

EMPLOYABILITY IN THE CONTEXT OF LABOUR MARKET INSECURITY

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Abstract

Radical changes have been experienced in economic, social and political fields in the last 40 years. Employment is the leading issue in which such change has taken place.

Today, gradually-increasing unemployment, insufficiency of proper jobs, the flexibility in the labour market and the rising competition among the labour itself cause precarity and inequality to increase and the precarious employment conditions to happen in terms of labour. On the other hand, globalization, conversion of labour markets and the novelties in information and communication technologies causes the knowledge, quality and skills, which the individuals have, to become invalid in a short time. This case requires labour to adjust to changing conditions in the continually changing and further-demanding labour market, in which unemployment is gradually increasing and stability in employment is lost and reliance is getting less.

In this sense, lifelong learning is of importance in terms of the fact that individuals achieve employability qualities and develop them continually so that they can compete in the labour market. Actually, these days, the real responsibility is left to the labourer for sustainable and employment-creating development, and the labourer is expected to get trained continually, and if he/she loses his/her job by force of the competition rules of the market, labourers are again expected to find a new employment opportunity.

The objective of the study in this context is to question the role of employability in terms of labour market insecurity. The role of employability in labour market insecurity will be determined comparatively in the time and space dimension.

Keywords: Labour Market, Insecurity, Flexibility, Precarious Employment, Employability.