

TURKEY

STATUTORY AND RECORDED WAGE & MONETARY INCOME LEVELS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (TRY)
Legal Minimum Wage	<ul style="list-style-type: none"> The national minimum gross wage was 1,134 Turkish Lira (TRY) for the period of July 1, 2014—December 31, 2014; 1,201 for the period of January 1, 2015—June 30, 2015; and 1,273.50 for the period of July 1, 2015—December 31, 2015. 		<p>July 1, 2014 to December 31, 2014: 1,134</p> <p>January 1, 2015 to June 30, 2015: 1,201</p> <p>July 1, 2015 to December 31, 2015: 1,273</p>
Industry/sector Wage Comparator Average earning—apparel manufacturing	<ul style="list-style-type: none"> Information gathered through the Labour Cost Survey 2012, conducted by TurkStat, was based on costs reported by employers, including wages for workers. The monthly average gross earnings for workers in the apparel industry was TRY 1,166 in 2012. Monthly gross earning includes the sum of gross wages, irregular payments, in-kind payments, and payments made to employee's saving schemes. These earnings are averaged to determine a monthly figure the reference year. Adjusted for inflation using IMF WEO CPI (to 2015 value): 1465.86 	<u>TurkStat</u>	1,465.86

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (TRY)
National Relative Poverty Line (2 adults, 1 earner)	<ul style="list-style-type: none"> Relative poverty is measured by TurkStat at 40, 50, 60, and 70 percent of median equivalised household income. For purposes of comparison with other middle-income countries, we use the standard Eurostat/OECD relative poverty threshold of 60 percent of median household equivalised income. In 2014, the 60 percent line by TurkStat was TRY 6665/year and TRY 555.42/month. Monthly household equivalent (assuming two adult-consumption units and one earner): 1111 Adjusted for inflation using IMF WEO CPI (to 2015 value): 1193.66 	<u>TurkStat</u>	1,193.66

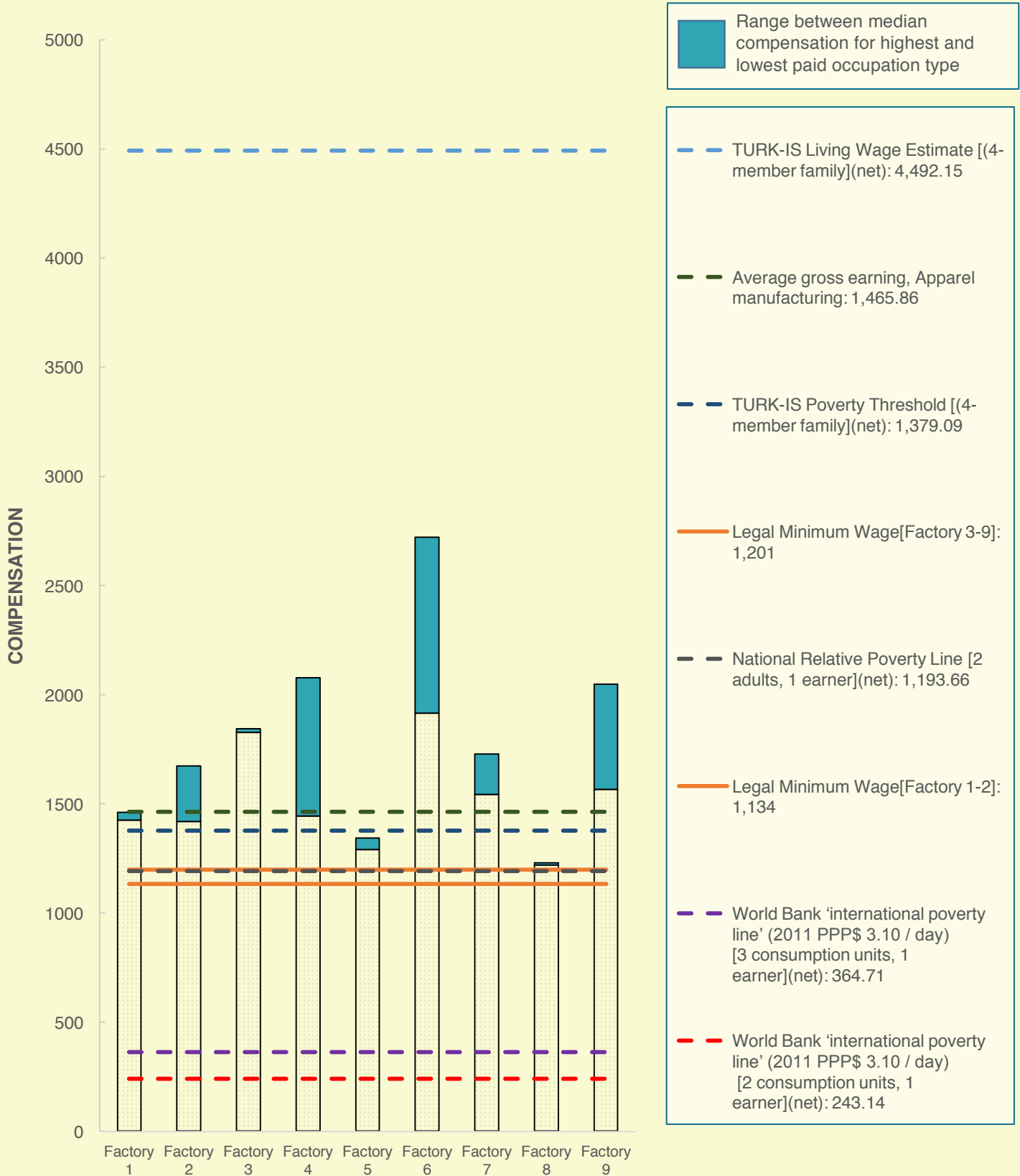
TURKEY

INCOME AND POVERTY BENCHMARKS

BENCHMARK	CALCULATION NOTES	SOURCE	MONTHLY VALUE (TRY)
World Bank 'international poverty line' (2011 PPP\$ 3.10/day)	<ul style="list-style-type: none"> Poverty is measured by the World Bank at Purchasing Power Parity (PPP)\$3.10/day. The 2011 PPP conversion factor for Turkey in 2014 is 1.20 The \$3.10 equivalent is (TRY 1.20 * 3.1) = TRY 3.72 On a monthly basis, this is (3.72* (365/12)) = TRY 113.15 Adjusted for inflation since 2014, [260.03 (CPI 2015)/242.020 (CPI 2014)—IMF WEO 2015] * TRY 113.15 = TRY 121.57 The household equivalent assuming two consumption units and one earner is TRY 243.14. 	<u>WB 2011 ICP</u>	243.14
	<ul style="list-style-type: none"> The household equivalent assuming three consumption units and one earner is TRY 364.71. 		364.71
Living Wage Estimate TURK-IS Poverty Threshold 2015 (4-member family)	<ul style="list-style-type: none"> TRY 1,379.09/household/month Estimate of poverty line: starvation level ("Limit of Hunger") for a family of four as of October 2015. Living wage estimate produced by TURK-IS, the Confederation of Turkish Trade Unions. The estimate is calculated based on a nutrition model of a family of four and the minimum food expenses are determined based on price of the surrounding areas of Ankara. The assumption of this estimate is that a typical family of four includes one adult male (3500 Cal/day), one adult female (2300 Cal/day), one 15-19 year old male (3200 CAL/day), and one 4-6 year old child (1600 CAL/day). The Starvation Level Living Wage is defined as a living wage that can support the food consumption. 	<u>TURK-IS</u>	1,379.09
Living Wage Estimate TURK-IS Living Wage Estimate (4-member family)	<ul style="list-style-type: none"> TRY 4,492.15/household/month Trade union living wage estimate ("Limit of Poverty") for a family of four by TURK-IS, the Confederation of Turkish Trade Unions as of October 2015. The estimate is calculated based on a nutrition model of a family of four and the minimum food expenses are determined based on prices in the surrounding areas of Ankara. The assumption of this estimate is that a typical family of four includes one adult male (3500 Cal/day), one adult female (2300 Cal/day), one a 15-19 year old male (3200 CAL/day), and a 4-6 year old child (1600 CAL/day). The Poverty Level Living Wage is defined as a living wage that can support all basic consumption in addition to food, including clothing, sheltering, rent, electricity, gas, water, transportation, education, and health-related expenses. 	<u>TURK-IS</u>	4,492.15

COMPENSATION COMPARISON ACROSS FACTORIES

TURKEY Currency: Turkish Lira (TRY)



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (1) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

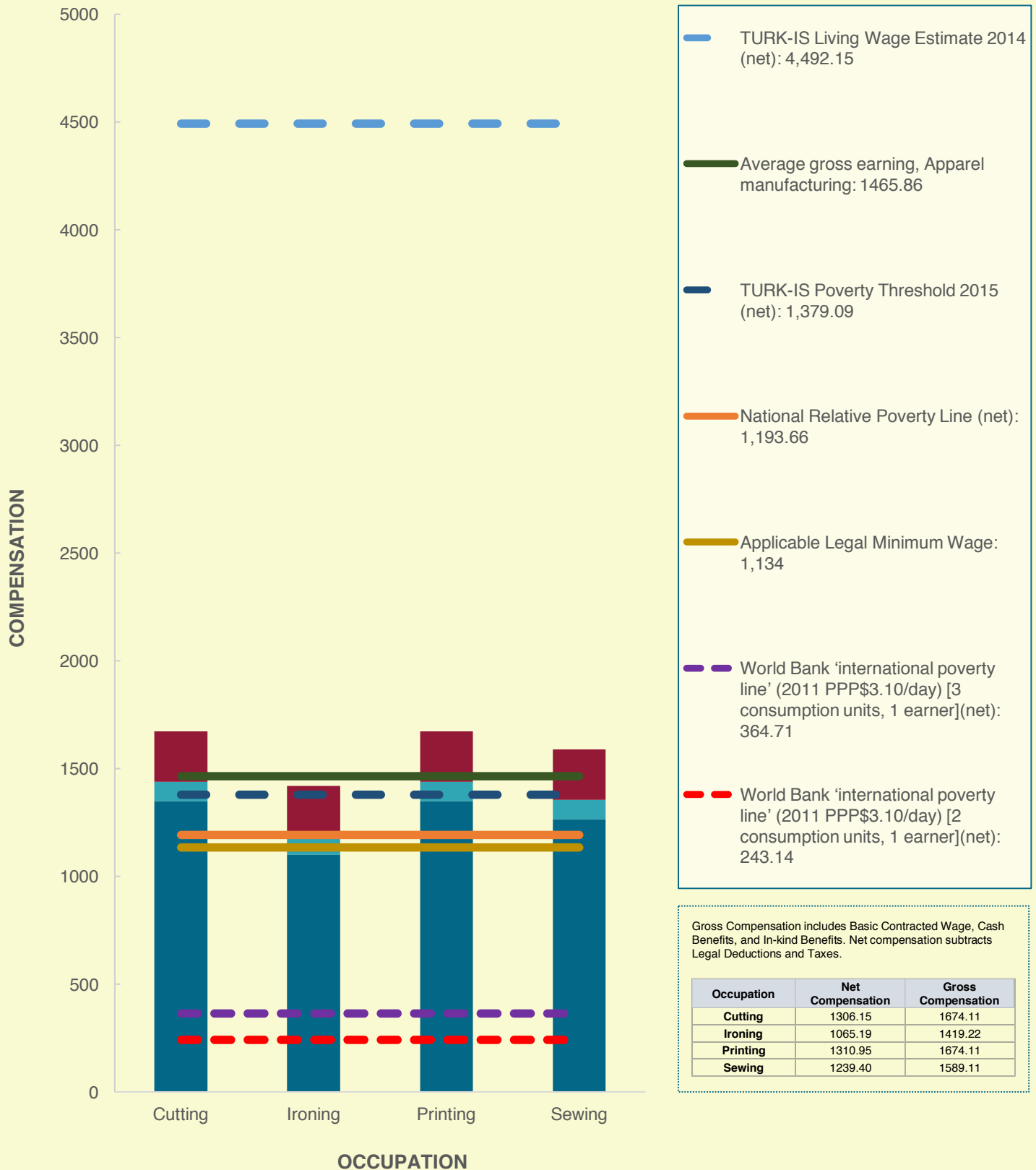
Cash Benefit

In-Kind Benefit

Incentives

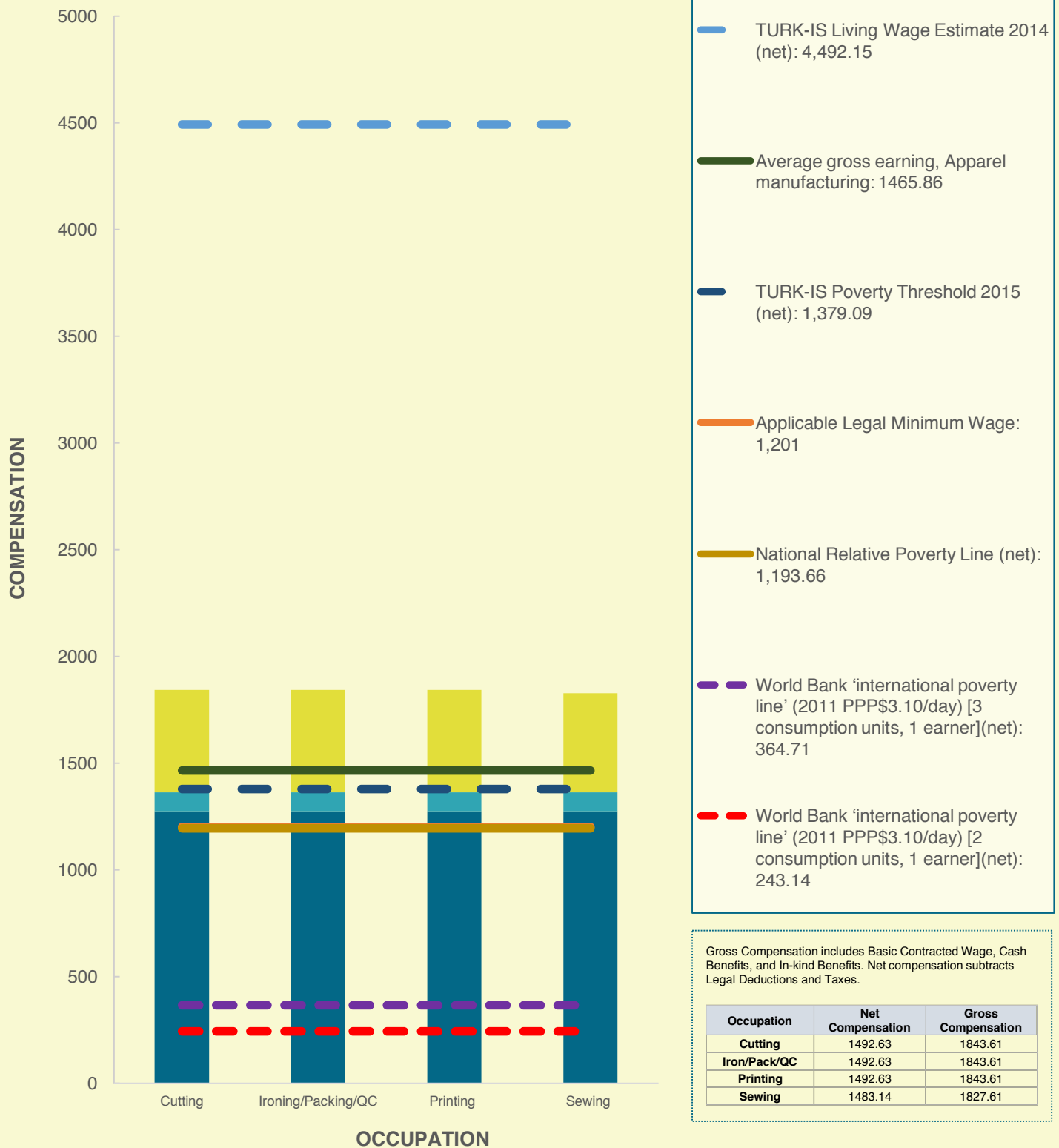
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (2) *Currency: Turkish Lira (TRY)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (3) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

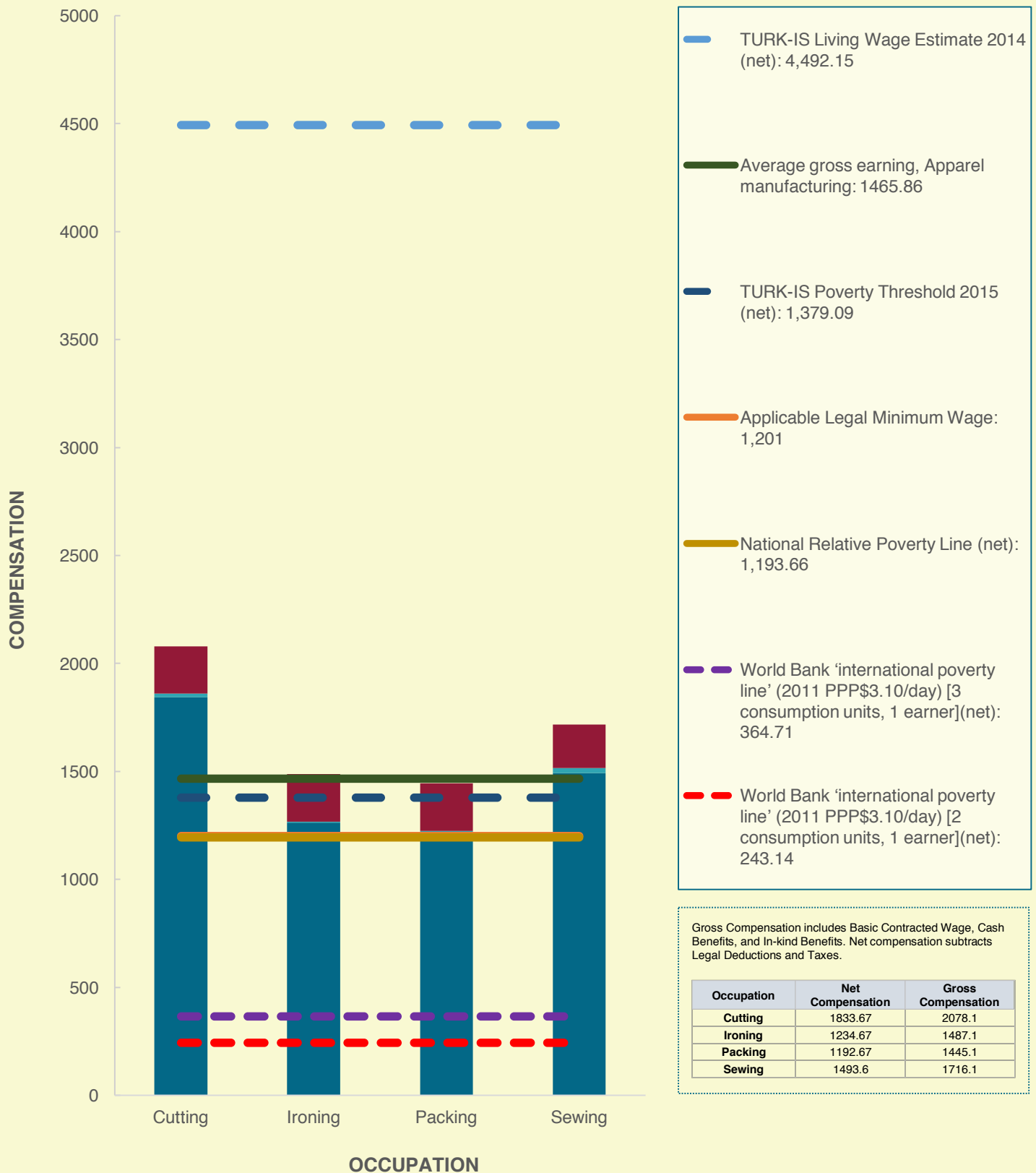
Cash Benefit

In-Kind Benefit

Incentives

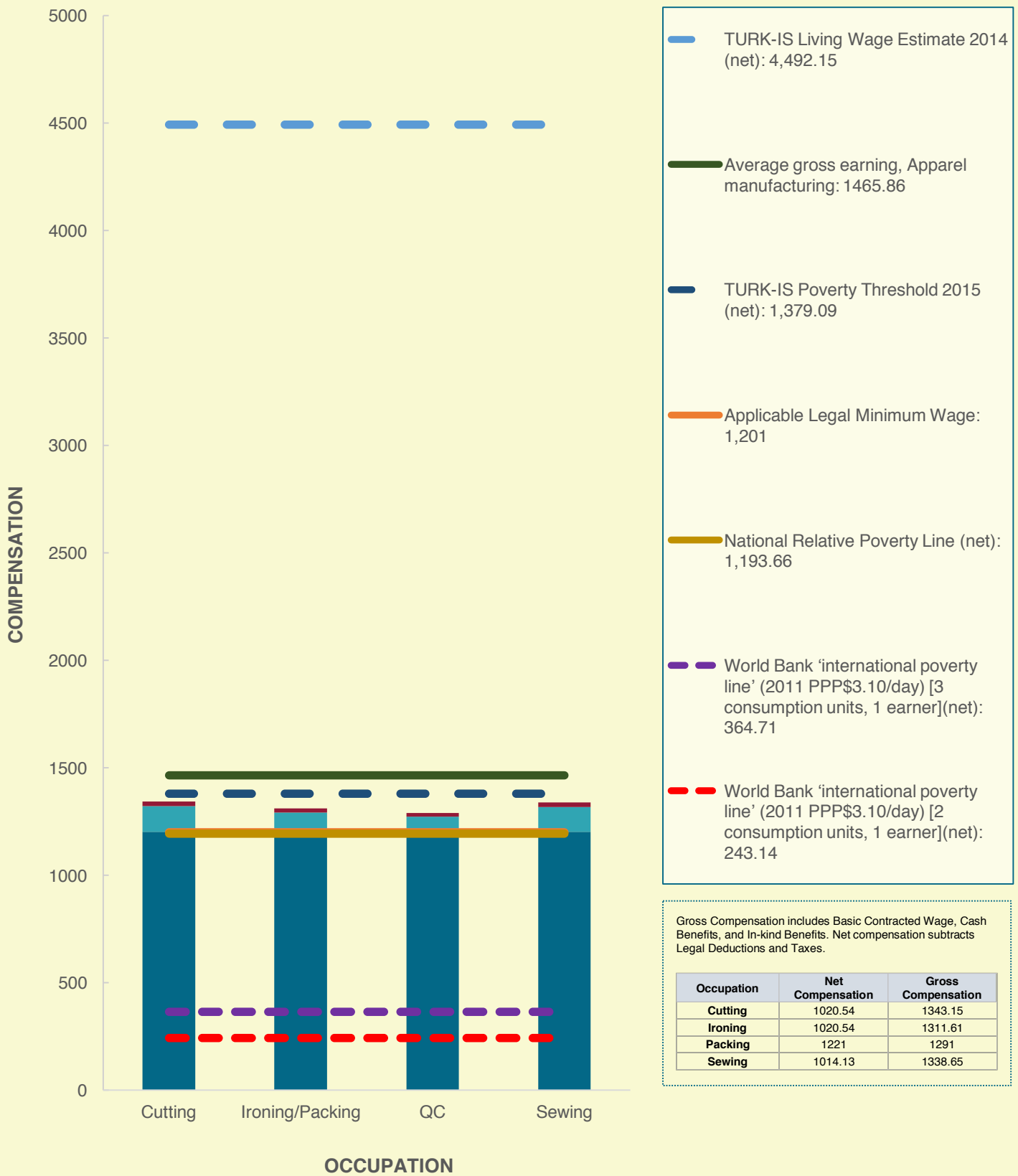
MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (4) *Currency: Turkish Lira (TRY)*



MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (5) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

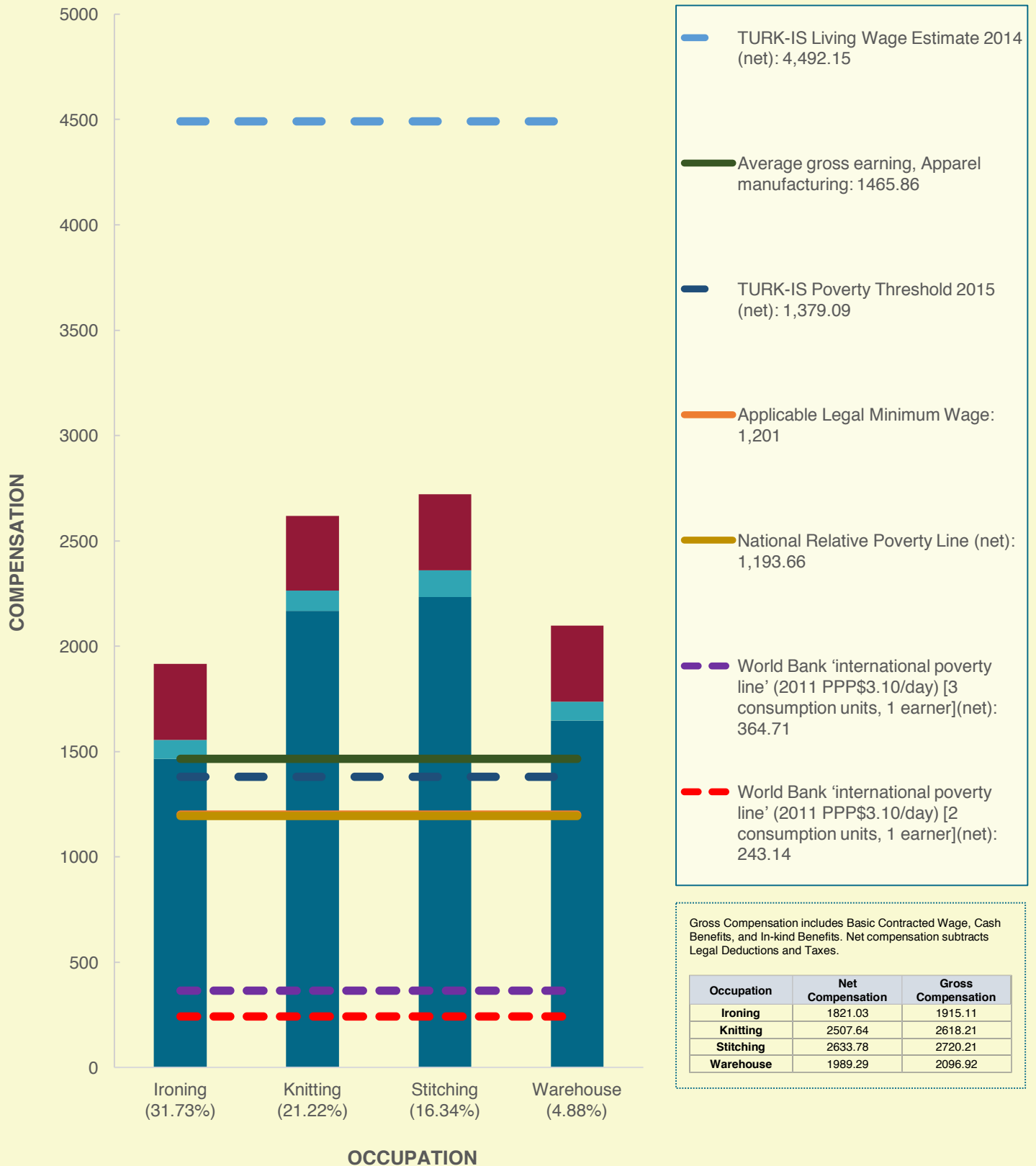
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (6) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

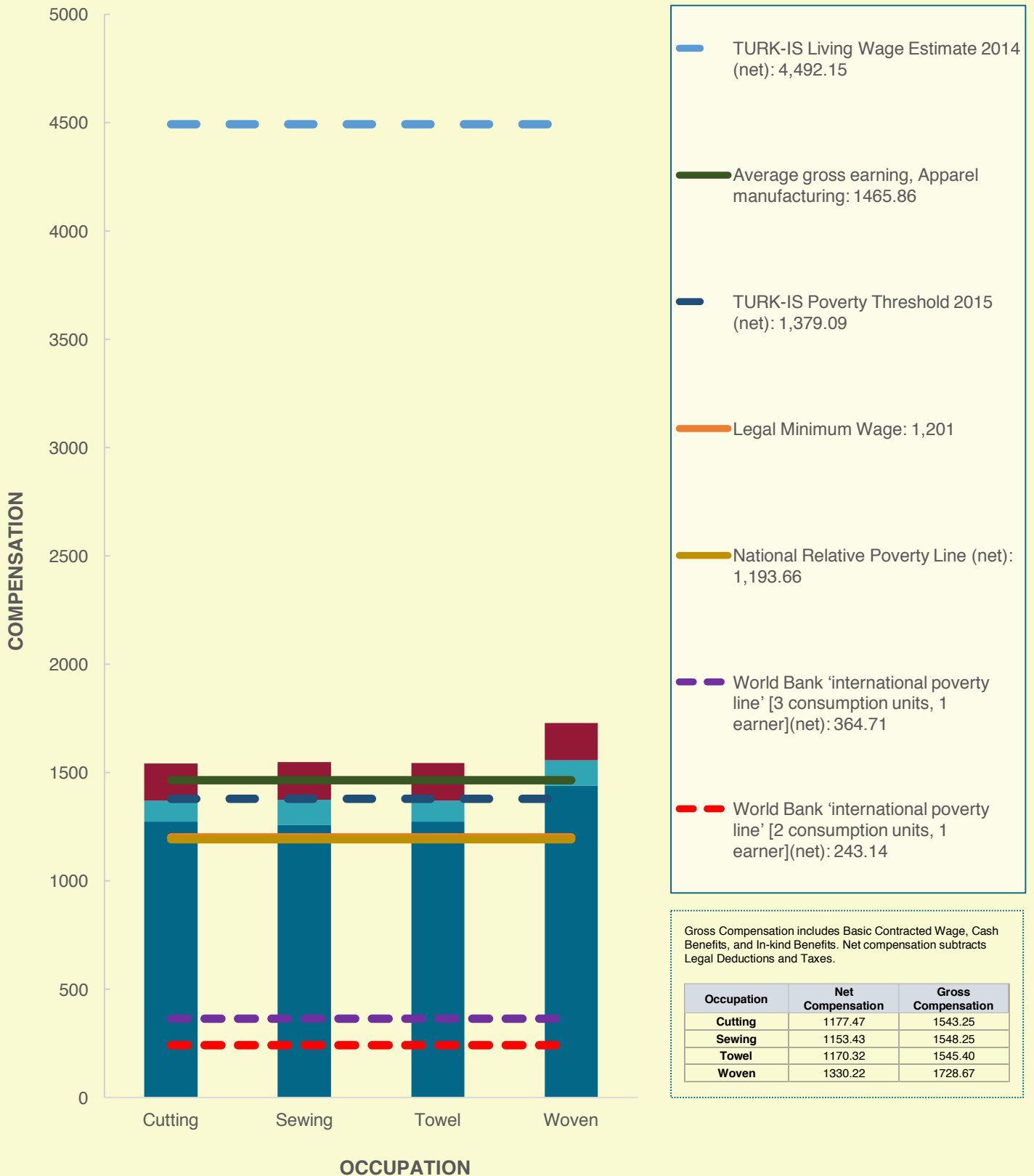
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (7) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

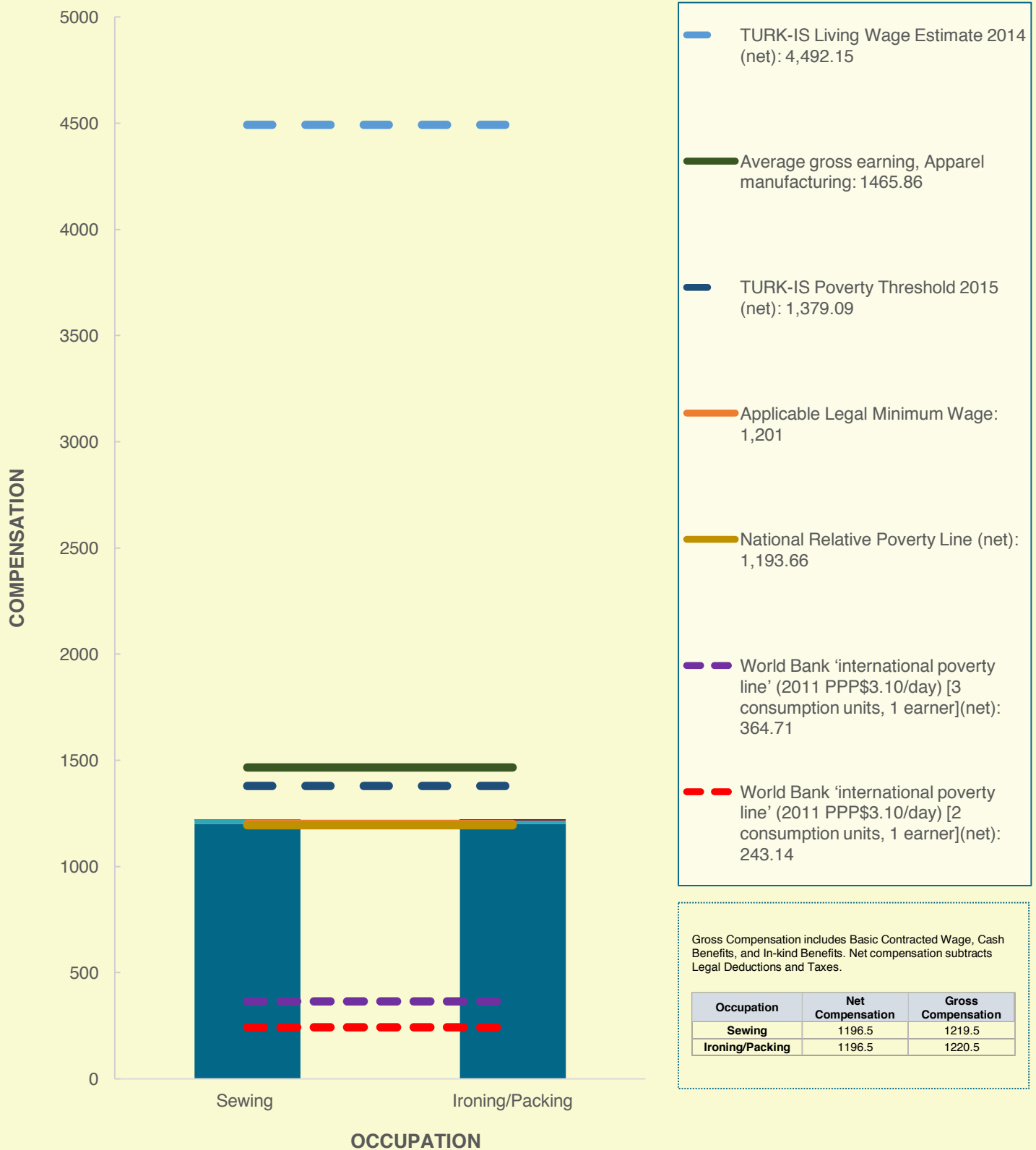
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (8) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

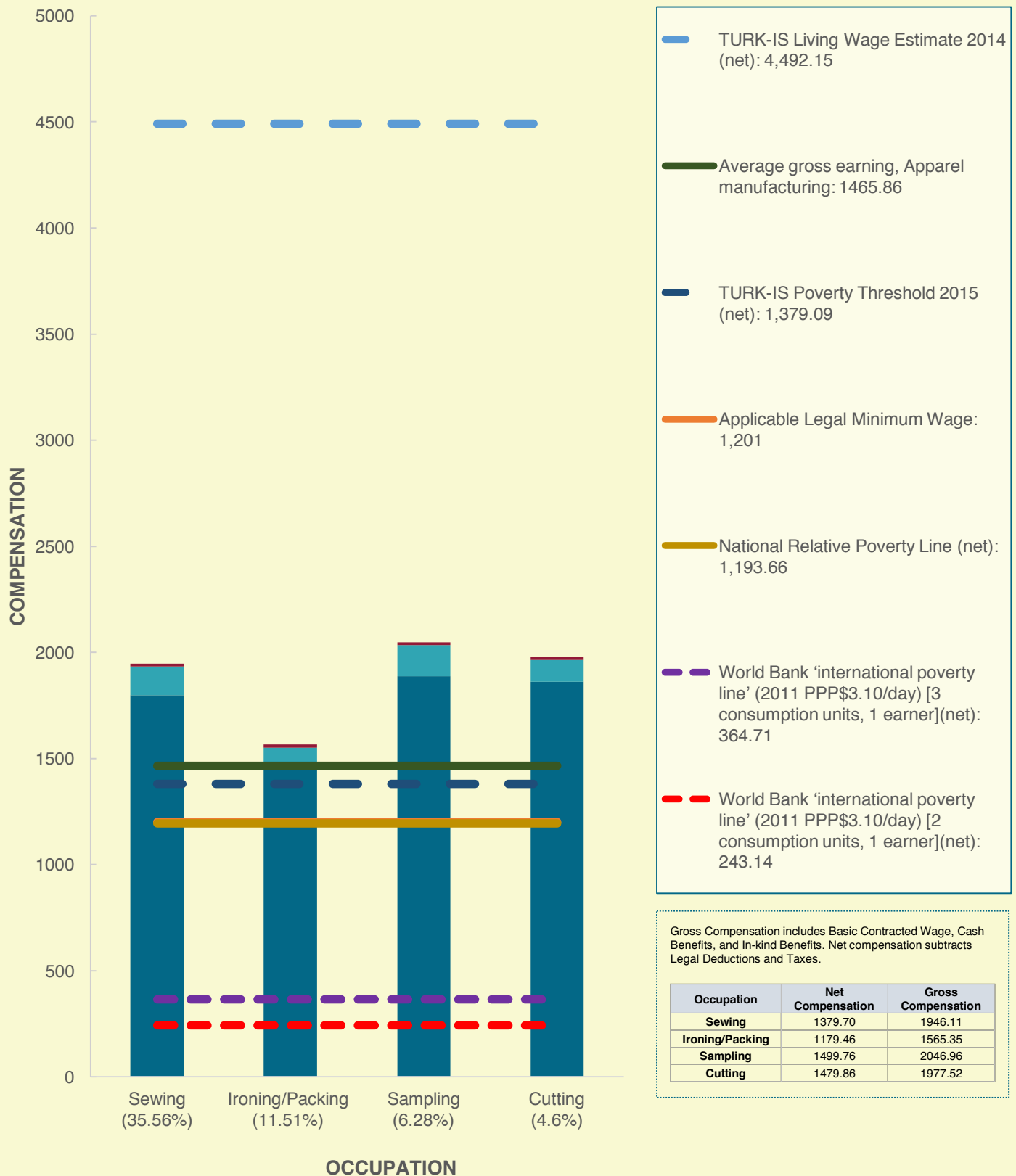
Cash Benefit

In-Kind Benefit

Incentives

MEDIAN FACTORY COMPENSATION COMPARED TO BENCHMARKS

TURKEY (9) *Currency: Turkish Lira (TRY)*



Basic Contracted Wage

Cash Benefit

In-Kind Benefit

Incentives