



ILO Office for Turkey

# ILO ANKARA NEWSLETTER

01 | 2017

## DIRECTOR'S NOTE

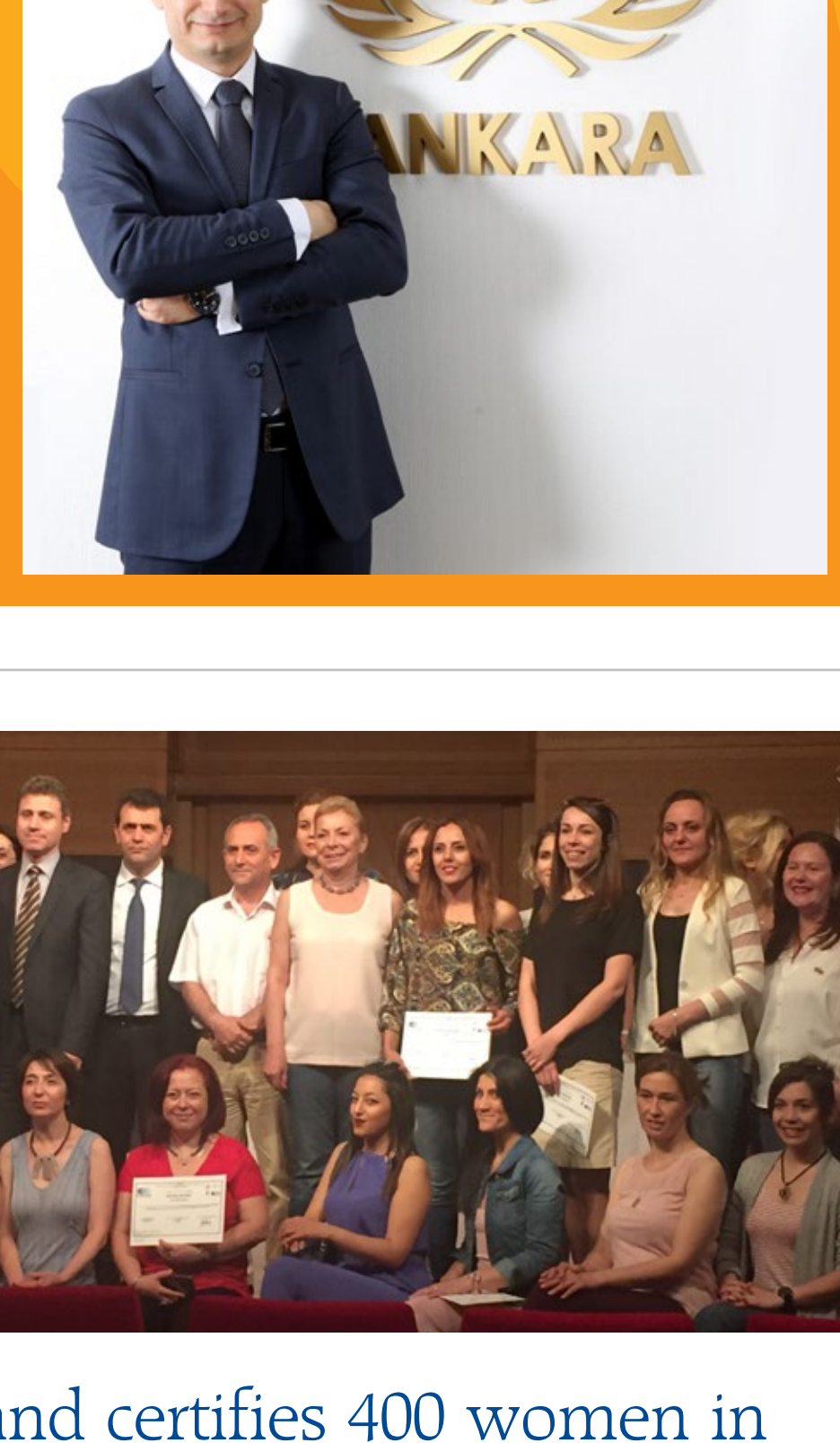
Dear Colleagues and Friends,

I am pleased to introduce the first issue of the ILO Ankara e-newsletter. We intend to publish it regularly to keep you informed of the news and activities of the ILO Office for Turkey.

It has been a busy period for us since the beginning of the year with many projects and activities ongoing in various areas such as social dialogue, women's employment, occupational safety and health, refugees, child labour, sustainable enterprises etc. It is a great pleasure for our team in Ankara to share with you what we have been doing.

I hope you will enjoy our newborn newsletter which, hopefully, will be followed by new issues in the coming months.

Numan Özcan  
Director of ILO Turkey



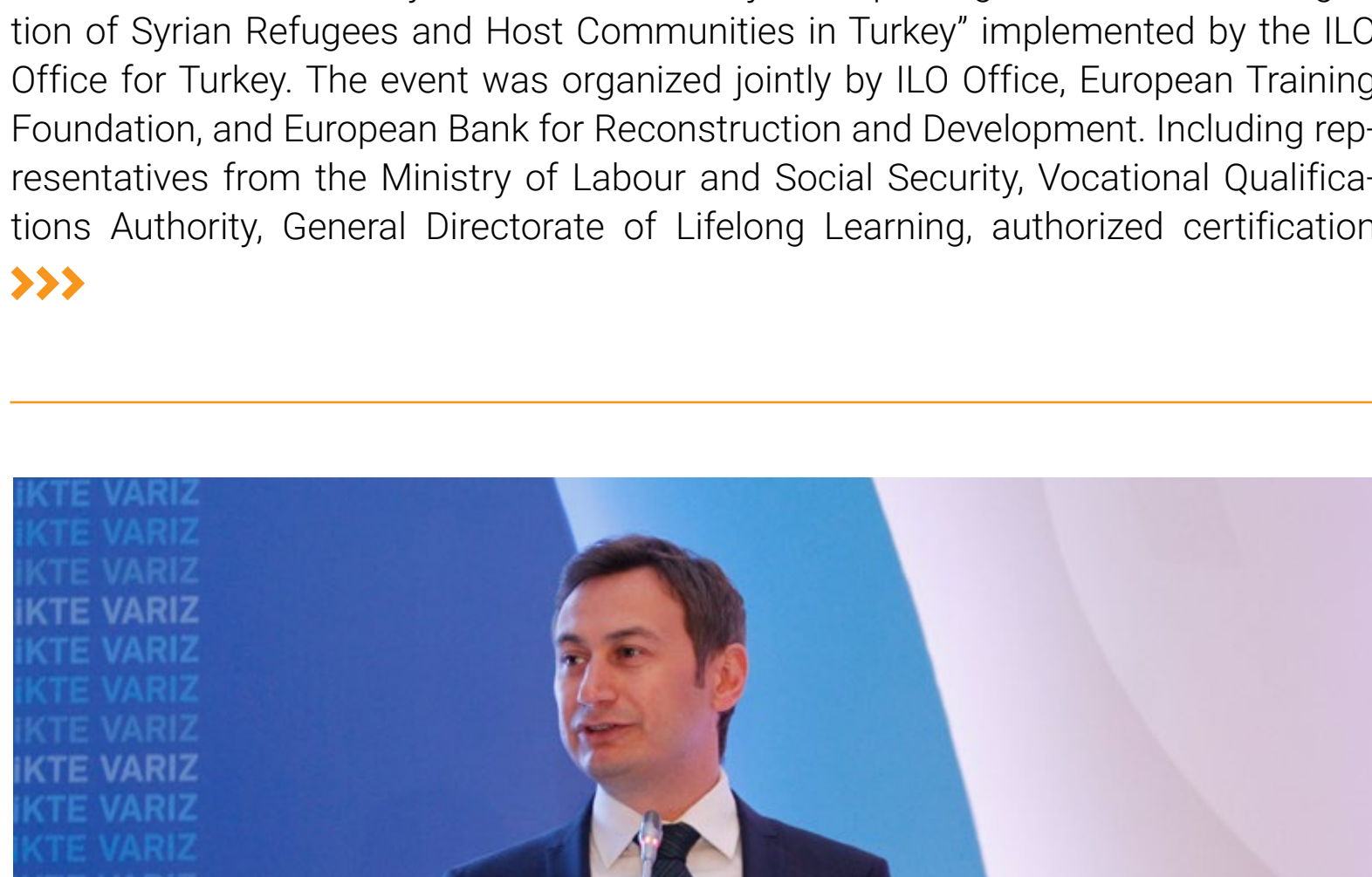
## ILO Workshop on the Validation of Informal and Non-formal Learning for Refugees

The workshop "Validation of Informal and Non-formal Learning for Refugees" was held in Ankara on 17 May 2017 under the Project "Improving Labour Market Integration of Syrian Refugees and Host Communities in Turkey" implemented by the ILO Office for Turkey. The event was organized jointly by ILO Office, European Training Foundation, and European Bank for Reconstruction and Development. Including representatives from the Ministry of Labour and Social Security, Vocational Qualifications Authority, General Directorate of Lifelong Learning, authorized certification



## ILO Project trains and certifies 400 women in entrepreneurship training in Bursa, Konya, Ankara and Istanbul

Four hundred women received entrepreneurship training in April-June and were awarded certificates in Bursa, Konya, Ankara and Istanbul under the project "More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey" implemented by the International Labour Organization (ILO) in Turkey to promote women's employment.



## Conference on Social Dialogue, Sustainable Development and Future of Work held in Ankara

The Conference "Social Dialogue, Sustainable Development and Future of Work" took place in Ankara on 12 May 2017 under the 'Improving Social Dialogue in Working Life Project' with the participation of Mr. Yegin, Deputy Minister of MoLSS, Turkish and foreign experts, representatives from government institutions and international organizations, senior leaders from the confederations of workers and employers, and public employee unions including presidents, deputy presidents and secretaries-general, and members of the media. The Conference focused on 'social dialogue', 'sustainable development', and 'the future of work'.



## Awareness raising and training activities continuing under 'Improving Social Dialogue in Working Life Project'

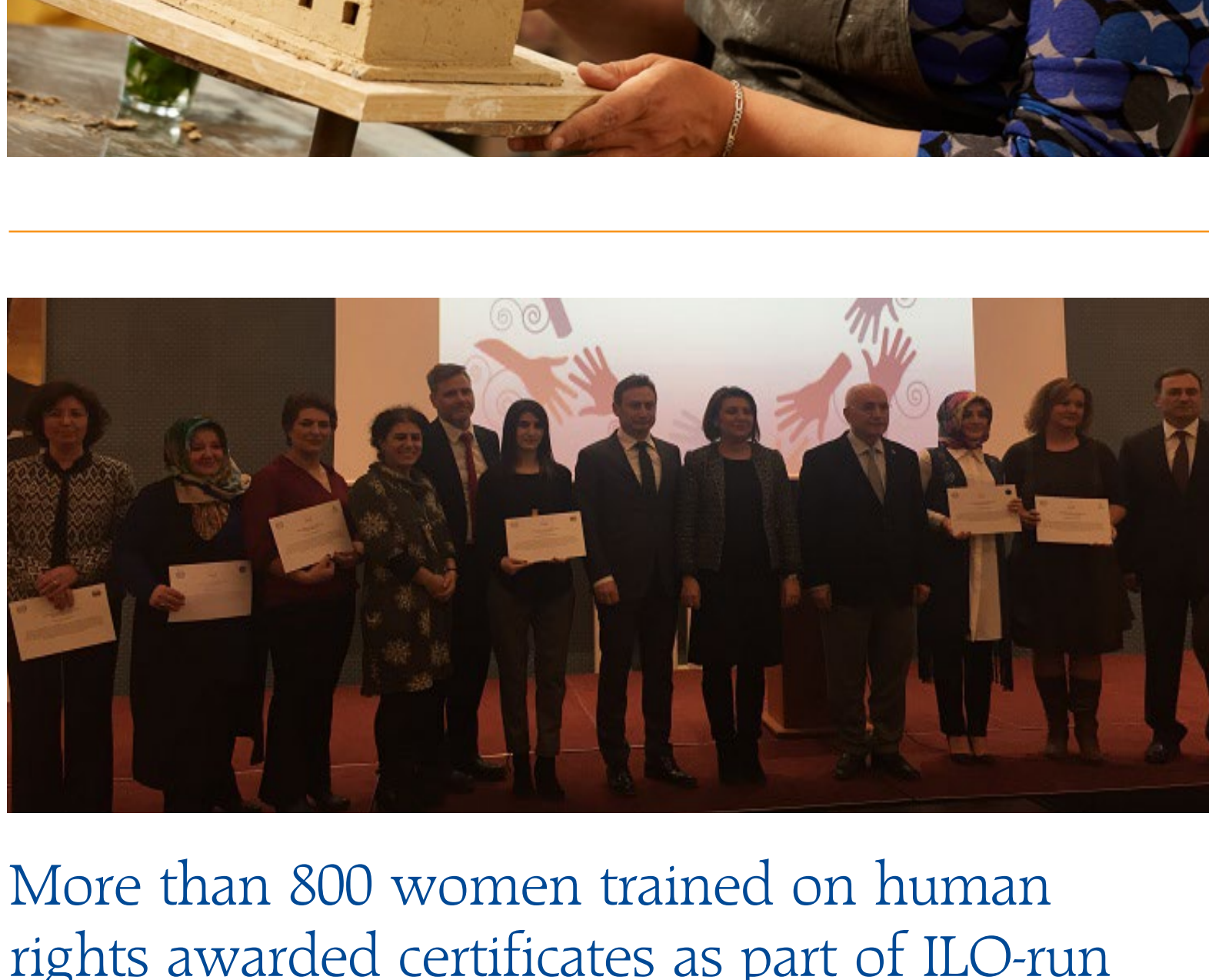
The first series of training sessions held during March-May 2017 was completed successfully as an important priority of the Improving Social Dialogue in Working Life Project. Hundreds of representatives from public institutions, international organizations, workers' and employers' confederations, unions and members of academy attended the training sessions on 'International Labour Standards and EU Acquis on Social Dialogue' held at ILO Office for Turkey.



## Entrepreneurship Training for Women Starts under ILO Project

Entrepreneurship training for women started in February 2017 in designated pilot project provinces under the International Labour Organization (ILO) project "More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey" aiming to promote women's employment in Turkey.

Entrepreneurship training as a component of the project will be supportive of and complementary to the "Action Plan for Women's Employment", the first ever in Turkey.



## More than 800 women trained on human rights awarded certificates as part of ILO-run women's project

Over 800 women were awarded certificates in the project provinces of Ankara, Bursa and Istanbul who received training in human rights in cooperation with seven local municipalities under the ILO-run project "More and Better Jobs for Women" implemented by the ILO Office for Turkey. On a ceremony held in Ankara on 8 February 2017, women who successfully completed their training on women's human rights and joined vocational courses delivered by Altındağ, Çankaya and Yenimah



## Workshop on "National Governance of Occupational Safety and Health" organized by ILO in Ankara in cooperation with ITCILO

Under the ongoing technical assistance project in Turkey on "Continued Improvement of Occupational Safety and Health (OSH) in Turkey through Compliance with International Labour Standards", a workshop was organized on 9-10 May 2017 bringing together representatives of the Ministry of Labour and Social Security (MoLSS), Ministry of Health (MoH), Ministry of National Education, employers' and workers' organizations to strengthen the capacity of planning, developing and governing the



## ILO organizes panel discussion to mark Women's Employment on International Women's Day

On the occasion of March 8th International Women's Day, a panel discussion on women's employment was held in Bursa on 10 March 2017 to discuss local strategies for the implementation of the Action Plan for Women's Employment developed under the project "More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey" implemented by the International Labour Organization (ILO).

The panel discussion was organized under the project implemented by the ILO Office for Turkey in cooperation with the Turkish Employment Agency (İŞKUR) and with funding from the Swedish International Development Cooperation Agency (SIDA). The "Action Plan for Women's Employment", the first ever in Turkey, was de



## Investors from Şanlıurfa and Syria join forces for employment

The meeting "Challenges Syrian Businesspersons Face in Investment Process and Opportunities in Şanlıurfa for Syrian Investors" was held on 25 February 2017. The meeting was jointly organized by the International Labour Organization (ILO), Şanlıurfa Governorate, Şanlıurfa Metropolitan Municipality, Şanlıurfa Chamber of Commerce and Industry, Karacadağ Development Agency, and Şanlıurfa Branch of Syria Friendship Association. In his opening speech, Mr. Numan Özcan, Director of ILO Office for Turkey, pronounced that there was need for more investment in provinces where



## ILO SCORE Programme continues to contribute to improving productivity and working conditions at SMEs in Turkey

The Training of Trainers and Trainers of Enterprises activities took place on 15-26 May 2017 in Istanbul under the SCORE Programme Pilot Implementation in Turkey Project.

The Training sessions targeted the participants from the supplier enterprises of INDITEX and included factory visits and in-class activities.

The ILO and INDITEX collaborated in extending the ILO SCORE Programme to the



## ILO raises voice to protect children against child labour in conflicts and disasters!

On June 12th, World Day against Child Labour, a series of activities took place in Şanlıurfa, Adana, Mersin and Hatay to focus attention on the theme "In conflicts and disasters, protect children from child labour".

The International Labour Organization (ILO) Office for Turkey and South-eastern Anatolia Project (GAP) Regional Development Administration jointly organized a panel discussion in Şanlıurfa on June 12th on the "World Day against Child Labour". The event was opened by Mr. Hasan Kılıç, the Regional Director of GAP Regional Development Administration and Mr. Ufuk Akil, Şanlıurfa Deputy Governor. Mr. Akil said the issue was addressed both in central government actions and province-level initiatives and stressed the commitment to solve the problem through further efforts.

The panellists were Mr. Temel Ayca, Harran District Governor; Ms. Şükran Büyükhann, Head of Primary Education in Şanlıurfa Provincial Directorate of National Education; Mr. Eyüp Sabri Cennetkuşu, Branch Director in Şanlıurfa Provincial Directorate of Employment Agency; and Ms. Adalet Budak Akbaş, General Coordinator of Human and Social Development in the GAP Administration. The audi



## ILO supports employability of Syrian refugees and host communities through women's cooperatives in Mardin and Harran

The ILO Office for Turkey is implementing the project "Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Turkey" in order to support the livelihoods opportunities for host communities and Syrian refugees through cooperatives in Mardin and Harran district of Şanlıurfa. For this purpose, a field visit was paid by the ILO project staff to observe presently active and prospective cooperatives in Mardin and Harran district of Şanlıurfa and to determine the channels of cooperation



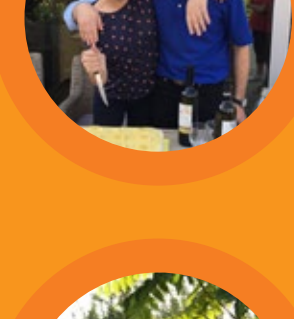
## Tripartite workshop on "Measuring Progress & OSH Indicators" organized by ILO in Ankara

Under the ongoing technical assistance project in Turkey on "Continued Improvement of Occupational Health and Safety (OSH) in Turkey through Compliance with International Labour Standards", a workshop was organized on 24 May 2017 bringing together the tripartite constituents, i.e. the Ministry of Labour and Social Security (MoLSS), Ministry of Health (MoH), employers' and workers' organizations to pursue the work on indicators initiated in 2016 for the preparation of National OSH Profile.

In the context of the project, a study was initiated on the development and use of indi



# Ankara corner



### Farewell Party

A farewell party for two beloved colleagues Ms. Merve Keser and Mr. Kadir Uysal was organised in our garden on 20 July 2017. It was a pleasure to work with them. We wish all



### Marriage

Our dear colleague Ms. Pinar Yenigün married Mr. Mahsun Turan on the 30th of June in Ankara. Family members, close friends and the staff of the ILO Ankara office attended the





## ILO Workshop on the Validation of Informal and Non-formal Learning for Refugees



The workshop “Validation of Informal and Non-formal Learning for Refugees” was held in Ankara on 17 May 2017 under the Project “Improving Labour Market Integration of Syrian Refugees and Host Communities in Turkey” implemented by the ILO Office for Turkey. The event was organized jointly by ILO Office, European Training Foundation, and European Bank for Reconstruction and Development. Including representatives from the Ministry of Labour and Social Security, Vocational Qualifications Authority, General Directorate of Lifelong Learning, authorized certification bodies, workers’ and employers’ organizations, and United Nations agencies, participants in the workshop found the opportunity to discuss the issue of assessment and certification of earlier qualifications and learning of Syrians now under temporary protection within the framework of national occupational standards.



In his opening speech, Mr. Numan Özcan, Director of ILO Office for Turkey, stressed that in addition to humanitarian assistance, providing opportunities of subsistence

and decent work for Syrian refugees was becoming increasingly important, and pointed out to the activities of the ILO Office in contributing to refugees’ access to sources of income and labour market, formal and decent jobs. Mr. Özcan said “an important component in this contribution is to ensure the recognition of competencies acquired earlier but not documented as well as skills gained in the process in Turkey through vocational training or working within the framework of competencies. This step is also important in terms of strengthening links between training and employment and facilitating transition to working life.”

In her presentation, Prof. Dr. Füsün Akkök, ILO’s national expert, presented detailed information concerning the validation of non-formal and informal learning for refugees as well as phases and methodology in the process of validation adopted in building a model. Prof. Akkök pointed out that such a large population fleeing war was mostly composed of young persons that should be included in the labour force. To place these people who left behind their diplomas and other certificates in better jobs, their earlier learning must be validated and certified. This showed that Turkey was developing within a system, yet but there was no work initiated to include Syrians in the system. Consequently, the workshop that brought all relevant parties together and laid the ground for communication, cooperation and co-ordination was crucially important in regard to the kind of model to be adopted by the country.

Following the ILO national expert’s presentation there was a panel discussion on “Validation of Informal and Non-formal Learning for Refugees in Turkey: National and International Perspectives”. Moderated by Mr. Nicholas Grisewood, ILO’s senior technical specialist in the field of crisis migration, the panellists were Mr. Osman Seçkin Akbıyık from the Vocational Qualifications Authority; Ms. Mirjam de Jong, qualification systems specialist of the European Training Foundation; Mr. Andy Gibbs, international specialist from the European Training Foundation and ILO’s national expert Prof. Dr. Füsün Akkök.



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ILO Project trains and certifies 400 women in entrepreneurship training in Bursa, Konya, Ankara and Istanbul



Four hundred women received entrepreneurship training in April-June and were awarded certificates in Bursa, Konya, Ankara and Istanbul under the project "More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey" implemented by the International Labour Organization (ILO) in Turkey to promote women's employment.

Some 150 women in Bursa, 50 in Konya, 100 in Ankara and 100 in Istanbul received entrepreneurship and mentorship training under the project, implemented by ILO in cooperation with Turkish Employment Agency (İŞKUR) with funding from the Swedish International Development Agency (SIDA). The certificate award ceremo-

nies were held consecutively in Bursa on 26 April 2017; in Konya and Ankara on 11 May 2017 and in Istanbul on 13 June 2017.

Having various business ideas including launching a ceramic workshop, marketing via e-commerce, café, production of organic soap, running a vet clinic, decoration store, ironing services, boutique confectionery, wedding gown design and mechanical plastering; 400 women received one-week entrepreneurship and mentorship training in the provinces where the Project was implemented.

In the certificate award ceremonies attended by the ILO project team, İŞKUR representatives as well as the project's local stakeholders and representatives of relevant institutions, it was noted that the said training and ILO project empowered women and paved the way for women entrepreneurs to contribute to the household and national economy as well as to productive growth.

The project envisages grant support to women who successfully complete their training in entrepreneurship. Twenty-eight women with successful business plans will be awarded micro-grant amounting to 2,000 USD each as a result of the micro-grant contest organized after the training.

The training in entrepreneurship and mentoring covered the following themes: development of business idea and creativity; entrepreneurship and enterprise; enterprise functions/types/forms; financial and legal obligations; concept of business plan (market research, marketing plan, production plan, management plan, financial plan); business model; gender; sustainability; and access to sources of finance.



## Conference on Social Dialogue, Sustainable Development and Future of Work held in Ankara



The Conference “Social Dialogue, Sustainable Development and Future of Work” took place in Ankara on 12 May 2017 under the ‘Improving Social Dialogue in Working Life Project’ with the participation of Mr. Yegin, Deputy Minister of MoLSS, Turkish and foreign experts, representatives from government institutions and international organizations, senior leaders from the confederations of workers and employers, and public employee unions including presidents, deputy presidents and secretaries-general, and members of the media. The Conference focused on ‘social dialogue’, ‘sustainable development’, and ‘the future of work.’



Mr. Numan Özcan, Director of ILO Office for Turkey, underlined that strong social dialogue required relevant legislation, strong social partners, and political will. Mr. Özcan said ‘It is clear that these three elements should be present at the same time for an effective and genuine social dialogue.’

Mr. Orhan Yegin, Deputy Minister of the Labour and Social Security (MoLSS) said he believed that the project ‘Improving Social Dialogue in Working Life’ would add depth to the system of industrial relations and understanding of social dialogue. Mr. Yegin added “Social dialogue lays the basis for working life.”

Ms. Nurcan Önder, General Director of Labour of MoLSS noted that the understanding of social dialogue was based on ‘consulting, cooperation and negotiation with social partners, and said ‘Our ministry is a multi-partner institution. Throughout my term of office as the General Director I have attached special importance to cooperation and effective social dialogue with social partners on issues related to working life, to use tripartite social dialogue mechanisms

effectively, and tried to solicit the opinions and suggestions of all actors in the industrial relations system, which is also the main approach of our Ministry.’ François Begeot, Counsellor of the EU Delegation to Turkey underlined that ‘no one should be left behind’ in the context of social dialogue and rights, and stated that respect for fundamental rights and freedoms was a sine qua non for EU.

The representatives of labour confederations and experts speaking in panel discussions organized as a part of the Conference pointed out to the need for eliminating problems and obstacles faced in Turkey and stressed the importance of reaching relevant international standards.

Aiming to promote social dialogue at all levels in Turkey, the ILO Office for Turkey started the “Technical Assistance for Improving Social Dialogue in Working Life” project in August 2016. The project focuses on increasing the capacity of social partners, relevant public institutions and awareness-raising on social dialogue at all levels through a holistic approach.

The Ministry of Labour and Social Security (MoLSS) is the main beneficiary of the project where the general public, workers, employers and staff of public agencies are considered as the final beneficiaries.

The expected outcomes of the 24-month project are improved institutional capacity of MoLSS, related institutions and social partners to better engage in social dialogue in working life; increased awareness of the institutions and the general public on freedom of association, collective bargaining and social dialogue at all levels; and improved social dialogue mechanisms at all levels. The project will achieve those expected outcomes through a comprehensive web of actions, training, meetings, publications and a variety of communication initiatives.





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## Awareness raising and training activities continuing under 'Improving Social Dialogue in Working Life Project'



The first series of training sessions held during March-May 2017 was completed successfully as an important priority of the Improving Social Dialogue in Working Life Project. Hundreds of representatives from public institutions, international organizations, workers' and employers' confederations, unions and members of academy attended the training sessions on 'International Labour Standards and EU Acquis on Social Dialogue' held at ILO Office for Turkey.

The project team continued with the nation-wide awareness raising activities whereby students of TED, Gazi, İzmir Ekonomi, Dokuz Eylül, Trakya, Antalya and Akdeniz Universities were informed on social dialogue mechanisms, fundamental rights, situation in Turkey and the future of work, during the April-June 2017 period. A total of 50 educational institutions, including universities and high schools will have been visited by 2018. Further, 120 SME managers and representatives were informed on the content and priorities of the project at a seminar held on 24th of May in Istanbul. The TV Spot produced within the framework of the project was chosen by RTÜK - the high authority of radio and television in Turkey-, as 'mandatory broadcast' to be televised on all national channels in prime time.

The second bi-annual Steering Committee Meeting was held at the ILO Office for Turkey and moderated by Mr. Numan Özcan, Director of ILO Office for Turkey, where the stakeholders of 'Improving Social Dialogue Project' were informed on the processes and changes. The representatives of the bodies that were identi-

fied as eligible for 'grant' were informed on the main rules and priorities in the implementation at the 'Grant Management and Implementation Training' held at the premises of the ILO Office for Turkey.

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## Entrepreneurship Training for Women Starts under ILO Project



Entrepreneurship training for women started in February 2017 in designated pilot project provinces under the International Labour Organization (ILO) project “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” aiming to promote women’s employment in Turkey.

Entrepreneurship training as a component of the project will be supportive of and complementary to the “Action Plan for Women’s Employment”, the first ever in Turkey, developed with the technical support of ILO, which envisages supporting women’s entrepreneurship as a means to improve women’s access to labour market.

The plan is to deliver entrepreneurship training to 400 potential women entrepreneurs from the project provinces of Bursa, Ankara and Konya, to continue workshops afterwards as a part of the training, and finally to extend mentoring services of practical content also including experience sharing.

Entrepreneurship training was delivered to prospective women entrepreneurs in Ankara, Konya and Bursa, and presently training is being delivered in the context of mentoring support as the second stage of the training programme in cooperation with the Businesswomen and Managers Association in Bursa, and Chamber of Commerce in Konya and TOBB in Ankara.

Entrepreneurship training and mentoring including workshops cover the following topics: Developing business idea and creativity; entrepreneurship; enterprise functions/types/statues; financial and legal obligations; concept of business plan (marketing research, marketing plan, production plan, management plan, financial plan); business model; gender; sustainability; and access to funding.

Under the project carried out by the ILO Office for Turkey in cooperation with the Turkish Employment Agency (İŞKUR) and with funding from the Swedish International Development Cooperation Agency (SIDA), it is aimed to include 150 women from Bursa, 100 from Istanbul, 100 from Ankara, and 50 women from Konya in the training programme. It is envisaged to extend grant support to successful trainees. Women as potential entrepreneurs were selected from among those registered with İŞKUR, the main beneficiary of the project.

Training was to groups of 25 trainees in the form 32 hours under KOSGEB curriculum, plus 8 hours of an additional module covering gender equality in working life, sustainability in enterprises, access to funding, and technology and entrepreneurship, for a total of 40 hours.

Thirty women with successful business plans will be awarded micro-credit amounting to 2,000 USD each as a result of the micro-grant contest organized after the training.





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## ILO increases employability of Syrian refugees and Turkish citizens via capacity building training



In the context of the project 'Improving Labour Market Integration of Syrian Refugees and Host Communities in Turkey' the ILO Office for Turkey is conducting vocational training, skill building, Turkish language courses, and occupational guidance activities in cooperation with national stakeholders in Gaziantep, Şanlıurfa, Adana, Mersin and Hatay provinces where there are large populations of Syrian refugees.

It is planned to reach some 10,000 people through vocational training, Turkish language courses, training in basic skills in working life and occupational guidance services.

Training activities take place in line with labour market needs in Şanlıurfa, Gaziantep, Adana, Mersin and Hatay provinces in cooperation with various parties

including GAP Regional Development Administration, Eastern Mediterranean Development Agency, Harran District Governorate, Adana Metropolitan Municipality, Şanlıurfa and Gaziantep Unions of Chambers of Tradesmen and Craftsmen, MEKSA and various local stakeholders.

In addition to the Turkish language courses at levels A1 and A2, vocational training includes CNC programming, gas metal arc welding, AUTOCAD, water piping, plumbing, machine knitting, wooden toy making, furnishing, automotive services, hairdressing, kitchen works, and packaging.

Through the said training, the ILO Office for Turkey aims to contribute to the means of subsistence of Syrian refugees and Turkish citizens by supporting their employability and providing decent work opportunities.



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# ILOANKARANewsletter

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## More than 800 women trained on human rights awarded certificates as part of ILO-run women's project

Over 800 women were awarded certificates in the project provinces of Ankara, Bursa and Istanbul who received training in human rights in cooperation with seven local municipalities under the ILO-run project "More and Better Jobs for Women" implemented by the ILO Office for Turkey.

On a ceremony held in Ankara on 8 February 2017, women who successfully completed their training on women's human rights and joined vocational courses delivered by Altındağ, Çankaya and Yenimahalle Municipalities in Ankara under the project "More and Better Jobs for Women: Women's Empowerment through Decent Jobs in Turkey" implemented by the ILO Office for Turkey were awarded their completion certificates.

Speaking at the ceremony, Mr. Numan Özcan, Director of ILO Turkey said "For us, the most important activity of the project is the training of women in human rights. Just three words will be sufficient to explain the reason why we attach importance to this training: It gave us a chance to touch, change and empower women. I mean we could touch the lives of women."

Training activities were organized in the period March-June 2016 in cooperation with Altındağ Municipality in Ankara, Metropolitan and Osmangazi Municipalities in Bursa, and Kadıköy and Maltepe Municipalities in Istanbul. In the first phase of the training, 500 women who received vocational courses of municipalities also participated in the training on women's human rights and received their certificates.

The second phase of training took place in the period September 2016-February 2017 in cooperation with Altındağ, Çankaya and Yenimahalle Municipalities in Ankara, Metropolitan and Osmangazi Municipalities in Bursa, and Kadıköy Municipality in Istanbul where over 300 women who finished vocational courses of these municipalities attended the training on human rights and were awarded certificates.



Stressing the importance of strong entry of women into the labour market and enrichment of vocational courses delivered by municipalities with knowledge and skill building in other areas (i.e. human rights), the ILO Turkey Director said "We therefore believe that the human rights training delivered to women will further empower them in working life."

"We regard gender equality and empowerment of women as a part of human rights", said Mr. Lars Wahlund, the Swedish Ambassador in Ankara, and remarked that there was no country in the world climbing to the upper income group without including women in their labour force.

At the ceremony, trainees Ms. Hülya Özer, Ms. Kısmet Işık, and Ms. Şule Güven from Altındağ, Çankaya and Yenimahalle Municipalities respectively spoke and shared their experiences in training. Trainees stated that training contributed to their outlook to almost all spheres of life including themselves and stressed the need to have all receive such training.

Other speakers at the ceremony included Ms. Zelal Ayman from the Women's Human Rights: New Solutions Association (KİH-YÇ); Mr. Fethi Yaşar, Yenimahalle Mayor; Ms. Gülsün Bor Güner, Çankaya Deputy Mayor; and Mr. Cengiz Keskin, Altındağ Municipality Director of Cultural and Social Affairs.

In these training activities, about 300 participants from Çankaya, Yenimahalle, and Altındağ Municipalities were given training in such themes as women's human rights, civil rights, constitutional rights, gender equality, and strategies against violence by the KİH-YÇ Association (Women's Human Rights: New Solutions Association). Lasting for 10 weeks, the training aimed to inform women about decent work and fair conditions in employment. After speeches, women were awarded certificates. The project is implemented with funding from the Swedish International Development Cooperation Agency (SIDA).





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## Workshop on “National Governance of Occupational Safety and Health” organized by ILO in Ankara in cooperation with ITCILO



Under the ongoing technical assistance project in Turkey on “Continued Improvement of Occupational Safety and Health (OSH) in Turkey through Compliance with International Labour Standards”, a workshop was organized on 9-10 May 2017 bringing together representatives of the Ministry of Labour and Social Security (MoLSS), Ministry of Health (MoH), Ministry of National Education, employers’ and workers’ organizations to strengthen the capacity of planning, developing and governing the national efforts to improve OSH.

The Project supports of the Government’s efforts to improve the national system for recording and notification of occupational accidents and diseases by providing technical expertise. This workshop was organized for this purpose and the content was prepared considering the needs of the stakeholders particularly MoH and Social Security Institution (SSI) as the key actors for the recording and notification of occupational accidents and diseases in Turkey. The standard course of the International Training Centre of the ILO (ITCILO) on National Governance of

OSH which was very relevant on improving the national systems for recording and notification was adopted according to the needs of the stakeholders. The workshop was delivered by Mr. Felix Martin Daza, an experienced ITCILO trainer, and more than 25 participants attended the two-day workshop. Mr. Daza shared good practice examples from various countries including labour inspection systems, recording and notification of occupational accidents and diseases, awareness raising and promotion, etc.

It was concluded that the national system of Turkey particularly for the recording and notification of occupational diseases should be reviewed and improved through a long term technical assistance programme so that the national statistics could reflect the reality. The evaluation of national policies will be followed by the development of strategies and programmes to prevent occupational accidents and diseases.



## ILO organizes panel discussion to mark Women's Employment on International Women's Day



On the occasion of March 8th International Women's Day, a panel discussion on women's employment was held in Bursa on 10 March 2017 to discuss local strategies for the implementation of the Action Plan for Women's Employment developed under the project "More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey" implemented by the International Labour Organization (ILO).

The panel discussion was organized under the project implemented by the ILO Office for Turkey in cooperation with the Turkish Employment Agency (İŞKUR) and with funding from the Swedish International Development Cooperation Agency (SIDA). The "Action Plan for Women's Employment", the first ever in Turkey, was developed to promote women's employment in Turkey and to support İŞKUR's activities in this field. The panel discussion addressed needs and priorities for local level implementation of this plan as well as opinions and suggestions of different parties in this regard.

Chaired by Prof. Dr. Özlem Işığışok from Uludağ University, the speakers in the panel discussion "Development of Local Strategies for Promoting Women's Employment" were Ms. Ebru Özberk Anlı, ILO National Project Coordinator; Mr. Eren Türkmen, Bursa İŞKUR Director; Mr. Erkut Öneş, Bursa Provincial Director of Family and Social Policies; Mr. İbrahim Karaman, Bursa Metropolitan Municipality Director for Social Affairs and BUSMEK; Ms. İpek Yalçın from Bursa Business-women Association; and Ms. Seçil Aktaş, a participant in the entrepreneurship training delivered under the project.

Speaking in the panel discussing problems in women's employment in general and in Bursa, the Project Coordinator Ebru Özberk Anlı said the local implementation and ownership of the Action Plan in project provinces including Bursa was of vital importance.

Mr. Erkut Öneş, Bursa Provincial Director of Family and Social Policies, stressed the importance of education and training for women and pointed out that the number of women benefitting from the services of the Ministry diminished as the level of education increased up to university.

### "Entrepreneurship training gave direction to my life"

Ms. Seçil Aktaş was one of those in Bursa who received training in entrepreneurship. Having worked for 11 years as a manager in the port sector known as "male dominant", Ms. Aktaş said this 5-day training gave direction to her life:

"We started this training as 25 timid women. Then we got to know ourselves better, learned how to turn criticism into opportunity. Now, for example, there is this rising tendency for fast food, but this trend also leaves behind a vacuum of home-made food, which could well be a new area for entrepreneurship."

Panellists stated that many women would take part in working life and those who have left would return in case they were relieved from the burden of child and elderly care.

The panel discussion dealt mainly with problems specific to women's employment in Bursa. In the questions and answers part of the event, participants raised several issues including promotion by such places as neighbourhood headmen and health centers to have İŞKUR services known more widely by local women and the need for further support to women who had to work home-based for not being able to work out of home for several reasons.



## Investors from Şanlıurfa and Syria join forces for employment



The meeting “Challenges Syrian Businesspersons Face in Investment Process and Opportunities in Şanlıurfa for Syrian Investors” was held on 25 February 2017. The meeting was jointly organized by the International Labour Organization (ILO), Şanlıurfa Governorate, Şanlıurfa Metropolitan Municipality, Şanlıurfa Chamber of Commerce and Industry, Karacadağ Development Agency, and Şanlıurfa Branch of Syria Friendship Association. In his opening speech, Mr. Numan Özcan, Director of ILO Office for Turkey, pronounced that there was need for more investment in provinces where there was a high number of Syrian refugees in order not to disturb balances in labour markets and to create opportunities of decent work. Mr. Özcan added that these new opportunities should provide for minimum standards in working life.

In the same vein, Mr. Güngör Azim Tuna, Şanlıurfa Governor, called on Syrian businesspersons for investment and said “Provinces and regions compete for attracting investors. In this respect, it is quite important for Şanlıurfa to clearly explain the advantages offered both to domestic and foreign investors and extend necessary support to these investments. As governorate, we are ready to do everything that falls upon us in this field.” During the opening of the meeting, all speakers representing the organizations that supported the meeting expressed their expectations of investment in Şanlıurfa by Syrian businesspersons and readiness to help potential investors in their respective ventures.

Following the opening remarks, the meeting continued with a panel discussion “Problems Faced by Syrian Businesspersons in Investment Process.” During the discussions, the following were stated as major problems that Syrians investors faced: problems in securing visas; insufficient information about relevant legislation and regulations; absence of guidance services in this area; shortage of guidance services in establishing companies and possibilities of benefiting from support/incentives; problems in communication and business development stemming from poor command of the Turkish language; low levels of education/training and vocational competencies on the part of Syrians; and child labour.

In the panel discussion, Assoc. Prof. Dr. Murat Erdoğan, Director of Hacettepe University Migration and Politics Research Centre, gave information on the present state of Syrian refugees in Turkey. Mr. Mustafa Göksu, Advisor for Middle East

Countries of Turkish Investment Support and Promotion Agency, and M. Saeed Nahhas and Osman Ahmad Alosman representing Syrian investors spoke about problems encountered by investors accompanied by suggestions for solution.

The afternoon session of the meeting continued with the film ‘Investment Opportunities in Şanlıurfa’ by the Karacadağ Development Agency. Following the film, Mr. Yunus Çolak, Coordinator of Şanlıurfa Investment Support Office informed participants on the Investment Incentives and Attraction Centres Programme implemented in Şanlıurfa and responded to questions raised by participants.

Participants in the meeting included representatives from all relevant public institutions including Şanlıurfa Governorate, business associations, local chambers, and about 80 Syrian investors. These Syrian investors from Canada, Syria, Istanbul, Bursa and Gaziantep expressed the problems they faced in investment processes together with their suggestions for solution while being informed about investment opportunities Şanlıurfa offered as a province with the high number of Syrian refugees.

The meeting served the purpose of bringing Syrian investors together with relevant public institutions and agencies, informing the former about incentives and opportunities of investment, and demonstrating the possibilities of cooperation and creation of new employment opportunities through new investments. All institutions involved in the organization of the meeting expressed their commitment to support Syrian and local investors in the implementation of their investment decisions.

In the same vein, Şanlıurfa Governor Güngör Azim Tuna called on Syrian businesspersons for investment and said, “Provinces and regions compete for attracting investors. In this respect it is quite important for Şanlıurfa to explain well advantages offered to both domestic and foreign investors and extend necessary support to these investments. As governorate we are ready to do everything that falls upon us in this field.” During the opening of the meeting, all speakers representing organizations supporting the meeting expressed their expectations of investment in Şanlıurfa by Syrian businesspersons and readiness to help potential investors in their respective ventures.





ILO Office for Turkey

# ILO ANKARA NEWSLETTER

01:2017

ILO SCORE Programme continues to contribute to improving productivity and working conditions at SMEs in Turkey



The Training of Trainers and Trainers of Enterprises activities took place on 15-26 May 2017 in Istanbul under the SCORE Programme Pilot Implementation in Turkey Project.

The Training sessions targeted the participants from the supplier enterprises of INDITEX and included factory visits and in-class activities.

The ILO and INDITEX collaborated in extending the ILO SCORE Programme to the selected supplier SMEs of INDITEX in Turkey. This collaboration aims at improv-

ing the productivity and working conditions in the concerned enterprises as well as promoting fundamental principles and rights at work.

The SCORE is a global ILO Programme implemented in more than 10 countries with the aim of increasing productivity in Small and Medium Enterprises as well as improving the working conditions through in-factory consultancy services and in-class training. The subjects covered during the programme include workplace cooperation, quality management, clean production, fair human resources policies and practices, occupational safety and health.



## ILO raises voice to protect children against child labour in conflicts and disasters!



On June 12th, World Day against Child Labour, a series of activities took place in Şanlıurfa, Adana, Mersin and Hatay to focus attention on the theme "In conflicts and disasters, protect children from child labour"\*

The International Labour Organization (ILO) Office for Turkey and South-eastern Anatolia Project (GAP) Regional Development Administration jointly organized a panel discussion in Şanlıurfa on June 12th on the "World Day against Child Labour." The event was opened by Mr. Hasan Kılıç, the Regional Director of GAP Regional Development Administration and Mr. Ufuk Akıl, Şanlıurfa Deputy Governor. Mr. Akıl said the issue was addressed both in central government actions and province-level initiatives and stressed the commitment to solve the problem through further efforts.



The panellists were Mr. Temel Ayca, Harran District Governor; Ms. Şükran Büyükhan, Head of Primary Education in Şanlıurfa Provincial Directorate of National Education; Mr. Eyüb Sabri Cennetkuşu, Branch Director in Şanlıurfa Provincial Directorate of Employment Agency; and Ms. Adalet Budak Akbaş, General Coordinator of Human and Social Development in the GAP Administration. The audience included Syrian refugees and Turkish citizens who attended the vocational and technical training programmes implemented at Şanlıurfa Union of the Chambers of Tradesmen and Craftsmen (ŞESOB) and at Parmaksız and Ahmet Yesevi Multi-purpose Community Centres.

Panellists highlighted the negative effects on children of conflicts and disasters, discussed mitigation measures adopted and initiatives taken to empower parents in particular. They underlined that children should be protected from child labour in all circumstances.

In the same vein, a seminar was organized on June 15th jointly by the ILO Office for Turkey, Hatay Union of the Chambers of Tradesmen and Craftsmen (HESOB) and Eastern Mediterranean Development Agency (DOĞAKA).

Attended by representatives from public institutions and civil society organizations, the opening remarks of the seminar were delivered by Mr. Abdulkadir Teksöz, HESOB President; Mr. Onur Yıldız, DOĞAKA Secretary General and Mr. Hikmet Çinçin, Executive Director of Antakya Chamber of Industry and Commerce. The speakers in the seminar were Mr. İbrahim Demircan, Head of the Department of Employment Policies in the Ministry of Labour and Social Security; Ms. Duygu Savur Tanrıverdi, ILO Field Coordinator and Mr. Şahin Serim, an ILO Consultant. Topics included the effects of child labour in general and in situations of conflict and disaster in particular, efforts to eliminate child labour, importance of inter-agency cooperation in combating child labour, relevant national legislation, and current arrangements on the issue.

Further, the ILO Office for Turkey organized informative seminars for trainees in the vocational and technical training held at Adana Foundation for Supporting Vocational Training and Small Industry (MEKSA) and Mersin Public Education Centre. The trainees were informed, in the context of conflict and disaster, on the negative consequences of child labour and the importance of education as one of the most effective tools in combating this phenomenon.

The General Directorate of Labour of the Ministry of Labour and Social Security organized a panel discussion in Gaziantep on June 12th on "National Programme on Combating Child Labour". The participants included representatives from the Ministries of National Education, Interior, Family and Social Policies, Youth and Sports, and the ILO Office for Turkey. Discussions in the panel focused on the strategy and actions for eliminating child labour in the context of the National Programme 2017-2023.

\* Child labour is an important global issue which requires urgent response. To draw attention to the issue, the International Labour Organization (ILO) declared June 12th as the World Day against Child Labour. The World Day leads a global campaign each year since 2002 and this year's World Day focuses on the effects of conflicts and disasters on child labour with the theme "Protecting Children from Child Labour in Conflicts and Disasters". In the regional context, the civil war in Syria created the largest displacement in human history, making Turkey the leading haven for the largest refugee population in the world hosting more than 3 million displaced Syrians, almost half being children. The effects of the Syrian crisis spread over economic and social spheres, particularly in the form of discontinued education and concomitant child labour. It is estimated for the school year 2016-2017 that 41% of Syrian children at school age are out of school (MoNE). This poses a significant risk in terms of child labour.



## ILO supports employability of Syrian refugees and host communities through women's cooperatives in Mardin and Harran



The ILO Office for Turkey is implementing the project “Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Turkey” in order to support the livelihoods opportunities for host communities and Syrian refugees through cooperatives in Mardin and Harran district of Şanlıurfa. For this purpose, a field visit was paid by the ILO project staff to observe presently active and prospective cooperatives in Mardin and Harran district of Şanlıurfa and to determine the channels of cooperation with the cooperatives affiliated with the GAP Regional Development Administration and Family Support Center within Harran Governorate. As a result of the field visit, it was decided to support women-intensive cooperatives in terms of capacity development, training, promotion, marketing and branding as a way of enhancing the livelihoods opportunities for both Syrian and local women.

Based on this decision, under the supervision of the ILO Office for Turkey, the Foundation for Support of Women's Work's (KEDV) is conducting activities on support-

ing existing women-intensive cooperatives in terms of capacity development, training in Mardin and on establishing a new women's cooperative in Harran district of Şanlıurfa in the context of the training in the Family Support Center.

Under the project, the ILO Office for Turkey and KEDV started activities for cooperatives by conducting focus group meetings to identify the needs for the establishment of a new women's cooperative in Harran and to integrate Syrian women into Mardin women's cooperatives. Turkish and Syrian women trainees in the Family Support Center in Harran were invited to focus group meetings to elicit their opinions and suggestions about the women's cooperative to be established. Moreover, ILO and KEDV representatives met with the Turkish members of Mardin women's cooperatives and trainees in the Multi-purpose Women Centers in Mardin to discuss the opportunities and challenges that could be faced while integrating Syrian women into the women's cooperatives in Mardin, namely Mardin Women's Multi-purpose Operation Cooperative and Umutyolu Women's Cooperative.

After the focus group meetings, the needs analysis report was prepared by KEDV; a business plan was prepared for the work to be done in the forthcoming period and capacity development training was defined. The capacity building training will be held in Harran and Mardin in July-September 2017 within the framework of the defined business plan.

In the same vein, Şanlıurfa Governor Güngör Azim Tuna called on Syrian businesspersons for investment and said, “Provinces and regions compete for attracting investors. In this respect it is quite important for Şanlıurfa to explain well advantages offered to both domestic and foreign investors and extend necessary support to these investments. As governorate we are ready to do everything that falls upon us in this field.” During the opening of the meeting, all speakers representing organizations supporting the meeting expressed their expectations of investment in Şanlıurfa by Syrian businesspersons and readiness to help potential investors in their respective ventures.



## Tripartite workshop on “Measuring Progress & OSH Indicators” organized by ILO in Ankara



Under the ongoing technical assistance project in Turkey on “Continued Improvement of Occupational Health and Safety (OSH) in Turkey through Compliance with International Labour Standards”, a workshop was organized on 24 May 2017 bringing together the tripartite constituents, i.e. the Ministry of Labour and Social Security (MoLSS), Ministry of Health (MoH), employers’ and workers’ organizations to pursue the work on indicators initiated in 2016 for the preparation of National OSH Profile.

In the context of the project, a study was initiated on the development and use of indicators and benchmarks on progress on OSH in line with international stand-

ards and commitments. Article 5.2 (d) of the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) calls for the use of “objectives, targets and indicators of progress,” and the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197) which supplements Convention No. 187, urges that members prepare and regularly update a national profile summarizing the existing situation on OSH and the progress made towards achieving a safe and healthy working environment. In line with this recommendation, and through the ILO Project, a National OSH Profile for Turkey was recently finalized. In line with the recommended model for a National Profile, one chapter was devoted to measuring progress.

The workshop was organised to raise awareness on defining OSH indicators and measuring progress at national level. It was also reminded to the participants that defining measurable indicators would also serve the purpose of achieving the Sustainable Development Goal No. 8 on Decent Work and Economic Growth in particular Target 8: Protect labour rights and promote safe and secure working environments for all workers. Ms. Catherine Brakenhielm, an ILO Consultant, presented the study’s background in the workshop. Prof. Dr. Nazmi Bilir who was conducting the research delivered a presentation on the subject and requested inputs from the stakeholders for prioritizing the indicators.

Once inputs are received from the stakeholders, a report will be prepared by Prof. Bilir on OSH indicators including benefits to collect information, and the type, importance, recommendations for each indicator. The final report will be submitted to the Government for use.



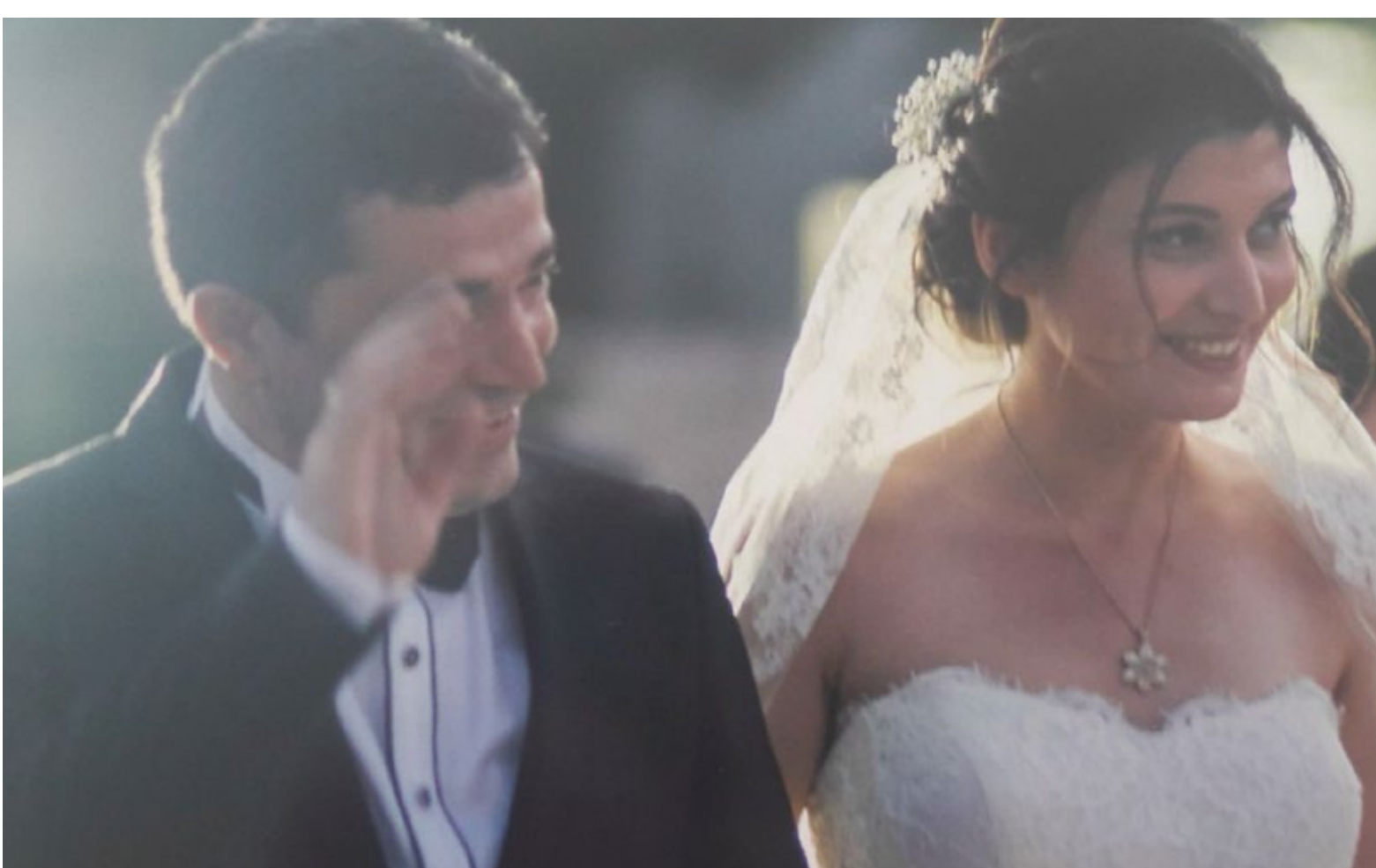
# Ankara corner



## Farewell Party

A farewell party for two beloved colleagues Ms. Merve Keser and Mr. Kadir Uysal was organised in our garden on 20 July 2017. It was a pleasure to work with them. We wish all the best for our colleagues in their future life.

Expressing their thanks to the organization of the farewell party, Keser and Uysal said after working in a very productive and friendly environment in this inspiring organization, it was very hard to leave and that they would miss all of their colleagues.



## Marriage

Our dear colleague Ms. Pinar Yenigün married Mr. Mahsun Turan on the 30th of June in Ankara. Family members, close friends and the staff of the ILO Ankara office attended the wedding.

Congratulations to Pinar and Mahsun, we wish happiness for life.

