE BEING LIQUIDATED, WOMAN AT LABOR UNION REGARDED BY THE TRADE UNIONIST WOMAN: FROM REEL ORGANIZATION TO SYMBOLIC ORGANIZATION" /

"SOSYAL HAKLARIN TASFİYE EDİLDİĞİ KÜRESELLEŞME SÜRECİNDE SENDİKACI KADININ GÖZÜYLE SENDİKADA KADIN: GERÇEK ÖRGÜTLENMEDEN SEMBOLİK ÖRGÜTLENMEYE"

**Hikmet Gülçin Beken** (Marmara University, Turkey)

"THE MAIN FACTORS THAT AFFECT WOMEN PARTICIPATION IN UNIONS WITH THE CHANGES ON LABOUR MARKET, GENDER AND GLOBALIZATION" /

"EMEK PİYASASI, TOPLUMSAL CİNSİYET VE KÜRESEL DEĞİŞİMLER TEMELİNDE KADINLARIN SENDİKAL KATILIMINI BELİRLEYEN FAKTÖRLER"

**İdil Ece Bal Şahin** (Marmara University, Turkey)

"THE TRANSFORMATION IN INDUSTRIAL RELATIONS IN TURKEY CREATED BY THE GLOBAL CRISIS" / "KÜRESEL KRİZİN TÜRKİYE'DEKİ ENDÜSTRİ İLİŞKİLERİNDE YARATTIĞI DÖNÜŞÜM"

**Mehtap Tosun** (Middle East Technical University, Turkey)

"THE DOMINANT ACTOR OF TRADE UNIONS' REPRESENTATIVENESS GRIDLOCK : "IDENTITY" DEPRESSION" /

"SENDİKALARIN TEMSİLİYET ÇIKMAZININ BAŞAT AKTÖRÜ: "KİMLİK" BUNALIMI"

15:15  
17:00

220

FA.TR.C



## TURKISH

**CHANGES IN LABOR MARKETS, AUDITING AND STRATEGIC PLAN  
EMEK PİYASALARINDA DEĞİŞİM, DENETLEME VE STRATEJİK PLAN**

Chair: Prof. Dr. Recep Tarı (Kocaeli University, Turkey)

**Esra Güler** (Uludağ University, Turkey)**Cem Okan Tuncel** (Uludağ University, Turkey)

STRUCTURAL CHANGE OF LABOUR MARKET INSTITUTIONS IN TRANSITION PERIOD: THE INSTITUTIONAL APPROACH TO LABOUR MARKET PERFORMANCE IN THE NEW EU MEMBER TRANSITION ECONOMIES" /

"GEÇİŞ SÜRECİNDE EMEK PİYASASI KURUMLARININ YAPISAL DEĞİŞİMİ: AB ÜYESİ GEÇİŞ EKONOMİLERİNDE EMEK PİYASASI PERFORMANSINA KURUMSAL YAKLAŞIM"

**Mehmet Onat Öztürk** (Kocaeli University, Turkey)

"TERMINATION OF EMPLOYMENT CONTRACT DUE TO ECONOMICAL REASONS AND THE OBLIGATION TO PRACTICE THE FLEXIBLE WORKING MODES" /

"İŞ SÖZLEŞMESİNİN EKONOMİK NEDENLE FESHİ VE ESNEK ÇALIŞMA ŞEKİLLERİNİ UYGULAMA ZORUNLULUĞU"

**Selma Değirmenci** (Marmara University, Turkey) "EXAMINATION OF THE NATIONAL EMPLOYMENT STRATEGY AS REGARDS THE LABOR SUPERVISION POLICIES" /

"EMEK DENETİM POLİTİKALARI AÇISINDAN ULUSAL İSTİHDAM STRATEJİSİ BELGESİ'NİN İNCELENMESİ"

**Şule Aydın** (Sakarya University, Turkey)

"STRATEGIC PLANNING PRACTICE AS AN ORGANIZATIONAL POWER BASE AND ITS IMPLICATIONS CONCERNING EMPLOYEES" /

"BİR ÖRGÜTSEL GÜÇ ALANI OLARAK "STRATEJİK PLAN UYGULAMALARI" VE OLUŞTURDUĞU ÖRGÜT KÜLTÜRÜNÜN ÇALIŞANLAR İÇİN İMALARI"

**Dinner**17:30  
19:30

KR

FD

Akşam Yemeği

# PROGRAM

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17 SEPTEMBER / EYLÜL 2011

Saturday / Cumartesi

## CODES / KODLAR

<b>T</b>	THURSDAY
<b>F</b>	FRIDAY
<b>S</b>	SATURDAY
<b>M</b>	MORNING
<b>A</b>	AFTERNOON
<b>A,B,C,D</b>	PARALLEL SESSIONS / PARALEL OTURUMLAR
<b>TR</b>	TURKISH / TÜRKÇE
<b>EN</b>	ENGLISH / İNGİLİZCE
<b>KR</b>	KARDELEN RESTAURANT

## ENGLISH

## MIGRATION AND LABOUR MARKETS

Chair: Dr. Özgür Orhangazi (Kadir Has University, Turkey)

**Betül Yüce Dural** (Anadolu University, Turkey)**Meriç Subaşı Ertekin** (Anadolu University, Turkey)

"MIGRATION FROM BULGARIA AND ROMANIA TO EU-15"

**Lubomír Nenička** (Silesian University in Opava, Czech Republic)

"CHANGES OF IMMIGRATION POLICY AND LABOR MARKET. THE EUROPEAN EXPERIENCE AND THE SITUATION IN THE CZECH REPUBLIC"

**Lulu Xue** (Massachusetts Institute of Technology, USA)

"INCUBATING RETURN-MIGRANT ENTREPRENEURS: A CASE STUDY IN SHANDONG PROVINCE, CHINA"

**Tanyamat Srungboonmee** (University of Wisconsin-Milwaukee, USA)

"DIFFERENTIAL WAGE IMPACTS OF IMMIGRATION ACROSS OCCUPATIONS IN THE U.S."

09:30  
11:00

212

SM.EN.A

## ENGLISH

## DEVELOPMENT AND POLITICAL ECONOMY: CASE STUDIES

Chair: Assoc. Prof. Güven Bakırezer (Kocaeli University, Turkey)

**Olanrewaju Adewole Adediran** (Crescent University, Nigeria)

"AN ASSESSMENT OF HUMAN DEVELOPMENT INDEX AND POVERTY PARAMETERS IN THE MILLENNIUM DEVELOPMENT GOALS: EVIDENCE FROM NIGERIA"

**Javad Giahshenas Bonbazari** (Islamic Azad University Hamadan, Iran)**Safoura Raoufi** (Hamedan University of Medical Science, Iran)

"INVESTIGATING THE ROLE OF SOCIAL NETWORKS IN THE POLITICAL GROWTH OF DEVELOPING SOCIETIES"

**Abazar Barari** (Tehran University, Iran)

"GLOBALIZATION AND THE DEVELOPMENT OF REGIONAL ECONOMIC ORGANIZATIONS: A CASE STUDY OF SCO"

**Fahriye Yıldız** (Maltepe University, Turkey)

"SECTORAL GROWTH AND INEQUALITY ANALYSIS: IN THE CASE OF TURKEY"

**Gulsara Joldasbayeva** (The Caspian State University of Technologies and Engineering, Kazakhstan)

"THE INFLUENCE OF TOURISM ON THE DEVELOPMENT OF THE WORLD ECONOMY"

09:30  
11:00

213

SM.EN.B

## TURKISH

WAGE, UNEMPLOYMENT AND JOB MARKET ANALYSIS BY MACRO INDICATORS  
MAKRO GÖSTERGELERLE ÜCRET, İŞSİZLİK VE İŞ PİYASALARI ANALİZİ

Chair: Prof. Dr. Selman Aziz Erden (Kocaeli University, Turkey)

**Çağatay Edgücan Şahin** (Ordu University, Turkey)

"APPROACHING REGIONAL MINIMUM WAGE DEBATES WITH CRISIS AND GOAL OF DECREASING UNEMPLOYMENT; AN ANALYSIS OF POTENTIALS AND CONSTRAINTS" /

"BÖLGESEL ASGARİ ÜCRET TARTIŞMALARINA KRİZ VE İŞSİZLİĞİN ÖNLENMESİ PERSPEKTİFİNDEN BAKMAK; OLANAKLAR VE SINIRLILIKLAR ÜZERİNDEN BİR ANALİZ"

**Sayın San** (Kafkas University, Turkey)

"TÜRKİYE'DE FİRMA BÜYÜKLÜĞÜ VE ÜCRET FARKLILIKLARI İLİŞKİSİNİN ANALİZİ"

**Oğuz Kara** (Düzce University, Turkey)**Birol Erkan** (Kilis 7 Aralık University, Turkey)

"TÜRKİYE'NİN EMEK YOĞUN MAL İHRACATINDAKİ KARŞILAŞTIRMALI ÜSTÜNLÜKLERİN MAKRO EKONOMİK BÜYÜKLÜKLERLE İLİŞKİSİ"

**Şenkan Aldemir** (Mustafa Kemal University, Turkey)**Necdet Coşkun Aldemir** (Süleyman Demirel University, Turkey)

"CAUSALITY ANALYSIS ON ADAPTATION PROCESS OF TURKEY LABOR MARKET" /

"TÜRKİYE İŞGÜCÜ PİYASASI UYUM SÜRECİNE İLİŞKİN NEDENSELLİK ANALİZİ"

09:30  
11:00

205

SM.TR.C

## Coffee / Tea Break

11:00  
11:15

SM.CB

Çay / Kahve Arası

ENGLISH  
TURKISH

## INVITED LECTURERS / DAVETLİ KONUŞMACILAR

**Paul Zarembka** (State University of New York at Buffalo, USA)

"IMPLICATIONS OF MARX'S EDITING OF LATER VOLUMES OF CAPITAL AND OF HIS RESPONSE TO AN ANTI-HEGELIAN POLITICAL ECONOMIST"

Convener: Dr. Farhang Morady (University of Westminster, England)

11:15  
12:15

212

SM.INV.EN.A

**Kuvvet Lordoğlu** (Kocaeli University, Turkey)

"TÜRKİYE İŞGÜCÜ PİYASALARINDA ETNİK BİR AYRIMCILIĞA İLİŞKİN GÖRÜŞME NOTLARI"

Convener: Assoc. Prof. Metin Sarfati (Marmara University, Turkey)

213

SM.INV.TR.B

## Lunch

12:15  
13:15

KR

SL

Öğle Yemeği

## ENGLISH

**POLITICAL ECONOMY: CASE STUDIES - I**

Chair: Dr. Gaye Yılmaz (Boğaziçi University, Turkey)

**Olha Zadorozhna** (University of Commerciale Luigi Bocconi, Italy)

"HOW MUCH DO THE NEIGHBORS PAY? ECONOMIC COSTS OF INTERNATIONAL GAS DISPUTES"

**Erika Torres Godínez** (National Autonomous University of Mexico, Mexico)

"THE ECONOMIC REFORMS IN MEXICO AND THE 2008 ECONOMIC CRISIS"

13:30

15:00

220

SAT.EN.A

**Horacio Gago Priale** (Pontifical Catholic University of Peru, Peru)

"THE INFORMAL MARKET LABOR DOES NOT ONLY GROWS BUT EVOLVES. THE CASE IN PERU AMONG LATIN AMERICA"

**Milena Botlíková** (Silesian University in Opava, Czech Republic)**Klára Václavíková** (Silesian University in Opava, Czech Republic)

THE IMPACT OF CRISIS ON THE FREIGHT TRANSPORT AREA"

## TURKISH

**DISABLED AND CHILDREN IN LABOUR MARKETS****EMEK PİYASALARINDA SAKATLAR VE ÇOCUKLAR**

Chair: Prof. Dr. Şükri Hatun (Kocaeli University, Turkey)

**Burak Kahraman** (Süleyman Demirel University, Turkey)**Fatih Kahraman** (Süleyman Demirel University, Turkey)

"LITTLE HANDS-BIG ENDEAVOURS: DIMENSIONS OF CHILD LABOR IN THE WORLD AND IN TURKEY" /

"KÜÇÜK ELLER-BÜYÜK EMEKLER: DÜNYA'DA VE TÜRKİYE'DE ÇOCUK İŞÇİLİĞİNİN BOYUTLARI"

**Deniz Parlak** (Akdeniz University, Turkey)

"WHAT EYES DON'T WANT TO SEE: DISABLED PEOPLE WHO WORK AT HOME" /

"GÖZÜN GÖRMEK İSTEMEDİKLERİ: EVDEN ÇALIŞ(TIRIL)AN SAKATLAR"

13:30

15:00

213

SAT.TR.B

**Musa İkizoğlu** (Adnan Menderes University, Turkey)**Selvinaz Saçan** (SHÇEK, Turkey)

"THE CHILD LABOUR PROBLEM AND THE IMPORTANCE OF VOCATIONAL COURSES DURING THE SOLVING THE PROBLEM" /

"ÇOCUK İŞÇİLİĞİ SORUNU VE SORUNUN ÇÖZÜLMESİ SÜRECİNDE MESLEK EDİNDİRME KURSLARININ ÖNEMİ"

## TURKISH

**GLOBALISATION, MIGRATION, POVERTY AND LABOUR  
KÜRESELLEŞME, GÖÇ, YOKSULLUK VE EMEK**

Chair: Assoc. Prof. Yılmaz Kılıçaslan (Anadolu University, Turkey)

**İhsan Seddar Kaynar** (Marmara University, Turkey)

"THE SOURCES OF WEALTH, NEW RICH AND POVERTY" /

"ZENGİNLİĞİN KAYNAKLARI, YENİ ZENGİNLER VE YOKSULLUK"

**Meriç Subaşı Ertekin** (Anadolu University, Turkey)**Betül Yüce Dural** (Anadolu University, Turkey)

"INTERNATIONAL MIGRATION MOVEMENTS IN THE PROCESS OF GLOBALIZATION" /

"KÜRESELLEŞME SÜRECİNDE ULUSLARARASI GÖÇ HAREKETLERİ"

**Sibel Çaçkurlu** (Gazi University, Turkey)

"CAPITAL GETS GLOBALIZED, LABOUR GETS LONELY" /

"KÜRESELLEŞEN SERMAYE, YALNIZLAŞAN EMEK"

**Onur Metin** (Sakarya University, Turkey)"THE NEW INTERNATIONAL DIVISION OF LABOUR IN AUTOMOBILE INDUSTRY AND ITS  
REFLECTIONS TO LABOUR PROCESS" /

"OTOMOTİV ENDÜSTRİSİNDE ULUSLARARASI YENİ İŞBÖLÜMÜ VE EMEK SÜRECİNE YANSIMALARI"

13:30

15:00

212

SA1.TR.C

**Coffee Break**

15:00

15:15

S.CB.1

Çay / Kahve Arası

## ENGLISH

**INVITED LECTURERS / DAVETLİ KONUŞMACILAR****M. Mustafa Erdoğan** (Marmara University, Turkey)"SUSTAINABLE DEVELOPMENT PERSPECTIVE FOR DEALING WITH ECONOMIC CRISES AND  
COMBATING UNEMPLOYMENT"**Gaye Yılmaz** (Boğaziçi University, Turkey)"EARLY RETIREMENT: AN ADVANTAGE FOR SOME WORKERS OR AN INVISIBLE TOOL TO EXPAND  
PRECARIOUSNESS TO ENTIRE WORKING CLASS?"

Convener: Dr. Şevket Alper Koç (Kocaeli University, Turkey)

15:15

16:15

212

SA.INV.EN.A

**Mike O'Donnell** (University of Westminster, England)

"IS AN ALTERNATIVE GLOBALISATION POSSIBLE? POINTS FOR DISCUSSION"

**Farhang Morady** (University of Westminster, England)

"MIGRATION IN THE ERA OF GLOBALISATION IN IRAN: BRAIN DRAIN AND REMITTANCE"

Convener: Dr. Derya Keskin Demirer (Marmara University, Turkey)

213

SA.INV.EN.B

**Coffee Break**16:15  
16:30

SA.CB.2

Çay / Kahve Arası

**ENGLISH****POLITICAL ECONOMY: CASE STUDIES - II**

Chair: Assoc. Prof. İsmail Şiriner (Kocaeli University, Turkey)

**Josef Botlík** (Silesian University in Opava, Czech Republic)

"USING THE PRECEDENT MATRICES IN THE SYSTEMS ANALYSIS OF THE UNEMPLOYMENT IN THE MORAVIAN REGION"

**Mustafa Doğan** (Çanakkale Onsekiz Mart University, Turkey)

"ANALYZING OF THE INTERNATIONAL DIVISION OF TOURISM PRODUCTION IN THE GLOBALIZED WORLD"

16:30  
18:00

213

SAZ.EN.A

**Vladimir Cubok** (Silesian University in Opava, Czech Republic)

"GENERAL RESPONSIBILITY TO SUPPORT COMPANIES VERSUS CSR IN A PROCESS OF RESTRUCTURING OF BUSINESS ENVIRONMENT: EXAMPLE OF INSTRUMENTS USED IN REGIONS OF THE CZECH REPUBLIC"

**Mzia Shelia** (Institute of Demography and Sociology, Georgia)

"PRERETIREMENT-AGE POPULATION IN THE LABOUR MARKET"

**TURKISH****CASE STUDIES IN LABOUR MARKETS (MACRO)****EMEK PİYASALARINDAN ÖRNEK OLAYLAR (MAKRO)**

Chair: Dr. Örgen Uğurlu (Kocaeli University, Turkey)

**Oğuz Öcal** (Kayseri Police Headquarters)**Ertuğrul Yıldırım** (Erciyes University, Turkey)

"UNEMPLOYMENT-CRIME RELATIONSHIP: EVIDENCE FROM MACRO AND MIKRO DATA IN THE CASE OF KAYSERİ"/

"İŞSİZLİK-SUÇ İLİŞKİSİ: KAYSERİ İLİ ÖRNEĞİNDE MAKRO VE MİKRO VERİLERDEN KANITLAR"

16:30  
18:00

220

SAZ.TR.B

**Sevgi Sezer** (Uludağ University, Turkey)

"YEREL KALKINMA VE KADIN İSTİHDAMININ ARTIRILMASINDA KALKINMA AJANSLARININ ROLÜ : TÜRKİYE UYGULAMASI"

**Sıdıka Akdeniz** (Şırnak University, Turkey)**Fatih Mehmet Öcal** (Şırnak University, Turkey)

"MESLEK EDİNDİRME KURSLARININ İŞSİZLİĞİ ÖNLEMEDE ETKİNLİĞİ SORUNSALININ ŞIRNAK İLİ ÖRNEĞİ İLE İNCELENMESİ"

TURKISH

**CASE STUDIES IN LABOUR MARKETS (MICRO)  
EMEK PİYASALARINDA ÖRNEK OLAYLAR (MİKRO)**

Chair: Dr. Hakan Kapucu (Kocaeli University, Turkey)

**Ahmet Ay** (Selçuk University, Turkey)**Ayten Yağmur** (Selçuk University, Turkey)

"AN APPLICATION ON EDUCATION-EMPLOYMENT RELATINSHIP IN KONYA MANUFACTURING INDUSTRY" / "KONYA İMALAT SANAYİNDE EĞİTİM-İSTİHDAM İLİŞKİSİ ÜZERİNE BİR UYGULAMA"

**Ali Talip Akpınar** (Kocaeli University, Turkey)**Esin Karacan** (Kocaeli University, Turkey)

"A RESEARCH INVESTIGATION TO DETERMINE PROFILES OF WHITE COLLAR EMPLOYEES IN KOCAELI PROVINCE IN TERMS OF THE EMPLOYMENT CHANNELS" /

"İŞ BULMA KANALLARI AÇISINDAN KOCAELİ'NDEKİ BEYAZ YAKALI ÇALIŞANLARIN PROFİLİNİ BELİRLEMEYE YÖNELİK BİR ARAŞTIRMA"

**Esin Karacan** (Kocaeli University, Turkey)

"JOB SATISFACTION OF PRIVATE SECURITY GUARDS" /

"ÖZEL GÜVENLİK ELEMANLARINDA İŞ TATMİNİ"

**Yunus Taş** (Kocaeli University, Turkey)**Ali Talip Akpınar** (Kocaeli University, Turkey)

"PERFORMANCE EVALUATION IN HOSPITALS: AN INVESTIGATION ON THE EFFECTS OF PERFORMANCE-BASED PAYMENT SYSTEM IN KOCAELI UNIVERSITY RESEARCH AND PRACTICE HOSPITAL" / "HASTANELERDE PERFORMANS DEĞERLENDİRME : PERFORMANSA DAYALI EK ÖDEME SİSTEMİNİN ETKİLERİ ÜZERİNE KOCAELİ ÜNİVERSİTESİ ARAŞTIRMA VE UYGULAMA HASTANESİNDE BİR ARAŞTIRMA"

ENGLISH  
TURKISH**CLOSING REMARKS / KAPANIŞ NOTLARI**

Convener: Assoc. Prof. Yılmaz Kılıçaslan (Anadolu University, Turkey)

18:00  
18:15

212

SA3.CL





**Abstracts / Invited Lectures**  
Özetler / Davetli Konuşmacılar

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*Alphabetically*



## **POLITICAL ECONOMY TODAY: BUILDING DISTRIBUTIVE AND EMPLOYMENT-INTENSIVE ALTERNATIVES TO NEOLIBERALISM**

**Alfredo Saad Filho** (*SOAS / UNCTAD, United Kingdom/Switzerland*)

*Presentation Language: English / İngilizce*

This presentation reviews a progressive development policy alternative to the Washington consensus: the 'pro-poor' macroeconomic policy framework. This policy approach draws heavily on heterodox economic theory, and it offers a compelling view of an alternative economic strategy oriented primarily to the satisfaction of the basic needs of the majority of the population, the equitable distribution of income, wealth and power, and the preservation of macroeconomic stability. These aims point to a specific set of fiscal, monetary, trade and exchange rate policies which should be supported by social programmes aiming to secure the achievement of pro-poor outcomes as rapidly as possible.

# **THE IMPACT OF GLOBALIZATION AND THE GLOBAL ECONOMIC CRISIS ON LABOR AND THE LABOR FORCE STRUCTURE IN THE UNITED STATES**

**Berch Berberoglu (University of Nevada, USA)**

*Presentation Language: English / İngilizce*

This paper provides an analysis of the impact of globalization on the labor force structure, focusing on the impact of the global economic crisis on the labor force in the United States. It argues that the globalization of capital has brought about a major transformation of the international division of labor by shifting manufacturing to low wage-peripheral regions of the world. In this way, it has effected changes in the labor force structure of countries from rural to urban, agricultural to industrial and service, and unskilled to semi-skilled assembly line production. As a result, it has impacted employment patters, occupational structure, wage levels, working conditions, and benefits. The paper argues that the globalization process has shifted employment from the advanced industrial to less-developed economies through the outsourcing of production and thus with the steady decline of the manufacturing sector in the United States some 2.9 million well-paying manufacturing jobs have disappeared in the period 2005-2008 alone. And that's on top of a loss of more than 3 million jobs in manufacturing from 1998 to 2003, with millions of more jobs lost in the entire postwar period. In looking at the impact of the global economic crisis on the labor force in the United States, the paper argues that decline in manufacturing has led to a big increase in unemployment and underemployment and layoffs in the industrial and financial sectors have led to an increase in contingent, part-time, and casual employment at low wages in the service sector. This has triggered a system-wide crisis affecting the industrial, financial, real estate, and service sectors, which together have led to The Great Recession of 2007-2009. The paper highlights the fact that the continuing recession in the U.S. is deeper and more pervasive than any previous recession experienced: unemployment and underemployment is increasing and becoming more and more permanent; trade union membership is declining; the size of the labor force is decreasing; the wages of workers are falling; the wealth and income gap is widening; and labor's standard of living is declining. Focusing on the most recent period in the United States, the paper documents that as of January 2011 the mean unemployment duration was 36.9 weeks, and the median was 21.8 weeks, the share of unemployed workers who have been without work for over six months was 43.8%, one of the highest on record, and a total of 6.2 million workers have been unemployed for longer than six months. In all, there were 25.1

million workers who were either unemployed or underemployed. Today, the labor market remains 8.1 million jobs below where it was at the start of the recession over three years ago in December 2007. This number vastly understates the size of the gap in the labor market because keeping up with the growth in the working-age population would require adding another 3.4 million jobs over this period. Thus, with the nearly 10% unemployment rate today, the labor market is now 11.5 million jobs below the level needed to restore the pre-recession unemployment rate of 5.0% in December 2007. The paper concludes by stressing that to achieve the pre-recession unemployment rate in five years, the labor market would have to add 285,000 jobs every month for the next 60 months. But, more importantly than that, beyond the impact of the great recession and the slow recovery in the years ahead, the big issue is the impact of globalization on the labor force structure and job creation in the United States. And that will depend in large part how the problem of outsourcing is addressed in conjunction with the role of the state in providing stimulus funds to create jobs in the public sector – jobs that private industry is unable or unwilling to create in the era of neoliberal globalization.

## THE GREAT RECESSION AND LESSONS FOR THE MAINSTREAM

**Erinç Yeldan** (*Bilkent University, Turkey*)

*Presentation Language: English / İngilizce*

The objective of this study is to investigate the main structural causes of the global crisis that erupted in 2008, with extensions of analytical lessons for the mainstream economic thought. In this context, three issues are highlighted: (1) the nature of “capital” under the mainstream with implications for the saving – investment balance; (2) the diverse roles of international trade versus international finance in the course of development; and (3) policy implications of the global crisis for economic theorizing over the 21st century.

## EDUCATION AS SOFT DIPLOMACY

**Evelyne Rugg** (*Director of Higher Education Policy,  
University of Westminster, England*)

*Presentation Language: English / İngilizce*

This paper presents an overview of the part played by higher and further education institutions in international diplomacy, and poses questions on the relative roles of governments and international agencies on the one hand, and universities and colleges and their representatives on the other. “Soft “ diplomacy corresponds to “soft power” as defined by Joseph Nye (2004) and his influence on the discussion of means of influencing through persuasion (deploying values, culture, policies and institutions) in parallel with hard power (economic and military levers) is acknowledged. The case studies which underpin this paper are drawn from direct experience of collaborative working. As examples of Transnational Education (TNE) they illustrate the operation of educational institutions as multinational businesses. The particular focus on capacity building through the EU’s TEMPUS programme, and the British Council’s facilitation of the foundation of new international universities is contextualised by references to trade and energy imperatives. There are obvious challenges in developing new quasi-independent institutions as part of a modernisation and reform agenda in traditional societies. These require new skills of diplomacy and negotiation based on reciprocal esteem. Student and staff exchange programmes and the global distribution of language schools (whether for Mandarin or English) can serve as ‘friendship missions’ while delivering a sustainable economic platform for future international trade. Science diplomacy can also address problems of common interest across national boundaries. This paper addresses the wider context and prompts re-consideration of the responsibilities of global education providers.



# MIGRATION IN THE ERA OF GLOBALISATION IN IRAN: BRAIN DRAIN AND REMITTANCE

**Farhang Morady** (*University of Westminster, England*)

*Presentation Language: English / İngilizce*

This paper is an attempt to assess Iranian emigration to the global north with a particular focus on the period following the Iranian revolution. Since 1979, Iran has witnessed considerable socio-economic and political change: apart from the end of secular monarchical rule and establishment of an Islamic republic, there has also been an increase in population from 35 million to nearly 77million, with a huge internal migration, the urban population increasing from 35% to 70%. The literacy rate has increased from 40% in 1979 to 85% in 2011; astonishingly, the number of students who attend university has increased sixth fold since the revolution, and the latest figures (2009) stand at over 3.5 million with women making up 65% of the total. The figures for emigration and immigration are equally revealing: Iran has one of the largest refugee populations in the world as it is estimated to host 2 million refugees, mainly from Afghanistan and Iraq. According to Iranian official media estimates in 2010 there are five million Iranians living abroad, mainly in North America, Europe, Turkey, Australia and the Middle East with a combined capital of more than US\$1000 billion. Since 1979, there has been steady emigration of educated Iranians: according to IMF figures, since 1990, the number of graduates and postgraduates leaving Iran to OECD countries varies between 180,000-200,000 annually. According to World Bank figures in 2010 Iran was in the top ten countries in the Middle East and North African countries for emigration, after Egypt, Morocco, West Bank and Gaza and Iraq. In the same year the Islamic Republic received remittances totally \$1.1 bn. This paper will assess the impact of the migration of the educated Iranian population. In doing so, we examine the theoretical underpinning for this, development of capitalism, World System theories, centre/periphery model of development, and globalisation. The paper postulates: a) that the mobility of a highly skilled and educated labour force and the flexibility of capitalism to employ them are key reasons for migration since 1979 and b) whilst the concept of brain drain may have some validity it needs to account for the remittances which have a positive impact on development in Iran.

## WHAT DOES UNEMPLOYMENT TELL US? A FRAMEWORK ON TURKEY

## İŞSİZLİK NELERİ ANLATIR? TÜRKİYEÜZERİNDEN BİR ÇERÇEVE DENEMESİ

**Fuat Ercan** (*Marmara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Levels of unemployment enable us to understand a set of transformations in the structure and operation of capitalism. In societies like that of Turkey (in which capitalist social relations have emerged/penetrated at relatively later stages in history) levels of unemployment provide information on the relationship between capitalist industrialization and agriculture as well as the relationship between local capitalist relations and global capitalism. This presentation focuses on different forms of unemployment in Turkey, and interprets contemporary processes of capitalist industrialization based on this data.

## DISCOURSE AND PRACTICE OF POVERTY REDUCTION STRATEGIES

**Galip L. Yalman** (*Middle East Technical University, Turkey*)

*Presentation Language: English / İngilizce*

This paper aims to contribute to the development of a framework for a critical assessment of the poverty alleviation strategies initiated by the international bodies. It will argue that there is an apparent denial of the saliency of social class for analysis as the development of productive forces is to gain priority, since 'the poor' are portrayed as potentially active agents of development, thus relegating any focus on the relations of production out of the agenda. However 'the poor' in fact comprise 'classes of labour' who are unable to secure their reproduction on the basis of their own means of subsistence. To the extent that they would be incorporated into the economy as productively as possible, they will thus be able to depend upon on the sale of their own labour power for their own daily reproduction. As the Turkish experience of the last decade also reveals, this may take place either directly as wage labourers or indirectly as agents of various income generating activities initiated as an integral part of the poverty reduction-cum-development strategy. The poor would thus be contemplated not only as potential consumers for the companies that will be encouraged to 'seek profitable partnerships with the poor for mutual gain' but also as workers who should be paid a 'living wage' so as to contribute to the expansion of markets. There is therefore an imperative to reconceptualise the income and employment generating activities as attempts to generate processes of commodification and petty commodity production. Equally significant is the emphasis on 'market-based rather than aid-based incentives' so that the poor would be provided with the means to leverage their skills into viable businesses which would pull them out of economic deprivation. It thus entails the reconceptualisation of the social identity of the poor as 'the self-maximizing entrepreneur'. However, this should not be seen as a purely economic argument to convince the capitalists that poverty alleviation is 'good business'. It also reveals its perceived saliency for the consolidation of neoliberal hegemony since neoliberal policies have had a series of corrosive effects leaving the poor in a precarious position in which it becomes very difficult, if not impossible, for them to assume a social identity and fight for their rights.

## **EARLY RETIREMENT: AN ADVANTAGE FOR SOME WORKERS OR AN INVISIBLE TOOL TO EXPAND PRECARIOUSNESS TO ENTIRE WORKING CLASS?**

*Gaye Yılmaz (Boğaziçi University, Turkey)*

*Presentation Language: English / İngilizce*

Although with the concept of precarious work it has usually been referred to lower income countries, working conditions of the majority of working class in all around the world have segued into precariousness in the face of deregulation and frequent violation of workers rights. More polemically it has been suggested that 'the very best workers are now those who never sleep, never consume, never have children, and never spend time socialising outside of work'. This process has been consolidated by a number of new practices that 'early retirement schemes' in western countries is an invisible and integral part of them. Indeed it is invisible because it has almost unanimously been accepted that to be retired before getting older is an advantage for everyone. However when early retirement is taken together with the fact of continuous increase in retirement ages not only the contradiction exist between these two actual trends but also the relationship of early retirement with informality and preciaious work have become more visible. Here the main question is why corporations push states to increase in pension ages while they accomodate early retirement schemes for their workers. Also early retirement may have clear implications on the rapid spread in Chile style private individual retirement and its replacement of public pension systems. Although the phenomenon of early retirement has soon been included in 'social plans' i.e. in Europe its reasons embedded in functioning of capital accumulation deserve more profound analysis not only to understand its theoretical foundations but also to discuss class formations and new organizing methods for working classes in 21th century.

## ROSA LUXEMBURG'S ACCUMULATION OF CAPITAL MEETS GLOBAL CAPITALISM

**Ingo Schmidt** (*Athabasca University, Canada*)

*Presentation Language: English / İngilizce*

Almost a century ago, Rosa Luxemburg argued that the capitalist accumulation depends on the expansion into non-capitalist environments and that the lack of such environments would lead to recurrent economic crises, international conflict and intensified class struggle. The connection she made between capitalist expansion, colonial conquest and domestic class struggle was very much in line with other contributions to the theory of imperialism of her time. Unlike other such theories, though, she didn't conceptualize imperialism as the collision of national economies turning to capital exports but thought about capitalism developing on a global scale, and within non-capitalist environments, right from the start. Moreover, unlike her contemporaries she didn't identify the emergence of monopoly capitalism as a cause of crisis but focused on insufficient aggregate demand instead. Her 'demand-side Marxism' is a fruitful approach to understand capitalist development from the time her 'Accumulation of Capital' was published to present-day globalization. Such claim seems counterintuitive since, contrary to Luxemburg's prediction, global capitalism saw unprecedented growth after WWII. Yet, closer inspection shows that post-war prosperity can be explained by the capitalist expansion into previously non-capitalist environments in the North, precipitated by welfare state penetration of private households, and in the South, where developmental states laid the groundwork for capitalist industrialization. Much slower growth during the neoliberal era can be explained by opening up those sectors of the economy that welfare and developmental states had closed off for capital accumulation. This accumulation by dispossession, to use David Harvey's apt terminology, found more room for expansion after the collapse of state socialism in the East and China's sharp turn onto the capitalist road in the early 1990s. The Great Recession of 2008/9 and the fiscal crises into which the crisis of capitalist accumulation was quickly transformed poses the question whether global capitalism has gone full circle since the days of Rosa Luxemburg and has just entered another period of economic crises, international conflict and intensified class struggle.

## A BRIEF CRITICISM OF SMITH –SPINOZA AND ECONOMY THEORY

**Metin Sarfati** (*Marmara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

It is seen that human theory of Spinozian anthropology sometimes coincide with Smith's human although not all the time. Therefore, anthropologic and sociologic objection to economy theory's human shall come from Spinoza before Smith. Philosophical–anthropologic structuring of economy theory (itself not yet fully discovered) shall be objected during Spinoza-Hume-Smith process. A competitive, calculating, known to be conscious individual with purpose as priority is not in question in Spinozian anthropology. Its universality is out of question. It can not be considered to be beyond time and history as the thing that is achieved upon sentimentality and which shall purpose, attribute conatus is unknown. Since passions are obtained through imitation, they can not be perceived by relaying on rational, calculation. Passions develop and find direction within imitation process and at that instant. Therefore, other's being affected may be at any time individual's own influences. For Spinoza's human, conscious self-interest and competition shall be replaced with emotions and their mutual and momentary imitations. Within the scope of above, it is aimed to make Smithian and especially Spinozian criticism of economy theory's basic postulates. Criticism in question shall be made within a philosophical – anthropologic framework.

# TÜRKİYE İŞGÜCÜ PİYASALARINDA ETNİK BİR AYIRIMCILIĞA İLİŞKİN GÖRÜŞME NOTLARI

**Kuvvet Lordođlu** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Bu çalışma işgücü piyasalarında Türkiye’de oluşan bir etnik ayırımın izlerini saptamak için yapılan derinlemesine görüşmeler dayalıdır. Esasen bu çalışma Türkiye İşgücü piyasalarında etnik bir ayırmıcılığın mevcudiyetine dayalı bir varsayımdan hareket etmekle birlikte, bu konuyu saptamanın güçlüğü nedeni Güneydođu Anadolu’da ve bazı büyük batı illerinde yapılan görüşmelerin ön bulgularını sunmayı amaçlamaktadır. Elbette bu görüşme notları etnik bir ayırımı işaret etmekle birlikte, araştırmanın nihai bulguları haline henüz gelmemiştir. Etnik ayırmıcılığın yasal açıdan suç teşkil etmesi nedeni ile işyeri sahibinin bu konuyu etnik ayırım temelinde ifade etmesi beklenmemektedir. İşe alım esnasında, işe yerleştirmede, işten çıkarmada veya işteki terfi imkanlarında bu gerekçeden söz edilmemektedir. Ancak ayırımın mağduru lan kişiler bu durumu kısmen de olsa dile getirmektedirler. Çalışmada sadece ayırımın mağduru olan kişilerin kanaatlerini doğru kabul etme eğilimi benimsenmiştir. Buradaki amacımız nedeni ne olursa olsun kişinin etnik kökeni itibarı ile ayırımı uğradığını düşündürten olguların kendisi tarafından önemli kabul edilmişidir. Çalışmaya ait görüşmeler Güneydođu Anadolu bölgesinde üç ilde batı Anadolu bölgesinde üç ilde gerçekleşmiştir. Bu görüşme notları konu ile ilgili sivil toplum örgütleri, Belediyeler, Sendikalar ve ayırımın bizzat mağduru olan kişilerle gerçekleştirilmiştir. Çalışmanın amacı etnik ayırımı formel işgücü piyasaları üzerindeki etkilerini ortaya koymaktır. Bu çerçeve içinde kamu- özel sektör ayırımı yapılmamış, ancak enformel iş piyasasına dahil olan mağdurların dışlanmasını kapsam dışı tutulmuştur. Sonuç olarak yapılan görüşmeler Türkiye işgücü piyasalarında etnik bir ayırımın varlığına dair çok önemli göstergeleri gerek kamu gerekse özel sektör içinde tanımlayabilmektedir.

## IS AN ALTERNATIVE GLOBALISATION POSSIBLE? POINTS FOR DISCUSSION

**Mike O'Donnell** (*Westminster University, United Kingdom*)

*Presentation Language: English / İngilizce*

The nineteen nineties and early part of the twenty first century was a period of optimism about globalisation. There is now increasing scepticism about the values, institutions and outcomes of contemporary globalisation. Critics include certain liberals as well as socialists and other radicals some of whom struggle in complex times to find a label adequate to define themselves. In September 2010 the British Journal of Sociology devoted a special issue to what was termed 'second modernity' which was in effect a critique of Western dominated globalisation as it developed in the second half of the twentieth century and an attempt to articulate alternatives. In their introductory piece Ulrich Beck and Edgar Grande state their intention to develop a critique based on 'the necessity of a cosmopolitan turn in social and political theory'. They include a focus on the issue of political agency and the practical realization of a different globalization that in turn embraces questions of values, target audience and constituencies of actors, and the practical possibilities of realization. This article offers a constructive critique of the Beck/Grande approach differing from it mainly in its emphasis on greater material equality and equality of cultural opportunity seen here as fundamental to a more just and stable global social order and notably not achieved under global capitalism.



## **SUSTAINABLE DEVELOPMENT PERSPECTIVE FOR DEALING WITH ECONOMIC CRISES AND COMBATING UNEMPLOYMENT**

**M. Mustafa Erdoğan** (*Marmara University, Turkey*)

*Presentation Language: English / İngilizce*

Jobless and job-poor growth has become more widespread lately. Particularly after the global economic crisis, finding employment opportunities has become increasingly difficult. It is often forgotten that unemployment is not only a problem for individuals, but also for society and the economy. Keynes had argued in the 1930s that every unemployed individual reduces aggregate demand, which would exacerbate an economic crisis. This is a very important clue to how to overcome an economic crisis. Nevertheless, Keynes did not develop an unemployment reduction mechanism that will be established by government. Instead, he left the problem to the market mechanism with inferior outcomes. However, it is unrealistic to expect from the market mechanism to reduce unemployment in a timely and adequate way. Keeping this in mind, this study assigns much larger and more direct roles for government than mainstream economists do. A top-down new approach is called in this paper for not only combating the unemployment problem but also for increasing the welfare of people without damage to natural resources and environment. The suggested roles for government involve mainly developing mechanisms to increase employment by developing and applying green technologies that produce renewable energy and reduce energy consumption.

## **THE OUTCOMES OF NEOLIBERAL POLICIES ON HEALTH WORKFORCE EMPLOYMENT**

**Nilay Etiler** (*Kocaeli University, Turkey*)

*Presentation Language: English / İngilizce*

The social welfare state occurred after 2nd War is the period that the health care was under states' responsibilities and delivering by public, and also the financing of health was from general budgets as a 'right' for every citizen. As known, by the period enhancing of the capitalist system, the state had a role to support healthy manpower for the capital, and also organised the health care systems in line with this objective. As result, every country had attempted to organize their national health services. After the new crisis in 1970's, when the system introduced a big and long run recession, the neoliberal policies that dealt with that last crisis had taken up the national health services like other public sector such as education sector. The viewpoint from health care, the first term of neoliberal policies seems to be affected to health systems by regulating the public or traditional social state. Clearly, that period shows some characteristics like that diminishing the public budgets, maintaining the privatisation. The period that commercialisation and marketisation briefly irregularity of health care came to the end by the putting into the international regulatory organisations, and skipped a new level. By whether agreements such as GATS (General Agreement on Trade in Services) or directly requirements of stand-by agreements by IMF, the health systems 'reformed' or -in the exact meaning with that word- reshaped. That 'shape' is fully adjusted with the need of the capitalism in new era. Neoliberal transition has affected to not only public health but also workforces in health sector. Today, public institutions have been managed in line with private enterprise management rules, besides health care services are privatised. It also points out the vanishing between public and private boundaries. As a result, many different contract working types of health care workers have appeared in recent years instead of being public servant. The other important consequence of health care reform, the remuneration systems have changing from monthly fixed salary to performance-based payment. Furthermore, because of different contract types, the health professionals working in the same clinic even at same work can get different salaries. As adjusted to 'new public management model', outsourcing among public hospitals has increasing that means the buy not only support services (such as cleaning, safeguarding, and catering) but also health service especially diagnostic methods from any private subcontractor firm. With enhancing the private health sector in parallel to privatisation, the number of health care workers in private sector has increasing and the expanding labour force employs according to free market rules that means insecurity of job, low wages, competition. Under the fragmented working conditions, the organisation of labour force of health sector has mostly been difficult. Other important outcome is the feminisation of labour force in health sector that means the devaluation of labour in any sector. As a conclusion, the labour force in health has been losing their privileges that the working conditions were regulated by government, and introducing under the free market conditions.

## IMPLICATIONS OF MARX'S EDITING OF LATER VOLUMES OF CAPITAL AND OF HIS RESPONSE TO AN ANTI-HEGELIAN POLITICAL ECONOMIST

Paul Zarembka (*State University of New York at Buffalo, USA*)

*Presentation Language: English / İngilizce*

In 1871 the political economist Nikolai Sieber of Kiev published a book in Russian that included a summary of the beginning of Marx's *Capital* while ignoring the use of Hegelian conceptions that had appeared in the first edition *Volume 1*. Marx read this work by Sieber in Russian late 1872 and early 1873 and was impressed. Marx did not defend himself. Indeed, in his Afterword, dated January 24, 1873, to the second German edition, he praised Sieber's understanding and reproduced it in the French edition. Marx used the opportunity of revising the second German edition and first French edition to eliminate most Hegelian concepts like universality and particularity, as has been carefully documented by James White in his book *Karl Marx and the Intellectual Origins of Dialectical Materialism* (Macmillan, 1995). This offers strong support for the view that Marx himself downgraded Hegel for his own understanding political economy. Unfortunately for subsequent Marxist thought, the first edition of *Capital, Volume 1*, was the basis for the 1872 Russian translation, and remained so for 26 years until another translation, based upon the 4<sup>th</sup> German edition, appeared in 1898. In Russia, a Hegelian imprimatur became established. A major question within Marxism is the importance or unimportance of Hegel. Due to translations undertaken by James White, the evidence is more extensive than heretofore considered. For the first time, we have enough translation into English (or any language) of Sieber's work in Russian so that non-Russian readers are in a position to render firm judgments. I examine Sieber's work, especially his 1874 work that Marx also read, which partly summarized Marx and included criticism. I report Marx's response. Also, I argue that Sieber's works is a real achievement in its own right. Of course, our conclusion does not prohibit any scholar from claiming that Marxist political economy must include Hegel. We are only claiming here that this was not Karl Marx's own position about his work. Those supporting a non-Hegelian understanding of Marxist political economy have a real authority behind them.

## GLOBALIZATION, LABOR MARKETS AND POVERTY: AN ASSESSMENT

**Turan Yay** (*Yıldız Technical University, Turkey*)

*Presentation Language: English / İngilizce*

The main purpose of this study is to discuss the interaction between economics as a social science and the globalization phenomenon in which we live for thirty years. We will especially focus on the impacts of globalization and financial crises on the labor markets and poverty in general and try to determine some implications for economics.



**Abstracts / Participants**  
Özetler / Katılımcılar

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*Alphabetically*

# GLOBALIZATION AND THE DEVELOPMENT OF REGIONAL ECONOMIC ORGANIZATIONS: A CASE STUDY OF SCO

**Abazar Barari** (*Tehran University, Iran*)

*Presentation Language: English / İngilizce*

Although there are different views to globalization and some consider it as a gestalt concept the elements of which cannot be separated one from another and it should be considered as a prism having various political, economic, social and cultural dimensions, the fact is that the besides this phenomenon, another current is becoming stronger in the international arena which sounds somehow contradictory at the first glance, namely the spread of economic organizations in regional size. In other words, from the one hand the move toward globalization of economy is very apparent and from the other hand regional economic organizations are becoming stronger and are taking more responsibilities. A question that may arise here is why, in spite of the global move toward economic globalization, we are witnessing the creation of regional economic organizations. In this essay major points of view to the globalization in international political economy as well as major views to regionalism and neoregionalism are reviewed and after a quick interview of Shanghai cooperation organization and the ground for its creation, we assert that not only there is no conflict between the spread of regional economic organizations and globalization, but also it should be considered as a means for preparing states to play their role in the international arena. In fact globalization has requirements in the lack of which the economic globalization would not have any achievement for many countries. For example while a lot of countries possess less than 1 percent of the international trade how would they be able to enter in the global economy? Therefore, while the creation of regional economic organizations such as SCO would be in the interest of stronger member states, it will be a factor for preparing other states to take their appropriate role in the international economic arena if the potentials of this organizations are used.

## **EMPLOYMENT CREATION THROUGH JOB REALLOCATION: AN INSTITUTIONAL APPROACH TO TURKISH AND KOREAN CASES**

**Abdullah Karasan** (*Undersecretariat of Treasury, Turkey*)

**Fatih Şahan** (*Çankırı Karatekin University, Turkey*)

**Abdullah Erkul** (*Middle East Technical University, Turkey*)

*Presentation Language: English / İngilizce*

Following the recent global crisis, research on the dynamics of capitalism has been attracting renewed attention in the political economy literature. For the sake of capturing the essence of capitalism, various aspects are handled to reach a plausible explanation. Of those explanations, Schumpeterian approach still stands out with its special emphasis on creative destruction on the basis of entrepreneurial activity which is pointed out as: “incessantly destroying the old one, incessantly creating a new one.” (Schumpeter, 1943: 83). Following the definition of Schumpeter (1943), entrepreneurial activity is equated with innovation. In this respect, for Schumpeter (1943), innovation is the root cause of fluctuations in the economy. These fluctuations, called as “ebbs and flows”, are tantamount to sum of firm entry and exit, namely, job reallocation, main driver of employment creation in our model. To build causality between job reallocation and employment creation, certain prerequisites, referring to institutional environment, should be embedded into society. Thus, as a productivity creating process, the job reallocation varies across countries depending on institutional environment. Consequently, any prospering attempt to improve economic performance should be consistent with the institutional structure of the society, as denoted by Douglas North ‘institutions are the rules of the game in a society.’ In the light of above discussion, this paper investigates whether firm entry and exit along with the institutional factors lead to employment creation and whether the creation and the destruction fact is an evolutionary process, that is to say, replacing the unproductive firm with the productive ones, as it is foreseen by Schumpeter(1943), or it is just a plain reallocation. To this end, we set up an econometric model to test if the fruitful consequences of creative destruction still remain valid.



**QUESTIONING A NEW FORM OF EMPLOYMENT: HOW A FUTURE OF CLASS  
ARE ACADEMIC CANDIDATES LEADING TO BY THE SYSTEM OF ÖYP?**

**BİR YENİ İSTİHDAM BİÇİMİ SORGULANIYOR: ÖYP SİSTEMİ GENÇ  
AKADEMİSYEN ADAYLARINI NASIL BİR SINIFSA GELECEĞE  
YÖNLENDİRİYOR?**

**Pınar Memiş** (*Sakarya University, Turkey*)

**Adem Sağır** (*Karabük University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The subject of study is to open the possible conditions of employment of young academic candidates under employing Faculty Development Program which aims to meet the needs of staff in the new established universities up for discussion. There is a guarantee for that candidates being tenured for a reason that a basis to return to the university which is appointed for obligatory service. The dimension of training process which offers some special opportunities has to bring into question in our opinion, is that candidates bound to the university, which the institution is they should take master's degree from, for an indefinite period. Today, many scholars in America, forcing the candidate to give many years to the institution which they receive education, and therefore is a very controversial system, "Tenure" (to be a permanent staff), are also beginning discussion in the context of Turkey. Especially the completion of the doctoral thesis process which is very painful, and to obtain title, in other words, to gain "autonomy" is under initiatives of advisors or other relevant unit managers. This precarious process, emerging a new working class in capitalist system as a new form of employment, precariat, is spreading rapidly in all countries. In our country, to try to overcome this situation, such as the guarantee of staff brought OYP system even if an optimistic interpretation, the space that "how much" would be the duration of benefit from labor, is to verify the need to go after our question mark. The first debate is initiated which is to be implemented in advance of this system, showing the reactions by the old universities did not want to send trained candidates, also by candidates react to being appointed to where is undetermined and even they don't want to go. On changing process of higher education in the world, this new applications include both intervention of the nature of the profession and adds new debate to the proletarianization of the profession, wondering if young academic candidates have been pressured employment format of "precariat" forced under "unemployment".

## **EFFECT OF THE EDUCATION INDEX ON EMPLOYMENT IN COUNTRIES WITH VERY HIGH HDI AND HDI(CASE STUDY, NORWAY AND IRAN)**

**Mahmoud Taajobi** (*Bu Ali Sina University, Iran*)

**Akbar Khodabakhshi** (*Bu Ali Sina University, Iran*)

*Presentation Language: English / İngilizce*

The first Human Development Report introduced a new way of measuring development by combining indicators of life expectancy, educational attainment and income into a composite human development index. The breakthrough for the HDI was the creation of a single statistic which was to serve as a frame of reference for both social and economic development. The Human Development Index (HDI) is a summary composite index that measures a country's average achievements in three basic aspects of human development: health, knowledge, and income. Human Development Index is published annually by the United Nations. This index is the most important indicators for developing countries that assessment criteria will be considered. Three indicators of human resource development, education, life and health are expected. Education Index as one of the indicators has impact on development in many variables. On the other hand, one of the important variables for any government is employment. High level of education can lead to increased labor productivity and thus increase the national production. In developed industrial countries, higher education is an important factor in increasing national production and low in underdeveloped countries, this indicator also shows a lower national income. In addition, high levels of education are effective in reducing high unemployment rates in the country's economy. In this paper we will consider impact of education on employment in countries with very high HDI and high HDI. We selected Norway as country with very high HDI and Iran as country with high HDI. Also we will consider trend of the education Index during the 1980-2010 and its effect on employment in Norway and Iran separately. In addition, we will comparison results for both countries to each other.

## A NEW MODEL FOR GREEN BUSINESSES: CASE OF REVERSE LOGISTICS

### YEŞİL İŞLETMECİLER İÇİN YENİ BİR MODEL: TERSİNE LOJİSTİK

**Ali Özgür Karagülle** (*İstanbul University, Turkey*)

**Meltem Yıldırım Akca** (*İstanbul University, Turkey*)

**Didem Büyükarıslan** (*İstanbul University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Logistics is an important element in manufacturing processes. From the production level to the end consumers, logistical activities play a key role. Even the cost management deals with the logistical cost as they have a considerable share in total cost. Additionally to the importance of logistical activities in firms, it has close relationships with the environment as well. The term of reverse logistics refers to all operations related to the reuse of products and materials. With this new concept, importance of recycling has reinforced because it has become a part of commercial activities. Moreover, recycling itself emerges as a new business area. Improvement of reverse logistics operations is directly linked to the environmental concerns. In this study, organisational structure of a reverse logistics company is analysed to identify the business model. The organizational structures are examined because management systems can affect the structure of the organisations. Innovative sectors tend to demonstrate a creative structure in terms of organization and may take entrepreneurial approaches. Also, these structures are important indicators because organisations should set a management model which is adaptable to their long term goals. For a sustainable future, logistics companies have important roles and responsibilities. Therefore, this new concept of reverse logistics companies are analysed in this study to enhance the model with an organizational management approach.

**PERFORMANCE EVALUATION IN HOSPITALS: AN INVESTIGATION ON  
THE EFFECTS OF PERFORMANCE-BASED PAYMENT SYSTEM IN KOCAELI  
UNIVERSITY RESEARCH AND PRACTICE HOSPITAL**

**HASTANELERDE PERFORMANS DEĞERLENDİRME: PERFORMANSA DAYALI  
EK ÖDEME SİSTEMİNİN ETKİLERİ ÜZERİNE KOCAELİ ÜNİVERSİTESİ  
ARAŞTIRMA VE UYGULAMA HASTANESİNDE BİR ARAŞTIRMA**

**Yunus Taş** (*Kocaeli University, Turkey*)

**Ali Talip Akpınar** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Performance evaluation has vital importance for businesses to maintain their activities effectively. It is required to evaluate performance for organizational success in individual, departmental and institutional levels. The most important production factor for the success of businesses and endure in the market are their employees. The main objectives of human resource management are to ensure employees to work effectively and efficiently and their satisfaction. An important part of performance evaluation is the performance measurement of employees. By measuring contribution of personal performance, people can see their individual contribution to the performance of the institution as a whole; they perceive their work and can enhance their performance by sensing what is expected of them in the institution. When performance culture develops employees contribute consistently institutional performance to increase as well as their daily work. Hospitals are health service providing businesses. It is required to improve health services, provide high quality, efficient services and determine measurable and comparable service providing criteria for health institutions and organizations to meet their targets. For this purpose, in order to promote staff contributed to the process, performance measurement and performance-based payment system, a unique model for Turkey has been developed after the pilot applications in a few hospitals that started progressing in 2003. Starting from December 01, 2007, corporate performance factor has been used in the Ministry of Health hospitals. A regulation on supplementary payment on the revolving fund revenues for university hospitals was published on February 18, 2011 and was put into effect. In this study, the implementation period of performance-based payment system in Kocaeli University Research and Practice Hospital will be compared with the prior period in terms of performance individual, departmental and institutional performance.

In this study, by examining records of Kocaeli University Research and Practice Hospital retroactively years 2009 and 2010 will be investigated on a monthly basis and data collected for performance-based payment system application period of February and June 2011 will be compared and analyzed. Effects of Additional Payment System from Revolving Fund Revenues to the individual, departmental and institutional performances will be revealed in a comparative way with the old system in comparison will be in effect. After both systems are compared, because hospitals are in service sector, recommendations on positive and negative effects of performance evaluation will be presented.

**A RESEARCH INVESTIGATION TO DETERMINE PROFILES OF WHITE COLLAR  
EMPLOYEES IN KOCAELI PROVINCE IN TERMS OF THE EMPLOYMENT  
CHANNELS**

**İŞ BULMA KANALLARI AÇISINDAN KOCAELİ'NDEKİ BEYAZ YAKALI  
ÇALIŞANLARIN PROFİLİNİ BELİRLEMeye YÖNELİK BİR ARAŞTIRMA**

**Ali Talip Akpınar** (*Kocaeli University, Turkey*)

**Esin Karacan** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The most important factor of production efficiency and productivity of enterprises are its own employees. Although Personnel recruitment is done through Human Resources departments channels used by employees for employment opportunities is hardly been studied. There are a variety of effective employment channels of employee recruitment. Channels for recruitment are the followings; Labor Placement Office, Private Employment Agencies/Internet, applying to a job advertisement, job offers, friends and/or an acquaintance connection, Relative connections and an Internship. In this study, the profile of white-collar employees in Kocaeli is determined based on channels of recruitment by using survey method. Characteristics of White-collar employees, such as their number, average age, seniority, education and income level, is determined based on their recruitment channels.

## **BETWEEN THE TRANSATLANTIC FRAMEWORK AND EUROPE – CLASS FORMATION AND STATE GENESIS IN TURKEY TOWARDS EU MEMBERSHIP?**

**Axel Gehring** (*Philipps University Marburg, Germany*)

*Presentation Language: English / İngilizce*

Throughout the world an analysis of the Labour-Capital Relationship also requires a systematic approach of its international dimension. And as the following historical example illustrates, the international dimension cannot be evaluated as a coherent or external entity. The relationships between the Transatlantic Institutions (such as IMF and OECD) and the European Communities (nowadays European Union) with its supranational institutions have always been complex and sometimes conflictual. As a member of the OECD and a frequent client of the IMF Turkey was integrated into the (US-led) transatlantic framework since the beginning of the Cold War. With the Ankara Agreement (which came into force in 1964) Turkey created its own ties with the ECC. Whereas the Transatlantic Framework largely operated in support of the ISI-Strategy via sourcing monetary input, the Association Agreement was designed to establish free trade with Turkey and therefore demanded the step-by-step abolition of the (ISI) policies of protection. Therefore the implications of the Transatlantic Framework and the implications of the Association Agreement (as they were at that time) were contradictory. Turkish class actors continue to utilize Turkey's institutionalized international integration to address their (domestic) interests not just on the national but on the international level. Which international organization or supranational institution is addressed largely depends on the distinct (class or class-fraction) interests of the Turkish class actor. Therefore an analysis of the connections helps not only to understand Turkey's position within the world order; it also deepens our understanding of on-going processes of class formation in Turkey. As sketched above, the jungle of relations and multilevel contradictions needs to be comprehended in order to understand their impact on Class Formation and Labour-Capital-Relationship in Turkey and to evaluate the role of the current EU Membership Project. Therefore this contribution is reconstructing selected dynamics of Class Formation and State Genesis in Turkey via utilizing a Regulationist-Neo-Gramscian approach in order to analyse the jigsaw of domestic conflicts and their embedment in international dynamics.

## AN APPLICATION ON EDUCATION-EMPLOYMENT RELATINSHIP IN KONYA MANUFACTURING INDUSTRY

### KONYA İMALAT SANAYİİNDE EĞİTİM-İSTİHDAM İLİŞKİSİ ÜZERİNE BİR UYGULAMA

**Ahmet Ay** (*Selçuk University, Turkey*)

**Ayten Yağmur** (*Selçuk University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The realization of economic and social deveolepment, education plasy an important role in the process of training the required skilled workforce. Education on the one hand acquire to people with various knowledge, skills and on the other hand provides a reporoduction from the social point of view. Trained, skilled workforce plays an import role in order to ensure superiority in the globalized world. Technological changes taking place at present, in the face of transformations in the labor market is increasing the importance of continuing education and lifelong learning.In this context, with the effectf of technological development the changes in the production process has made important the linear relationship between education and employment. So, those who have knowledge and skills can become a source of superiority in terms of employability. In this study, within the scope of the concept of employability training-employment relationship will be analyzed through the survey in the manufacturing industry operating in Konya within member firms of Konya Chamber of Industry with a workforce over fifty. Education-employment relationship will be evaluated within the framework Human Capital Theory which is describing the relationship between education and employment, Dual Labor market Theory, Screening Hypothesis and The Tail Hypothesis with Internal Labor Market Theory located within Split Labor Market Theory. In this contex, this is intendende with this study is whether there is important training-employment relationship in Konya manufacturing Industry and within the which theory the labor market is shaped in manufacturing industry is determined and accordingly introduction of some recommendations.



**DURING THE GLOBALIZATION PROCESS WHERE SOCIAL RIGHTS ARE  
BEING LIQUIDATED, WOMAN AT LABOR UNION REGARDED BY THE TRADE  
UNIONIST WOMAN:  
FROM REEL ORGANIZATION TO SYMBOLIC ORGANIZATION**

**SOSYAL HAKLARIN TASFİYE EDİLDİĞİ KÜRESELLEŞME SÜRECİNDE  
SENDİKACI KADININ GÖZÜYLE SENDİKADA KADIN:  
GERÇEK ÖRGÜTLENMEDEN SEMBOLİK ÖRGÜTLENMEYE**

*Ayşe Alican (Süleyman Demirel University, Turkey)*

*Bülent Şen (Süleyman Demirel University, Turkey)*

*Presentation Language: Turkish / Türkçe*

Nowadays, when the organized capitalism is solved and visibility of endeavor is assumed as a problem, itself, it is a known fact that women fall behind the men in access to the syndicate organization and syndicate activities. As well as the problem is a “woman problem”, it is also a social justice and economical improvement problem, at the same time. In order the women to attain economical and social rights in business life, the trade unions are the leading mechanisms, for which responsibility should be taken at primary degree. Today, despite the fact that the trade unions should have targeted in the access of the women to the syndicate activities and in enhancing the representation power of the woman in management mechanisms, within their own structures, the subject of preventing the gender apartheid is not included in the primary subjects of the action plans of the trade unions. The prominent concepts in the discussions regarding the position of the women at the trade unions are mostly gender-blind. The gender boundary, binary labor force market, home-business conflict and gender-blind, meanly the arguments, which there is no difference between man and women are being conceptualized as male-dominated expressions those are trying to rationalized the opinion that there is no gender apartheid. This expression or opinion has excluded the women from the trade unions and syndicate processes as “de facto”. The objective of the study is to introduce the importance and problem areas, in respects of women, of organization freedom and access to syndicate process those shall provide the visibility of the women in public sector, allow them to effect the public policy processes and dynamics, how the women unionists perceive the woman organization, the disadvantages of a gender discrimination in respects of women, from the eyes of unionist woman. For this purpose, through the in-depth interviews to be performed with the women, who are members of Education Union and Health Union in Isparta, the gender-based symbolic organizations of the unions shall be evaluated by the expressions of the unionist women.

## 2008 KÜRESEL KRİZİ VE İŞGÜCÜ PİYASALARINA GENEL BİR BAKIŞ

**Aziz Bostan** (*Adnan Menderes University, Turkey*)

**Mehmet Özyiğit** (*Adnan Menderes University, Turkey*)

*Presentation Language: Turkish / Türkçe*

İktisadi olarak krizler genel olarak piyasada bulunan mallarda, hizmetlerde, bu mal ve hizmetlerin üretiminde kullanılan üretim faktörleri ile, farklı piyasalarda oluşan fiyatlarda meydana gelen ekonomik faaliyetlere göre normal olmayan aşırı dalgalanmaları ifade eder. 2007 yılından itibaren sinyallerini Amerika Birleşik Devletleri'nin finansal piyasalarında vermeye başlayan ve 2008 eylülünde patlak veren küresel krizle beraber de tüm dünyada mal ve hizmet piyasalarında ciddi daralmalara neden olmuştur. Kriz dünya piyasalarının özellikle 1990 sonrası finansallaşma ile birlikte sahip olduğu girift yapı nedeniyle, oldukça hızlı bir biçimde dünyanın diğer bölgelerine yayılmıştır. Son yüzyıl içerisinde insanlığın gördüğü en ağır krizlerden biri olarak 2008 krizi iktisat tarihine damgasını vurmaktadır. Finansal bir kriz olarak ortaya çıkmasına karşın pek çok ülkede olduğu gibi Türkiye'de de kriz, reel sektöre sirayet etmiş ve ülkenin üretiminde önemli bir daralmaya neden olmuştur. Bununla birlikte işgücü piyasaları ve istihdam yapısı da bu daralmadan oldukça olumsuz bir biçimde etkilenmiştir. Bu çerçevede emek gücü yani istihdam ve işsizlik özellikle ülkedeki krizlerin ekonomik etkilerinin yanında sosyo-politik etkilerinin/yapılarının incelenmesinde önemli bir yere sahiptir. Çalışmanın amacı tüm dünyada ile birlikte Türkiye'de de eş anlı olarak yaşanan 2008 küresel krizinin Türkiye ekonomisine olan etkisini Türkiye işgücü piyasaları özelinde incelemektir. Çalışmanın birinci kısmında küresel bir krizin teorik temel nedenleri bir literatür taraması ile ortaya konulacak ve Türkiye ve dünyada yaşanan krizler sıralanacaktır. İkinci kısımda uluslararası ticaretin azaldığı, milli gelirin, üretimin düştüğü ve işsizlik oranlarının arttığı bir Türkiye ekonomisinde işsizlik oranları, kapasite kullanım oranları gibi reel sektörü daha çok ilgilendiren temel makro iktisadi değişkenlerin TÜİK ve EVDS verilerinden yararlanılarak kriz öncesi ve kriz sonrası seyrine bakılacak, bu yolla küresel krizin makro iktisadi değişkenler üzerindeki etkileri incelenecektir. Üçüncü bölümde küresel krizin emek ve istihdam piyasası üzerine etkileri ve bu olumsuz etkilerin giderilmesi ile ilgili uygulanan politikalar analiz edilecektir. Sonuç kısmında ise emek piyasalarını tüm bu makro iktisadi küresel daralmanın etkilerinden kurtarmanın çözüm yolları hakkında bir takım politika önerileri geliştirilmeye çalışılacaktır.

**INFORMATION TECHNOLOGIES (IT)'S IMPACT ON EMPLOYMENT:  
A POLITICAL ECONOMY APPROACH**

**BİLİŞİM TEKNOLOJİSİNİN (BT) İSTİHDAM ÜZERİNDEKİ ETKİLERİ: BİR  
POLİTİK İKTİSAT YAKLAŞIMI**

**İrfan Kalaycı** (*İnönü Univeristy, Turkey*)

**Barış AYTEKİN** (*Adıyaman University, Turkey*)

*Presentation Language: Turkish / Türkçe*

When we talk about innovation economy, the first thing which comes to mind is the information technologies (IT). IT is based on two important resources, namely information and communications, and has risen to the status of the principal actor of the political economy. On the one side IT can be considered as the language of the science and technology. But on the other side, knowledge (actually the scientific knowledge) is the principal object-subject of the IT. For this reason knowledge is the most decisive factor of power in the global platform. Through the spreading of the multi-national companies which are the principal actors in the global arena, IT has become the principal measure, in defining the competitive expertise at all levels, from companies to the sectors, and the countries. From this perspective knowledge, which originally considered to be as one of the innocent production factors(together with the capital and the labor), has risen to the status of the most decisive factor in attaining dominant positions in the global competitive chains. The highly complex relationship between the IT and the labor has been the subject of intense discussions. These two factors come out to be complementary in certain cases; and in certain cases they are substitutes. The fast development in the field of IT may undoubtedly cause shrinkage in the employment. However it is also a fact that these developments have a positive effect in reducing the cost of production, thus stimulating the demand in the market which in turn stimulates the need for new employment. Some properties of Internet, which constitutes the most important component of the IT, make it an interesting instrument for the studies in political economy. Namely, from the perspective of the beneficiaries of this sector, while it offers many opportunities of producing and consuming knowledge, it may, on the other hand, create numerous dilemmas like fair sharing of knowledge versus unfair exploitation, or just access versus unjust/illegal access.

## MIGRATION FROM BULGARIA AND ROMANIA TO EU-15

**Betül Yüce Dural** (*Anadolu University, Turkey*)

**Meriç Subaşı Ertekin** (*Anadolu University, Turkey*)

*Presentation Language: English / İngilizce*

Enlargement of the European Union (EU) to Eastern Europe has accelerated the migration potential towards the old members of EU-15. After the EU enlargement in 2004, some EU-15 member countries introduced the 2+ 3+ 2 regulation which allows member states to impose restrictions on the free movement of labour. With the accession of Bulgaria and Romania in 2007, two countries also covered by the 2+3+2 rule, so access to employment can theoretically be blocked until 2014. After the 2004 and 2007 enlargements, the EU-15 countries have been received legal and illegal immigration from the new members. Migration plays an important role in determining the size and structure of the population in most EU member countries. Migration among countries is not equally distributed as some countries are more fascinating than others. In this paper, it is aimed to analyse, in the 6th enlargement of EU, the labour migration of Bulgaria and Romania to EU-15 countries. For this purpose, statistics will be used to explain the development of post-accession migration to understand the direction of labour migration. It is expected to find the most favourite destinations for the migrants of Bulgaria and Romania and the reasons of attractiveness of those favourite countries for them. As a result of the study, migration is seen from the two new members within the framework of the country's economic and social conditions. Besides, the reasons for choosing the country of migration such as unemployment rates and income level have been analysed.

## INTERNATIONAL MIGRATION MOVEMENTS IN THE PROCESS OF GLOBALIZATION

### KÜRESELLEŐME SÜRECİNDE ULUSLARARASI GÖÇ HAREKETLERİ

**Meriç Subaşı Ertekin** (*Anadolu University, Turkey*)

**Betül Yüce Dural** (*Anadolu University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Increasing the international mobility of people is an important aspect of globalization, and the relationship between globalization and migration emerges as an important area of inquiry. This study aims to examine trends in international migration throughout the three waves of globalization, namely the waves of free trade, free movement of people and capital, and the economic integration of national economies. Via a review of the literature and statistical data, the study examines the migration of labor during the three waves of globalization. The results of the study show that, besides an expectation of higher income, non-economic factors such as the ability to find jobs, the conditions of the country of origin, the financial and psychological costs of migration and connections with family and friends who have previously migrated play an important role in the decision to migrate. Flows of migration in the first stages of globalization and current flows of migration differ from one another in terms of the direction, structure and policies of migration. Previously, it was mostly residents of richer countries that migrated, but later, the direction of most of the migration became from developing countries to developed economies. In addition, international migration turned into the migration of a qualified workforce. The most important difference is the difference observed in policies towards migration. There are more connections between countries today compared to the past, and financial and trade flows are more liberalized, but there is more of a need to limit and to regulate flows of people.

## **IMPORTANCE OF THE TRANSPORT SECTOR FOR EMPLOYMENT POLICIES: TURKEY AND FRANCE BENCHMARKED ANALYSIS**

**Binhan Berksoy Oğuz** (*Istanbul Kültür University, Turkey*)

**Didem Büyükarıslan** (*Istanbul University, Turkey*)

*Presentation Language: English / İngilizce*

Employment is a crucial issue for economies. By investing in infrastructure in terms of transportation as it creates temporary job opportunities which are supported by the state, invisible hand of the state can intervene with the economy by using transportation industry. Transportation strategies are important for developed countries such as France because industrial growth and sustainability of trade depend on these strategies. For countries like Turkey, transportation has a much more crucial role because it complements the linkages with foreign countries hence, it is vital for economic growth. Turkey has a geostrategic importance as it is positioned at the crossroad of important trade routes. Despite the fact, there could be some restricting factors for foreign trade which somehow limit the trade volumes. Quotas and other kind of economic regulations can affect the structure of regulations between states as they can intervene with trade volumes. Considering these issues, transportation quotas of European Union that are applied to Turkey is discussed in this study. In this study, role of transportation in employment strategies of France and Turkey are discussed comparatively and perceptions of the two countries regarding transportation policies and its components are studied. In both of the countries states have significant roles in the transportation industry. Similarly, the two countries are important hubs in their regions. Hence, logistics activities are important for countries' economic activities. This study will contribute to the differentiation of transport policies depending on different political economy approaches in the case of France and Turkey. Turkey as a candidate country has to harmonize its legislation with European Union also for the transportation industry. Therefore, this comparative study with a major European country, will demonstrate the actual situation and will guide to this harmonization progress by comparing the actual situations for states' transportation policies.

# TÜRKİYE'NİN EMEK YOĞUN MAL İHRACATINDAKİ KARŞILAŞTIRMALI ÜSTÜNLÜKLERİN MAKRO EKONOMİK BÜYÜKLÜKLERLE İLİŞKİSİ

**Oğuz Kara** (*Düzce University, Turkey*)

**Birol Erkan** (*Kilis 7 Aralık University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Ülkelerin gerek sektörel gerekse mal bazında global piyasalardaki karşılaştırmalı üstünlüklerinin (ihracat rekabet gücünün) ölçümü amacıyla kullanılabilir en önemli göstergelerden birisi “açıklanmış karşılaştırmalı üstünlük katsayıları”dır. Liesner (1958) tarafından ortaya atılan, Balassa (1965) tarafından işlevsel hale getirilen “açıklanmış karşılaştırmalı üstünlük (AKÜ) katsayıları”, ülkenin bir sektördeki yurtiçi uzmanlaşmasını, dünyanın veya herhangi bir ülkenin uzmanlaşmasıyla karşılaştırır. Açıklanmış karşılaştırmalı üstünlük katsayıları yardımıyla ülkelerin gerek mal grubu ve alt mal grupları, gerekse faktör yoğunlukları bazında uluslararası piyasalardaki rekabet güçleri analiz edilebilmektedir. Faktör yoğunlukları bazında söz konusu analizi yapma imkanını sağlayan SITC teknoloji sınıflandırmasına göre mallar; hammadde yoğun, emek yoğun, sermaye yoğun, kolay taklit edilen araştırma bazlı ve zor taklit edilen araştırma bazlı olmak üzere 5 kategoriye ayrılmaktadır. Çalışmanın amacı, Türkiye’de; SITC teknoloji sınıflandırması bazında emek yoğun malların ihracatındaki karşılaştırmalı üstünlüklere (rekabet gücüne) etki eden makro ekonomik unsurların analiz edilmesidir. Bu bağlamda, seçilmiş makroekonomik değişkenler ve emek yoğun malların ihracatındaki karşılaştırmalı üstünlükler arasındaki ilişkinin varlığının ve kuvvetinin tespiti açısından, 1993-2009 dönemi için panel veri yöntemi kullanılarak analiz yapılmıştır. Analiz sonuçlarına göre emek yoğun malların ihracatından elde edilen AKÜ katsayısının dönem ortalaması 2.47 ile diğer katagorilere (hammadde yoğun mallar: 0,91, sermaye yoğun mallar: 1.38, kolay taklit edilen araştırma bazlı mallar: 0.32 ve zor taklit edilen araştırma bazlı mallar: 0.46) göre en yüksek skorlara sahiptir. Bu nedenle analizin ikinci aşamasında özellikle emek yoğun mallardaki AKÜ katsayılarına etki edebilecek makro değişkenler regresyon analizi yardımıyla incelenmiştir. Söz konusu analiz sonuçlarına göre; emek yoğun malların ihracatındaki açıklanmış karşılaştırmalı üstünlük katsayılarının (rekabet gücünün), işsizlik oranı ve özel kesim kredilerinin GSMH oranı ile ters; imalat sanayi yatırım teşvik sayısı ve döviz kuru ile ise doğru yönde ilişkiye sahip olduğu ortaya çıkmıştır. Ayrıca yapılan analizler çerçevesinde makro değişkenlerin beş katagoriye ayrılan AKÜ katsayıları ile farklı etkileşimlere sahip oldukları, bu farklılıkların teorik bazda ve Türkiye ekonomisinin yapısına bağlı olarak anlamlı olduğu görülmüştür.

**LITTLE HANDS-BIG ENDEAVOURS:  
DIMENSIONS OF CHILD LABOR IN THE WORLD AND IN TURKEY**

**KÜÇÜK ELLER-BÜYÜK EMEKLER:  
DÜNYA'DA VE TÜRKİYE'DE ÇOCUK İŞÇİLİĞİNİN BOYUTLARI**

**Burak Kahraman** (*Süleyman Demirel University, Turkey*)

**Fatih Kahraman** (*Süleyman Demirel University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The number of employed children in the employment sector is at a level of substantial amount. Since preventive policies are not introduced for the ones who present the most indefensible and the most silent manners of the labor, the opportunities of those ones to look to future with confidence and to become healthy individuals diminish gradually, at the same time. Since the individuals at a young age have been sacrificed in order to involve in employment, they are exposed to any kinds of risk (sex worker, organ trade, etc.). The fact that the numbers of child workers in the world reach to 250 million, in the reports of United Nations, is also an indicator for the serious extent to which this problem reaches. In the global employment trends reports, issued by ILO recently, the facts that the child labor has been intensively utilized especially at Sub-Saharan and South-Asian Regions, and that these regions are the countries those fall into the bottom ranks at the humanitarian development index, are considerably remarkable to understand the correlation between the development level of the countries and the prevalence of the child labor. In our country, despite the fact that there is insufficient researches regarding the child labor, it is determined that the number of child workers reaches to 4 million, during the studies of various institutions toward determination of the child labor. Through this study, which shall be conducted through literature review, it shall be based on the reports, published in regard to the child labor in the world and in Turkey, the economical and social aspects of this problem shall be examined, moreover, alternative policy discussions shall be performed over the different country examples.



**APPROACHING REGIONAL MINIMUM WAGE DEBATES WITH CRISIS AND  
GOAL OF DECREASING UNEMPLOYMENT:  
AN ANALYSIS OF POTENTIALS AND CONSTRAINTS**

**BÖLGESEL ASGARİ ÜCRET TARTIŞMALARINA KRİZ VE İŞSİZLİĞİN  
ÖNLENMESİ PERSPEKTİFİNDEN BAKMAK:  
OLANAKLAR VE SINIRLILIKLAR ÜZERİNDEN BİR ANALİZ**

**Çağatay Edgücan Şahin** (*Ordu University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Minimum wage is the subject of substantial theoretical as well as political controversy. Main arguments on minimum wage are based on additive effects on unemployment and fight with poverty. There are different types of minimum wage. For example minimum wage varies by; age, job tenure, industry and occupation. One of them is regional minimum wage (RMW). In Turkey, with last global economic crisis, especially capitalists dissent that minimum wage application need to regulate again in regional base. Within last years, different capital groups in Turkey and also OECD dissent that the regional minimum wage policy is essential for Turkey's market economy rather than national minimum wage. However, RMW application is seem mainly federal states around the world but also exercised from 1951 to 1974 in Turkey. In this period Keynesian economy politics was in operation. But today's discussions about RMW are very different before, with in terms of "global neo-liberal harmony". So, if RMW accept in Turkey again, it will cause labor market directly and widely more than before. In this study, first of all main wage theories will be analyzed and will draw a conceptual framework. From this point of view, today's Turkey's capital accumulation and present unemployment will assess together. With this framework, RMW application will be discussed about benefits and losses to capital owners and working class. Indeed, if RMW application accepts, there will be some consequences especially for laborers. For example "equal pay for equal work" principle comes from organized labor struggle, will be removed. An another question will be held in this discussion. "The Commission of Fixing the Minimum Wages" gets lots of critical views from trade unions about determining the national minimum wages. Thus the question arrives itself; can RMW fix current negative situation and reduce unemployment or accumulate capital rapidly? And lastly if we take the RMW as a tool for income distribution problem, does this tool working about transfers from capitalists to working class or redistributing income inside the working class?

# GLOBALIZATION, REAL OUTPUT, UNEMPLOYMENT, AND MULTIPLE STRUCTURAL BREAKS

**Chun Ping Chang** (*Shih Chien University, Taiwan*)

**Meng-Chi Hsieh** (*National Sun Yat-sen University, Taiwan*)

*Presentation Language: English / İngilizce*

This paper adopts an advanced panel cointegration method which incorporates multiple structural breaks to examine the long-run relationship of real output (RGDP) -globalization and unemployment-globalization by employing annual data on G7 countries from 1970 to 2008. Differing from the weak outcomes of the traditional panel cointegration test without breaks, our empirical findings provide some evidence that the globalization is respectively cointegrated with RGDP as well as unemployment, and most of the structural break points are discovered during the period of the oil crisis (the mid-1970s) and the process of European Union integration. In addition, in evaluating whether or not the structural breaks affect the RGDP through globalization, we discover that both the overall globalization index and the social globalization index have a directly positive impact on RGDP but indirectly exhibit negative impacts on real output via the channel of social globalization. And, we find that the globalization can inhibit the problem of unemployment.

## CONCEPT OF FLEXICURITY IN THE CONDITIONS OF LABOUR MARKET OF THE CZECH REPUBLIC

**Renáta Halásková** (*University of Ostrava, Czech Republic*)

**Martina Halásková** (*Technical University Ostrava, Czech Republic*)

**David Slavata** (*Technical University Ostrava, Czech Republic*)

*Presentation Language: English / İngilizce*

The paper deals with the problem of the differentiation and regulation of the labor market in the Czech Republic. The role of the regulativ of the labor market is very important not only in the economic, but also in the social dimension. The requirements for the labor market functions are formulated as a set of policies that should maintain the flexibility and functionality of the market while limiting the growth and polarization uncertainties. In the contemporary political discourse these measures are publicly identified as the flexicurity policy. The flexicurity approach implies a complex and still inadequately defined way of labour market regulation. The flexicurity model focuses on four main areas of labor market regulation: (1) arrangements of the employment protection legislation towards an adequate numerical labor market flexibility, (2) the expansion of the active labor market policy, (3) an extra learning system as a guarantee of an adequate employment security for both standard and flexible workers and (4) arrangements of the social security system in order to provide sufficient income security of both groups of workers. The complexity of the impact of these policies and the importance of the participation of different actors, requires them to deal not only with the content of these policies, but also with the aspect of their coordination. Based on the methods of description and analysis of the individual areas (policies) of the concept of flexicurity, the objective of the paper is to assess the contribution conditions for the regulation and forms of the labor market flexibility in the Czech Republic.

## THE DETERMINANTS OF THE JOB MOBILITY IN İZMİR

**Değer Eryar** (*İzmir Economy Univerzity, Turkey*)

**Hasan Tekgüç** (*Mardin Artuklu University, Turkey*)

*Presentation Language: English / İngilizce*

This paper attempts to explain the main determinants of the job mobility as an indicator of the labor market flexibility in İzmir. Our sample consists of micro level data based on the 2010 Household Survey conducted by the Turkish Statistical Institution (TÜİK) in İzmir region. Various probit models are carried out in order to examine the dynamics of labor market mobility within an analytical framework based on the most relevant theories in the literature such as job search, job matching, and human capital. One of the motivations behind this paper is to provide an empirical evidence as the basis for setting up a policy framework that can minimize the social costs of the labor market flexibility. Our projection based on our sample data indicates that almost one in every four people has ended up changing his or her job over the last year. Our initial findings suggest that there is a significant decrease in the probability of job mobility with higher wages and better social security conditions. Education level turns out to be another significant determinant of job mobility, however, the effect of education level on the probability of job mobility can be observed indirectly. Higher education levels tend to reduce the probability of job mobility by providing the individuals with better jobs. In a similar way, individuals working in the units with 10 or more employees have a higher probability of staying in the same job because of higher wages and better job security. Overall, our primary empirical findings suggests that the social costs of high job mobility such as low wages and less security observed in İzmir should be taken into account when discussing the implications of enhancing labor market flexibility as a solution to labor market problems.

**TECHNOLOGICAL STRUCTURE AND EMPLOYMENT IN THE LARGE SCALE  
CAPITAL IN TURKEY: 1993-2010**

**TEKNOLOJİ VE İSTİHDAM BAĞLAMINDA BÜYÜK SERMAYE: 1993-2010**

**Demet Özmen Yılmaz** (*Ondokuz Mayıs University, Turkey*)

**Koray Yılmaz** (*Ondokuz Mayıs University, Turkey*)”

*Presentation Language: Turkish / Türkçe*

In this paper, we will focus on the technological and employment structure in the large scale industrial capitals in Turkey. First, we will analyse these companies in respect to the level and tendency of technological structure considering International Standard Industrial Classification of All Economic Activities, Rev.4 (ISIC). And then we will address the employment structure of these companies in the context of technological and sectoral differentness. As a result we will present the changing structure of technology in the large scale capitals and the changing employment structure in the context of the level and tendency of technological structure. In the course of this study we have benefited from “Turkey’s Top 500 Industrial Enterprises” book which has been published annually by the Istanbul Chamber of Industry.

## SECTOR ORIENTED PUBLIC INCENTIVES AGAINST JOBLESS GROWTH PROBLEM

### İSTİHDAMSIZ BÜYÜME SORUNUNA KARŞI DEVLETİN SEKTÖREL TEŞVİK POLİTİKALARI

**Eren Çaşkurly** (*Gazi University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The concept of development can be defined briefly as the process of economical and social transformation. The most obvious difference between growth and development is about the distribution of income. In a growing economy, income distributions among members of the society, social classes and regions may distort. Insufficient capital accumulation hinders growth process. There are two ways of providing the capital accumulation: publicly and privately. Privately provided capital accumulation needs; increasing the real savings, providing the mobility of savings and realizing the investments. Savings are also provided publicly and privately and through domestic and foreign sources. Insufficiencies of the publicly and privately provided savings necessitate using sources from abroad. If that kind of provision heavily includes portfolio investments, it can stimulate not a real sector growth, but a jobless growth. Jobless growth problem causes unemployment, uneven income distributions and other structural problems. Also it can be said that this kind of growth reflects the government's choices and decisions. Because of the insufficiency of privately provided savings, public provision of savings becomes important and in this respect, public incentives are regarded one of the useful tools. Although the incentive policies are criticized for distortions of resource allocations in Neo-Liberals, there are lots of successful cases. These policies and their applications may differ according to international institution's policy suggestions. In this paper jobless growth problem will be defined and tried to show its connection with government policies. Then as a possible solution for eliminating the jobless growth problem, incentive policies, but especially sector oriented incentive policies, recommended by ILO will be examined.

**`YOU ARE A WORKER, STAY AS A WORKER`: YOUTH, CLASS AND  
REPRODUCTION OF CLASS RELATIONS IN A PROVINCIAL UNIVERSITY  
`İŞÇİSİN SEN İŞÇİ KAL`: TAŞRA ÜNİVERSİTESİNDE GENÇLİK, SINIF VE  
SINIFSA YENİDEN ÜRETİM ÖRÜNTÜLERİ**

**Deniz Yıldırım** (*Ordu University, Turkey*)  
**Evren Haspolat Yıldırım** (*Ordu University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Aileden devralınan sınıfsal koşulların diploma yoluyla yeniden üretildiği mi yoksa sınıf atlamanın taşlarının eğitim eliyle hala döşenir olduğu bir çağda mı yaşıyoruz? 2011 yılının Haziran ayı boyunca Ordu Üniversitesi'ne bağlı Ünye İktisadi İdari Bilimler Fakültesi'nde okuyan 85 öğrenciyle gerçekleştirdiğimiz yarı yapılandırılmış mülakat tekniğine dayalı görüşmeler, sınıfsal yeniden üretimin ideolojik örüntülerinin henüz öğrenciyken açığa çıktığını gösteriyor. Bildiri tam da bu nedenle öncelikle “yeni üniversite”lerin sınıfsal işlevlerine odaklanmayı ve Bourdieu'nun “diploma patlaması” olarak belirlediği eğilimin açığa çıktığı “yüksek öğretimin kitleselleşmesi” olgusunun hangi sınıf kesimlerine dönük bir genişleme temin ettiğini saptamayı amaçlıyor. İkinci olarak, yapılan görüşmelerden hareketle, üniversite gençliğinin gelecek beklentilerinin ailelerinden devraldıkları sınıfsal pozisyon tarafından belirlenme/sınırlanma derecesi yorumlanacaktır. Bu durum, sınıfsal yeniden üretimin üniversite yıllarında ortaya çıkan bir sınıfsal kabullenme ve ideolojik haklılaştırma olarak deneyimlenip deneyimlenmediği sorusuna bizi götürecektir. Bildiri başlığında görülen şarkı sözüne atıfın görüşmeci öğrencilerden biri tarafından yapılmış olması tam da bu nedenle rastlantı olmasa gerektir. Diğer taraftan işsizlikle güvencesizlik arasında salınan bu yeni gençliğin emek sürecini deneyimleme düzeyleri ele alınacaktır. Görüşmelerde öne çıkan olgulardan birisi de, üniversite eğitime başlamadan önce görüşme yapılan öğrencilerin büyük bir çoğunluğunun inşaatta ya da tekstilde işçi olarak çalışmış olmaları ve güvencesizliği deneyimlemiş olmalarıdır. Bu ise, üniversite eğitiminin “sömürü ilişkilerinin içine daldıktan sonra” kısmi bir kurtuluş reçetesi ya da sınıfsal koşulları kısmi erteleme vesilesi olarak görüldüğünü göstermektedir. Diğer yandan yeniden üretim ilişkileri açısından bakıldığında, görüşme yapılan erkek öğrencilerin çoğunluğunun önlerindeki birinci hedefin “polislik” olması dikkate değerdir. Bildiride, polisliğin yükselen toplumsal ve siyasal denetim ilişkisi açısından sadece bir zor aygıtı olarak değil, aynı zamanda emekçi sınıf gençliği açısından bir kurtuluş olarak kurgulandığı ve bu bakımdan aynı zamanda bir rıza üretme işlevi ile donatıldığı savunulacak ve bu durum günümüz Türkiye'sinde zor aygıtlarının dönüşümü bağlamında tartışılacaktır. Öte taraftan, tamamlayıcı bir yön olarak, cemaat yurtlarında ve evlerinde kalan görüşmecilerin aktardıklarıyla birlikte düşünüldüğünde, rejim transformasyonunda taşra üniversitelerindeki alt sınıf gençliğine dönük sınıfsal ve siyasal denetim ilişki ve örüntülerinin nasıl kurgulandığı sorusuna yanıt vermek de önem kazanacaktır. Sonuç olarak, kendilerini ağırlıklı olarak “hedefsiz, geleceği belirsiz, işsiz” kuşak olarak tanımlayan görüşmeci öğrencilerin gelecek beklentileri, Türkiye'de inşası süren emek rejiminin gençlik üzerinden de yoğunlaştırdığı sömürü ilişkilerinin içine yuvarlanacak biçimde sınırlanmaktadır. Bu bakımdan bildiride, yeniden üretim ilişkileri açısından üniversite ve diploma olgusunun, diplomalı işsizlik ya da güvencesizlik öncesinde nasıl deneyimlendiği sorusuna yanıt aranacaktır. Bu bağlantı, son dönemde tüm dünyada güçlenme eğilimi gösteren diplomalı işsizler hareketlerinin geri planına ilişkin belirlemelerle sona erdirilecektir.

**WHAT EYES DON'T WANT TO SEE: DISABLED PEOPLE WHO WORK AT HOME**  
**GÖZÜN GÖRMEK İSTEMEDİKLERİ: EVDEN ÇALIŞ(TIRIL)AN SAKATLAR**

**Deniz Parlak** (*Akdeniz University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Disintegration of the space along with the neoliberal attacks have affected the integrity of labor movements; and it has produced immuring disabled people to the space where eyes do not see whose existence in the labor force depends on the very penal sanctions. But, although incorporation of disabled people to the labor force is feasible; very mandatory implementations of quota or excluding disabled people from the process by making them work only at home is not a solution but the beginning of the new problems. This study mainly aims at pointing to this double-stratum and alienations of disabled people whose employment is preferred in the variable markets by means of penal sanctions. Unraveling this problematic issue does not only point out the changing in the labor market; but also, particularly regarding this changing, it provides the rupturing of isolated disabled people from the class conscious.



**THE ROLE OF YOUNG LABOUR FORCE IN THE FORMATION PROCESS OF A  
FLEXIBLE AND PRECARIOUS LABOUR MARKET IN TURKEY**

**TÜRKİYE'DE ESNEK VE GÜVENCESİZ BİR İŞGÜCÜ PİYASASININ OLUŞUM  
SÜRECİNDE GENÇ İŞGÜCÜNÜN ROLÜ**

**Elif Hacısalihođlu** (*Trakya University, Turkey*)

**Denizcan Kutlu** (*Ankara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

In this article, we will discuss the role of young labour force in 2008 crisis and the next process which increase the speed of settlement of labour market flexibility, thus, precarious employment characteristics in Turkey. In this study, there will be allege that precariousness patterns are aimed to realize as a trend by the mediation of young labour force in Turkish labour market in the next years. There are some bases of this thesis, besides the structural characteristics of the labour market also in terms of legal developments. Our discussion, methodologically, will be based on literature investigation, containing empirical studies, besides primary sources such as legal texts, labour force data and reports. In this article, there will be quesitoned, the perceive of capital class the young labour force as a cheap and compatible group of labour. In Turkey, employers try to include the young labour force to the production process as a survial strategy from crises. Common youth unemployment, even high level of qualification of them, encourages the working at low-skilled jobs. Nonetheless, fact that fewer young workers in unionization, point the employers to young labour force. In this article, there will be claimed that, after the 2008 crisis and the next process, the young labour force will show a profile such as get used to and internalized the working with long hours, precariousness, flexibility and deregulations, exclusion from unionization and in medium-and long-term, more experienced precarious employment conditions. This study aims to discuss also the potential of young labour to be an important part of a unified labor movement in Turkey with forms of reaction which they can produce.

## **A DRAMATIC SHIFT IN TEACHER'S EMPLOYMENT AND THE STRATIFICATION OF EDUCATOR'S LABOR**

**Derya Keskin Demirer** (*Marmara University, Turkey*)

*Presentation Language: English / İngilizce*

Since the foundation of the Turkish Republic, teacher training policies have included the employment of all graduates who have completed teacher's schools or education faculties. However, unemployment among teachers has become prevalent as the appointments in state schools have been based on competitive exams. Public Servant Selection Examination (PSSE) has decreased teachers' chance to be employed after the university graduation since the beginning of the 2000s. Along with the limited openings of teacher cadres in state schools, these competitive exams have led to the unemployment of thousands of teachers, who started to seek employment alternatives. As a result, a vast number of teachers have headed towards the informal education sector where they faced all kinds of problems of flexible employment. Private tutoring centers and courses have become the grounds where a teacher's worth is measured with the number of students and the students' correct answers in various exams. While these centers have taken on an important role in the transformation of teacher's labor from use-value to exchange-value, teachers who work in these enterprises under the conditions that resemble a production line, have become familiar with the alienation to their own labor. Along with ever-expanding prevalence of teacher's employment outside the formal education system, irregular employment categories of contracted and hourly paid labor in state schools have led to stratification within the teacher profession. This stratified structure have normalized competition among teachers and extended the size of professional deterioration. This study aims to analyze the shift in teachers' employment and the stratification in educator's labor in Turkey, in connection with the global developments. In this context, the transformation of teacher's labor from use-value to exchange-value is considered as a parallel phenomenon to the marketization of education and the prevalence of neoliberal politics across the world. This research has considered the knowledge and experiences of related individuals along with various statistical data and found out that the social structure and educational needs of Turkey would make employment of all teachers within the public education system possible, however; this would require policies and practices other than those congruent with the neoliberal phase of the global capitalism.

## AN APPROACH TO WOMEN EMPLOYMENT IN TURKEY BASED ON THE RATE OF THEIR PARTICIPATION IN THE LABOR FORCE

### TÜRKİYE'DE KADIN İSTİHDAMINA İŞGÜCÜNE KATILIM ORANLARI TEMELİNDE BİR YAKLAŞIM

**E.Yasemin Bozdağlıoğlu** (*Adnan Menderes University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The extent of the rate of participation in the labor force in a country is an indicator of effective use of that country's resources. In a country where the rate of participation in the labor force is high production, national income and the general welfare of the country increase. The factors that differentiate the rates of participation in the labor force among countries differ based on countries' own socio-economic structures. Among the causes of low rates of participation in the labor force in Turkey are the prevalence of the informal sector, non-paid household working, maintaining one's own business and prevention of women employment because of socio-cultural factors. The rate of women's participation in the labor force in the world is generally low compared to that of the situation in Turkey displays important differences when compared to the countries with similar development levels. In this context, the distribution of employment in Turkey that can be accepted as the most important production factor is unbalanced against women. When the socio-economic situation of women in Turkey is analyzed is observed that there are important differences between men and women in terms of employment compared to the situation in EU countries. It is obvious that an increase in the rate of women's participation in the labor force will contribute to the Turkey's economic, social and political development. Therefore, in Turkey the participation of women in the work force, which constitute more than half Turkey's population is very important for a Turkey that can compete in the world. Although it is known that traditional social values are behind women's unwillingness to participate in the work force attention must be paid to other possible reasons. When main reasons that prevent the increase in the rate of women's participation in the work force are analyzed together with traditional societal values other factors such as low education levels and skills that are concentrated in different areas come forward. The purpose of this study is to analyze the position of women labor in the labor market and to scrutinize and explain the participation characteristics of women labor in the work force in terms of the rates of women's participation. Another purpose is to focus on the reasons behind low rates of women's participation in the work force in Turkey. For this, propositions to increase the rate of women's participation in the work force and to improve their conditions in the labor market are to be presented. Additionally, measures and projects that aimed at increasing women's participation in the work force are mentioned.

**SECURITY AND FLEXIBILITY IN TURKISH WORKING LIFE AND THE  
EXPERIENCE OF GROWTH WITHOUT EMPLOYMENT**

**TÜRKİYE ÇALIŞMA YAŞAMINDA GÜVENCE VE ESNEKLİK İLE İSTİHDAMSIZ  
BÜYÜME**

**Emine Tahsin** (*Istanbul University, Turkey*)

**Levent Dölek** (*Istanbul University, Turkey*)

*Presentation Language: Turkish / Türkçe*

This paper aim to focus on the main changes in the Turkish employment after the 2001 crisis. It is possible to identify the last decade of growth experiences in Turkey as growth without employment. Moreover the change in the structure of productivity, the sectoral composition of employment, the increase in informal employment, involuntary employment and youth employment could be classified among the main characteristics in Turkish labor market. After 2001 crisis via the change in legislations about employment conditions, the application of neoliberal policies have been used widely and also necessary legal changes have been applied for the flexible labor employment. In the first part of this paper, the lean and flexible working conditions would tried to be analyzed in historical perspective. The aim is to consider the division of labor within the given production process in detail. In case of increasing struggle among the working class against flexible employment conditions another concept has been developed that combines the flexibility and security as “flexicurity”. Lastly in Turkish economy according to national employment strategy document this concept has been used widely instead of job security. Addition to these the elimination of provisions for termination indemnities is on the agenda and given importance to private employment offices has been defined as one of the main targets. All these changes need to be examined in more detail within the framework of this paper. In the second part of this paper, if the elimination of poverty is possible under the applied employment policies will tried to be answered. How the development policies consideres job security and flexibility would tried to be analyzed in case of Turkish economy.

## THE ECONOMIC REFORMS IN MEXICO AND THE 2008 ECONOMIC CRISIS

**Erika Torres Godínez** (*University of Nacional Autónoma de México, Mexico*)

*Presentation Language: English / İngilizce*

This article seeks to explain the internal and external causes of the Mexican crisis of 2008. The economic reforms implemented since 1982 and the subsequent adjustments to the economic model are the basic elements to understand the economic crisis. Since 1982 the Mexican government's actions were not limited only to control inflation, which at times it can be seen as an objective in itself and not as a mean to boost economic growth. Apart from controlling inflation, the authority conducted the negotiation of foreign debt, through the signing of several letters of intent with the International Monetary Fund, held a number of agreements on free trade, emphasizing of course the Treaty of Free Trade in North America. On the other hand, the Mexican government reduced significantly the size of the public sector, a fact that shocked not only the public sector balance sheets, but the market for goods and services, and employment. This policy was expressed in a free market economic model that has been maintained and strengthened despite the recurrence of crisis, as well as the 1982, 1986, 1994 and 2008; the results are not always encouraging. Moreover, the nature of the model has narrowed linking with the international economy and is the recipient of the instability also recorded outside the borders, particularly with the United States. The instability of international financial markets affected both the economy as the Mexican. In 2008 were implemented various measures of monetary and fiscal stimulus, however the rate of world GDP fell sharply. During the first three quarters of that year, the level of economic activity fell and impacted negatively on levels of activity of the tradable goods sectors, and of course employment. In Mexico, the formal employment declined as a result of the reduction of permanent workers and an increase in any city. The unemployment rate was higher than in 2007 and the proportion of the population employed in informal activities and the unemployment rate was high during 2008. Finally, what I try to show to the light of the results of economic policy, emphasizing the issue of employment is, -while on the one hand the economic crises are inherent in the capitalist system, as several authors have argued- that the 2008 crisis has its roots in the free market economic model adopted in the eighties and that this crisis were highlighted once again the structural weaknesses of the Mexican economy.

**UNEMPLOYMENT-CRIME RELATIONSHIP:  
EVIDENCE FROM MACRO AND MIKRO DATA IN THE CASE OF KAYSERİ**

**İŞSİZLİK-SUÇ İLİŞKİSİ:  
KAYSERİ İLİ ÖRNEĞİNDE MAKRO VE MIKRO VERİLERDEN KANITLAR**

**Oğuz Öcal** (*Kayseri Police Headquarters*)

**Ertuğrul Yıldırım** (*Erciyes University, Turkey*)

*Presentation Language: Turkish / Türkçe*

In this study, in the light of the theories of crime economics, it was analysed that relationship between crime events where occurred in city center of Kayseri in the period of 2002-2009 and unemployment and education status of the unemployed. Unemployment data was divided into the number of registered unemployed and the education status of registered unemployed. In this study it was used the number of suspects who were captured as well. In addition, in the interested period, unemployment and education status of captured suspects in the 13 crime types was added to analysis. As a result of analysis it was found two substantial findings. Firstly, the more unemployment increases, the more crime increases. Secondly, the increase of number of unemployed who were graduated from high school leads to increase in crime less than the increase of number of unemployed who were graduated from elementary school. It was observed that there is no persistence relationship between the number of unemployed who were graduated from university and crime. Therefore when the education status of unemployed increases, the effect of increase of number of unemployed on crime decreases.

## JOB SATISFACTION OF PRIVATE SECURITY GUARDS

### ÖZEL GÜVENLİK ÇALIŞANLARININ İŞ DOYUMU

**Esin Karacan** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Every other day, new needs and new employment areas became a current issue in the world. The employment of private security guards in the working life is one of the important employment areas recently. However, as in many other fields of employment, certain problems in the working environment also exist in this area. With the phenomenon of globalization, economical, political and socio-psychological situations questioned in many fields, brings forth the questionings on the subject of employment. The satisfaction of the employees from their work, in other words job satisfaction, is important both for the workers to fulfill the needs of their work properly and for the workplace to create a ground for a more productive work. In this study, too, information is given about the job satisfaction of the workers, which becomes important day by day and becomes the focus of attention both in academic environment and in practice by increasing its actuality with the phenomenon of globalization. In this respect, first of all general information about the job satisfaction is given and later on a survey on the job satisfaction of private security guards is bestowed. In this study, which is carried out in the district of Kocaeli, comments were made in the framework of the data obtained from the private security guards' job satisfaction on various topics, and job satisfaction levels of the private security guards are tried to be measured by various criteria.

## WHITE COLLARS AND UNIONIZATION PROBLEMS: A SOCIOLOGICAL VIEW

**Esra Köten Peker** (*Maltepe University, Turkey*)

*Presentation Language: English / İngilizce*

The working life in Turkey has a mixed structure that includes some characteristics of both industrial society, and post-industrial society. A number of new techniques, technologies and management systems are applied, without deviating from the safe road of tradition. This situation causes the employers and managers to apply contrasting policies serving their own interests and the employees to find themselves stuck between concepts such as hard/flexible, vertical/horizontal, personal success/team spirit. White collars can easily have the illusion that they share the same interests with the management, when they are presented with claims of placing and developing an organizational culture and human resources representation, combined with individual agreements, confidentiality deals, and team work. Thus white collars cannot be organized and unionized and are forced to accept the conditions which are imposed by the management without even getting a chance to put their own views across. In this respect, the fundamental aim of this paper is to discuss the issue of (un)organizing of white collars workers. In this study, the white collars will be discussed, focusing on the viewpoints of employees not the employers and managers, in the light of the data that was gained through the qualitative research performed in Istanbul between January, 2011 and June, 2011. For this research, four sectors; automotive, food, medicine and white goods, which carry out both goods and service production and therefore employ both blue and white collars, were picked. In this presentation, the approach of white collar workers in Turkey, to unionization will come up for discussion, through reflecting the viewpoints and experiences of the actors of the process, considering the evaluations of the participants concerning the concepts such as class, union, job security, career, human resources and team work.



**STRUCTURAL CHANGE OF LABOUR MARKET INSTITUTIONS IN TRANSITION  
PERIOD: THE INSTITUTIONAL APPROACH TO LABOUR MARKET  
PERFORMANCE IN THE NEW EU MEMBER TRANSITION ECONOMIES**

**GEÇİŞ SÜRECİNDE EMEK PİYASASI KURUMLARININ YAPISAL DEĞİŞİMİ:  
AB ÜYESİ GEÇİŞ EKONOMİLERİNDE EMEK PİYASASI PERFORMANSINA  
KURUMSAL YAKLAŞIM**

**Esra Güler** (*Uludağ University, Turkey*)

**Cem Okan Tuncel** (*Uludağ University, Turkey*)

*Presentation Language: Turkish / Türkçe*

This article investigates the role of labor market institutions in explaining labor market transformation in post-socialist Economies in EU membership period from Institutional economics perspective. Institutional economics focuses on understanding the role of the evolutionary process and the role of institutions in shaping economic behavior. Labor market institutions protection, unemployment benefits, and relative wage rigidities shape both sides of labor market. After The demise of state socialism new EU member countries such as Hungary, Poland, and Czech Republic experienced dramatic institutional change in social and economic conditions because of implementation economic reforms from a command economy towards a more market-oriented economy in the 1980s. One key feature of the labor market under the soviet-style socialism was high labor force participation and full employment. In this reason, the labor market has been one of the key areas of reform in the post-1989 period, and it has been one of the areas where the dramatic changes from state socialism to capitalism have been most apparent and have had the most impact on the well-being of the countries' populations. The aim of the analysis presented here is to contribute to obtaining an understanding of the effect of institutional change on labor market performance in the New EU member transition economies. The analysis shows converging as well as diverging tendencies among EU member transition countries. This study argues that the differences and the similarities among countries are linked to the transition strategies of these countries. The discussion will be based on the results of the different transition strategies' effect on institutional structure.

## SECTORAL GROWTH AND INEQUALITY ANALYSIS: IN THE CASE OF TURKEY

**Fahriye Yıldız** (*Maltepe University, Turkey*)

*Presentation Language: English / İngilizce*

Turkey has experienced a good economic performance in terms of growth and income distribution after 2001 until last economic crisis. The first aim of this paper is to present observing “stylized facts” on income inequality and sectoral growth, using micro data. The second aim is explaining these observing “stylized facts” by an appropriate theory. In this study, only economic growth effects on income inequality are taken into account. This paper covers short run examination, however, with these short-run findings, the paper attempts to projection of sectoral growth and its effects on income distribution. This analysis is applied to 2004 and 2007 The Household Budget Surveys’ data, which was conducted by the Turkish Statistical Institute (TurkStat). Additionally, in this study, percentile income groups’ are analyzed in order to understand structural income distribution in Turkey. The findings show that after 2001 crisis, there are two different periods in Turkey: First one is a rapid economic growth and declining inequality, second one displays an opposite situation because of 2008-9 crisis. To describe and explain inequality structure, four theoretical approaches are used in this study. The descriptive results show that manufacture sector has a positive effect on income distribution. Moreover with theoretical framework primary sector growth type can be considered as Fields (1979) “Traditional Sector Enrichment Growth”, which provides higher income, a more equal relative distribution. Additionally, as Tribble (1999) and Korzeniewicz and Moran (2005) suggested, it may be said that while manufacturing has become traditional sector, service sector has become modern or emerging sector. Therefore services sector especially finance-insurance and real estate sectors have features of emerging sector. These sectors have a negative effect on income inequality and deteriorate income distribution. So, it can be said that if the share or effect of finance-insurance and real estate sectors will increase, these sectors based growth would be worsen income distribution.

**COMPARISON OF WOMEN EMPLOYMENT IN TURKEY WITH EU COUNTRIES  
IN SCOPE OF THE AIM “GENDER EQUALITY” OF EUROPEAN EMPLOYMENT  
STRATEGY**

**AVRUPA İSTİHDAM STRATEJİSİNİN “CİNSİYET EŞİTLİĞİ” HEDEFİ  
KAPSAMINDA TÜRKİYE’DE KADIN İSTİHDAMININ AB ÜLKELERİ İLE  
KARŞILAŞTIRILMASI**

**Fethiye Tilbe** (*Namık Kemal University, Turkey*)

*Presentation Language: Turkish / Türkçe*

In our country in which the half of the population are women, it is very important to ensure further participation of women to labor market and to increase the quality of such participation in order to achieve rapid development of Turkey and for adaptation to Europe. Women participation rate never falls below 50 per cent in any advanced country that has high welfare level in the West and East where as in Turkey, women participation rate is just around 27,6 per cent and it is a fact that Turkey can not use especially female labor factor efficiently enough. 2000’s are years in which Turkey took the most significant steps regarding European Union (EU) partnership. When works under harmonization with EU acquis started, comparison between economical and social indicators of Turkey and EU countries started to be made more frequently thus it caused existing negativities in Turkey to be seen more clearly. The participation of women to labor in EU countries were 57% in year 2006 and aimed to be 60% in year 2010, on the other hand this rate was 24,9% in Turkey in year 2006 that was described as an alarming situation. As women rights and gender mainstreaming constitute a significant part of the union acquis, various works were carried out as of 2000’s in order to increase women employment. However, the criticism and point highlighted by people working and specialized on this field was lack of a significant macro policy and weakness of political will in implementation of these recommendations but not lack of recommendations regarding offering solutions to issues in business life and increasing women employability. From this point of view, in this study, after presentation of the actual data on women employment in Turkey, the obstacles standing in front of women employment will be discussed. Then with addressing measures and results which increase women employment in EU countries in scope of gender equality goal that is one of ten aims of European Employment Strategy, a comparative analysis will be done.

## EVALUATION OF THE EFFECTIVENESS OF EMPLOYMENT POLICIES APPLIED IN TURKEY

### TÜRKİYE'DE UYGULANAN İSTİHDAM POLİTİKALARININ ETKİNLİĞİN DEĞERLENDİRİLMESİ

**Filiz Tepecik** (*Anadolu University, Turkey*)

*Presentation Language: Turkish / Türkçe*

A good employment policy, including the perspective of the Pareto, should 1) increase the total employment and welfare, 2) have a corrective effect on income inequality -at least it does not distort even further the previous- and of course, 3) be able to finance itself. The combination of these three criteria can be difficult at the same time. Sometimes the policy can protect income without increasing employment or sources of new jobs can be created with the highest use of public resources, or these two objectives may be able to perform with the continuously serious deficit in a state budget. If we sample from Turkey development efforts, until the 1980s, the industrialization policy which based on import substitution model has required largely the protection and the promotion of the private investment besides grand public investments. During these years, the private sector employment that is growing together with public employment has been possible with a high use of public funds, obtained from sometimes higher internal or foreign borrowing, sometimes higher taxes, sometimes emissions (although differences of approach in development plans). After 1980, the adopted industrialization policy to increase exports brought together a low-wage policy in order to ensure price competitiveness of exported products. Employment growth has been possible with erosion on the real income. Again, in these years, privatization and policies to make the state smaller projected some decrease in public employment. In the 2000s, with the effect of high unemployment rates, the policies are observed to target directly the employment. Through the different government agencies, using an active employment policy and education, the policies to increase employment opportunities implemented. The public intervention is whether directly or indirectly, to evaluate the results and the conditions that they were obtained will provide guidance. Within the scope of this study, the results of the different employment policies are evaluated in term of the increase in employment and income; the comparative analysis of the policies that implemented till the present is attempted to be made.

## **REGIONAL VARIETY AND EMPLOYMENT GROWTH IN ITALIAN INDUSTRIES AND SERVICES**

**Francesca Mameli** (*University of Sassari, Italy*)

*Presentation Language: English / İngilizce*

This paper investigates the impact of regional sectoral diversification on employment growth in Italy over the period 1991-2001. Assuming that spillovers may be stronger between sectors selling similar products or sharing the same skills and technology (i.e. related sectors), we analyze the role of different extents of sectoral variety at the Local Labour Systems (LLS) level. Our results show strong evidence of a general beneficial effect of a diversified sectoral structure but suggest also to differentiate the analysis for manufacturing and services. In particular, local employment growth seems favored by the presence of a higher variety of related service sectors (complementary in terms of shared competences) in an area while no role is played by related manufacturing. When looking at diversity spillovers between macro-sectors, the service industry is affected by related variety in manufacturing, while no evidence of spillovers is found from tertiary to manufacturing.

## POSSIBLE EFFECTS OF GLOBALIZATION ON THE LABOR MARKET IN TURKEY

### KÜRESELLEŞMENİN TÜRKİYE'DEKİ İŞGÜCÜ PİYASASI ÜZERİNE OLASI ETKİLERİ

**Funda Çondur** (*Adnan Menderes University, Turkey*)

**Mehmet Bölükbaş** (*Adnan Menderes University, Turkey*)”

*Presentation Language: Turkish / Türkçe*

There are generally positive and negative effects of globalization on the markets. The labor market (considering as labor supply and labor demand) is significantly affected by the consequences of globalization and the accompanying technological changes. Developments occurring with globalization change the structure of labor market and employment opportunities. Unemployment is seen as one of the most important macroeconomic problems of countries. The goal of ensuring full employment has an important place among the purposes of economic policies. It is possible the implementation of some economic policies together with other economic policies but some economic policies contradict with each other. Rising unemployment in the world gives priority to the goal of ensuring full employment while implementing economic policies. The importance of the issue raises a fold when considering the economic, social and psychological aspects of unemployment. These changes make it necessary to conclude a number of reforms in the labor market. The purpose of this study is to present the effects of globalization in the labor market and to assess changes revealed by these effects in the labor market in the world and in Turkey. In this context, the literature on labor market regulations and the consequences resulting from these regulations will be examined. Moreover in this study examined the possible effects of globalization on the labor market, education and unemployment gained prominence in recent times will be discussed in terms of Turkey and will be tried to explain the relationship between labor force education level and employment in Turkey. Our expectation of this study is that to put forward the transformation in the labor market influenced by globalization in the world and in Turkey and to examine the relation between youth unemployment and education level in Turkey.

**CONTRIBUTION TO EMPLOYMENT OF EDUCATION AND PARTICIPATION OF  
DOMESTIC LABOUR IN THE OIL RICH COUNTRIES  
(SAUDI ARABIA, KUWAIT, THE UNITED ARAP EMIRATES AND QATAR)**

**Füsun Çelebi** (*Bayburt University, Turkey*)

*Presentation Language: English / İngilizce*

Employment conception, factors of production attend to process of production effectively, but generally employment are perceived to attend production of labour. When labour attend to production, other factors will be thought to join process of production. In this way, while people provided maximum production in their works, economic growth can be eventuated, economic growth can provide new employment opportunities. Also economic growth means increase of productivity of labour. Rise of productivity of labour become true by increase of education possibilities. Communities, which make investment to education, stand out with relative efficiency of labour, economic growth happen more fastly. Saudi Arabia, The United Arap Emirates, Kuwait and Qatar Which are known as Gulf Countries firstly subsist on agriculture and animal husbandry before without oil discovery. National income had shown an increase with oil discovery, rise of income is either had raised economic facilities or demand of labour. But a considerable part of labour had been provided by foreign labour. However, Gulf countries recently make important investment in the education field to break dominance of foreign labour and can be raise pay of domestic labour. Although these countries make important investments, employment of domestic labour yet haven't provided desirable process. Especially, foreign labour is employed oil and connected with oil sectors and at finance, banking fields. Because these countries have traditional education structure, education facilities which depend on technology eventuate as limited. This work, include comparatively investment of education and education structure in Gulf countries. We will assess employment structure by analysing education politics. Also pay of domestic labour and how to break dominance foreign labour will be researched in these countries.

## **THE IMPACT OF GLOBALIZATION ON THE INFORMAL EMPLOYMENT IN TERMS OF FEMALE AND CHILD LABOR IN TURKISH ECONOMY**

**Yunus Bektaşođlu** (*Marmara University, Turkey*)

**Gökhan Umut** (*Marmara University, Turkey*)

*Presentation Language: English / İngilizce*

The basic aim of this paper is to analyze the political and economic reasons and consequences of the informal employment in Turkish Economy in terms of child and female labor. In order to understand the causes and consequences of the current informal employment in Turkish economy, the transformation of economy since 1980 should be analyzed in detail. The structure of Turkish economy transformed from national developmentalist regulation to liberalization. The main gaining from liberal policies was to initiate the integration process to the world economic system via globalization. The general expectation from the globalization is to enhance economic growth and employment opportunities by rising capital and labor mobility. On the other hand, it is observed that while capital mobility has satisfied the expectations, labor mobility has not reached to the expected levels. Having more flexible capital mobility compared to labor mobility has led to nondecreasing unemployment problem in Turkish economy. In this paper, we study the causes and effects of globalization on informal employment originated from high unemployment rate for years in Turkish economy. Informal employment is mainly prevalent among women and children in Turkey. The main factor that forces people, particularly women and children to work as an unregistered worker is high poverty. Lots of survey state that poverty among women depends on the education level and traditional roles of women in the society. Moreover, the number of child in the family also influences the risk of woman and child poverty positively. In other words, the more children in the family mean the higher poverty among households. This is the other aim of this paper which is to understand the current population policies of Turkish economy if they are coherent with the employment policies or not. In this paper, a clear connection between poverty and informal employment is stated and clear current and future prospects about informal female and child labour in Turkish economy are presented by submitting some critiques and suggestions.



## **THE INFLUENCE OF TOURISM ON THE DEVELOPMENT OF THE WORLD ECONOMY**

**Gulsara Joldasbayeva**

*(The Caspian State University of  
Technologies & Engineering, Kazakhstan)*

*Presentation Language: English / İngilizce*

Tourism is one of the leading and dynamically developing branches of the world economy. Tourism is acknowledged as an economic phenomenon of the past and present century for its fast development. According to the forecast of the World Tourist Organization the growth of tourist industry is inconvertible in the 21st century and by 2020 the number of international tourist visits will achieve 1,6 billion units. As it is known this branch of the economy is a fundamental basis of many developed and developing countries of the world. According to WTO data, tourism contribution to the world economy (services gross output) is valued at 10,9 % of the world gross domestic product. Tourism provides more than 11 % investment. Thus, nowadays tourism plays one of the most significant roles in the world economy and is one of the most profitable businesses in the world. As a result, tourism is one of the most dynamically developing kinds of international business. The interest to tourism is explained by a number of factors: 1) first, big investment is not required to start a tourist business; 2) second, big, middle and small companies successfully cooperate on the tourist market; 3) third, this kind of business allows to turnover the capital and earn profit at the expense of foreign exchange transactions. Tourism influences the interests, outlook and population way of life of the host country, resulting in demonstrative effect, leading to needs growth with foreign visitors and local citizens. Then country, accepting tourists feels the competition in different kinds of service areas and is forced to react timely to the growing needs of the clients, making tourism one of the factors of social progress. Tourism continues to develop a steady tempo in spite of some decrease in connection with the world economic crises. Tourism covers more and more countries and territories in its development, opening new directions for tourists.

**THE EFFICIENCY OF THE EMPLOYMENT POLICIES IMPLEMENTED IN  
TURKEY THE TIMES OF ECONOMIC CRISIS**

**EKONOMİK KRİZ DÖNEMLERİNDE TÜRKİYE'DE UYGULANAN İSTİHDAM  
POLİTİKALARININ ETKİNLİĞİ**

**Hatice Erol** (*Adnan Menderes University, Turkey*)

**Abdullah Özdemir** (*Adnan Menderes University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Globalization process causes the reflection of an issue, taking place in anywhere, to be seen in the other countries simultaneously. The financial crisis appearing in the banking sector in the United States due to mortgage loans, which transformed into a global problem later, affected the whole world by reflecting its negative effects to the other countries and sectors. Even this global crisis arose in the finance; its adverse effects were seen in other areas of economies and especially on the employment. As a result of this economic crisis, millions of people either lost their jobs or had to carry out unregistered work. Moreover, millions of people had to accept lower wages due to the fear of being unemployed or accept to work in nonstandard jobs. Countries willing to remove the unwanted consequences of the 2008/2009 economic crisis have been trying to stop increases in the unemployment rate by increasing consumption to encourage production and applying incentive policies so that they can keep businesses running. Like in other countries, some precautions were taken in Turkey named “önlem paketleri-measurement packages” aiming to raise both the domestic and the foreign demands, to increase the capital inflow and to open up internal loan channels. However, the efficiency of the “önlem paketleri-measurement packages” in decreasing the unemployment rate and eliminating the problems resulting from the unemployment should be discussed because of the delays in taking the precautions and the insufficient efforts in keeping the employment rate. The target of this study is to put forward efficiency of different employment policies and offer applicable policies which can decrease the unemployment rate in Turkey. In the first part of this study, the results of the unemployment problem are introduced based on the data from the TUIK, the ILO and the IMF. In the second part, employment policies developed against unemployment are analyzed and finally employment policies are offered by evaluating the previously implemented employment policies.

## DÜNYA'DA VE TÜRKİYE'DE YEŞİL İŞLER VE YEŞİL İSTİHDAM

Havva Çaha (Turkey)

*Presentation Language: Turkish / Türkçe*

Çevre, son yıllarda uluslararası politikaların ana gündem konularından biri haline gelmiştir. Bunda çevre kirliliğinin sınır tanımaması önemli bir etkidir. Sadece sanayileşmiş ülkeler değil dünya genelindeki bütün ülkeler, ozon tabakasının delinmesi, iklim değişiklikleri, asit yağmurları, küresel kuraklık, bazı hayvan ve bitki türlerinin yok olması sonucunda artan sağlık problemleri ile karşılaşmaktadırlar. Çevre tahribatının artması, beraberinde çevreyi dikkate alan sürdürülebilir gelişme anlayışının benimsenmesi yolunda görüşlerin artmasına yol açmıştır. Bunu sonucunda başta ABD ve AB olmak üzere gelişmiş ülkelerde bu yöndeki yasa ve düzenlemelerde artış görülmektedir. Bu durum beraberinde, çevrenin tüm iktisadi kararlarda, uygulanan yöntemlerde, tarımda, ulaştırma, enerji ve imalat sürecinde dikkate alınacak temel bir unsur haline gelmesine ve küresel ekonomide düşük karbon içeren ekonomik yapılara yol açmaktadır. Mal ve hizmet üretiminde çevreye daha az zarar verilmesi düşüncesi, emek piyasalarında da yapısal değişimlerin olmasına ve “yeşil ekonomi”, “yeşil istihdam”, “yeşil işler” veya “yeşil kariyer” gibi yeni kavramların ortaya çıkmasına yol açmıştır. Çalışmada öncelikle bu kavramlar üzerinde duracaktır. Çalışma kapsamında “mavi yakalı işler ile yeşil yakalı işler arasındaki fark nedir?” veya “yeşil işler nereden ortaya çıkıyor?” gibi sorulara yanıt bulunmaya çalışılacaktır. Yeşil meslekler, tarım, imalat, araştırma ve geliştirme, yönetim ve hizmet sektöründe çevrenin dikkate alınarak yapılan işler olarak tanımlanabilir. Yeşil işler; biyolojik çeşitlilik ve çevrenin korumasının yanı sıra, enerji tüketimi ve hammadde kullanımını azaltma, su tasarrufu, karbon emisyonlarında azalma ve atık minimizasyonu gibi alanları da kapsamaktadır. Bu sektörlerde çalışanlar da “yeşil yakalılar” olarak tanımlanmaktadır. Bununla birlikte ilerleyen dönemde sadece güneş ve rüzgar panelleri araştırması, inşası ve tamir bakım onarım gibi meslekler yeşil olmayacak, emisyon simsarları, sürdürülebilirlik koordinatörü, sosyal sorumluluk yöneticisi gibi yeni meslekler ortaya çıkacaktır. Buna ek olarak çevre dostu şirketler, çevreyi dikkate alan muhasebeciler, güvenlik görevlileri, bilim adamları, teknikerler gibi çevre dostu çalışanlara ihtiyaç duyacaklardır. Çalışma içinde yeşil işlerin gelişmiş ülkelerdeki durumu ele alınacaktır. Gelişmiş ülkelerde imalatın, emeğin daha ucuz olduğu ülkelere kayması beraberinde işsizliğin artmasına, bazı mesleklerin kaybolmasına yol açmıştır. Bu nedenle yeşil işler bu ülkelerde, işsizliğin çözümünde bir alternatif olarak ele alınmaktadır. Gelişmiş ülkelerde, yeşil sektörlerin teşvik edilmesi ile ülke içinde yeni iş sahalarının açılacağı ve bu işlerin dışarıdaki ucuz işgücü ile rekabet edebilir bir nitelik taşıdığı belirtilmektedir. Çalışma içinde ABD ve AB gibi ülkelerde bu konuda çıkan yasa ve yönetmenlikler hakkında bilgi verilecek ve bu durumun uygulamadaki yansıması ve emek piyasalarını nasıl etkilediği araştırılacaktır.

**THE MAIN FACTORS THAT AFFECT WOMEN PARTICIPATION IN UNIONS  
WITH THE CHANGES ON LABOUR MARKET, GENDER AND GLOBALIZATION**

**EMEK PİYASASI, TOPLUMSAL CİNSİYET VE KÜRESEL DEĞİŞİMLER  
TEMELİNDE KADINLARIN SENDİKAL KATILIMINI BELİRLEYEN FAKTÖRLER**

**Hikmet Gülçin Beken** (*Marmara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The main purpose of this study is to show the causal factors that affect the participation of women into the unions. Unions have significant impacts on wages, collective bargaining and gender equality as an important social actor. The participation of women into unions is also related with the structure of the economy. Therefore, the basic performance of economy with regard to employment, unemployment and growth, the existing economic and social policies have importance in relation with the unions. All problems that women face, flexible work conditions, part-time jobs and the informel employment will also be analysed in the study. All of these factors and global economy transform the relationship between family and work life.

## **THE INFORMAL MARKET LABOR DOES NOT ONLY GROWS BUT EVOLVES. THE CASE IN PERU AMONG LATIN AMERICA**

**Horacio Gago Priale** (*Pontifical Catholic University of Peru, Peru*)

*Presentation Language: English / Ingilizce*

Informality remains the dominant sector of employing workers in the Peruvian economy. 90.8% of economic units are individuals. They perform often informal businesses and employ their families. The International Labor Organisation (ILO) estimates that the informal economy affects about 75% of workers in Latin America contributes about 40% of GDP in the region and for the past 15 years represented 70% of the total number of jobs created. One of the most relevant features of Informality is that employment and economic activity are fused into a single conceptualization. It is not possible neither divide nor separate in the analysis one from another without dismembering and decreasing the effectiveness of the study. Family ties are a third element added to this complex whole called Informality. Housing is a fourth element to consider in this whole concept. The informal workers face a great deal of insecurity as a general idea. They try to fill this gap with practical measures. Often they use space in their homes both for development of their productive activity and to live in them all at once. They do it as efficient strategy to provide security to their assets and their families, also as a way to easily access their business and meet the maximum daily hours. Children or family members help in this quest for efficiency. In the past Informal employments appeared as a response to the crisis of the 70s and 80s. Predominantly this phenomenon was expressed in survival activities. Poverty and extreme poverty were directly linked to the fragility or informal employment. Now it is different. Economic growth has led to a possible mutation in the informal sector itself that might have great impact on employment: the increasing and continuing overlaps and interactions with formal structured activities. Not only the formal sectors of production of construction materials, food and appliances, are directing their production or sales to the informal sector. Other sectors have been doing it, for instance two of the most reticent to Informality in the past as financial and telephony. Informal employment is becoming more sophisticated and required economic circuits of outsourcing. The evolution of informality would be not an answer to Government policies to formalize the economy, but caused by the interaction of formal and informal sectors, in a spontaneous way. This trend is new and could be a milestone in the evolution of employment in Latin America in the second decade of the century.

**THE TRANSFORMATION IN INDUSTRIAL RELATIONS IN TURKEY CREATED  
BY THE GLOBAL CRISIS**

**KÜRESEL KRİZİN TÜRKİYE'DEKİ ENDÜSTRİ İLİŞKİLERİNDE YARATTIĞI  
DÖNÜŞÜM**

**İdil Ece Bal Şahin** (*Marmara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The various interventions conducted in the attempt to rise from the global economic crisis which has taken place in the past few years has a direct effect on industrial relations. With the recent wave of dissolution of organized labor it has become more and more difficult to discuss industrial relations. The proliferation of insecure employment regimes has lead to a time in which battles for rights have become greatly important. This research provides a discussion in which the opportunities provided by dynamics which emphasize collaboration and conflict in industrial relations. The discussion revolves around applied experience in the past 10 years. In this study, the significance of the increase in subcontracting, the reduction in unionized workers, the limitation of the scope of unionization and similar realities of the current state of industrial relations are analyzed with regards to the current system which supports collaborative relations. As such, there are two main questions which provide the basis of the discussion within this study: Whether or not the legal framework which regulates the field of industrial relations provides sufficient opportunities for the reproduction of practices based on collaboration and conflict; and the manner in which the current process is evolving along with the consequences of this evolution to the actors of industrial relations.

**THE SOURCES OF WEALTH, NEW RICH AND POVERTY**  
**ZENGİNLIĞİN KAYNAKLARI, YENİ ZENGİNLER VE YOKSULLUK**

**İhsan Seddar Kaynar** (*Marmara University, Turkey*)

*Presentation Language: Turkish / Türkçe*

With the neoliberal policies that applied after 1980s in Turkey, a new wealthy stratum has emerged whose methods and strategies of wealth acquisition are different from the accustomed ways. This new stratum is called and explained, especially in the literature analyzing East and South East Asian countries, with the concept of “New Rich”. What are the novel characteristics of New Rich? In this paper, the sources of wealth, poverty and class-basis of New Rich will be examined in the context of post-1980 Turkey. The analysis of wealth is a valuable endeavor per se, but it is also a requisite in order to comprehend poverty. Poverty is tried to be reified in the light of certain quantitative data. Whether wealth has no concrete unit of measure, it is an irony that a concept like poverty which indicates absence of a giving thing has “limits”, “stages”, and “indexes”. Hence two of these indexes, the list of tax champions prepared by treasurers and poverty line determined by unions will be looked at. Scientific studies generally focus on deterioration in income distribution, increasing regional disparity, and poverty which became widespread after 1980s. On the other hand, many different social groups struggle to abolish both wealth and poverty. “hostility to wealth” and “social policy” may appear as two terms to name these struggles. “hostility to wealth” is a way to fight against disproportional wealth generation whereas social policy is an initiative to eliminate poverty. However, social policy neither proposes any alternation in distribution of income nor includes anything on wealth generation theoretically or practically. As a result, examination of poverty which is popular nowadays must be complemented with that of wealth. The relation between wealth and poverty can only be defined relatively. But, this relative relation can only be explained and understood by the mind-opening questions of political economy. It is the objective of the paper to ask and answer these main questions within the context of wealth and poverty: Who owns what? Who does what? Who gains what? Who does what with his/her income?

**A POLITICAL/ECONOMICAL APPROACH OF WOMEN WORKING IN  
EXECUTIVE/MANAGEMENT LEVELS IN THE SERVICE SECTOR:  
ANKARA STATE OPERA AND BALLET (ASOB) CASE**

**KADINLARIN HİZMET SEKTÖRÜNDE ÜST YÖNETİMDE ÇALIŞMALARINA  
EKONOMİ POLİTİK BİR YAKLAŞIM:  
ANKARA DEVLET OPERA VE BALESİ (ADOB) ÖRNEĞİ**

**İlkben Akansel** (*Artvin Çoruh University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Political economy is related to how capitalist system works by means of distribution of economical and cultural sources of which has also a connection between the circumstances of women's working life. Because hegemony, which is reflected to hegemony's ideology, constitutes its force by the mediation of the concepts: 'discrimination' and 'segregation'. This force sometimes can effect women as both earning much less in some labour-force market, facing to harassment etc. and being obstructed to get top-level managerial positions in which institutes their work by means of political point of view. In this study, we will examine the art sector which is one of the sub-branches of service sector in the labour-force market. Our case is Ankara State Opera and Ballet (ASOB). In this case, we aim to display how the institution is founded, and accepted as a part of modernization with the beginning of Republic of Turkey and changed especially by means of political approaches in the last years. While doing this, we will elaborate the concepts of 'discrimination' and 'segregation' which issues women face in the labour-force market. Then, we will relate these two concepts with Gramsci's 'hegemony' and Althusser's 'government's ideological tools-government's oppressive tools', and we will examine how women are assigned to the executive positions in the case of institution which we have chosen. We will study the circumstances which may be narrowed as; whether women are permitted to work in the top-level management or not, how many women have been worked in the top-level management in the history of the institution, if quantity has a meaning or not etc., by means of political economy. By the mediation of aforementioned subjects, we will analyse the reasons of women prevented to work in the top-level management in the working life by economical, political and social aspects. Consequently, we will elaborate how political economy, in which implemented whole society's structure, creates hinderances for women in the working life.



## INVESTIGATING THE ROLE OF SOCIAL NETWORKS IN THE POLITICAL GROWTH OF DEVELOPING SOCIETIES

**Javad Giahshenas Bonbazari** (*Islamic Azad University Hamadan, Iran*)

**Safoura Raoufi** (*Hamedan University of Medical Science, Iran*)

*Presentation Language: English / İngilizce*

The rise and emergence of social networks under the formation of technological and media revolutions can be investigated as an influential parameter in changing the political relationship of government with the mass so that it has influenced the major issue of sociology, i.e. socialization. In fact, this important phenomenon results in the change of vertical relationship of political ideologies ,always represented as a monologue to force the mass to obey .The horizontal dialogue of social networks represented in Face book ,Twitter and Messengers plays a great role in the destruction of development dimensions recognized by political systems .The upheavals of Eastern and Asian countries especially from 2008 to 2011 with totalitarian governments depicts this effect outstandingly. Seen from other way round, change in the method of fighting in the revolutions of the recent decades announces a paradigm shift from violent combats to civil disobedience based on the introduction of social networks and their spread .This paper reveals the fundamental changes in the informatics systems, public protestation and request for human`s rights based on the recognition and spread of social networks in the Asian, American and European countries.

## **EFFECTS OF PRODUCTIVITY GROWTH ON EMPLOYMENT, CAPITAL ACCUMULATION AND ECONOMIC GROWTH IN TURKEY**

**Jimmy Alani** (*Gulu University, Uganda*)

*Presentation Language: English / İngilizce*

The study examined the effects of productivity growth on employment, capital accumulation and economic growth in Turkey. The study was thought to be important because it could be extended to the global perspective to demonstrate that global recession might have been as a result of productivity growth, and that productivity growth might have been one of the causes of unemployment and depletion of capital stock. Econometric method was used to arrive at empirical findings. In fact, contrary to what most economists thought, the study found out that both capital and labor productivity growth might have been some of the causes of unemployment, decline in both capital accumulation and economic growth. Secondly, the study found out that growth in output, capital accumulation and employment, were as a result of technical progress. Thirdly, the study found that in Turkey growth in capital accumulation and increase in employment were affecting each other within the 1970 to 2008 period. The study aims at estimating the following: (a) The effects of growth in capital stock, capital productivity, labor productivity and technical progress on employment in Turkey. (b) The effects of growth in labor stock, labor productivity, capital productivity and technical progress on economic growth in the country. (c) The effects of technical progress, labor productivity and capital productivity on economic growth in the aforementioned country. Econometric models were developed in accordance with the five theoretical models given above. Conclusions: Labor unemployment growth could have been as a result of productivity growth, whereas employment growth could have resulted from technical progress and capital accumulation in Turkey within the 1970 to 2008 period. Decline in capital accumulation could have resulted from labor productivity growth, but increase in capital accumulation might have originated from technical progress and growth in employment in Turkey within the given period.

## LACK OF SKILLS IN THE TIMES OF HIGH UNEMPLOYMENT

**Josef Halamik** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

The aim of this presentation is to introduce the issue of skills shortage in the times of high unemployment. In this project I will determine the most important causes of the lack of skills, such as demographical development, GDP development, technological development and globalization. I will describe how this issue is dealt with in the Czech Republic using ROA-CERGE-EI model. I will list several practical examples on how are the ROA-CERGE-EI model outputs implemented into practise and identified key difficulties this model may be experiencing. To give better understanding on how this model works, I will briefly introduce 6 modules allowing us to identify demand for skills and supply of skills. To illustrate current trends in CZ and EU I will utilize data issued in 2010. The statistical data have been gathered from official resources such as Czech Statistical office or CEDEFOP. I will be working with secondary data available. Model ROA-CERGE-EI is using both quantitative and qualitative methods in order to gain the most realistic picture on current situation and future trends. I am analyzing numerous studies and presentations dealing with this topic as well comparing the shift in trends in the individual studies issued chronologically. Lack of skilled workers worsens unemployment. To provide better visibility on how do we experience this effect in the real world I will give few examples from my practise as HR specialist dealing with EU labor force mobility. One of the most important factors that are commonly known but very difficult to implement is communication between the research facilities and the rest of the players on the labor market. Therefore I will intend to present this complicated topic in receiver friendly format, allowing listeners to get better understanding and leaving space for questions and comments that will enrich my research in the future. I will be present at Koceali University as an exchange Phd. student a week before and a week after the conference. I am opened to a cooperation on research related to this problematic.

## USING THE PRECEDENT MATRICES IN THE SYSTEMS ANALYSIS OF THE UNEMPLOYMENT IN THE MORAVIAN REGION

**Josef Botlík** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

The conditions in the regions are causing the movement of labor between regions. Due to the development of the unemployment, we may track the movement of labor. At the same time we can track the changes in the unemployment rate. If we can identify the movement directions, we set predecessor and subsequent conditions of regional unemployment. Precedent matrices as a tool for the system analysis can serve for the identification and modeling of precedences in this system. By comparing the created flows of the unemployment among the regions can be traced the links between the unemployment and the state of the region, such as the development of unemployment and the development of logistics infrastructure, education, health, etc. It can also reveal possible cyclical patterns and the movement of labor between the local authorities. Monitoring the development of regional unemployment serves as an important indicator of the impact of the research on the development of logistic infrastructure of the region.

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## **CHANGES OF IMMIGRATION POLICY AND LABOR MARKET: THE EUROPEAN EXPERIENCE AND THE SITUATION IN THE CZECH REPUBLIC**

**Lubomír Nenicka** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

The article deals with changes of the Immigration Policy in Europe and Czech Republic. This paper attempts to analyze the perception of social risks vis-à-vis changing situation of Czechoslovakia and the Czech Republic in Europe. After Second World War Europe has become a target country for culturally diverse groups of immigrants whose decisions to immigrate have to a large extent been economically motivated. In the second half of the 20th century both immigration to Czechoslovakia and the state's immigration policies were limited by the country's membership in the socialist block. In the Czech Republic the economic aspects of immigration became dominant after 1989. Immigration, however, in the Czech environment has not become so strong topic as in some western states. There is an apparent ambiguity in relation to foreigners in Czech Republic that also deepens the current economic crisis. On the one hand, the foreigners are welcomed as the appropriate workforce, on the other hand, there is persisting distrust, fear and contempt in the attitudes of the Czech community. In the Czech Republic there is a clear effort to learn from the experience of Western countries. New approaches in Czech Immigration Policy confirm the trends towards the consolidation of individual integration.

## INCUBATING RETURN-MIGRANT ENTREPRENEURS: A CASE STUDY IN SHANDONG PROVINCE, CHINA

Lulu Xue (*Massachusetts Institute of Technology, USA*)

*Presentation Language: English / İngilizce*

In China, the uneven regional development has led to the largest wave of rural-to-urban migration ever since the 1980s. By 2009, the total number of rural migrants working in cities has climbed to 148 million (National Bureau of Statistics 2009); among five rural residents, there is one migrant. However, this fact does not accurately depict the landscape of rural-urban migration in China. Although there is no official record of the number of return migrants in China, rough estimations in the past have shown that an increasing stream of migrant workers either choose or are forced to return to their home towns or villages (either for a long time of stay or permanently). According to a survey carried out by the Chinese Ministry of Agriculture from 1997 to 2001, return migrants represented about 6.3% of the whole rural labor force and 28.5% of the total migrant population (Gao and Jia 2007). However, this number is still increasing given the recent decline of export demands. Numerous labor-intensive manufacturers were closed or laid off immigrant workers in order to wrestle with shrinking demands abroad and growing costs. Also critical to the Chinese government is the laid-off migrants returning home in large numbers may destabilize the society (Zhao 2009). Migrant workers often filed complaints about unpaid wages; in several occasions, these complaints escalated into social protests. Nonetheless, often overlooked by governments is desirable rural transformations bringing about by migrants returning to home towns or villages. Once returned home, return migrants often embark on a variety of occupations. This paper mainly focuses on the group of return migrants who are actively engaged in hometown development by starting up businesses there. Returning home and launching start-ups have been long regarded as a viable approach to promote rural development. In China, several merits of return migrants are worth stressing. First, massive return migrants could help to alleviate the labor deficiency problem faced by migrant-sending communities. With young and capable labor forces migrating to cities, many rural villages in China have to confront with severe labor shortage and the draining of human capital (Bowlus and Sicular 2002). Second, as China aims at building a new socialist countryside (Saich 2004), return migrants could provide favorable resources from which local governments can benefit. Compared to their rural counterparts, returned entrepreneurs are believed to mobilize a larger range of resources that they acquired in cities (including knowledge, skills, financial capital, and social capital) (Stark and Bloom 1985). For example, Du et al. (2005) found that having a migrant increases a household's income by 8.5-13.1 percent. Further, scholars have also argued that the contribution of returned entrepreneurs to their origin communities could be considerable since entrepreneurs are specialized human capital that is often scarce in rural areas (Schultz 1990). With new ideas, skills and accumulated capital, returned entrepreneurs would be much likely to bridge rural-urban disparities and lead rural areas to modernization. Although return migrant entrepreneurs could make essential contributions to the economic take-off of their backward hometowns, empirical evidence

also suggested that the process of starting up a business at hometowns is never without problems. The mobilization of resources acquired from cities to home communities may be hindered by the changed environment at origin communities. To the extent that situational factors at hometown are gauged a posteriori, migrants are viewed as being “ill prepared for their return” (Gmelch 1980). Often, it is difficult for them to gather the information needed to secure their return and to gain better knowledge of the social, economic, and political changes that have occurred in their hometowns. Further, the impact of resources gained from cities, whether financial or human, tangible or intangible, may remain limited (Dumon 1986). To investigate to what extent prior urban work experience would affect the entrepreneurial activities of return migrants, this paper conducted a single case study with in-depth interviews to returned entrepreneurs in the village of Banquan in Shandong province, China. The province is well-known for the rural labor export to cities, and it also has a large quantity of enterprises established by return migrants. Since starting up and operating an enterprise require sustained efforts that may entail the mobilization of different kinds of resources, the research decomposed the entrepreneurial activities of return migrants to three stages. According to the timeline, they are the business planning period, the initial stage of business creation, and the subsequent business management and operation. The roles that migration experience played at each stage of the process are investigated, respectively.

## AVRUPA'DA YENİ BİR KRİZİN EŞİĞİNDE TÜRKİYE'DE İŞSİZLİK OLGUSU

**Mahir Fisunođlu** (*Çukurova University, Turkey*)

**Bilge Köksel** (*Gaziantep University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Yunanistan ve İtalya'nın borç krizi Euro bölgesinde endişeleri artırmıştır. Dünya 2008 krizi benzeri bir krizle karşı karşıya bulunmaktadır. Küreselleşen dünyada krizler domino etkisiyle yayılmaktadır. 2008 Krizi, 1929 Bunalımı sonrasında dünyanın yaşadığı en derin kriz olarak algılanmıştır. Bu kriz, finansal kriz özellikleri göstermesine karşın aynı zamanda bir reel sektör krizi olmuştur. Türkiye Ekonomisi de son küresel krizden en çok etkilenen ülkelerin başında gelmektedir. 2008 krizinde, 2001 krizi sonrasında finansal piyasalardaki düzenlemelerin etkisiyle finansal sektörde yaşanan sorunlar nispeten hafif olsa da ekonomide daralma ve işsizlikte artış gösteren ülkelerin başında gelmektedir. 2000 sonrası süreçte büyüme performansı gösterse de hem bu büyümeyi sağlam temellere oturtamamış, hem de istihdamsız büyüme gerçekleşmiştir. Türkiye'nin de 1980 sonrası süreçte ve özellikle 2000 sonrasında istihdam yaratma ve işsizlik sorununu çözemediği, sürdürülebilir istihdam yaratamadığı, işsizliği tek haneli seviyelere indirip sürdüremediği bilinmektedir. Para politikalarının enflasyon hedeflemesi rejimini benimseyip, maliye politikalarının ise bütçe açığı ve faiz dışı fazlaya odaklandığı sürece sürdürülebilir istihdam yaratamayacağı bir gerçektir. Çalışmada, 2000 sonrası süreçte dünyada ve Türkiye'de yaşanan krizlerin Türkiye'de emek piyasasına yansımaları analiz edilmeye çalışılacaktır.



## **PUBLIC ADMINISTRATION IN AREA OF STATE EMPLOYMENT POLICY**

**Marie Sciskalova** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

In terms of structure, the Labour Office of the Czech Republic has: Headquarters, headed by Managing Director and regional offices for each region and Branch office for the capital town Prague, at the head of each of them a Director (part of the regional offices are the Contact Points). Labour Office of the Czech Republic provides and maintains the availability of services for citizens through Contact Points. Network of contact points was created for availability services for citizens. Contact Points will be gradually established in the municipalities responsible for third level - that is, in 226 locations. Designated focal point of public administration is public administration Contact Point. Labour Office of the Czech Republic concluded an agreement on the possibility to make transactions through it. Breakdown at the regional offices will enable better management 14 directors of regional offices. Labour Office of the Czech Republic performs tasks in areas: Employment, Protection of workers at the employer's insolvency and State social support The extent and under the conditions stipulated by Act No. 435/2004 Coll. about Employment, as amended. Furthermore, Act No. 118/2000 Coll. about The protection of workers at the employer's insolvency and amending certain Acts, as amended, and Act No. 117/1995 Coll. about State social support, as amended. The task of the Regional branch of the Labour Office is to process the concept of the development of employment in his district, statistics, analysis and views. As well as monitor and evaluate the situation on the labor market and measures to influence demand and labor supply. The powers of the Regional offices are required from employers about their intentions in employment. Regional offices in the area of government cooperate with public authorities, local authorities, social security bodies, bodies of poverty relief, state health authorities, employers. An important task is to ensure record keeping, which passes the central records kept by the Ministry: Vacancies, Applicants for employment, Job seekers, People with disabilities.

## EMPIRICAL ANALYSIS OF THE FACTORS DETERMINE UNEMPLOYMENT

**Osman Peker** (*Adnan Menderes University, Turkey*)

**Mehmet Bölükbaş** (*Adnan Menderes University, Turkey*)

*Presentation Language: English / İngilizce*

“Unemployment is seen as the most important macroeconomic problem in Turkey as in all the world. It is known that many economic and social causes of this problem: lack of capital accumulation, the structure of foreign trade, high interest rate and population growth etc. are the first ones to mind. In this context the purpose of this study is to investigate which factors are influential on unemployment in Turkey. This study covers the period after 1980. And the data is taken from Turkish Statistical Institute and Central Bank of The Republic of Turkey. For the analysis, Johansen co-integration method based on VAR (vector auto regressive) that widely used in econometrics will be used. Co-integration analysis firstly found by Engle-Granger (1987) and then developed by Johansen (1988) and Johansen – Juselius (1990). Johansen approach is explained by taken a p-degree vector autoregressive. The advantage of this method is using the values of of the series level in the long-term analysis so that providing the series to include more information as possible. And the most important constraint of Johansen method is the necessity of the series will be included in the analysis being stationary in the same degree. In this study collective bargaining agreement, real sector confidence index and cost of living index were analyzed as the determinants of unemployment. And our expectation of this study is that trade shocks are the most influential factor determine unemployment.

# İŞ SÖZLEŞMESİNİN EKONOMİK NEDENLE FESHİ VE ESNEK ÇALIŞMA ŞEKİLLERİNİ UYGULAMA ZORUNLULUĞU

**Mehmet Onat Öztürk** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The aim and method of the study: to attract attention to the exceptional condition that the practice of flexible working modes within the job security system during economic crises is not arbitrary but obligatory via the analysis of legislation and jurisprudence, making use of the examples encountered in practice. The basic regulations about the termination of the employment contracts of the employees who offer their service in public and private sectors and who are called workers by the employers appear in the 4587 Labor Law. Two ways are shown to the employer to terminate the employment contract by unilateral will in this Law. These are summary termination and notice of termination. The conditions an employer may terminate the contract without enduring the employment relation and thus providing the employee to get prepared for the next period are presented in the Law comparatively in detail. In situations where these conditions, called just cause, are not present, the other way an employer may turn to terminate the contract is the notice of termination. In the justifications of the related articles of Labor Law, economic crisis is given as an example to the valid reasons that emerges outside the work place but originates from the requirements of the work place and the job. Again in the justifications, it is stated that termination should be practiced as the ultimate remedy if the contract is to be terminated due to valid reason originating from the requirements of the firm, work place or the job. What is expected from the employer is that he removes overtime, shortens the working hours with worker's consent, practicing flexible working modes as possible, to overcome the problem by extending the job a period of time or seeking ways to make the workers do other duties or by training the workers again and thus he considers termination as the last option. Therefore, when interpreting the situation with respect to valid reason, it should be investigated if there is a way to avoid termination. Thus, it can be said that the practices of flexible working modes, mentioned in our practice of law, within the job security system during economic crises is not arbitrary but obligatory for employers with the claim that these modes are the requirements of the economic, social and especially technological developments. This study aims at drawing attention to the aforementioned exceptional status of flexibility.

## THE DOMINANT ACTOR OF TRADE UNIONS' REPRESENTATIVENESS GRIDLOCK: "IDENTITY" DEPRESSION

### SENDİKALARIN TEMSİLİYET ÇIKMAZININ BAŞAT AKTÖRÜ: "KİMLİK" BUNALIMI

**Mehtap Tosun** (*Middle East Technical University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Throughout historical process, attributes to the trade unions a mission that they, as a general expression of the working class's real organization and class's casual struggle across capital and as a integrated perspective they have a potential to contribute to the radical societal change. In this respect, the trade unions are seen as a revolutionary structuring that provides the workers the acquirement of the class consciousness, the protection of their interests via the use of strike and as a result the creation of the spirit of solidarity. However, it is argued that the trade union movement that rose as a result of modern industrial society and developing capitalist relations of production is, as commonly stated, in a crisis due to innate contradictions, intensifying in time, inside the capitalist system. This crisis of capitalism constitutes the extents of renewed production and employment forms, therefore has led to the fragmentation and stratification of working class, has loosened up the bonds between several identities of a worker, and thus started the process of making its interests and existing identity structure which is based on race, ethnicity and gender more visible. In other words, at the global capitalism era, novation of production and employment forms accompany flexible therefore insecurity work which is a practice of neoliberal policy and most of the low-skilled jobs that employ women, migrants and ethnic minorities as a result of insecure labor-market positions turn out to be marginalized in unions and become neglected or even entirely invisible. At this context, the fragmentation in the structure of the working class as well as the influence of the fragmentation happened in the structure of the employment, and since the trade unions cannot incorporate or cover the changing and fragmented structure of the working class, entered into an indispensable crisis. In this paper, unions' crisis of representation is analyzed that it is not limited to structural cause-and-effect relationship about trade unions, or, to an abstract fiction. In other word, this study aims to present working class's showing up with complicated and fluid identities and going beyond the artificial barriers between workplace and society. In this context, factors which cause representativeness gridlock for unions will be discussed on Turkey labour markets' structure which includes as "ethnicity" and "gender" identity patterns. With this perspective, trade unionist representativeness which is waited to be intended degree will be debated.

## **LABOUR MARKET AFTER THE CRISIS: EMPIRICAL EVIDENCE FROM THE CZECH REPUBLIC**

**Michal Tvrdon** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

The paper deals with the current economic crisis and its impact on the labour market or unemployment in the Czech Republic. Although the crisis in the real economy, particularly the financial crisis, caused by a lack of liquidity in the banking system of the United States of America, occurred due to the interconnection of financial markets, it could quickly transfer to large parts of the developed countries, so that in the coming months experienced significant deterioration in macroeconomic fundamentals. These dramatic changes in economic performance have been the subject of debate among renowned world and domestic economists. Although conclusions from this discussion are well known, there are also currently some areas without unambiguous conclusion, and the labour market is just one of those areas. Its widely accepted relationship between phases of the business cycle and the number of unemployed – if the economy achieves growth, the unemployment rate will decrease with some delay. On contrary, if the economy is hit by the recession, the unemployment rate tends to increase sharply. Then our fundamental question is: "Has led the decline of economic performance followed by the rise in the unemployment rate to a significant deterioration of labour market performance, or simply the market is going to return to a state that could be called as long-term equilibrium?" The aim of this paper is to examine factors of the economic crisis and its effects on the labour market during the period 2000 – 2010. The exception in this area was neither Czech economy, where the impact of the crisis first manifested in the sphere of foreign trade, to subsequently affect both the dynamics of growth of real gross domestic product and labour market developments - due to decline in real GDP occurred in the Czech Republic during the years 2008-2009 to an increase in the unemployment rate, which consequently, quite logically, reflected also in the social. However, it is questionable whether, in this case we can speak of a real reduction in living standards, or whether it is merely a return to "normal" in macroeconomic theory which corresponds to the level of potential output and natural rate of unemployment. It is obvious that the real functioning labour markets respond to fluctuations in economic activity in a sensitive way, which usually translates to not only sharp drop in the market when the economic crisis, but also the subsequent slow recovery in good times. This study is based on macroeconomic quarterly data published by the Czech Statistical Office and Eurostat, to analyze the current economic situation in the Czech Republic, which, in connection with the conference focus and scope of the contribution will be a focus on labour market issues. The key indicators that will be used for this analysis, we can indicate the particular real gross domestic product, gross value added and data on foreign trade, and development of all these indicators will be related to the development of the Czech labour market.

## THE IMPACT OF CRISIS ON THE FREIGHT TRANSPORT AREA

**Milena Botlíková** (*Silesian University in Opava, Czech Republic*)

**Klára Václavínková** (*Silesian University in Opava, Czech Republic*)”

*Presentation Language: English / Ingilizce*

The global economic crisis has hit many small and large businesses. These can include the transportation and the storage companies. Based on the surveys can be seen that problems in the times of crisis had all transport modalities. The demand for the transport and the storage are dependent on the manufacturing, production is dependent on the demand. In the case of a decrease in the demand, decreases the production and less is produced. There are falling transportation and storage needs for the industrial enterprises. Subsequently increases the unemployment and that is leading to the declination in the standard of living of the population. As revealed in the survey of SGS/23/2010, many Moravian companies had the greatest trouble with the sales. Analogously, it can be assumed on the basis of statistical data on the transportation capacity that these firms experienced problems throughout the Republic. Negative effects of the crisis in such large industries such as the transport and the storage can contribute to the significant economic downturns in the region. Transport and storage are not only linked to the relocation of the production in space and time. With traffic are strongly linked sectors such as automotive, rubber, glass, etc. The assumption that firms will more fully exploit the use of the cost-cutting outsourcing of the transport and storage services are not confirmed. This approach would support the demand for transport services. In many transportation and storage companies were, therefore, the shortening of working hours and the consequent reduction in the staff. Many firms were forced to terminate their activity. At present, we can expect economic recovery. Many factors indicate the anticipated increase in the demand for the transport. After the layoffs in the times of the crisis occurred in many transport companies tendencies to recruit new workers. Another indicator of increased demand for the transport services is the increase in toll payments and increased operating performance. The demand for transport rises simultaneously with the demand for products. We assume that these conditions will be unchanged and there will be no further turbulences in the economy and the subsequent downturn.

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## PECULIARITIES OF LABOUR MARKET FORMATION IN GEORGIA IN THE POST-SOVIET PERIOD

**Mirian Tukhashvili** (*Tbilisi State University, Georgia*)

*Presentation Language: English / Ingilizce*

After restoration of independence the formation of Georgian labour market was going in the conditions of profound economic and political crisis. The economic collapse and a large scale unemployment incurred intensive emigration of a significant part of population and a profound demographic crisis. The formation of labour market was influenced by the acceleration of demographic aging and gradual reduction of the young part of economically active population. During the prolonged period of crisis, the branch structure of population employment developed in regressive way. Population distribution between rural and urban areas became disproportionate. The development of educational service market also atrophied. Small business is also developing slowly; partial, informal and secondary employment became an essential characteristic of the Georgian labour market. The grave situation is created in mono-branch mining regions, where industrial potential was factually destroyed. In the conditions of high intensive emigration the negative influence of migration increased on the characteristics of regional and local market and on the whole economy. The scales of extremely effective organized migrations also slowed down. Forced migration of population, that followed ethno-political conflicts inspired by outer imperialist forces and the 2008 Russian-Georgian war, had extremely negative influence on the formation of the Georgian labour market. The world financial crisis coincided with this and it didn't enable the country so far to reduce a large scale unemployment. At present it is considered as the most acute socio-economic problem in Georgia.

## **SUPPORT OF INNOVATION AND EMPLOYMENT IN THE SPA SECTOR THROUGH THE SPA CLUSTER**

**Monika Motyková** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

The spa sector is currently undergoing through dynamic changes and facing a global competition. One of the possible solution for staying competitive on this market, not laying off, for being innovative, to obtain and maintain competitiveness in period of planned reforms in the spa sector in Czech Republic, is the collaboration on a cluster principle. The purpose of this paper is to highlight the possibility of applying the cluster principle in the spa sector - to project a model spa management system on a cluster principle. I proposed processes in the spa cluster based on the process analysis in non-industrial clusters and available resources concerning the spa industry. Processes are divided into control processes (projects implementation, planning), major processes (marketing and PR, research and development, supplying of information, cooperation, gathering and evaluating of information) and support processes. The basic method is an analysis of secondary resources. The management representatives of selected spas in the Czech Republic provided the controlled interview with a questionnaire. The comparison of functioning tourist clusters was performed and also the analysis of a membership of tourist clusters in neighbouring countries of Czech Republic. Then potential members of spa cluster were proposed (synthesis). I used the method of processes induction us a procedure which leads to knowledge generalization gained by investigation of the available literature (project of a model of spa management system). The activities, that should spa cluster focus on, were specified on the basis of primary empirical research (specification). The subjects that should form the membership baseline of the cluster and that are suitable to establish closer cooperation, were also specified on the basis of the primary empirical research.



**PROBLEMICAL OF DEINDUSTRIALIZATION AND JOBLESS GROWTH  
IN TURKISH ECONOMY**

**TÜRKİYE EKONOMİSİNDE SANAYİSİZLEŞME VE  
İSTİHDAMSIZ BÜYÜME SORUNALI**

**Murad Tiryakiođlu** (*Afyon Kocatepe University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Despite Turkey's economy attracted attention with 11 percent growth rate in the first quarter of 2011, the country's economy has not caught up expected performance in employment since the 2001 crisis which is described as the most effective crisis. In this study ""jobless growth"" and ""deindustrialization"" are discusses detailed for the country's economic performance, and investigates jobless economic growth which sectors originated from with informality factor. At the same time, study includes evaluations and criticism about Turkey's Industrial Strategy Paper (2011-2014) that was published ""Being Eurasia's production base in middle and high-tech products"" sub-titled. There are two basic questions expected to answer as follows: ""Will production be limited with imported intermediate goods assembly?"" or ""Will be possible provide learning from the assembly?"" To sum up, study that analyzes Turkey economy's jobless growth and deindustrialization problematics discusses how to be formed policies and strategies for future with about criticism and evaluations of Industrial Strategy Paper.

## PROSPECTS FOR LABOUR MARKET DEVELOPMENT IN GEORGIA

**Murman Tsartsidze** (*Tbilisi State University, Georgia*)

*Presentation Language: English / Ingilizce*

In the conditions of transformation, globalization and integration of contemporary world economy, the scope and dynamism of reforms ongoing in all spheres of life require operational and systemic analysis of developments and processes existing in the sphere of economy, their interpretation in a new manner. In order to eradicate poverty and ensure sustainable economic development in the country it is necessary to study many socio-economic phenomena, particularly labour market research in detail that must be carried out on the basis of systemic approach. Identification of the role of labour market, peculiarities and regularities of its functioning, projection and modeling of development processes will promote the formulation of scientifically grounded effective state policy and its practical realization for labour market and employment regulation. Following from the situation of economic development and the existing socio-political situation, exactly normally functioning labour market must become in the country the basis for eradication of poverty and mass, chronic unemployment, for promotion of population's effective employment, social protection, creation of flexible systems of insurance, improvement of the quality of labour life and living standards in the long run. Proceeding from this, on the basis of studies and assessments of scientific works of Georgian and foreign researchers carried out by us in the report there is presented the main directions of labour market development and regulation. It is found that functioning of contemporary, civilized labour market in Georgia requires taking a series of immediate measures in the sphere of social and labour relations, transformative changes in labour market regulation and state policy of employment. Exactly the latter must become a significant composite part of the country's socio-economic strategy, basis for population's well-being and social progress.

## **ANALYZING OF THE INTERNATIONAL DIVISION OF TOURISM PRODUCTION IN THE GLOBALIZED WORLD**

**Mustafa Dođan** (*Çanakkale Onsekiz Mart University, Turkey*)

*Presentation Language: English / İngilizce*

One of the most striking features of the recent wave of globalization is the splitting up of the firms' production process into various components which are then produced at different locations around the world (Krugman, 1995; Arndt, 1997a; Yeats, 2001). Despite to the extensive list of service activities that are already internationally fragmented or potentially exposed to international trade, tourism services have so far been ignored by trade economists and tourism scholars. This is perhaps due to the fact that the common representation of tourism is largely dominated by a package of 'on premises' services which offer a particular life style and ambience for tourists while they are at the destination (accommodation services, food and drink services, entertainment, local excursions and sightseeing tours, etc). It is made up of highly heterogeneous activities that are combined in multiple sequential stages. It seems more reasonable to assume that the tourism's value added chain will be internationally split up by private firms across different countries according to varying factors. These include countries' respective technological levels and their endowments in skilled or unskilled labour, in capital, in man-made and natural attractions. Therefore, a country for example Turkey may have a comparative advantage in coastal tourism segment of the production process and a disadvantage in winter tourism segment. In the theoretical part of the paper, it is used the traditional Ricardian paradigm to illustrate this phenomenon. As in the Ricardian model, we assume that a country is specialized in the segment in which he has a comparative advantage. It is calculated the indexes for each segment of each country belonging to a large sample of 38 countries over the period 1980-2004 (of which 22 are developed countries and 16 emerging or Less Developed Countries). All data come from the CHELEM database of CEPII (2006). The results show that tourism production is globally fragmented, and that the scale of such fragmented production is quite substantial for a large number of these countries. Furthermore, our long-term dataset (1980-2004) indicates that tourism specialization is a dynamic process.

## PRERETIREMENT-AGE POPULATION IN THE LABOUR MARKET

**Mzia Shelia** (*Institute of Demography and Sociology, Georgia*)

*Presentation Language: English / Ingilizce*

Georgia has been a demographically aged country since the 1970s. Preretirement-age population will start to enter the pension age after 2015 that in turn will exacerbate even more socio-economic consequences of demographic aging. The introduction of the model of active aging is considerably conditioned by the attitude of preretirement-age population's social and demographic group towards labour, its professional and qualification structure, labour and life conditions. With this purpose we conducted a research in 2004-2009, that was the first attempt to study this contingent in Georgia. About 800 respondents were interviewed. Our aim was to study preretirement-age population's economic activity and changes of its social environment. The research found the preretirement-age population's conditions in the labour market, the tendencies of their professional activities, labour conditions and incomes. In addition, it was found their life plan after reaching the pension age, motives for ceasing, changing or continuing the work. Finally, it was drawn the conclusion that today in the conditions of the lack of professionalism which frequently is indicated by entrepreneurs, labour potential of preretirement-age population is not fully exploited. We consider that the centers for adults professional training and retraining must widen and intensify their activities. It is necessary to launch attestation process of job places, to improve labour legislation. Also, it is necessary to launch work for creation and introduction of flexible working regimen, and moreover, the demand in this direction increased and presumably it may increase even more in the future. It will favour the full exploitation of labour potential and reduce poverty in the country.

## KAPİTALİZMİN İÇ SESİ: VARLIĞIM ADINA ARTIK HER ŞEY GEÇİCİ

**Şansel Özpınar** (*Adnan Menderes University, Turkey*)

**Necdet Coşkun Aldemir** (*Süleyman Demirel University, Turkey*)

*Presentation Language: Turkish / Türkçe*

The concept of “temporality” in the current stage of capitalism comes to the forefront as one of the principal features which is raising its effectiveness both in economic and in social sense. Neo-liberal economy policies which has been put into practice under the leadership of Reagan and Thatcher in 1980’s; did not remain only as an alteration economy policy with automation technologies and flexible manufacture models occurred in manufacture processes, but influenced social life deeply in the sense of consequences brought by it as well. Every technical policy change in economy brings transformation of social structure and reforms interpersonal relations and system of values. The most important and heavy field where economy and societal intersect is labor market. It is because the labor here, contrary to other manufacture factors, is a living being which is alive, mobile, has feelings and thoughts. On the other hand, employment is one of the most important conditions of social inclusion. In this sense, it is possible to state that new forms of employment which occurred with the flexibility of labor market put cultural modes of society through a new positioning. The main purpose of this study is to explain the parallelism of transformation in labor market and social transformation with the concept of “temporality” which is frequently used both in society and in economy. On this basis, concepts of “temporality and permanence” will be mentioned in the first section of study; the process of flexibilisation in labor markets will be discussed in the sense of types of new employment which are created by this process and finally transformations formed in the social field by this process will be explained on the basis of temporality.

## CAUSALITY ANALYSIS ON ADAPTATION PROCESS OF TURKEY LABOR MARKET

### TÜRKİYE İŞGÜCÜ PİYASASI UYUM SÜRECİNE İLİŞKİN NEDENSELLİK ANALİZİ

**Şenkan Aldemir** (*Mustafa Kemal University, Turkey*)

**Necdet Coşkun Aldemir** (*Süleyman Demirel University, Turkey*)

*Presentation Language: Turkish / Türkçe*

While the process of deregulation which increased in post-war period when the understanding of social welfare state has weakened on a global scale brings along the structure of flexible manufacture and employment; proliferation of temporary and insecure working status have been mentioned. In our day where manufacture processes are reformed by sorting in the frame of international division of labor, it is indispensable for domestic manufacture structure and labor market – exchange rates and foreign trade flows being in the first place - to be influenced by global dynamics. In the frame of a theoretical model including aggregate supply and aggregate demand together with indicators of money, exchange rate and fiscal policies, we evaluate the relation of causality among real exchange rates, employment, money supply and public expenditures regarding the period of 2005:01 – 2009:12. Five-year-period on which we based the study covers the regimes of floating exchange rate and inflation targeting which are put into practice after February 2001 crisis in the country and the period during which Labor Act no: 4857 is in force. While empirical findings state the existence of a long-term relation of causality among agricultural employment and money and fiscal policies, it was determined that there is no relationship of cointegration among non-agricultural employment and money and fiscal policies. On the other hand, the effect of real exchange rates on total number of people employed by import channel is more powerful than those created by export channel.

## SMALL BUSINESS AS A WAY TO STIMULATE EMPLOYMENT IN KAZAKHSTAN

**Zhulduz Imashova** (*The Caspian State University of Technologies and Engineering, Kazakhstan*)

**Nursulu Çetin** (*Ahmet Yesevi International Türk-Kazak University, Turkey*)

*Presentation Language: English / İngilizce*

Small and medium enterprises (SME) - an essential element of a modern market economic system, without which the economy and society as a whole can not normally exist and develop. Entrepreneurship is the driving energy of a civilized market economy. In developed countries, small businesses have long taken its place in the economy and its share in gross domestic product (GDP) is 60-80% (for comparison - in 2010 in Kazakhstan was 30,8%, while in Russia - 13-15%). According to the forecast, announced in a recent address to the President of Kazakhstan N. Nazarbayev, «Let's build the future together» (January 2011), «the share of small and medium-sized businesses in the GDP by 2013 will reach 40 percent. It should be noted that conditions for small and medium business in Kazakhstan are the best in the Commonwealth of Independent States (CIS). A comparative analysis of small business in Kazakhstan with the developed countries for 2008 shows a noticeable lag on indicators such as contribution to GDP and employment, given that, as in developed countries, small businesses in Kazakhstan is over 90% of all businesses. The share of small business caught up with developed countries to Kazakhstan, where it reached 92%. But on socially relevant performance indicators are far behind. But according to the laws of nature, quantity turns into quality, and hopefully in the near future the share of small business in the country's GDP, as well as employment, so too will be a significant part. The role of small business is defined by one of its main functions - social, which is to create new jobs. Therefore, small business and entrepreneurship have become an important factor in providing employment and a source of stable income population.

## MICROCREDIT AS A TOOL FOR EMPLOYMENT POLICY IN KAZAKHSTAN

**Zhulduz Imashova** (*The Caspian State University of Technologies and Engineering, Kazakhstan*)

*Presentation Language: English / Ingilizce*

In Kazakhstan, the microcredit system appeared relatively recently - in the mid-1990s. Currently, the microfinance sector is increasingly prominent place in the socio-economic growth of Kazakhstan. This is due to the fact that through entrepreneurship, small and medium-sized businesses provided employment, thereby increasing their economic activity and financial literacy. The priority aim of microcredit in Kazakhstan is to support business initiatives, which ultimately leads to the creation of new jobs. The problem of financing Kazakhstan microcredit organization partially solved with the support of the government. In order to promote the qualitative development of the microfinance sector as the third level of the credit system of the country by providing financial and nonfinancial support to microcredit organizations JSC Entrepreneurship Development Fund "Damu" has developed a program of measures to develop microcredit organizations in the Republic of Kazakhstan for 2008-2012. On the implementation of this program from its own resources the Fund ""Damu"" and the national budget allocated 35 billion tenge. Many employers prefer to bank credit facilities of microcredit organizations. If a consumer finds acceptable services for microcredit institutions themselves and the best, then we can say that microcredit market in Kazakhstan has a future. The government of Kazakhstan has approved a draft of a new employment program designed to 2020. In accordance with the new employment will reach 1.5 million people by 2016. The main tool of this program is a microcredit. Such measures taken by the government, positively affect the further development of microfinance in the country to address social and economic problems. According to the United Nations Development Program, the demand for microfinance services is large in Kazakhstan - about 800 million U.S. dollars. Kazakhstan's contribution to the global microcredit portfolio while modest, but the potential is, and it is huge. Their confidence is backed up by increased demand for microcredit and purposeful state policy in this area.



## CAPITALISM AS ECONOMIC SYSTEM AND ITS EVOLUTION AND EMPLOYMENT

### EKONOMİK SİSTEM OLARAK KAPİTALİZMİN EVRİMİ VE İSTİHDAM

**Oğuz Bal** (*Kocaeli University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Capitalism, like any system, the scope and objectives for the purpose of developing since early times has undergone transformation. This system which is based on the basic principles of the liberal worldview, Physiocrats, mercantilists and of the classical period, economics, it, Physiocrats, mercantilists and the classical period economy's, along with creating the main current of the class has turned into classical a lifestyle. In industrial revolution experiences, both in theory and in practice the system is more complex and developed with the reaction. According to theorists who contributing to the development of Capitalism; at the center of that system, price, profit, concepts such as competition are situated. This system has reached from the monopolization, cartelization and trustification, to the imperial a conclusion. The employment and wage formation, where into system of capitalist, has led to the reactionary ideas. Defects in the internal structure of the system, it has been criticized by those who defended. Defenders of capitalism, who have sought to give a more human appearance. Classical theory, 1929 was continued until the world economic crisis. Immediately after the crisis, Keynesian policies were implemented. These policies, the system gave a new aspect. However, Keynesian policies, in practice the socialist system look like the interventionist, and sometimes criticized. In the Industrial society's economy the distribution of income and power are important.. Post Keynesian applications, the development of democracy itself, is based on the individuals to control their own economic values. Milton Friedman, all while maintaining the speed of applications by Post Keynesian counter-revolution in theory and in practice has contributed to the transformation of everything before Keynes. A new crisis in the 1970s in the United States against the policies of Keynesian policies, the system has entered a new stage. Experienced stagflation, supply side policies shift and brought the concept of supply economics. The implementations of neoliberal policies were continued in the 1980 s throughout. System entirely, with Rational Expectations Theory, gained a new dimension, and in all respects been transformed into pre-Keynesian position.

**AN ASSESSMENT OF HUMAN DEVELOPMENT INDEX AND POVERTY  
PARAMETERS IN THE MILLENNIUM DEVELOPMENT GOALS:  
EVIDENCE FROM NIGERIA**

**Olanrewaju Adewole Adediran** (*Crescent University, Nigeria*)

*Presentation Language: English / İngilizce*

This paper employed tools of empirical econometric analysis to examine the relationship between human development and poverty parameters of the Millennium Development Goals (MDGs) in Nigeria within the context of the United Nations Development Programme (UNDP) report. Regression models were specified from perceived functional relationship between Human Development Index (HDI) and vector of poverty indices and parameters MDGs. HDI was first regressed on each of the poverty parameters in MDGs in simple regression models. Subsequently, HDI was regressed on a vector of selected poverty-related indicators of MDGs. Estimation of model coefficients was facilitated by E-Views statistical package via ordinary least squares (OLS) techniques. The results showed unexpected reverse relationship with statistically significant effect at 10% and 5% levels of significance. The Augmented Dickey-Fuller (ADF) unit root tests were carried out to confirm stationarity in data time series. The test showed that all time series variables were stationary at levels for both intercept and deterministic trend. Consequently, appropriate policies were recommended to achieve poverty reduction and MDGs.

**HOW MUCH DO THE NEIGHBORS PAY?  
ECONOMIC COSTS OF INTERNATIONAL GAS DISPUTES**

**Olha Zadorozhna** (*University of Commerciale Luigi Bocconi, Italy*)

*Presentation Language: English / İngilizce*

The paper analyzes financial performance of European companies during Ukrainian-Russian gas disputes in January 2006 and 2009. Investors' reaction to the gas disputes is estimated for companies listed on the European stock exchanges and for which natural gas is the main factor of production. Economic costs of the gas cut-offs are estimated using event study methodology. It is found that the most severe decline in value due to the gas disputes was for companies located in the CEE states that are heavily dependent on Russian gas supply. The paper contributes to the literature on the bargaining power of states, providing an empirical investigation of how much costs bears a party with less bargaining power in the dispute.

**DISCOURSE, EMPLOYMENT AND POLITICS: THE LEGITIMACY OF THE  
DISCOURSE OF EMPLOYMENT POLICIES IN TURKEY**

**DİLE GELEN İSTİHDAM YA DA İSTİHDAMIN DİLİ:  
TÜRKİYE'DE İSTİHDAM POLİTİKALARININ SÖYLEMSEL MEŞRUIYETİ**

**Ömer Allahverdi** (*Ankara University, Turkey*)

**Yusuf Avcı** (*Ankara University, Turkey*)”

*Presentation Language: Turkish / Türkçe*

After the development of the neo-liberal hegemony to the global scale, not only finding a job, but also having “better working conditions” have become critical issues for the workforce. In other words, such issues seem to be the most sensitive aspects of the economy. These issues are negatively affected by the cronic crisis of capitalism as widely acknowledged by many economists. This study explores the effects of the discourse used by the economists, politicians and employers about the employment issue on young individuals of Turkish labour market. Thereof, we argue that there is a close relationship between the “discourse” in the context of building a neo-liberal hegemony and labourers’ perception. In order to clarify this relationship; discourse analysis and semi- structured interview methods are used. The results of this research helps us see the motives of the opinon formers who attempt to legalize the neo-liberal hegemonic discourse about the employment issue. Besides, contrary to the wide-spread belief, this discourse is not legitimized by economic parameters but political ones. Finally, the study implicitly objects to the theses of the self-regulated economy.

**THE NEW INTERNATIONAL DIVISION OF LABOUR IN AUTOMOBILE  
INDUSTRY AND ITS REFLECTIONS TO LABOUR PROCESS**

**OTOMOTİV ENDÜSTRİSİNDE ULUSLARARASI YENİ İŞBÖLÜMÜ VE EMEK  
SÜRECİNE YANSIMALARI**

**Onur Metin** (*Sakarya University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Automobile Industry presents vital examples in the late capitalism relations as global factories. These forms of production organizations comprise nested, different and somehow 'new' owner / supplier / sub-supplier relations in the neo-liberal period of capitalism. This 'newness' enabled the accumulation of capital in the 1970s and constituted a new ideology upon labour process. There is a confluent progress between this accumulation process and structured unemployment / new form of labour process / new form of temporal – spatial relations that coordinating geographical restrictions for the benefit of capital. All these developments render possible the 'new' international division of labour and constitute it.

## **IMPLEMENTING POLICY FOR PLACE: DELEGATING LABOUR MARKET POLICY DECISIONS TO THE LOCAL LEVEL**

**Parikshit Basu** (*Charles Sturt University, Australia*)

**John Hicks** (*Charles Sturt University, Australia*)

**Richard Sappey** (*Charles Sturt University, Australia*)

**Denise Conroy** (*Queensland University of Technology, Australia*)

*Presentation Language: English / İngilizce*

In recent years, the regional diversity within Australia has been explored in a general attempt to understand the potential for regions located outside of capital cities to experience an improvement in their overall economic growth performance and, at the same time, to retain an acceptable balance between the economic and social aspects of life which contribute to the uniqueness of these regional communities. Within this general context, the performance of regional labour markets has become a particular focus. A recurring finding of much of this research, across different regions in different countries, is the persistence of the maintenance of regional labour market problems notwithstanding the phase of the national economic cycle being experienced. This may imply that policy action at a regional level is needed. If there are economic or social barriers to labour mobility then regional-based labour market policies may be effective and therefore justified. This research analyses and compares the extent of diversity across a range of labour market issues to explore the policy implications arising from their diversity. Case studies of two quite different regional Australian labour markets have been used to analyse the issues. The Sunshine Coast in Queensland state is a 'sunbelt' regional labour market whilst the Central West in New South Wales state is an established inland rural regional labour market. We compare them to critically evaluate the relationship between labour market performance and policy with respect to both economic and social aspects. This research employs qualitative and quantitative sources of information to examine existing local policy approaches and outcomes. In particular, we highlight the apparent diversity of issues, policy requirements and outcomes. The challenge is to match economic and social factors to policy so that decisions at all levels of government can contribute to desired economic and social outcomes, including labour market outcomes. The evidence suggests that the more diverse a regional labour market is internally and by comparison with other types of labour markets, the more likely it is that policies will perform with greater success when they address the labour market problems which are particular to that labour market. The targeting of such place-based policies, to cater for diversity, is more likely to be effective when operating through local governments.

## FACTORS AFFECTING LABOR-FORCE PARTICIPATION RATE OF WOMEN IN TURKEY: (GNP, CPI, EDUCATION, AGE)

**Berna Ak Bingül** (*Turkey*)

**Rengin Ak** (*Yüzüncü Yıl University, Turkey*)

*Presentation Language: English / İngilizce*

Basic factors affecting women's participation into labor force in rural and urban areas can be expressed as income level and changes in the general level of prices, and age and education. While women's participation into labor force decreases with income growth in rural areas, it increases with a rise in the general level of prices. Again, in rural areas, the factors including age and education are generally determinative in women's participation into labor force. In urban areas, women's participation into labor force increases with a rise in the general level of prices; however, no significant relationship was found between the changes in income level and women's participation into labor force. In urban areas, age and education are not determinative in women's participation into labor force. In this study, the income and price changes and the effects of age and education on women's participation into working life have been investigated.

## TÜRKİYE'DE FİRMA BÜYÜKLÜĞÜ VE ÜCRET FARKLILIKLARI İLİŞKİSİNİN ANALİZİ

**Sayın San** (*Kafkas University, Turkey*)

*Presentation Language: Turkish / Türkçe*

In this study we analyze the effect of firm size on wage differential and wage dispersion in the context of Turkey's labor market. Using the individual-level micro data which made by Turkish Statistical Institute in 2002 and 2008, wage differences is determined by Oaxaca – Blinder Decomposition Method and wage dispersion is determined by three – way Variance Decomposition method. In the analysis, the average wage of workers in large firms was higher than the average wage of workers in small firms. In the analysis period, variance of wages in large firms showed regular decline; while variance of wages in small firms was higher. During the last six years, work force characteristics have become more important in wage differences and wage dispersion; the effect of unobservable characteristics of workers decreased. When only firm size is taken into account, the wage structure has been found to converge. In other words, the effect of firm size on wage differences and wage dispersion has decreased during the last six years.”



# INSTITUTIONAL RIGIDITIES IN TURKISH LABOUR MARKET AND THEIR EFFECTS ON LABOUR DEMAND

## TÜRKİYE İŞGÜCÜ PİYASASINDA KURUMSAL KATILIKLAR VE İŞGÜCÜ TALEBİNE ETKİLERİ

**Selçuk Gül** (*Yıldız Teknik University, Turkey*)

*Presentation Language: Turkish / Türkçe*

This study analyzes the effects of one of the institutional rigidities in Turkish labour market, job security regulations introduced with new labour code legislated in 2003, on the labour demand. By examining the periods before and after the year 2003 with panel data methods, the changes in the responsiveness of labour demand to the changes in labour costs are investigated. Also, the availability of data based on gender makes it possible to make a distinctive analysis and it is analyzed whether there is difference between the responsiveness of labour demand to the changes in labour costs for male and female workers. In the study in which TUIK Manufacturing Industry Statistics are used, it is found that the responsiveness of labour demand to the changes in labour costs increased after 2003. It is concluded that the labour costs and job security regulations which influence these costs indirectly are effective on the hiring and firing decisions of employers. When a distinctive analysis based on gender is made, it is found that while the results related demand for male workers are similar with the total demand estimates; the demand for female workers does not have a significant response to the changes in labour costs.

## EXAMINATION OF THE NATIONAL EMPLOYMENT STRATEGY AS REGARDS THE LABOR SUPERVISION POLICIES

### EMEK DENETİM POLİTİKALARI AÇISINDAN ULUSAL İSTİHDAM STRATEJİSİ BELGESİ'NİN İNCELENMESİ

**Selma Değirmenci** (*Göçmen Danışmanlık Şirketi, Turkey*)

*Presentation Language: Turkish / Türkçe*

The legal regulations initiated in Turkey in 1980s for structural adjustment was accelerated in the 1990s with the efforts to be articulated to the global economy, and gained a new dimension in the 2000s. Understanding the judicial changes and legal regulations required, even obligated by the economies internationalized, and to assess what these mean within the changes/ transformations occurring in the structural logic of capitalism are important. One of the most important areas of the related legal regulations involves the policies targeting the control of labor. Labor control policies focus particularly on two points. We encounter the first of these as the provision of flexible working conditions by changing the forms and norms of labor, and other is the transfer of the social rights to the private sector or complete abolishment of these. The requirement of placing the flexible working forms on a legal ground has become a necessity together with becoming widespread in practice. In this context, the discussions on “flexibility” supported in the direction of the assumptions and conclusions of the mainstream economics require the change of also the labor form in Turkey. The transfer or the abolishment of the social rights as another matter of change for the labor policies is considered as a “cost-reducing factor” in the discourse of the mainstream economics, and affirmation of the transfer of some rights to the private sector shows the stage that the capital accumulation process achieved in Turkey. As is known, any economic policy exerting efforts to be articulated to the international market and not supporting the internal market will be open to all the labor cost-reducing processes. Legalization of the labor control policies have been the most important matter in the agenda in Turkey particularly in the recent years. Analyzing of the National Employment Strategy Document submitted to the public opinion in 2011 has been the road map to understand the labor control policies in the mainstream economics context in the recent years. In addition, the law act numbered 6111 passed recently and the new regulations like the Temporary Employment Bureaus that will find application area under this law, and other applications like abolishment of severance payment and regional minimum wages demonstrate how the labor control mechanisms operate. The purpose of this study is to examine the National Employment Strategy Document (UISB- Ulusal İstihdam Strateji Belgesi) within the structural logic of capitalism and to show the present and future stages of the labor control mechanisms. In this context, it is seen that the Private Employment Bureaus and the Temporary Employment Bureaus among the organizations stated in the Document assume important roles as regards the subjugation of labor and ensure important achievements for the employers.

## THE CHILD LABOUR PROBLEM AND THE IMPORTANCE OF VOCATIONAL COURSES DURING THE SOLVING THE PROBLEM

### ÇOCUK İŞÇİLİĞİ SORUNU VE SORUNUN ÇÖZÜLMESİ SÜRECİNDE MESLEK EDİNDİRME KURSLARININ ÖNEMİ

**Musa İkizoğlu** (*Adnan Menderes University, Turkey*)  
**Selvinaz Saçan** (*SHÇEK, Turkey*)

*Presentation Language: Turkish / Türkçe*

One of the major problems of today's is child labour problem. Being forced to work of the child who is at school age and physical, social, emotional development of has not been completed fully and needs a support this development fields can cause the interference with the child's development in mentioned fields. The children can be at the same business environment with adults at the same working environment. But ,when the child is thought in terms of working life, he does not have sufficient level of social and emotional development to attuned to working life. Within that period, it has been observed that these children are often forced to be matured an early age. But this is a maturation apparently. The real maturation of the child is possible to take training that is required by his age, playing games, doing sports and taking responsibilities that are appropriate to his age. In our country, it has been observed that the child labour usually starts between the ages of 7-12. In this age period the child gains the sense of success and failure and increased the sense of competition. During this period, a sense of failure making come alive with negative feedback consciously or unconsciously, can affect The process of creating positive identity during adolescence period negatively and if he can not live any positive feedback period, the child can adopt failure as an identity in adolescence period. In this case he can become to a person who can not persevere in a job, insecure in the process of job-oriented decision, abnegates taking responsibility, and when it is thought especially in the private sector, he will also become to a person who is not accepted by business environment because of his these features. Child labour emerges due to several reasons. In this process, the primarily effective is families that see the children as a family member who are income-generating due to their poverty living. In the traditional family structure thinking of the women are not appropriate to working life and child labour is much more acceptance cause emerging of this situation. It is observed that when it is thought especially for boys, become of the child an income-generating family member position and instead of the child's role model in the family, beginning to adopt adult role model and acceptance of this in the family cause the thild's beahior as an adult and he is overwhelmed by the responsibility that he takes over his age. In child labour, of course, poverty of family is the reasonable primary cause. In addition to this, in the traditional Turkish family structure, the belief of child's matutaion by working is another reason of child labour's common. In Turkish family structure generally the belief of " You can't teach an old dog new tricks" proverb and children's gaining experience by working early and the idea of learning difficulties of life and working conditions cause of child labour more specifically. Families' another point of view is the understanding the child who see the difficulties puts shoulder to the wheel of education. In the process of child labour, the child can wittness to a lot of negative dialogues that pass among the adults and can think false identifications, in the business environment that he shares with the adults. In this report, the child labour problem has been assessed extensively, has been overemphasized the importance of policies that are related to education and providing employments that are aimed at preventing child labour and a model offer that is aimed to terminate child labour, has been proposed.

## THE EFFECTS OF INDUSTRIAL CLUSTERS AND NETWORKS ON EMPLOYMENT

**Serkan Bürken** (*Middle East Technical University, Turkey*)

*Presentation Language: English / İngilizce*

In this study, the main aim is to analyse and discuss the effects of externalities on employment that are coming from being clustered and networked. To attain this aim, first of all, the literature about the effects of innovation on employment is reviewed by using the results of several empirical studies and the suggestions of Classical Compensation Theory. Then, the general characteristics of clusters and networks is explained in order to better understand how they affect innovation with the help of externalities. Finally, it is proposed that both networks and clusters has some positive effects on employment because of the synergies coming from externalities based on being clustered and networked. For industrial clusters, in order to prove this argument, some additional data such as European Innovation Scoreboard and European Cluster Initiative (Europe INNOVA) are used to obtain employment ratios and to determine innovative clusters for making a correlation between employment and successful clustering. On network side, as a case study, worldwide automotive network is investigated on the basis of its contribution to employment globally. As a result, the study aims at contributing to a part of the literature that has taken little attention until now and at putting some light on whether the clustering and networking efforts could be helpful in the creation of new jobs.

## YEREL KALKINMA VE KADIN İSTİHDAMININ ARTIRILMASINDA KALKINMA AJANSLARININ ROLÜ: TÜRKİYE UYGULAMASI

Sevgi Sezer (Uludağ University, Turkey)

*Presentation Language: Turkish / Türkçe*

Globalleşme süreci dünya ülkelerinin ekonominin yönetim kurallarını değiştirmekte, dünyanın en uzak yörelerini bile rekabete açmakta, işletmeler, şehirler, bölgeler ve kasabaları yeni ekonomik şartlara tepki göstermeye zorlamaktadır. Dünyanın sosyal ve ekonomik aktörleri, üretim ve tüketim modellerini yeniden yapılandırmaktadır. Böyle bir ortamda rekabet; işletmelerin harcamalarına, faaliyet gösterdikleri çevreye, kendilerini yerel aktivitelere entegre edebilecek fırsatlara, yenilikler, öğrenme ve ölçek ekonomilerine bağlı olarak değişmektedir. Bu süreç, yeni fırsat ve tehditleri de beraberinde getirmektedir. Dünyadaki pek çok işletme ve bölge, yerel ve global çevrenin avantajlarından istifade etmekte ve çeşitli faydalar sağlamaktadır. Bununla birlikte, az gelişmiş bölgelerin çoğunda ulusal ekonominin dışı açılması yerel ekonomik yapıları global çevrede rekabet etmeye zorlamakta ve rekabet yeteneklerini zayıflatmaktadır (ILO, 2003:2). Yerel ekonomilerin global üretim ve tüketim ağlarına katılımı ekonomik çevreyi yeniden şekillendirdiği gibi, sosyo-ekonomik değişim süreci hızlandığından bazı bölgeler ve bireyler ulusal ve global piyasalar içindeki pozisyonlarını gözden geçirmektedir. Aslında, globalleşmenin etkileriyle birlikte geleneksel yukarıdan-aşağıya kalkınma politikalarının başarısız olması ve yerelleşme akımı, yerel kalkınma yaklaşımının gelişmesinde önemli role sahiptir (ILO, 2003:2). Başka bir ifadeyle, ulusal düzeyde tasarlanan ve uygulamaya konulan ekonomik kalkınma politikalarından yerel/bölgesel kalkınma sistemlerine doğru önemli bir dönüşümün yaşandığı bir gerçektir (Beer ve Maude, 2002:14). Yerel kalkınma yaklaşımı, yöre ve bölgelere kendi ekonomik ve sosyal geleceğini şekillendirme fırsatı sunan, aşağıdan-yukarıya karar verme sürecinin şekillendirdiği yerel kalkınma politikalarının ön plana çıkmasında etkilidir (ILO, 2001:1). Günümüzde bazı uluslararası organizasyonlar, yerel düzeyde ekonomik kalkınma sürecini destekleyen kapsamlı programlar uygulamaktadır. Yerel kalkınma stratejileri ve organizasyonları, neredeyse gelişmiş ekonomilerin hepsinde dikkati çekmekte, gelişmekte olan ekonomilere uyarlanmaktadır. Yerel kalkınma süreci; kısa, orta ve uzun dönemde yerel kalkınma politikaları için uygun bir dizi enstrümanı kapsamına alır. Yerel kalkınma çerçevesinde gelişmekte olan yöre/bölgelerde etkinliği kanıtlanan önemli bir enstrüman, yerel 128 kalkınma ajansları (YKA) dır. Bu çalışma, değişen ekonomik ve sosyal yapı ile birlikte kadınların işgücü piyasasında daha fazla yer aldığı günümüzde, Türkiye’de kadın istihdamının bölgesel kalkınmadaki yerinin ne durumda olduğunu tespit etmeye yönelik olarak yapılmıştır. Çalışma, kadın istihdamı konusundaki kalkınma ajanslarının mevcut istatistiklerin derlenip bir bütün olarak değerlendirilmesi ve bu doğrultuda Türkiye’deki kadın istihdamı profilinin ortaya koyulması üzerine kurulmuştur. Çalışmanın ana temasını Türkiye’deki mevcut kadın istihdamının artırılmasının bölgesel kalkınmadaki etkisinin nasıl olduğu oluşturmaktadır. Hem ülke düzeyinde hem de bölgesel düzeyde incelemelerin yapılacağı çalışmada kadınların istihdamının artırılması için kalkınma ajansları için verilen destekler, eğitimler vs. dikkate alınmıştır. Bu unsurlar doğrultusunda, giriş ve sonuç hariç üç ana bölüm olarak tasarlanan çalışmanın birinci bölümünde ülkemizdeki kadın istihdamının genel olarak dünden bugüne nasıl bir gelişim seyri izlediği ortaya koyulmuştur. İkinci bölümde Türkiye’deki kalkınma ajanslarının çalışmaları sonucunda kadın istihdamının nereye geldiği ve bölgesel kalkınmadaki rolü istatistiki bilgilerden yararlanılarak ortaya konulacaktır. Sonuç kısmında kadın istihdamı ile ilgili politika önerilerinde bulunulacaktır.

**A METHOD OF ADAPTATION TO THE NEW ECONOMY WITH HUMAN  
RESOURCES: VALUE CREATING STRATEGIC PARTNERSHIP**

**YENİ EKONOMİYE İNSAN KAYNAĞI İLE UYUM SAĞLAMA YÖNTEMİ:DEĞER  
YARATAN STRATEJİK ORTAKLIK**

**Sevinç Atay** (*DB Schenker Arkas, Turkey*)

*Presentation Language: Turkish / Türkçe*

In 2008, the credit crisis and subsequent global recession created the greatest obstacle to economic prosperity since the 1930s. Many companies have been focusing on reducing the workforce and the costs on people very sharply in order to stay alive. Through regrettable layoffs, freezing salaries, increasingly cost-cutting measures, human resources business unit has turned out to be a corporate focus. Economic crisis triggered fundamental questions about corporations and practices of modern business life. Workloads increased for remaining staff and they experienced a decline in morale. The belief in a self-regulating financial system was shaken; the trust in the basis of the business world was eroded. Employees have been re-evaluating the relationship between themselves and their employers. Despite all these adversities, in today's rapidly changing world full of risks, turning this pessimistic picture into an advantage is not a dream for the human resources function; but on the other hand human resources' familiarity with internal corporate operations is not enough to re-ensure its reliability. Human resources must become a strategic partner of top management by obtaining know-how about the driving forces that shape the basic nature of business. Human resource professionals can become active players as well as leaders of their companies; can develop skills and corporate capabilities by gaining an understanding about how to "add value" to investors, customers, managers and employees. With this understanding, human resources specialists will be proactive; not reactive, will dominate their fate and will create sustainable value. In the end; they can communicate with all the stakeholders of the company and they will be able to create concrete values. In summary, the answer for human resources function how to overcome the challenges ahead, lies in their discovery how to connect themselves to the future world; the answer for organizations how to overcome the challenges ahead lies in their positioning the human resources function in the corporation. When lessons learned as a result of economic crisis and the effects of the rapid changes are taken into account; it is obvious that leaving future to its own faith is very risky. Because the "future" is not a ready to go destination, it is something created.

## THE ROLE OF LABOR MARKET RIGIDITIES IN THE ECONOMIC GROWTH: THE CASE OF TURKISH ECONOMY

Sibel Cengiz (*Muğla University, Turkey*)

*Presentation Language: English / İngilizce*

One of the most important determinants of the relationship between making flexible of labor market and economic growth are defined by the labor cost and then labor productivity (Naastepad and Strom 2006). The fundamental component of labor cost is also real wage. According to classical economics approach, the relationship between an increase in real wage and economic growth is inverse. At the same time, an increase in real wage is negatively affected on the labor productivity. In this study, as described by the labor market rigidity, which an increase in real wage can be positively affected on economic growth emphasized by being a econometric model unlike the classical approach. The most important factor in this model is that labor creativity is an essential of component of human capital. According to this model, labor creativity is based upon education expensense, education expensense is link to real wage by creating the system of internal circular. In order to solve the system of this unsolved is added income distribution as a exogenous variable. Accordingly, it has been accepted as an essential hypothesis in this study that the labor who are taking education together with increasing the contribution of creavitiy and production that led to higher level of real wage and on account of the relationship between real wage and economic growth is linear. A higher real wage could increase the level of consumption in the economy, increased effective demand, induce firms to invest more, and raise the rate of the economic growth of the economy (Kalecki, 1954; Bhaduri 1990, Stockhammer, 2011). In turn, economic growth ( $y^*$ ) is dependant variable and real wage ( $w$ ) is independant variable in the first equation. Education expensis of the public sector (publiceducation) and tehnology(techno) and investment(investment) has been included as contol variables in this equation and is estimated using the OLS methodology. By using GDP for production, fixed capital investment and the number of labor for labor in the regression model over the 1980-2010 period that measured elasticity of variables in the specification for Turkey. Results from regresyon analysis indicate that Turkey's the rate of economic growth has been solely affected on techonology and fixed capital investment according to the specification. Real wage and other control variables has not been affected on economic growth.

## **CAPITAL GETS GLOBALIZED, LABOUR GETS LONELY**

### **KÜRESELLEŞEN SERMAYE, YALNIZLAŞAN EMEK**

**Sibel Çaşkurlu** (*Gazi University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Since 1980's not only trade and capital flows become liberalised but also in industrial and agricultural labour markets disorganisation, precariousness, erosion of social rights and erosion of real incomes happen. (Service sector won't be included in this paper.) Consequently, in front of the globalised monopoly capital, both industrial and agricultural labour has nothing but to act on its own. Disorganisation, segregation and precariousness cause erosion of class consciousness of industrial and agricultural labour. Moreover, increasing precariousness and impoverishment in labour markets expand the army of unemployed in both sectors. But in this army of unemployed there are an increasing number of people which are not even a part of the reserve army in the Marxian sense and called "marginals" or "irrelevants". On the other side, capital gains power by getting free in choosing between spaces with respect to conditions of agricultural production, working conditions of labour and labour costs. Because capital can easily and profitably organise its operations globally, it finds many opportunities to grow with mergers and acquisitions. Therefore, in this paper it is argued that, while labour gets disorganised and lonely, capital gets concentrated and -backed by World Bank, IMF and WTO- finds opportunity to behave as if it is an organised power. This paper aims to analyse the last 30 year's transformation of labour markets and the erosion of labour class consciousness and to underline the importance of the need of a globalised labour movement.



## MESLEK EDİNDİRME KURSLARININ İŞSİZLİĞİ ÖNLEMEDE ETKİNLİĞİ SORUNSALININ ŞIRNAK İLİ ÖRNEĞİ İLE İNCELENMESİ

**Sıdıka Akdeniz** (*Şırnak University, Turkey*)

**Fatih Mehmet Öcal** (*Şırnak University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Türkiye’de son yıllarda özellikle işgücü piyasasında yer alan düşük beceri düzeyine sahip gençler, kadınlar, uzun süreli işsizler, hükümlüler, bedensel engelliler gibi dezavantajlı grup olarak tanımlanan bireylere yönelik olarak, Türkiye İş Kurumu tarafından uygulanan aynı zamanda aktif işgücü piyasası politikalarından olan işgücü yetiştirme programları ve meslek edindirme kursları giderek önem kazanmaktadır. Üretim sürecinin ihtiyaçlarına uyumlu ve kendisini bu yönde geliştirebilecek işgücünün yaratılması büyük önem taşımaktadır. İŞKUR’un son yıllarda açmış olduğu istihdam garantili kurslar ya da meslek edindirme kursları karşılaştırıldığında, bu kursların bir aktif işgücü piyasası politikası olarak işsizliği önleme hedefi ile ne kadar uyumlu olduğu ve işsizliği ne kadar önleyebildiği tartışılabilir. Söz konusu kurslar ile hedeflenen gerçekten de işgücü piyasasına uygun emekçi arzı yaratmak mıdır, yoksa rekabet gücü görece düşük sektörlerde ve emekçilerin birbirleriyle ikamesinin daha kolay olduğu alanlara yönelik kurslar mı açılmaktadır? Bu çalışma, İŞKUR tarafından uygulanan bu kursların etkinliği sorunsalını Şırnak ili örneğinde incelemeyi amaçlamaktadır. Bu amaçtan hareketle, ilk olarak, Şırnak’taki kursların genel görünümü analiz edilecek ardından bu kursların etkinliği çeşitli değişkenler bağlamında incelenecektir.

## STRATEGIC PLANNING PRACTICE AS AN ORGANIZATIONAL POWER BASE AND ITS IMPLICATIONS CONCERNING EMPLOYEES

### BİR ÖRGÜTSEL GÜÇ ALANI OLARAK “STRATEJİK PLAN UYGULAMALARI” VE OLUŞTURDUĞU ÖRGÜT KÜLTÜRÜNÜN ÇALIŞANLAR İÇİN İMALARI

*Şule Aydın (Sakarya University, Turkey)*

*Presentation Language: Turkish / Türkçe*

The aim of our research is to examine in a critical fashion the effects of the new organizational culture emerging as a result of the obligatory strategic planning in public institutions in Turkey. The basic assumptions are as such: The system perspective is institutionalizing via practices like strategic planning day by day. This makes a new organizational power base to emerge and suppress the employees. The transforming organizational values and the identities display this process. The inspiration of the research comes from the new regulation which obliges public institutions to prepare strategic plans. Via this regulation institutions are being reformed according to the principle of predictability which also means that the organizational cultures to be transformed in the same direction. Two points are significant at this point. One is the emergence of strategic planning in an obligatory and top-down way which is not a proper way concerning the description of the basic concept of it, the vision. The second point is, the importance of the investigation of the effects of such a systems perspective institutionalizing among the public institutions. Especially on the ways that this new practices reflect on the organizational cultures of those institutions as to directly affect the employees. To see this effect the transformation of the organizational cultures of such institutions are to be studied. The research will be held at a university which has strategic planning practices and quality certificates – which is another major and widespread way of designing the universities as organizations in system perspective. The main line of inquiry will be the organizational identities of the employees. Organizational identity is a relevant concept regarding its linkage with the organizational culture, namely the changing values. When searching the answer of a question like “how are the newly transformed organizational cultures constructing the organizational identity of the employees?” the main focus of interest will be the concept of predictability and its practice. For this the analysis will focus on the strategic plan scheme of the institution and especially the performance assessment methods held.

## **POPULATION TERRITORIAL DISTRIBUTION PROCESSES IN GEORGIA IN THE PERIOD BEFORE THE COLLAPSE OF THE USSR**

**Tamaz Zubiashvili** (*Tbilisi State University, Georgia*)

*Presentation Language: English / Ingilizce*

In the period before the collapse of the Soviet Union and restoration Georgia's independence territorial mobility of Georgia's population was stable and presented a continuation of the tendencies that was formed during the decades since World War II. In the 1980s organized migration from highlands and the regions with growing population and land shortages to the regions with agricultural resources that was funded by government had a great socio-economic effect. The process of urbanization and population migration from rural to urban areas also was going intensively. The policy on restriction of Tbilisi's growth and direction of migration toward middle-sized and small cities was realized effectively. As a consequence of this migratory growth of Tbilisi's population lagged behind natural increase significantly. Development of "rural-urban" pendulum migration in whole Georgia had a positive influence on population's territorial distribution. Increase of job places in urban areas was not followed proportionately by population growth at a high rate as it took place in previous decades. On the other hand, urban areas of the mono-branch mining regions started complex, multi-branch development that slowed down one-sided high intensive migration process from those regions. In the 1980s Georgia still had a negative balance in external migration and it significantly lagged behind the country's natural increase. Hence external migration had not substantial influence on the size of Georgia's population and labour potential.

## DIFFERENTIAL WAGE IMPACTS OF IMMIGRATION ACROSS OCCUPATIONS IN THE U.S.

**Tanyamat Srungboonmee** (*University of Wisconsin-Milwaukee, USA*)

*Presentation Language: English / İngilizce*

To assess how wages of various U.S. native workers are affected by labor market competition from immigrants, this paper uses the U.S. Census data from 1980-2000 to estimate the responses of their wages to larger concentrations of immigrants in their occupation-specific local labor markets. This is a more detailed description of the impact of immigration, as previous studies typically assume that the impact of a given volume of immigrants is identical across skill groups. IV estimates reveal that a 1% concentration of immigrants in the market does not affect wages of service and professional/managerial workers, but reduces wages of laborer/operative, precision/craft, and technical/administrative workers by about 0.5%. The differential impacts seem to reflect the nature of tasks and prevailing industries in each occupation that allow natives and immigrants to complement one another in professional/managerial and service occupations.

## DEMAND FOR EDUCATION: WHAT IS THE INFORMATION IN EDUCATION

**Vitezslav Bican** (*University of Economics in Prague, Czech Republic*)

*Presentation Language: English / Ingilizce*

This paper deals with two areas that are distinct, but strongly interconnected in a specific sense. Education on one side, seen as a tool or device how to get information or how to acquire skills to deal with information. And information and the whole “theory of information” on the other side. But can education serve as a piece of information? Has this sort of information the same attributes as the regular ones? The purpose of this paper is to model demand for education with the necessary respect to the informational characteristic of education. I start with a simple model combining basic motives to invest in education and expected results of that decision. The overlapping generations model is employed to model the demand for education and combined with the utility function of education in one’s lifetime. The way how people decide about the amount of education they want to receive leads me to two important theories of education. One is known as „human capital theory“, the other as „signaling theory“. I researched the specific environment of Czech education market to find out whether we can see signs of those two approaches. I was wondering if we can find signals of students choosing from different schools based on different approaches. Conclusions I have approached to, signal that it is not only the financial amounts invested in individual education, but also family background and characteristics of the education gained, what has great impact on the effectiveness of education. The value of education as an informational good is different for different people. Is this difference strengthening or weakening the social gap between students from better situated families receiving better and more education and students from poorer environment quitting sooner in worse schools?

# **GENERAL RESPONSIBILITY TO SUPPORT COMPANIES VERSUS CSR IN A PROCESS OF RESTRUCTURING OF BUSINESS ENVIRONMENT: EXAMPLE OF INSTRUMENTS USED IN REGIONS OF THE CZECH REPUBLIC**

**Vladimir Cubok** (*Silesian University in Opava, Czech Republic*)

*Presentation Language: English / İngilizce*

Article refers to not systematically internally connected pillars on which are provided actual actions in area of subsidies for Enterprises. Key issues are processes of restructuring of the Czech business sector that are mostly disputed about instruments in specific localities. General stimulation led under the rules of EU structural policy has impact mostly on separated companies. Therefore is necessary to show individual company activity to gain subsidy contrary to municipality interest in support of all business on their territory. Theoretical concept of structural policy is compared with real implemented tools in the specific regions of the Czech Republic. Subsequently are described actions and instruments of support that lead to businesses restructuring. Actual Czech approach in regional development is under the regime of liberal thinking of Europe of variable geometry. Whereas different national aiming leads into subsidy of traffic infrastructure (Ireland) and indirect SMEs subsidy (Austria), implementation in the Czech Republic partly combines both. Closer regional policy should be led through not only areas of industrial zones (in dependency on agglomeration) but more in way of rural industrial zones (in low population density areas). In both cases the basic active role play municipality but nowadays approach is in a sense of clearly opposite tendency of Corporate social responsibility, i.e. municipal responsibility for stimulation of enterprises in its region. It is mostly in all Czech regions except city of Prague and surrounded region NUTS II Prague. Results are visible in numbers of local employment growth. In article are shown activities of small municipality Tosanovice and its responsibility in support of its territory.

## CSR AND ITS IMPACT ON EMPLOYMENT

**Werner Bernatík** (*Silesian University in Opava,  
Czech Republic*)

*Presentation Language: English / İngilizce*

The article pays attention to the CSR issue concerning the personnel management consequences. Also the area of human resources in which the CSR policy is (could be) focused on is described in detail in the article. As the Human Resources became to be significant in company's competitiveness ability in the modern globalized world it is important to focus on the conditions which might influence the quality of the human resources. The internal company's system depends on managerial decision made by owner or by the top management of the company. Such decisions make result in quantity as well as in quality of human resources hired. Thus the amount of employed labour force is defined in certain locality or country. Of course other factors play important role, too, e.g. trade union (labour union). Trade unions (if established) try to assure the employee's interests among others wage level, vacation day's number or other benefits. Those interests could be negotiated with owners/top managers of the company up to the power of labour union which basically is given by number of its members. Economically such behaviour could increase the quality standard of employees but on the other hand it could affect in raised costs. One of the possible consequences could be that managers of the company decide to hire not so many employees as they would do when no labour union is there (and the costs of human resources are not so high). So it could be discussed the question: Is there results of labour union actions in the company fruitful or rather debateable? In the companies which are strongly oriented also in the area of human resources quality standard under their CSR policy such situation circumstances should be discussed. Could the policy of CSR even replace the role of labour union within the company if properly implemented in the human resources area, too? When considered such approach of the company – is there implementation of CSR benefit to the company? Is there behaviour of such company's management rational (due to possibility of increasing the costs)? The article also pays attention to the model of Phillips curve theory concerning to the recent situation in the Czech Republic. Based on the latest information within Czech Republic both inflation and unemployment ratio decrease is indentified. The article comments the situation. Such situation is caused by complex factors which are the result of recent global crisis in local conditions. It effects among others into the employment, too. The article was done as a result of the research of the CSR in the scope of its impact and consequences in whole complex entrepreneurial areas. As a one of this research results the basic purpose of CSR and its effect to managerial decisions is identified. It improves (designs) the entrepreneurship environment, too. Also relationship between the management/owner and labour union affects the CSR as well as the whole employment situation in the region and country, too.

**AN ESSAY ON THE SOCIAL COSTS MEASUREMENT OF GENDER-BASED  
DIVISION OF LABOR**

**CİNSİYETE DAYALI İŞ BÖLÜMÜNÜN YARATTIĞI SOSYAL MALİYETLERİN  
ÖLÇÜLMESİ ÜZERİNE BİR DENEME**

**Yağmur Kumcu Yıldız** (*York University, Turkey*)

*Presentation Language: Turkish / Türkçe*

Economics within the framework of feminist, gender-based division of labor, criticized the economic changes, the social and economic costs of discrimination in this society to society, from country to country and culture is what distinguishes by. From the natural tendencies of gender-based division of labor, women and men today reinforces discrimination and injustice in the world and among the causes of corruption are very significant. The social costs of gender-based division of labor, arising from lack of infrastructure ""missing mother"" status, inequality, bad political governance, violence and moral decay as the determining economic costs of instability, environmental pollution, health and poverty, as indicated. In this study, we investigated gender-based division of labor created by the measurability of economic and social costs, lack of infrastructure, depending on the measurement of the dimensions of the social cost of material studied. Feminist Economics of the study, expected to contribute to development and economic justice issues.



## GLOBALISATION AND LABOUR MARKET: LOCATING THE POLITICAL ECONOMY OF REFORMS

**Zaad Mahmood** (*School of Oriental and African Studies, United Kingdom*)

*Presentation Language: English / İngilizce*

The paper questions arguments about policy convergence and points to the impact of political variables in the determination of labour policy and outcome under conditions of globalisation. Through a sub national comparative study of labour policy and outcome in India (sub national states Andhra Pradesh, Gujarat, Maharashtra and West Bengal) the paper attempts to elaborate the role of wider political context in determining the pace and extent of reforms. In order to compare the relative condition of labour market flexibility I construct an index of labour market flexibility that accounts not only the formal regulatory aspect of policy but also the operation of labour market. Analysing the developments in labour market and policy we find significant sub national variations. This paper argues that the extent of labour market reforms exhibited in sub national states is not merely conditioned by broader structural transformations (globalisation) but also by political dynamics particularly prevalent party system and socio-economic support base of parties act as important intermediate variables. Based on the case study I argue governments backed by a relatively homogenous support base with business representation undertake greater labour market reforms while governments with relatively heterogeneous support bases reform slowly. In other words when support base is both economically and politically dominant governments pursue policies relatively unimpacted by redistributive pressures. Thus the nature of party system significantly facilitates or impedes the extent of reform. Quite naturally fragmentation of party system has had implications for the reorganisation of socio-economic support base as well as consequences for political discourse. Interestingly we find that fragmentation of party system, in this context, facilitates labour market reforms contrary to conventional expectations. Theoretically such a finding reintroduces political processes in the analysis of economic reforms which has been hitherto dominated by institution based analysis. Specifically in the context of India it highlights the sub national variations as a function of both historical developments as well as political processes giving credence to the partisan politics hypothesis.













## CALL FOR PAPERS

The third of the International Political Economy Conference series will be co-organized by Kocaeli University (Turkey), University of Westminster (England), Silesian University in Opava (Czech Republic), Institute for Economic & Social Research of Piedmont (IRES, Italy), and supported by Turkish Social Sciences Association, Kocaeli Chamber of Industry, Social Research Foundation, Petroleum, Chemical, Rubber Workers Union of Turkey (PETROL-İS), The Journal of Industrial Relations and Human Resources (ISGUC.ORG), Work & Society Journal, International Journal of Politics & Economics (England), Akademia Social Sciences Index (ASOS Index) and IJOPEC Publishing (London - Istanbul). Considering the post-developments of 2008 crisis, the main theme of the conference has been determined as "Labor Markets and Employment". The conference will be held in Kocaeli on 15-17 September 2011.

This conference aims to generate a ground through which political, social, global, and systematic aspects of labor markets and political economy of employment and unemployment can be discussed. Considering the 2008 economic crisis and the massive unemployment rates in all over the world and the discussions on getting back to pre-crisis level of employment, the policies for generating employment for the masses will be discussed. The increase in informal and irregular employment and their economic and social impacts on labor markets and on labor in general will be discussed in terms of globalization, new technologies, the structure of labor market organizations, industrial relations, international competition, economic growth and development.

One of the main intentions of this conference is to consider labor markets and employment in relation with the process of changes in economic policies. Moreover, the dynamics of labor markets and employment, which range from banking sector to industry, from the use of technology to flexible labor organizations, from export-based growth strategies to economically dependent relations are hoped to be discussed. Possible subthemes are listed below; however, the conference is open to other subthemes and suggestions that are related to political economy.

Crisis, Labor Markets and Employment  
Segmentation and Social Inequalities  
Labor contracts, Globalization and Crises  
Globalization, Labor Markets and Unemployment  
Informal Sectors / Informalization  
Vocational training  
Micro Credits and Employment  
Labor Markets and Discrimination  
Union Organization and Globalization  
Growth and Investment  
Innovation and Labor Markets  
Job Search and Active Employment Policies  
Unemployment among the Educated  
New Technologies, Labor Markets and Employment  
Women's and Youth's Unemployment, and Employment

Globalization and Unemployment  
Trade Unions and Globalization  
Re-Structuring the Labor Markets  
Migration, Migrant Workers and Labor Markets  
Unemployment coverage and supports  
Entrepreneurship and Employment  
White Collar Workers and the problems of organization  
International Competition and Labor Markets  
Work Quality and the Debate on the Economy of Happiness  
Capitalism and the Future of Labor Markets  
International Division of Labor & Employment  
Active Labor Markets and Employment  
Unemployment and its Effects  
Faith-based Business

Other related topics and session proposals are welcomed as they would enrich the conference and expand the ground for further discussion. The language of the conference will be both Turkish and English. The papers presented at the Conference will have the chance to be published in International Journal of Politics and Economics, Research in Political Economy, The Journal of Industrial Relations and Human Resources (ISGUC.ORG) and Work & Society, after going through the reviewing processes of these journals. In addition, Turkish Social Science Association, Social Research Foundation and IJOPEC Publishing (England) plan to publish the conference papers as an edited book, in English and/or Turkish.

Abstracts and session proposals should be around 300 words, in Word format and 12 fonts, include paper title, the name(s) and full address (mail address, affiliated institution, e-mail, phone and fax) of the author(s), the purpose and the method of the work, expected results and suggestions, be submitted by July 14th, 2011, electronically to [bilgi@icopec.org](mailto:bilgi@icopec.org), or uploaded through [www.icopec.org/tr/basvuru.html](http://www.icopec.org/tr/basvuru.html).



## LABOUR MARKETS & EMPLOYMENT EMEK PİYASALARI VE İSTİHDAM



## PROGRAM AND ABSTRACTS PROGRAM VE ÖZETLER



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