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THE NEW INSTRUMENT OF MAKING THE LABOUR MARKETS FLEXIBLE IN TURKEY: PART-TIME EMPLOYMENT

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ABSTRACT

Beginning with year 2000, the labour market in Turkey has undergone a rapid structural transformation. Especially between the years 2001 and 2007, there was a much more rapid transfer within the aggregate employment from the agricultural sector to the services sector than in the preceding years. Structural transformation was not confined to a change in sectoral employment shares alone. For example, level of education has increasingly become more important in employment. Together with this structural transformation, atypical employment types such as part-time employment, underemployment and fixed-term employment have also undergone a transformation. Due to some regulations, there was a decrease in unregistered employment, but atypical types of employment have increased as well.

In this study we have tried to analyze one of the atypical work types, the part-time employment. Since the year 2004, the Turkish Statistical Institute (TÜİK) started to collect data about part-time employment and these data have formed our study's main data set. By using a logistic regression model, we have examined how such factors as sex, age, marital status, level of education, place of living, status of registration, position at work, sector of work and size of enterprise influence part-time employment.

The study argues that such factors as being female, young, divorced, better educated or working unregistered, in a small workplace or in the agricultural sector, as well as being employed right after an economic crisis, are elements that increase the probability of one's part-time employment.

Keywords: Part-time employment, atypical employment, flexible work, Turkey

TÜRKİYE'DE EMEK PİYASALARININ ESNEKLEŞTİRİLMESİNİN YENİ ARACI: YARI ZAMANLI İSTİHDAM

ÖZET

2000 yılından başlayarak Türkiye emek piyasası hızlı bir yapısal dönüşüm yaşamıştır. Özellikle 2001-2007 yılları arasında toplam istihdam içinde tarım sektöründen hizmetler sektörüne önceki yıllardan çok daha hızlı bir geçiş gerçekleşmiştir. Yapısal dönüşüm sektörel istihdam paylarının değişimi ile sınırlı kalmamış, örneğin kişilerin eğitim düzeyi istihdam edilebilmek için giderek artan bir öneme sahip olmuştur. Yaşanan yapısal dönüşümle birlikte Türkiye'de yarı zamanlı istihdam, eksik istihdam, kısmi süreli istihdam gibi tipik olmayan istihdam biçimleri de bir dönüşüm geçirmiştir. Yapılan düzenlemeler ile kayıtdışı istihdamda bir azalma yaşanmış ancak atipik istihdam biçimleri buna koşut olarak artmıştır.

Çalışmamızda artan atipik çalışma biçimlerinden biri olan yarı zamanlı istihdam incelenmeye çalışılmıştır. 2004 yılından başlayarak Türkiye İstatistik Kurumu'nun anketlerinde yarı zamanlı çalışma ile ilgili sorulara da yer vermesiyle birlikte yarı zamanlı istihdamın günümüze kadar olan seyri çalışmamızın temel veri setini oluşturmuştur. Çalışmamızda lojistik regresyon modeli kullanılarak yarı zamanlı istihdamı cinsiyet, yaş, medeni durum, eğitim, yaşanan yer, kayıtlılık, işteki durum, sektör, işyeri büyüklüğü gibi faktörlerin nasıl etkilediği incelenmiştir.

Çalışma sonucunda; kadın olmak, genç olmak, boşanmış olmak, daha çok eğitim almak, kırdan yaşamak, kayıtsız olmak, kendi hesabına çalışmak, tarım emekçisi olmak, küçük bir işyerinde çalışmak, ekonominin kriz içinde olduğu dönemin hemen ardından gelen dönemde bulunmak, yarı zamanlı istihdam edilme olasılığını artıran unsurlar olarak belirlenmiştir.

Anahtar Kelimeler: Yarı zamanlı istihdam, atipik istihdam, esnek çalışma, Türkiye

INTRODUCTION

Though in the period between 2002 and 2013, Turkish economy gained a growth rate that was above the long-term growth rate, it did not attain a similar improvement in employment indicators. Let alone diminishing, the rate of unemployment even gradually increased and reached a level of 10 percent, which can be considered rather high for Turkey. Unemployment was accompanied by various structural changes in the labour market, with regard to both sectors and employment types.

This article studies part-time work in the labour market, which increased constantly from 2004 onwards. The Turkish Statistical Institute (TÜİK) first started to collect data on this subject in 2004 by including questions about part-time work in labour force surveys. The study analyses how part-time work changed during the period from 2004 to 2011 and the causes of that change.

As a result of the global economic crisis in 2008, unemployment in Turkey reached record levels. At the end of 2009, unemployment rate was realized as 14 percent and non-agricultural unemployment as 17.4 percent. This led to more debates on flexibility in Turkish labour market, which has been a subject of controversy continuously since 1980. However, different meanings attributed to the concept of flexibility by employers and workers have made it impossible to reach a consensus over this question. Besides, the concept of flexibility has also been treated differently from one country to another. While this may be related partly to the historical backgrounds, industrial traditions and relations of work in different countries and partly to the ideological approaches of authors, a conceptual confusion in this field continues to this day (Parlak & Özdemir, 2011, pp. 1-60).

Economists in the USA use the concept of “contingent employment” for flexible work (Nolleen & Özdemir, 1996). More recently, a more comprehensive term, “non-standard employment” has been frequently used (Carre et al, 2000). This concept, which is widespread in the USA, usually reflects the position of the employers and implies that this type of employment stems rather from necessity than being an alternative (Stone, 2004). Whereas in Europe, the term “atypical” employment is used more. This concept refers to employment types that are outside the employment contract of indefinite duration (Reilly, 2001). On the other hand, some writers prefer the term “precarious work”. This concept in turn is used to point out that regardless of how the employee works, the relations between the worker and the enterprise are becoming increasingly weak or that long-term typical employment is passing into history (Fudge and Owens, 2006).

The Conceptual Framework of the Part-Time Work

Discussions about the concept of flexibility in employment markets in fact also make it possible to analyze forms of atypical employment. Atypical employment may be considered as a deviation from types of normal employment. Underemployment, over-employment, temporary employment, informalization and part-time employment are some of the types of atypical employment.

Benner distinguishes between work flexibility and employment flexibility (2002, pp. 20-29). Thus, work flexibility means the ability to keep pace with changes of amount in production and with the rapid changes in required qualifications and information. However, employment flexibility differs from work. Employment is about the nature of the relations between the employer and the employee, about the employer's managing, motivating, controlling of the employees, and the quantity of the wages for the work. Employment flexibility in turn refers to part-time, temporary or fixed-term employment, to new forms of employment such as outsourcing and subcontracting.

Flexibility of work time is defined as regulation of the necessary work time outside the standard work time and outside the work place, at the desire of the employee and the employer (Rau, 2003, p. 2). Flexibility in work hours is a type of flexibility that is widespread in developed countries thanks to its allowing work hours to be determined in accordance with the employees' preferences and to its contribution to the work and leisure equilibrium. "Flexibility of work periods has been brought forward by employers in response to the trade unions' demand for shortening of the working day. Caused by technological developments and changes in production systems, this type of flexibility is thought to reduce operating costs by being in conformity with ever-changing needs and with service and production demands" (Treu, 1992, p. 503). "Within the framework of the flexibility of working hours, many countries have removed legal restrictions on part-time work, while standards of weekly and daily working hours, of weekends and holidays, as well as restrictions on night work of women and on compulsory rest time have been softened or removed. Some countries have passed regulations on early retirement, fixed-term contracts and solidarity contracts. Flexibility applications in working hours can show itself in various forms. These are shifting work period and the ability of the workforce to determine beginning and finishing time of the work, while daily work duration remains the same (Aktay, 1999, pp. 15-56).

Some authors on the other hand have categorized flexible (atypical) work into three groups. These are, flexible contract (fixed-term contract, self-employment, sub-employment); flexible time (part-time, flexible time etc.) and flexible location (home, satellite office, etc.) (Gibson, 2003, p. 15).

Another group of writers argue that flexibility has led to non-standard work. Non-standard work can be categorized as part-time work, temporary work and unregistered work. Among these work types, part-time work may differ from country to country but is usually defined as working less than 35 hours a week on the average (Rani, 2008, p. 2).

The actors of the labour market expect to reach different and opposite targets by part-time work. For this reason, it is a matter controversy whether the desired targets are reached at the end of the part-time work alternative. In fact, by part-time work, employers expect a flexible use of the labour force, whereas the employees expect a flexible use of the time. Governments, for their part, follow policies that encourage fixed-term work in order to increase supply of labour when it is scarce, and to decrease unemployment by job sharing when unemployment rises (Jacqueline, 1997, p. 566).

Discrimination against women in the labour market causes them to work in more insecure jobs in the employment market. Women's work in more flexible jobs is influenced by such factors as their preferences of marriage and of having children, income and consumption patterns of the household,

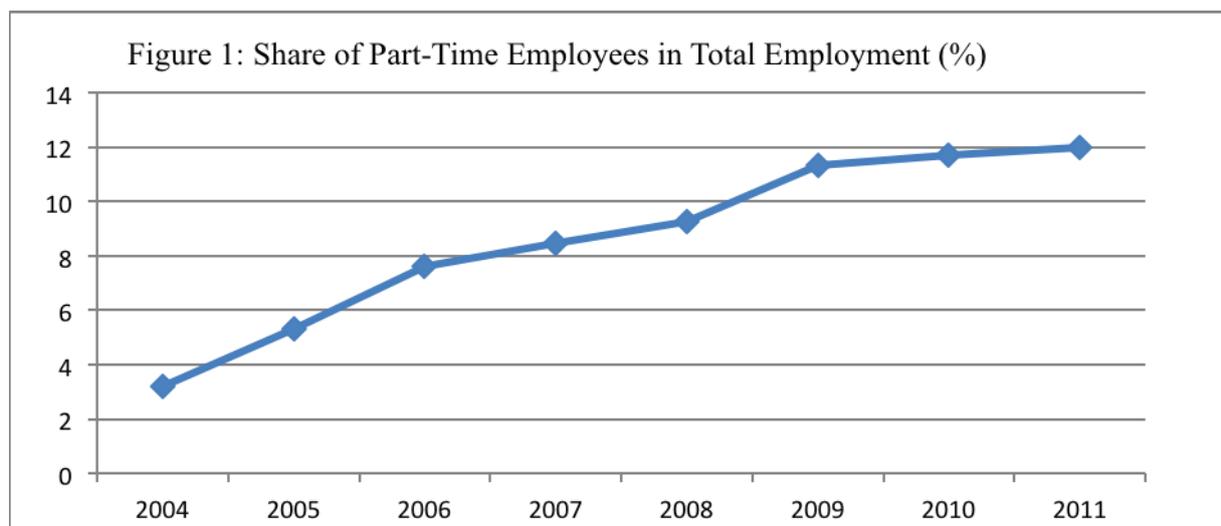
and the gendered division of labour between working for wages and working at home without a wage. The theoretical approach that focuses on the household preferences argues that individuals take economic decisions not on an individual scale but on a family scale, taking into account the possibilities and constraints of family members. In this case, the family must decide who will work how much and how to allocate time for wage work and non-salaried house work. However, not only economic elements but also social and cultural values have an impact in this decision making process (May, 1997, p. 14).

Part-Time Employment in Turkey

Household Labour Force Survey regularly applied since 1988 is the main data source (TÜİK, Metadata) on the labour market situation of the country from the supply side and gives information on economic activity, occupation, status in employment and hours worked for employees; and information on the duration of unemployment and occupation sought etc. for the unemployed.

Based on the definition given by TÜİK, it is necessary to make a distinction between part-time employment and time-related underemployment. Persons employed within time-related underemployment are the ones who work less than 40 hours total a week (in main job and additional job/s) and are willing to work additional hours and are available to do so. In other words those working within time-related unemployment work less than 40 hours a week unwillingly, and they are willing to replace their present job if they find another one.

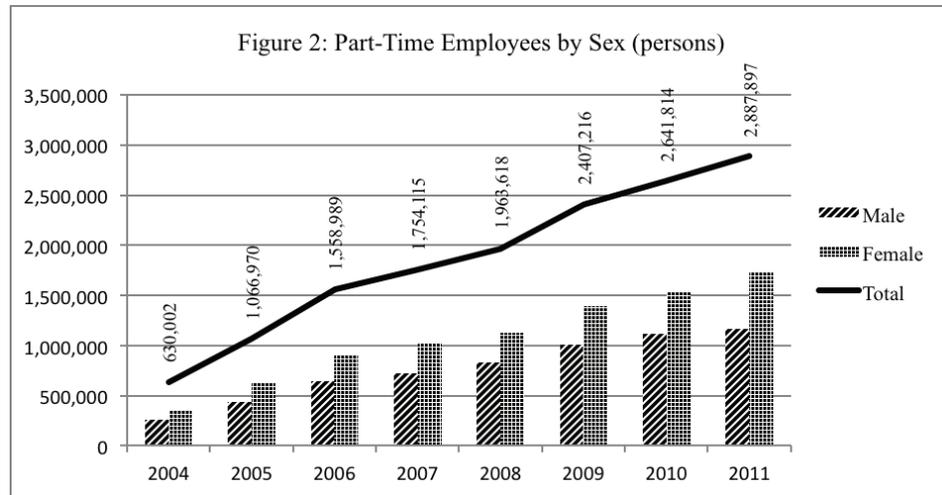
Part-time employed cluster formed by TÜİK with the answer to the question "Do you work part-time or full-time?" covers persons working less than 40 hours a week regardless of their willingness or unwillingness. In short, while every person within time-related underemployment status takes also part in part-time employed cluster, every person within part-time employment status does not take part in time-related underemployment cluster.



Source: TÜİK

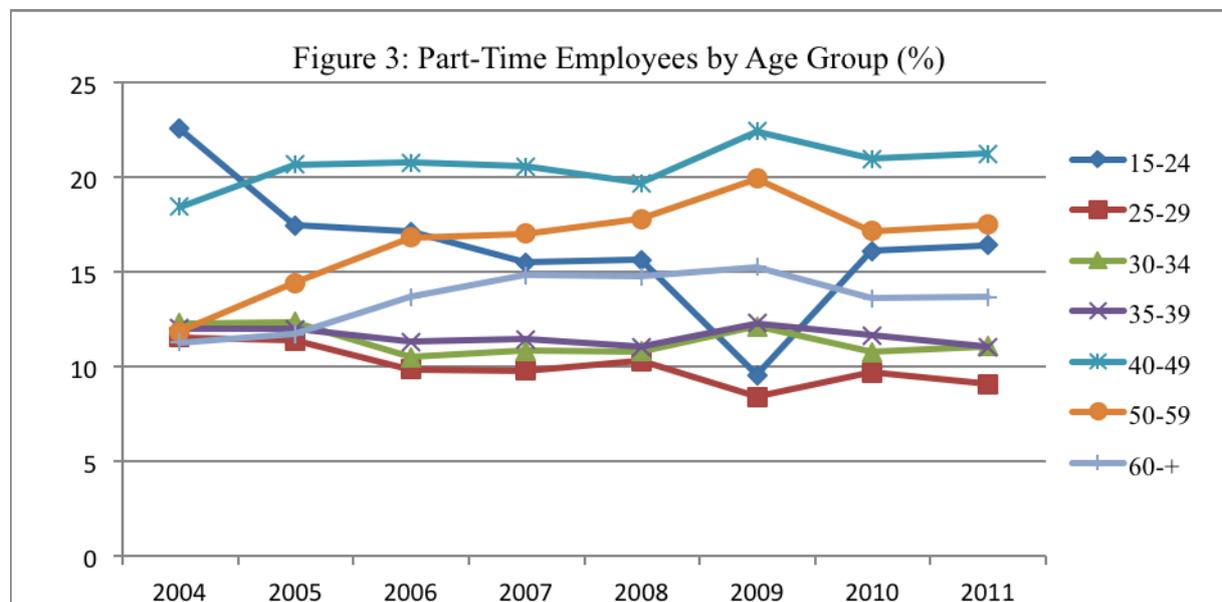
Figure 1 shows the share of part-time employees in total employment. While share of part-time employment in the total employment was 3% in 2004, this rate increased to 12% in 2011. We see that the share of part-time employment in the total employment increased continuously from 2004 (the year when data began to be collected) until 2011. While total employment increased approximately 23%

within this 8-year period, part-time employment increased 358% within the same period. Thus nearly half of the increase (4.5 million persons) between 2004 and 2011 resulted from part-time jobs.



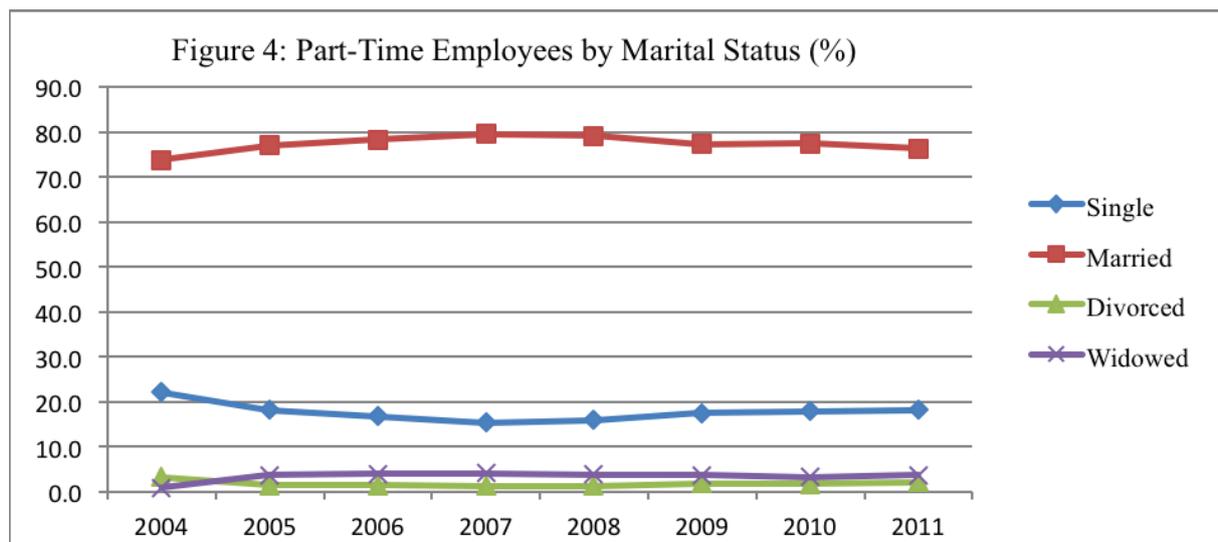
Source: TÜİK

Figure 2 classifies part-time workers according to sex. It is clearly seen from the graph that female workers work in part-time jobs more than male workers. The rate of female workers in part-time jobs is approximately 20% higher than that of male workers during the period. However; the table gives a total opposite view and male workers take part in employment more than female workers when the total of employed people are considered without the distinction of part-time or full-time. For example; while total employment was formed by 75% male and %25 female workers in 2004, this situation changed in favour of women in 2011 at the least and share of female workers within the total employment increased to only 29%. Male dominated structure among employed people can transform into a structure dominated by female workers very easily when it comes to part-time employment.



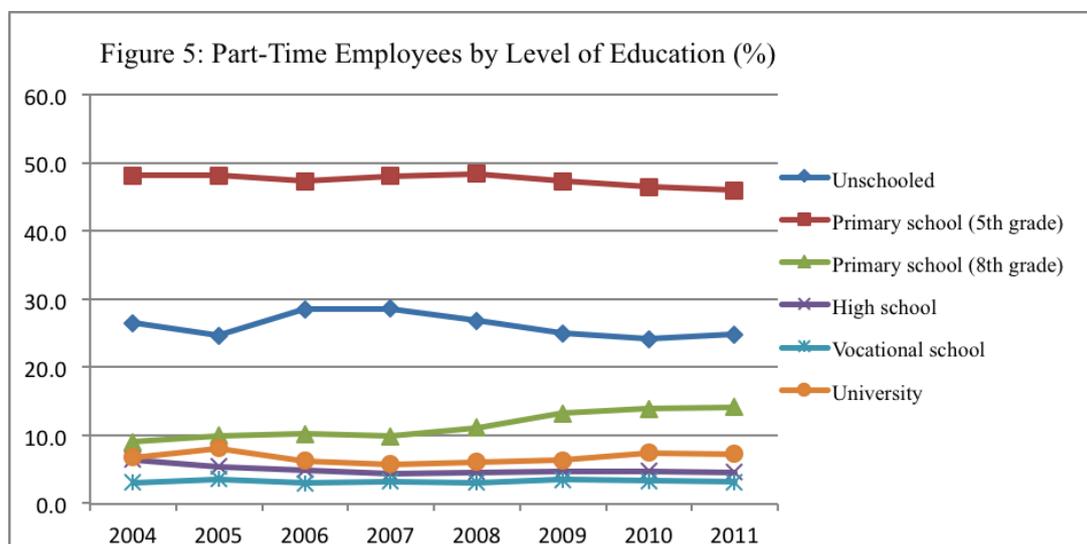
Source: TÜİK

Figure 3 outlines the status of part-time workers according to age groups. According to this information, people at the age of 40-49 comprise the biggest share of part-time employment with a rate of 20%. In 2009 when the effects of crisis were most intense in employment markets, part-time employment of the youngest age group (15-29) gave different reactions to the crisis. In 2009 part-time employment of the youngest part declined both absolutely and on a percentage base, and in the following year 2010, it increased to its previous level. Part-time employment of all other age groups showed an increase in 2009.



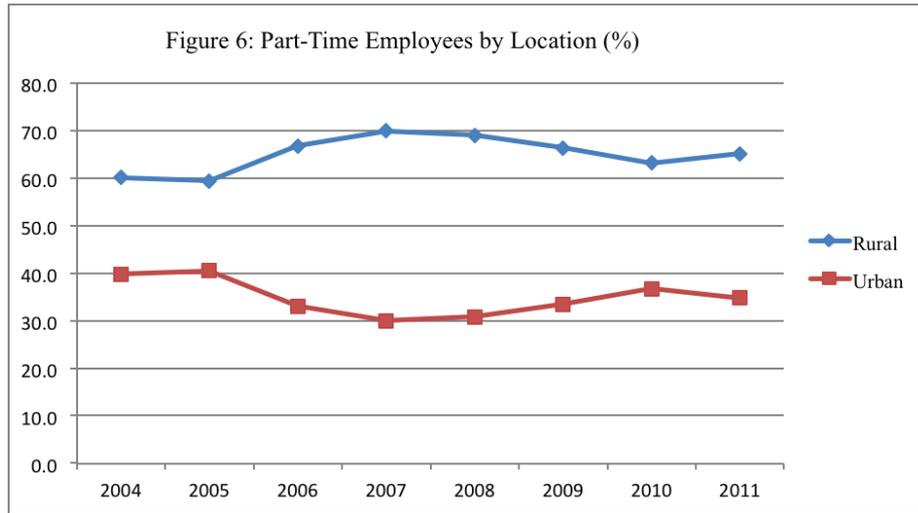
Source: TÜİK

Figure 4 illustrates the situation that arises when the marital status of part-time workers are taken into account. Three quarter of part-time employed people is comprised of married workers, and unmarried ones come after this group with an average of 18%. As of 2008, it is seen that rate of married people within the part-time employment status tended to decline whereas that of unmarried ones increased.



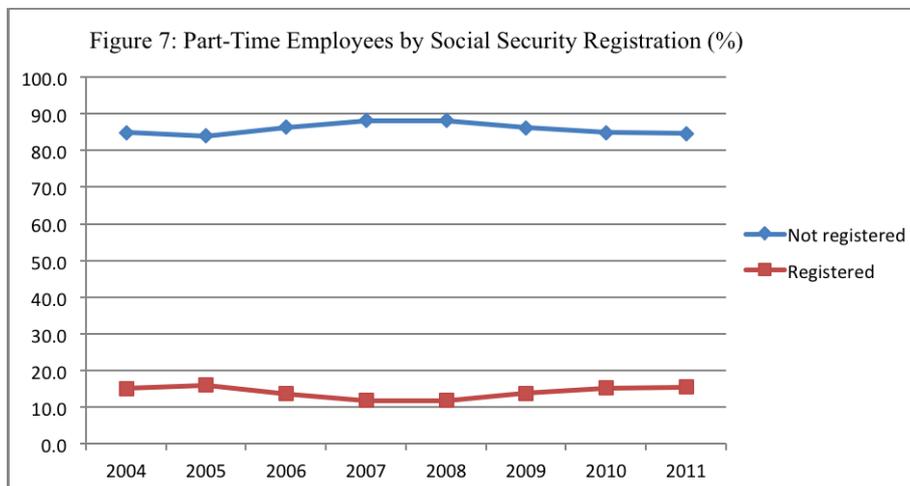
Source: TÜİK

According to Figure 5 nearly half of the part-time employed people are comprised of primary school graduates. The rate of people that do not have any school degree is approximately 25%. Another trend that can be researched is the fact that rate of primary school graduates is increasing constantly among half-time employed ones. The most important reason for this is that the scope of compulsory 8-year education is increasing continuously. Among half-time workers the rate of people with high school or upper level education degree is approximately 15%. Two main groups of part-time workers affected negatively by economic crisis are university and primary school graduates.



Source: TÜİK

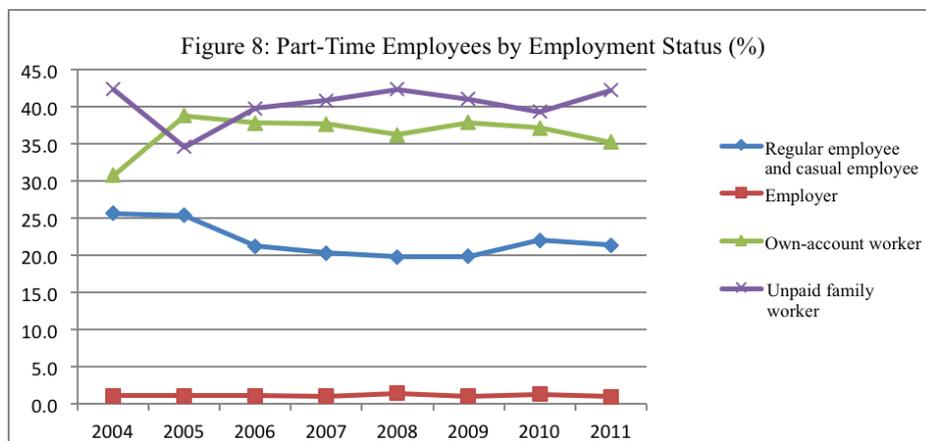
According to Figure 6 it is seen that part-time workers living in rural settings work in part-time jobs more than those living in urban settings. The most important reason for this is the basic feature of rural settlement. That the agriculture is dominant sector in rural settings causes the rate of part time employment to be high. Part-time work is increasing absolutely in both rural and urban settings. However, part-time work once with a tendency to decrease for people living in urban settings, was on the increase for those living in rural settings till the year when the crisis started to reverse with the beginning of the crisis. As a result of the services on sectorial bases, and the increase of part-time work in industry sector in 2007, rate of part-time workers living in urban settings increased. As opposed to this increase, rate of part-time work decreased among those living in rural settings with the proportional decrease seen in agriculture.



Source: TÜİK

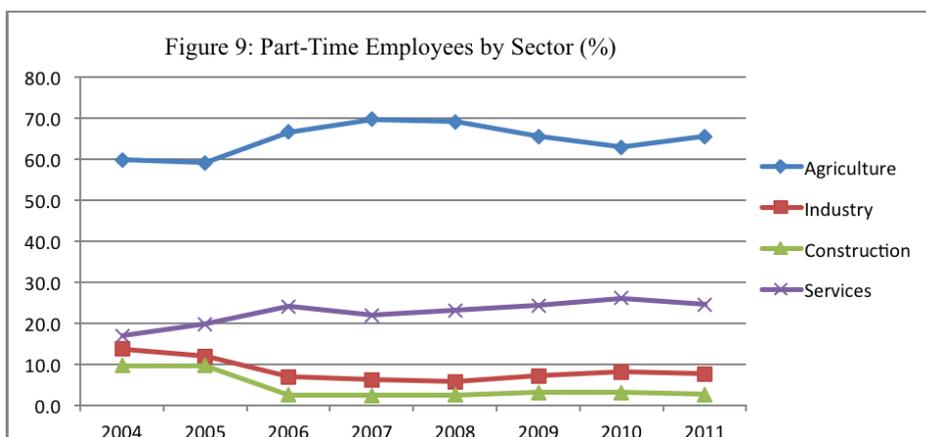
According to the Figure 7 that shows whether part-time workers are registered in any social security institution or not, unregistered part-time workers are six times more than registered ones. Rate of registered workers among part-time workers declined to 11.8% in 2007. However, this rate started to increase with the crisis of 2008 and reached up to 15.5 % in 2011. The increase of part-time work with the crisis in the sectors such as industry and service is among the most important reasons of this increase. Some measures taken by the state as precautions for the crisis are other reasons of the increase in registry. For example; the state promoted part-time work and had the workers work half-day in 2009 and 2010; and they were paid by employers according to this plan and the rest of payment was covered by the state's unemployment security fund.

Another reason that explains the registry increases is the part-time feature of new-emerging jobs, particularly in service sector. Some of the jobs that are provided especially by İŞKUR (Turkish Labour Agency) and therefore necessary to be registered are essentially part-time jobs.



Source: TÜİK

According to the Figure 8 that shows working status of part-time workers, unpaid family workers and own account workers form two of the working types that part-time work dominates. Nearly 78 % of part-time workers are comprised of these two working types. The fact that agriculture is the main activity of part-time work can be said to be the most important reason of this situation. Most of the workers that work in agriculture are either unpaid family workers or own account workers. As for regular employees, their number began to increase in 2009. Some of this increase can be explained by the increase in service and industry sectors.



Source: TÜİK

According to Figure 9, agriculture has the biggest share with an average 65%. Service sector comes after agriculture with an average 23%. The share of construction and industry sectors are well less than that of others. Agriculture saw a decrease while services and industry sectors saw an increase in 2008. The most important reason for this increase is the fact that part-time employment was promoted by the precautions taken for the crisis. Another important reason is the fact that "public work programs" performed by İŞKUR increased part-time work, especially in service sector. When sectorial analyses of part-time work with the registry rate in social security institution are carried out, we see some differences. While 60% of part-time workers registered in any of the social security institution work in services sector, nearly 34% of them work in agriculture.

Determinants of Part-Time Work in Turkey: A Micro Data Analysis

In our study, the logistic regression model was used. The main reason why we chose this model is that our dependent variable is categorical, and our data does not have a normal distribution; besides occurrence probability of a variable according to reference category can be calculated with this model. Logistic regression or binary logit models are non-linear regression models designed for pair wise dependent variable. The main purpose of the logistic regression analysis, as in other regression methods, is to model the relationship between one or more independent variables and the dependent variable. However; unlike logistic regression models, some conditions regarding the fact that dependent and independent variables should be quantitative, continuous variables and dependent and independent variables should have a normal distribution, and error distribution of observation value should be normal and be met. As for the logistic regression model, the dependent variable may be categorical or classifiable but it does not have to be continuous or quantitative. In the following logit model, P has a value between 0 and 1 while L_i varies $-\infty, +\infty$. Probability value is between 0 and 1. (Kutlar, 2009, p. 196).

$$L_i = Z = \ln (P_i / (1 - P_i)) = \beta_0 + \sum_{i=2}^k \beta_i X_{ij} \quad (1)$$

In our study, the following model numbered (2) has been created, and in this model Y represents the dependent variable, β_0 represents fixed and X represents the independent variable.

$$Y_i = \beta_0 + \sum_{ij=0}^m \beta X_{ij} + \epsilon_i \quad (2)$$

For the reliability of analysis in logistic regression, chi-square test reliability or Hosmer-Lemeshow g statistics is used. Chi-square test uses log similarity function and tests whether all logit coefficients except the constant term are equal to zero or not. In the model, chi-square statistic is a likelihood ratio test (Kalaycı, 2006, p. 292).

Micro data sets regarding Household Labour Force Survey of TÜİK for the years 2006-2007-2008-2009-2010-2011 are used in the model. In order to facilitate the analysis the independent variables are assigned with reference category. For example, the male sex was included as a reference.

How significantly the inclusion of variables effect the analysis was observed by applying the Wald test score within the analysis. In addition, the reliability of the analysis was checked by applying the Hosmer-Lemeshow test. It was commented that a unit change in the independent variable of linear regression model affects the dependent variable as much as the changes in β . The "logit odds" ratio is the ratio that shows the said change in logistic regression models. The fact that the coefficient β is positive or negative following the result causes the logit ratio to be either less or greater than 1. If the logit ratio (Exp (β) ratio) is less than 1, i.e. the β coefficient is negative, and then the variable is less likely to

be part-time employed. In the opposite case, i.e., coefficient β is positive; therefore logit ratio is greater than 1, the variable is more likely to be part-time employed.

Table 1: Estimation Results of Logistic Regression Models

		B	S.e.	Wald	Sig.	Exp(β)
Sex	Female	1,079	,001	1771712,247	,000	2,941
Age group	15-24			162228,403	,000	
	25-29	-,310	,001	45091,678	,000	,733
	30-34	-,288	,002	33128,113	,000	,750
	35-39	-,312	,002	37208,711	,000	,732
	40-49	-,337	,002	49325,416	,000	,714
	50-59	-,204	,002	16451,941	,000	,816
	60-+	,067	,002	1509,542	,000	1,069
Marital status	Single			41541,904	,000	
	Married	,242	,001	38358,515	,000	1,273
	Divorced	,321	,003	13294,588	,000	1,378
	Widowed	,169	,002	5240,234	,000	1,185
Level of education	No school completed			218581,649	,000	
	Primary school (5 th grade)	-,110	,001	14822,185	,000	,896
	Primary school (8 th grade)	-,119	,001	8150,534	,000	,888
	High school	-,266	,002	24818,333	,000	,766
	Vocational school	-,378	,002	38929,165	,000	,685
	University	,426	,002	65534,813	,000	1,531
Location	Urban	-,065	,001	4703,962	,000	,937
Social security registration	Registered	-1,146	,001	1166044,468	,000	,318
Status in employment	Regular employee and casual employee			832361,188	,000	
	Employer	-,563	,003	41989,641	,000	,569
	Own-account worker	,917	,001	659892,148	,000	2,502
	Unpaid family worker	,681	,001	303651,615	,000	1,976
Sector	Agriculture			217477,582	,000	
	Industry	-,580	,002	148655,332	,000	,560
	Construction	-,514	,002	64133,735	,000	,598
	Services	-,464	,001	170633,660	,000	,628
Size of workplace	<10 persons			213614,007	,000	
	10 - 50 persons	-,456	,002	89356,201	,000	,634
	50 - 250 persons	-,750	,002	134363,034	,000	,473
	250< persons	-1,246	,004	81747,788	,000	,288
Year	2008			446259,310	,000	
	2006	-,290	,001	56514,514	,000	,748
	2007	-,132	,001	12249,715	,000	,876
	2009	,262	,001	51007,722	,000	1,299
	2010	,264	,001	57177,920	,000	1,302
	2011	,308	,001	80229,182	,000	1,360
Constant		-2,174	,002	1431342,549	,000	,114

Source: Authors' own calculations

Upon examining the results, it is seen that part-time employment probability of women is 3 times more than men. The main reason for this is attributed to the fact that on the one hand the share of women in employment is low; on the other hand the share of women in part-time work is higher than men. The fact that bread-winners are mostly males, i.e. women take less responsibility than men, causes women to choose more unsecured jobs than men. In Turkey women have much more responsibilities

such as home labour and child care compared to men and that is another factor that leads women to work in part-time jobs. Furthermore, the fact that most jobs created for women in Turkey's labour market are within atypical employment category has an effect on these rates, too.

If the analysis results are evaluated according to age groups, 60 and over age group is the only age group that has possibility of part-time working more than the 15-to-24 age group. However, the ratio is as small as to be ignored. Other age groups have possibility of part-time working less than the 15-24 age group. Indeed, after 2006 although there is almost no change in the number of employed in the 15-24 age group, part-time employees amounted to 470.000 from 260.000 people. As people at 15-24 group enter the labour market for the first time, they are not supposed to be selective and are to accept part-time work more easily than other age groups. In addition, part-time work possibilities increase as the requirements for full-time jobs do not prevail for this age group. During this period both employment and part-time working increased for 60 and over age group. Hence, there was an increase of 290.000 people in total employment, and 180.000 of this increase was part-time employment. It can be said that 2008 crisis had an effect on the increase in part-time employment for 60 and over age group. For instance, nearly 100.000 of the increase (180.000) occurred after 2008. This increase can be said to have been caused by efforts to keep the household earnings at a certain level. But these efforts lead to the fact that people over 60 are suitable for part-time jobs rather than full-time jobs. When the analysis is evaluated by taking the marital status into consideration, people in other categories have more possibility to work in part-time jobs than single people. Widows have the most possibility to work in part-time jobs among other categories of marital status. Accepting part-time working becomes easier as the responsibility and necessity increase.

When educational attainment is considered, only university graduates have more possibilities than people who have not attended any school. As for vocational or high school graduates, this probability is at the lowest level.

Results of the analysis show that people working in urban settlements have less possibility to work in part-time jobs than people working in rural settlements. The fact that part-time working is dominant in agriculture sector is one of the most important reasons for the said condition. Working registered in any social security institution decreases part-time work likelihood significantly compared to people working in unregistered part-time jobs in which atypical employment types are dominant.

When the group consisting of regular employees is considered, own account workers and unpaid workers are more likely to work in part-time jobs. Indeed, this result verifies the dominant character of part-time work in agriculture sector. Because a great majority of people working in agriculture sector are unpaid family workers and own account workers. Therefore, agriculture covers part-time employment more than other sectors. As for employers, this likelihood is less than others. When considered from sectorial perspective, it is seen that agriculture workers have the highest likelihood of part-time working. Agriculture sector is followed by services, construction and industry respectively. When the model results are considered according to the number of workers, businesses (employing fewer than 10 people) taken as reference have more possibility for part-time working than other categories. As the number of workers increase, the possibility for part-time working decreases. When the year 2008 is taken as reference, 2006 is the year when the possibility for part-time working is at the lowest level between 2006 and 2011, and this rate has increased continuously over years and reached its top level in 2011.

Conclusion

Flexibility in employment has emerged as an effort of the enterprises to keep profits high despite the conditions of increasing competition, to relax all kinds of regulations about production and employment. For this reason, the meaning of flexibility for the trade unions is reduction of work guarantees

and wages, deterioration of income distribution and work conditions. For example, in EU countries people working in such jobs are paid on the average 20 percent less than those working in standard jobs. In developed countries this type of employment is becoming intensive especially among the female workforce and in the services sector and its share in the aggregate employment is rapidly rising.

Today a work organization that can most quickly respond to the changing demand is meant to be basically in a structure where production is fast, product quality and variety are high, and technology is intensive. In such new work organizations the need for full-time and constant employment disappears, new areas of work and jobs emerge, non-standard types of employment gain weight and practises towards making the labour market flexible become widespread. As a result of this, a model of atypical employment that comes in such various forms as part-time work, temporary or seasonal work, sub-employment, homeworkers, telecommuting, gives capital the opportunity to get rid of the social costs of labour and to increase profit rates.

International Labour Organization defines part-time work as a form of regular employment, based on mutual agreement between the employer and the employee and consisting of fewer hours per week than a full-time job. Thus part-time work differs from fixed-term work by being permanent and from seasonal and temporary work by being regular.

The process of creating flexible labour markets has led to a dual structure. The actors of this structure are, on the one hand, a "core workforce" that will possess the abilities required by new technologies and production techniques and that will be employed on a permanent basis, and a "peripheral workforce" that will be employed only when needed, on the other. The peripheral workforce group will be utilised within the framework of atypical employment in accordance with the firm's competitive power in the market (Yalınpala, 2002, p. 280). One of the most important difficulties in front of the organization of the peripheral workforce is the practises of flexibility. Such practises include employing part-time or temporary workers, changing the quantity of the workforce as the employers wants, sub-contracting some jobs within the firm to little firms that employ union-free workers. As a result, the number of unionised workers in developed or developing countries has gone down and by the end of the 1990s, there remained very few countries where more than 20 percent of the employees are union members (Kazgan, 2002, p. 211).

A radical transformation was experienced in the labour market in Turkey at the beginning of the 21st century. As a result, employment forms have changed and part-time work, as a form of atypical employment, has started to increase. The share of part-time work went up from 3 percent in 2004 to 12 percent by the end of 2011. While employment increased by 4.5 million persons in this process, 2.25 million of this number has come from part-time jobs. These figures reveal the fact that half of the newly created jobs are part-time jobs.

Our analysis shows that women are more likely to be employed on a part-time basis than men. Especially women's social position within the family makes them seek insecure, temporary and part-time atypical employment forms. Being a university graduate also increases the probability of part-time employment in comparison with other levels of education. Sectorally, the agricultural sector involves a higher probability of part-time employment. The fact that the agricultural sector has much more flexible work periods and hour with regard to other sectors and the traditional family type production seem to have led to this result. The probability of part-time employment gets lesser when the employee is registered with the Social Security Administration or when the size of the workforce in the enterprise is larger. The probability of part-time work was at the lowest in 2006 and it reached its highest level in 2012. Especially the crisis of the year 2008 deepened problems in the labour market and contributed to

the lasting status of part-time employment. In the labour market young people at the age of 15-24 constitute a disadvantaged group in terms of part-time work. Especially lack of experience and education directs this age group to forms of atypical employment.

To summarise the results of our model, such factors as being female, young, divorced, with higher education, unregistered, self-employed and working in rural areas, in small enterprises or in agriculture, as well as being employed right after an economic crisis, increase the probability of one's part-time employment.

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