

Müşerref Küçükbayrak

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Central Bank of the Republic of Turkey
Structural Economic Research Department

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SUMMARY

Labor economist at Structural Economic Research Department of Central Bank of the Republic of Turkey (CBRT) with more than 15 years-experience in policy decision making. Specialized in the areas of labor market and social policies, with a focus on minimum wages, active labor market policies, integration of vulnerable groups like females, young and low skilled individuals, and immigrants. Proven experience in engaging policy dialogue with extensive knowledge of government priorities and a solid understanding of labor market policies. Prepared and contributed reports, briefings and communication materials (e.g. concept notes, presentations etc.) on labor market and social policies. Experienced in management and implementation of projects funded both nationally and internationally (e.g. EU IPA II funds). Familiarity with Turkish bureaucracy and mechanisms of decision making of policy, and budgeting. Core strengths include conducting quantitative particularly causal analysis with microdata from surveys and administrative records and ability to deliver policy narrative around the analytical work. Extensive knowledge and experience in the use of software like STATA.

PROFESSIONAL EXPERIENCE

Central Bank of the Republic of Turkey

2018-present

Labor Economist, Structural Economic Research Department

- Produced policy briefs to inform Governor, Deputy Governors, and the Monetary Policy Board Members about structural problems and the functioning of labor market. Prepared policy notes and economic letters on labor market and social policy.
- Prepared presentations made by the Governor and Deputy Governors at the meetings held with national and international investors, economists, analysts and portfolio managers.
- Contributed main policy documents as Inflation Reports and Financial Stability Reports.
- Represented CBRT during the meetings held by multilateral institutions to track developments in Turkish economy (e.g. OECD EDRC Missions, IMF Article IV Meetings).
- Contributed to improve CBRT's transparent communication policy by sharing research through the posts on CBRT blog (e.g. Blog article "An Important Growth Potential: Vacant Jobs").
- Managed the first CBRT Project funded under EU Pre-Accession Partnership Funds (IPA-II) (1 million €, 2 years duration). Successfully completed negotiations with European Commission and Central Finance and Contracts Unit. Took responsibility for the sample and questionnaire design of Household Finance and Consumption Survey implemented under the Project, editing and imputation of data collected (includes more than 200 questions with 12,302 households), and preparing two key outputs of Project (Reports on Survey Methodology and Survey Findings).
- Lead and managed the joint Project of CBRT and Turkish Employment Agency on the impact evaluation of active labor market policies.

- Organized CBRT-World Bank Joint Conference: Drivers of Firm Performance in Turkey (Ankara, Türkiye, 2019).
- Evaluated and contributed to the draft documents and reports of multilateral institutions (e.g. OECD Economic Surveys on Türkiye).
- Preparing research articles, working papers, Research Notes in Economics, and Blog articles of CBRT on labor market issues, and providing referee services for Central Bank Review and other academic journals (e.g. International Labour Review).

Instructor, TED University

2017-2018

- Taught undergraduate elective courses in labor economics (analysis of labor markets, labor supply and demand, labor mobility, human capital, labor market discrimination, determination of wages, compensating wage differentials, Turkish labor markets, policy analysis and impact evaluation).

Presidency of Strategy and Budget (former Ministry of Development)

2007-2018

Senior Expert, Employment and Working Life Department

2011-2018

- Assisted in development of strategies, priority sets, measurements and targets in terms of labor markets, working life and inclusive growth through policy making process in the New Economic Program, Annual Policy Program and Annual Public Investment Program in collaboration with relevant government partners. Monitored related indicators in a timely manner and reported on in compliance with established guidelines and procedures.
- Ensured allocating resources to relevant public institutions in the area of labor markets and socio-economic development in Annual Public Investment Program within national investment budget framework. Monitored expenditures of Turkish Employment Agency, Ministry of Labor and Social Security, and Ministry of Family and Social Services in the programme in a timely manner.
- Ensured the annual strategic priorities in Annual Policy Program and other strategic documents in compliance with resource availability in Annual Public Investment Program.
- Coordinated 11th Development Plan Ad-Hoc Committee for Labor Markets in Turkey with three main pillars: integration of labor in digitalizing world, social and economic integration of Syrians under Temporary Protection (SuTP) and activation of women and fostering youth employment.
- Coordinated 10th Development Plan Ad-Hoc Committee for Employment and Working Life.
- Prepared Programs of “Activating Labor Market” and “Basic and Vocational Skills Development” affiliated to 10th Development Plan.
- Responsible for preparation of the labor market and economy section of “Needs Assessment for SuTP, 2016-2018” in collaboration with related ministries.
- Drafted employment and labor market section of EU Pre-Accession Reform Program.
- Prepared and edited the Action Plan for Women’s Empowerment under ILO Project on “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey”.
- Followed up international agenda, representing Turkey in international meetings and events. Evaluated and contributed country strategic programs of international organization like WB.
- Contributed preparation of international reports like “OECD Economic Survey” and “Good Jobs for All In A Changing World Of Work: The OECD Jobs Strategy”.
- Contributed preparation of reports under the subject of Programmatic Works of WB carried out within the scope of Country Partnership Framework (e.g. Managing Labor Markets through the Economic Cycle). Experienced the stakeholder consultation at policy and program level.

- Contributed to preparation and management of joint projects funded by EU and Government of Turkey. Monitor and evaluate these projects as Steering Committee Member (e.g. EU IPA II Project on Increasing Quality of Public Employment Services in Turkey).

Expert, Social Policy Department

2007-2011

- Prepared and edited the Nation Action Plan for Youth Employment under ILO Project “Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya”.
- Developed selection process of grant projects for Social Support Program (SODES). Established monitoring and evaluation framework (SODES is the largest regional social inclusion program of Turkey targeting vulnerable groups in the least developed regions with more than 500 grant projects per year, on average).
- Designed and formulated Employment Packages, the largest incentive program covering set of firm incentives to boost job creation in Turkey.
- Organized Monthly Labor Market Evaluation Seminars.

EDUCATION

Middle East Technical University, PhD in Economics, 2018.

London School of Economics and Political Science, M.Sc. in Social Policy Research, 2013.

Middle East Technical University, M.S. in Economics, 2008.

Middle East Technical University, B.S. in Mathematics & Economics, 2006.

FELLOWSHIPS AND AWARDS

Middle East Technical University, Graduate Performance Award in PhD Programs, Ankara.

London School of Economics & Political Science, Loch Exhibition Prize for Dissertation, London.

London School of Economics & Political Science, Graduate Merit Award, London.

Scientific and Technological Research Council of Turkey, Graduate Fellowship, Ankara.

RESEARCH INTEREST

Labour Economics, Applied Microeconometrics, Causal Inference, Development Economics.

PUBLICATIONS

“Household Portfolios in Türkiye: Results from the Household Finance and Consumption Survey”, with E. Ceritoğlu, S. M. Cilasun and Ö. Sevinç, *Central Bank Review* (Fortcoming).

“The Impact of Abolishing Age-Specific Minimum Wages on Youth Employment and Education: A Regression Discontinuity Analysis” with M. Dayıoğlu Tayfur and S. Tumen, *International Journal of Manpower*, 43(6), 1352-77, 2022.

“Central Bank of the Republic of Turkey Household Finance and Consumption Survey Methodology” with G. Betti, E. Ceritoğlu, and O. Sevinc, *CBRT Working Papers*, No. 22/02, 2022.

“Analysis of Firms in Terms of Public Supports and Incentives”, (*in Turkish*) *Verimlilik Dergisi*, 57(1), 45-72, 2023.

“Labor Market Informality and Its Effect on Firm Performance in Turkey” with Y. K. Bagir and H. Torun, *CBRT Working Papers*, No. 21/19, 2021.

“Does Unemployment Insurance Affect Unemployment Duration? Evidence from Turkey Using Regression Discontinuity Approach”, London School of Economics and Political Science, London, UK, 2013.

“Is Turkish Labor Market Structure Appropriate for Regional Minimum Wage?” (*In Turkish*) with S. Demir Seker, Ministry of Development, Sosyal Sektörler ve Koordinasyon Genel Müdürlüğü İşgücü Piyasası Çalışma Raporları (1), 2013.

“Evaluation of Unemployment Insurance System in terms of Coverage, Unemployment and Employment Durations in Turkey” (*in Turkish*), Ministry of Development, Ankara, 2012.

“Recent Trends in Female Labor Force Participation in Turkey”, with M. Aran, S. Capar, D. Sanalmis, and A. Uraz, World Bank Welfare and Social Policy Analytical Work Program, Working Paper (2), 2010.

POLICY NOTES

“An Important Growth Potential: Vacant Jobs” *CBRT Blog Article*, 2019.

<https://tcmbblog.org/wps/wcm/connect/blog/en/main+menu/analyses/animportant+growth+potential+vacant+jobs>

“Impact of Minimum Wage on Youth Employment and Education in Turkey” *CBRT Research Notes in Economics*, No. 19/13, 2019.

COLUMNS AND POLICY REPORTS

Women Employment Action Plan (*In Turkish*), Ministry of Labor and Social Security and Employment Agency, 2015.

Turkey Managing Labor Market through the Economic Cycle, World Bank, No: 70130, 2013.

National Youth Employment Action Plan, Employment Agency and International Labor Organization, Ankara, 2011.

Millennium Development Goals Report Turkey, State Planning Organization and UNDP, 2010.
Female Labor Force Participation in Turkey: Trends, Determinants, and Policy Framework, World Bank, 2009.

WORK IN PROGRESS

“Household Indebtness in Turkey”, unpublished manuscript.

“Minimum Wage Effects on Labor Market Transitions” with S. M. Cilasun, M. G. Kirdar, and B. Turan, unpublished manuscript.

INTERNATIONAL MEETINGS AND WORKSHOPS

IMF Article IV Meetings with Turkey, Ankara, 2019, 2020, 2022.

Assessing the Turkish Labor Market Workshop, World Bank, İstanbul, 2018.

OECD Employment, Labour and Social Affairs Committee, *Delegate*, Paris, 2017.

Realizing Harmonization Policies in Turkey Workshop, World Bank & Directorate General of Migration and Management of Turkey, Ankara, 2017.

World Humanitarian Summit, UN, Istanbul, 2016.

E-skills for Jobs in Europe: Measuring Progress and Moving Ahead Workshop, *Delegate*, EU Commission, Brussels, 2014.

OECD EDRC Meeting on “Overview of 2014 Economic Survey of Turkey”, Ankara, 2013.

Activation Policies for Unemployed and Informal Employers Workshop, World Bank, Ankara, 2011.

World Bank’s Social Protection and Labor Strategy 2012-2022 Consultation Meeting, Ankara, 2011.

Impact Evaluation of Public Employment Services Workshop, World Bank, Ankara, 2009.

45th Social Development Commission of the United Nations, *Delegate*, New York, 2008.

Workshop on Growth and Employment, World Bank, Ankara, 2007.

SEMINAR PRESENTATIONS AND INVITED TALKS

ICE-TEA2022, 8th International Conference on Economics, Nevşehir, Türkiye, 2022.

Middle East Technical University Economics Seminar Series, Ankara, 2022.

Analysis Workshop of CBRT Household Finance and Consumption Survey, Virtual, 2021.

ERF 26th Annual Conference, Virtual, 2020.

Middle East Technical University Economics Seminar Series, Ankara, 2019.

Impact of Minimum Wages on Turkish Labor Market Conference, Galatasaray University Istanbul, 2019.

Emerging Markets: Recent Challenges International Conference, TED University Trade Research Center, Ankara, 2018.

Labor Market Network, World Bank and Bahcesehir University Economic and Social Research Center, Istanbul, 2011.

National Economy Symposium: Crisis and Unemployment, Hacettepe University, Ankara, 2011.

Decent Work for All: National Youth Employment Program and Pilot Implementation in Antalya Workshop, Antalya, 2010.

Access to Finance and Investment Readiness for Women Entrepreneurs Workshop, Brussels, 2010.

World Bank and IMF Annual Meetings Media Workshop, Istanbul, 2009.

SPO and World Bank Brainstorming on Social Policy, Ankara, 2008.

World Bank Joint Portfolio Performance Review Workshop, Ankara, 2007.

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Central Bank Review
International Labour Review
International Journal of Manpower
PLOS ONE
Istanbul Business Research