**Başlık (Times New Roman 14 Punto)**

**Ad Soyad[[1]](#footnote-1)**

Geliş Tarihi: \*\*\*\*\*\*\*\*\*\*\*

Kabul Tarihi: \*\*\*\*\*\*\*\*\*\*

**ÖZET**

Kayıt dışılık oranlarının yüksek olduğu ülkelerde işsizlik sigortası uygulamasında ciddi sorunlarla karşılaşılmaktadır. İşsizlik sigortası ve kayıt dışı istihdamın incelendiği bu çalışmada, her iki faktörün birbirleriyle ilişkili olup olmadığı

**Özet tımes new roman 10 punto**

**Anahtar Kelimeler:** Kayıt Dışı İstihdam, İşsizlik Sigortası, Pasif İşgücü Piyasası Politikaları

ÖRNEK MAKALE YAZIM FORMATI ŞEKİLLERİNE UYARAK ÇALIŞMANIZI DÜZENLEYİNİZ!!!!!!

(METİN İÇİ ATIF GÖSTERME, BAŞLIK PUNTOLARI, PARAGRAF ARALARI, ÖZET, ABSTRACT, KAYNAKÇA GÖSTERME BU ÇALIŞMADA OLDUĞU GİBİDİR)

**The Investigation of Unemployed Employment Insurance**

**ABSTRACT**

In countries with high informality rates, serious problems are encountered in the implementation of unemployment insurance. In this study of unemployment insurance and informal employment, it was researched whether both factors are related to each other. Purpose of the study; To explain the application of unemployment insurance, which has been implemented since 1999 in Turkey, and to reveal the way in which informal employment has affected. The basic hypothesis of work; "Unemployment insurance, which is not set at an optimal level in developing countries, has the effect of increasing informal employment". As a result of research, informal employment, which is more common in developing countries in general, leads to unemployment insurance problems due to passive employment policies. In general, unemployment insurance, which is not optimally determined in developing countries, has been seen to have an effect of promoting informal employment. Therefore, there is a way to reduce the desirability of unemployment insurance. Because the unemployed can benefit from the unemployment benefit by showing themselves unemployed while under informal employment during this period. However, unemployed people are waiting for a registered job to benefit from unemployment insurance payments in some rare cases.

**Keywords**: Informal Employment, Unemployment Insurance, Passive Labor Market Policies

1. **Giriş**

Günümüz üzerinde durulan kavramlarından biri olan kayıt dışı istihdam, esasen ülkemizin başta gelen sorunları arasında yer almaktadır. Türkiye’de 1950 yılından itibaren yaşanan köyden kente göç dalgası, kayıt dışı istihdamın gelişmesine neden olmuştur. Köyden kente göçün artmasıyla birlikte, kentlerde büyük oranda vasıfsız işgücü, daha az ücretle ve sosyal güvenceye sahip olmaksızın çalışmaya razı olan insan sayısında artış olmuştur. Bu bağlamda ülkemizde kayıt dışı istihdamla mücadele için son yıllarda bazı önemli düzenlemeler hayata geçirilmiştir. Bu düzenlemelerden biri de işsizlik sigortasıdır.

İşsizlik sigortası, çalışma istek ve yeteneğinde olan kişilerin kendi iradesi dışında işsiz kalması sonucunda uğrayacağı gelir kaybının belirli süre ve miktarda karşılayan bir sistemdir. Primlere dayalı olan bu programın temel amacı işsiz kalan kişilerin işsizlik süresince nakdi veya gayri nakdi desteklemektir. Bu çerçevede işsizlik sigortasının hem ekonomik hem de sosyal etkileri vardır. Bu etkilerden biri de kayıt dışı istihdama olan etkisidir. İşsizlik sigortasının kayıt dışı istihdam üzerindeki etkilerini inceleyen çok az çalışma yapılmıştır. Bu çalışmalarda genellikle teorik öngörüleri doğrulayan sonuçlara ulaşılmıştır.

Bu çalışmanın amacı literatürde yapılan çalışmalardan yola çıkarak işsizlik sigortası ve kayıt dışı istihdam ile ilgili temel bilgileri vermek, her ikisi arasında pozitif veya negatif yönlü ilişkinin olup olmadığını tespit etmek ve ulaşılan sonuçları analiz etmektir.

1. **Kayıt Dışı İstihdam**

Günümüz çalışma yaşamında yaşanan en önemli sorunlardan biri kayıt dışı istihdamdır. Kayıt dışı istihdama, tüm gelişmiş, gelişmekte olan ülkelerde ve geçiş ekonomisi ülkelerinde rastlanmaktadır. Fakat kayıt dışı istihdam gelişmiş ülkelerde az, gelişmekte olan ülkelerde çok görülmektedir. Bunun nedeni gelişmekte olan ülkelerde köyden kente göç olgusu ile vasıfsız işçi sayısının artması ve istihdam maliyetlerinin yüksek olmasıdır (Yüzbaşıoğlu, 2010: 27).

Türkiye’de kayıt dışı istihdamı tetikleyen çeşitli sebepler vardır. Bu sebeplerin başında ekonominin geri kalmışlığı, istihdam üzerinden alınan vergilerin yüksekliği, sosyal ve bürokratik yükler, istihdam alanlarının nüfus artışı ile uyumlu olmaması ve kayıt dışılığın yeterince denetlenememesi ülkemizde kayıt dışı istihdamı teşvik etmektedir (Biçerli, 2009: 159). Literatür incelendiğinden bu kavrama ilişkin birçok tanımlama yapılmış ve bu kısımda kayıt dışı istihdamın çerçevesini belirleyen unsurlara yer verilmiştir.

* 1. **Kavramsal Yaklaşım**

Kayıt dışı istihdam kavramı ilk defa 1970 yılında İLO’nun düzenlediği Dünya İstihdam Programı (World Employment program) kapsamındaki Kenya Raporunda “enformel sektör” olarak kullanılmıştır. Raporda kayıtlı sektör tarafından karşılanamayan açık işsizliğin enformel veya kayıt dışı sektör tarafından emildiği ve kırsal alandan şehirlere göçün beklenen miktarda açık işsizliğe yol açmadığı saptanmıştır (Güloğlu, 2005: 2).

Avrupa Birliği (AB) içerisinde kayıt dışı istihdam “bildirilmemiş istihdam” kavramı ile ifade edilmekte ve tanımlanmaktadır. Buna göre, yasal nitelikte olan, ancak ulusal gereklere uygun olarak kayıt altına alınmayan, resmi makamlara bildirilmeyen her türlü ücretli faaliyet “bildirilmemiş” veya “enformel istihdam” olarak kabul görmektedir. Bu yaklaşım çerçevesinde konusu, doğası veya niteliği yasal olan faaliyetler dikkate alınmaktadır. Ancak, suç oluşturan faaliyetler “bildirilmemiş istihdamın” dışındadır. Benzer biçimde bildirilmesi ulusal hukuk tarafından gerekli görülmeyen faaliyetler de kapsam dışında bırakılmıştır (Biletta ve Meixner, 2005: 1).

**Tablo:1** Türkiye’de Kayıt Dışı İstihdam Oranları

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Yıllar** | **Tarım** | **Tarım Dışı** | **Sanayi** | **Hizmet** | **İnşaat** | **Genel** |
| **2002** | 90,14 | 31,74 | 36,40 | 29,19 | - | 52,14 |
| **2003** | 91,15 | 31,55 | 36,43 | 29,00 | - | 51,75 |
| **2004** | 89,90 | 33,83 | 37,28 | 31,96 | - | 50,14 |
| **2005** | 88,22 | 34,32 | 38,11 | 32,27 | - | 48,17 |
| **2006** | 87,77 | 34,06 | 38,12 | 31,88 | - | 46,97 |
| **2007** | 88,14 | 32,34 | 35,51 | 30,63 | - | 45,44 |
| **2008** | 87,84 | 29,76 | 31,61 | 28,77 | - | 43,50 |
| **2009** | 85,84 | 30,08 | 33,43 | 28,40 | - | 43,84 |
| **2010** | 85,47 | 29,06 | 32,68 | 27,11 | - | 43,25 |
| **2011** | 83,85 | 27,76 | 31,50 | 25,71 | - | 42,05 |
| **2012** | 83,61 | 24,51 | 27,89 | 22,73 | - | 39,02 |
| **2013** | 83,28 | 22,40 | 25,23 | 20,90 | - | 36,75 |
| **2014** | 82,27 | 22,32 | 20,26 | 21,09 | 36,61 | 34,97 |
| **2015** | 81,16 | 21,23 | 19,13 | 20,05 | 35,58 | 33,57 |
| **2016** | **82,09** | **21,72** | **20,20** | **20,35** | **35,76** | **33,49** |

**Kaynak:** TÜİK’in Hanehalkı İşgücü İstatistiklerinden derlenmiştir. (<http://www.tuik.gov.tr>, erişim:12.12.2016)

1. **Sonuç**

Kayıt dışı istihdam niteliği itibariyle yasal olan işlerde istihdama katılan fakat sosyal güvenlik ve çalışma hayatını düzenleyen hukuk kurallarına uyulmaksızın, kayıtsız olarak çalışılması şeklinde ortaya çıkmaktadır. Kayıt dışı istihdam farklı gelişmişlik düzeyine sahip tüm ülkelerin ortak problemidir. Türkiye’nin de başta gelen sorunlarındandır. Ülkemizde kayıt dışı istihdamla mücadele de bazı önemli düzenlemeler yapılmıştır. Bu çerçevede çeşitli yasal düzenlemelerin yanı sıra kayıt dışı istihdamla mücadele yürütülen faaliyetler ve projeler hayata geçirilmiştir.

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