



DIRECTOR'S NOTE

Dear colleagues and friends,

We are glad to share with you 2018/1 issue of the ILO Ankara e-newsletter (ILO@ankara).

We have completed a busy and fruitful working period with a vision of “decent work for all” with the help of our international and local partners and stakeholders in the second half of 2017 as the ILO Office for Turkey. While successfully organizing and realizing the ILO 10th European Regional Meeting, we have also started new projects.

It is a great pleasure for us to share with you what we have achieved in the last 6 months in the fields, like social dialogue, refugees, women employment, OSH, child labour and sustainable enterprises.

On behalf of my team and myself I wish you the best and a very pleasant reading.

Numan Özcan

Director, ILO Office for Turkey



ILO's 10th European Regional Meeting held in Istanbul

The 10th European Regional Meeting has been held in Istanbul. As being one of the most important international meetings of the ILO, the ERM has also gave birth to the [Istanbul Initiative](#). The initiative calls for social partnerships for a future with decent work in Europe and Central Asia. European Regional Meeting endorsed the policy framework to maximize the benefits and minimize the risks relating to the future of work in the region.

P.2 >>>



Brave Women at Work!

Joyful, inspiring news from some of our women entrepreneurs who participated in the “Women Entrepreneurship Development Programme” under the “More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey” project.

P.4 >>>



Trade unions and employers organizations discussed the role of unions and organizations to promote decent work for both Syrian refugees and host community

Within the scope of the “Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Turkey” project a meeting was conducted in Ankara on 07 December 2017 with the invitation of ILO Office for Turkey to publicize the results of need assessment on capacity improvement of trade unions and employers organizations to improve decent work opportunities for Syrian refugees in Turkey and collect suggestions from participants regarding capacity building training activities for the members of trade unions and employers organizations.

P.6 >>>



A Workshop organised in Ankara on the Review of the Training Programmes of Occupational Safety and Health (OSH) Professionals

Within the context of ongoing the technical assistance project in Turkey on “Continued Improvement of Occupational Health and Safety in Turkey through Compliance with International Labour Standards”, a stakeholders workshop was organized on 08 December 2017 in Ankara in order to share the results of the study “Reviewing the Training Programmes of OSH Professionals”. The results of the report which was prepared by Dr. Buhara Önal in cooperation with the ILO Office for Turkey were disseminated among the stakeholders including the high level representatives of MoLSS, Ministry of Health, workers' representatives, universities, non-governmental organizations, private sector representatives and related associations.

P.8 >>>



Representatives of TV series and cinema sector: “Social dialogue necessary to solve existing problems”

The representatives of employees and employers in the series and TV sector came together in the event “Employee and Employer Relations in Visual Arts: Workshop on Addressing Problems through Social Dialogue” organised by the International Labour Organization (ILO) and Ministry of Labor and Social Security.

P.3 >>>



ILO provides support for integrating gender equality perspective into İŞKUR services

Under “More and Better Jobs for Women” project being implemented by the International Labour Organization (ILO) and Turkish Employment Agency (İŞKUR), approximately 100 İŞKUR staff were given one-day gender equality training in November and December in the four project provinces namely Istanbul, Ankara, Konya and Bursa to build gender capacity for İŞKUR staff and services.

P.5 >>>



ILO Turkey continues to support gender equality in many sectors ranging from energy to defense

Under “More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey” project being implemented by ILO Office in Turkey and Turkish Employment Agency (İŞKUR), approximately 1,700 women and men were reached out and delivered awareness training on gender equality in many sectors ranging from energy to defense.

P.7 >>>



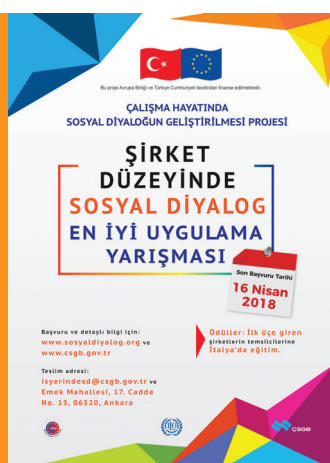
Activities to eliminate child labour in seasonal hazelnut harvesting discussed in a stakeholders meeting

Activities carried out to eliminate child labour in hazelnut harvesting season of 2017 and implementation of relevant legislative arrangements were discussed in a meeting participated by national and local stakeholders

The stakeholders meeting took place in Ankara on 22 November 2017 to evaluate activities carried out during 2017 hazelnut harvesting season in the context of the Project “An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey” implemented jointly by the International Labour Organization (ILO) and the Ministry of Labour and Social Security.

P.9 >>>

Two Important Competitions by ILO



<http://sosyaldiyalog.org/haberler/sirket-duzeyinde-sosyal-diyalog-konusunda-en-iyi-uygulama-yarismasi-basvurulari-basliyor>



<http://sosyaldiyalog.org/haberler/kisa-film-yarismasi>

ILO's 10th European Regional Meeting held in Istanbul



The Director for ILO Office in Turkey Mr. Numan Özcan: "Historic decisions have been taken at the meeting hosted by Turkey"

The ILO's 10th European Regional Meeting concluded with a call for a future of work where partnerships play a key role in promoting dialogue, social progress and economic growth in the region.

"The drivers of change that impact the future of work, in particular technological developments, provide a myriad of opportunities but also present considerable challenges," says the Istanbul Initiative, endorsed by the delegates from Europe and Central Asia attending the meeting.

The Initiative cites the ILO's Declaration of Philadelphia from 1944, stating that "Labour is not a commodity and Members have the obligation to respect, promote and realize the Fundamental Principles and Rights at Work."

The three-day gathering focused on the dynamic processes shaping the future of work in the region, which include rapid technological advances, globalization, demographic trends, large movements of refugees and migrants, as well as environmental challenges.

"There is a considerable amount of uncertainty about where the world of work is heading," said ILO Director-General Guy Ryder in his closing remarks. "Rather than being optimists or pessimists, we all have to come together with a feeling of determination and ambition. That ambition means not accep-

ting, not being passive spectators to processes of change, but instead having the determination to be the architects of change, so that the future of work can be shaped according to what we want".

"The ILO has not been a passive spectator to change over the past century. It has been a historic architect of change and we have done a lot to make sure that that change has bent in the direction of social justice. That is what we must continue to do," he concluded.

The Istanbul Initiative presents a policy framework to maximize the benefits and minimize the risks relating to the future of work in the region. It also calls on the ILO to provide tripartite constituents in member states with the advice and support they need to design these policies.

The ILO European Regional Meeting takes place every four years. It brings together Government, Employer and Worker representatives from European and Central Asian countries.

The Director of the ILO Office in Turkey Mr. Numan Özcan has underlined that historic decisions have been taken at the Regional Meeting held in Turkey which has been successfully realized by the efforts of the teams from MoLSS, ILO HQ and Turkey.



Representatives of TV series and cinema sector: “Social dialogue necessary to solve existing problems”



The representatives of employees and employers in the series and TV sector came together in the event “Employee and Employer Relations in Visual Arts: Workshop on Addressing Problems through Social Dialogue” organised by the International Labor Organization (ILO) and Ministry of Labor and Social Security. The event was hosted by Numan Özcan, Director of ILO Turkey Office and Mehmet Baş, Deputy Director-General of Labor of the Ministry of Labor and Social Security.

In the event held on 24 November in Istanbul, problems experienced in the sector and proposals of solutions were addressed in two panels by the presidents and officials of Actors Union, Cinema-TV Union and Sine-Sen and the presidents and representatives of TESIYAP and Advertisement Producers Association representing production firms as employers.

The event also hosted the representatives of various production firms and dubbing studios who discussed problems solved through social dialogue and successful examples in the sector. Discussed in detail were particularly the agreement governing the working hours in advertisement and the Netflix Base Wage Schedule agreement in dubbing.

In the last panel of the workshop hosted by Yekta Kopan, all participants exchanged views on problems and proposal for solutions. Discussions revealed fundamental problems such as long working hours, working status, wages, copyrights, and lack of social dialogue. While parties had varying views on such matters, they nevertheless agreed on the necessity to effectively deploy the method of social dialogue to resolve problems.

Brave Women at Work!



Joyful, inspiring news from some of our women entrepreneurs who participated in the “Women Entrepreneurship Development Programme” under the **“More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey”** project.

Approximately 400 hundred women received entrepreneurship training in 2017 under the Project implemented by the International Labour Organization (ILO) in cooperation with the Turkish Employment Agency (İŞKUR) with funding from the Swedish International Development Cooperation Agency (SIDA). Women, who received “entrepreneurship” certificates at the conclusion of training, started up their businesses contributing to the economy.

Growing the business is the common objective of those women who are now their own bosses in a multitude of areas ranging from food, textiles to technology in the project provinces Bursa, Konya, Istanbul and Ankara.

Dreams come true; women discover their potential!

The entrepreneur women who had their dreams come true through the project had colourful stories that inspired other women. Here are some...

“Pink Shutter” flaps wings

Ms. Sati İçin of Ankara, who had never worked for pay, opened a place to sell the textile products she made at home. Sati İçin already has more than 2,000 followers at the Facebook account which she manages, and where she promotes and sells her products. She notes that during her business start-up, she benefited a lot from the entrepreneurship training she had under the project.

Children Are Safe at “Wholly Different Workshop”

Ms. Elif Asav of Ankara aims to transform her children’s workshops which she built after pinpointing an important need into a children’s university at first opportunity. Having realised her dreams through the guidance provided by the training on finances, business administration and business plans under the project, Elif has her heart in her work.

The new concept now in Turkey: “CreativeSalad” fast and healthy

Ms. Gül Gökdağlı of Istanbul brings into Turkey a new chain of taste and a life style through her own brand. She opened a restaurant on the concept “fast and healthy”, her salad variety has already captured significant interest.

A Global Brand Born in Turkey: “Viola-Vesper”

Ms. Özge Yenihayat and her partner Ms. Ece Öney, who blended their knowledge acquired in university, entrepreneurship training and abilities to start up their own business, are now poised to represent Turkey in the international arena through “Viola-Vesper”, a brand of own creation.

To Further Highs with “Mügem Butik”

Ms. Zeyneti Aksakal, who finally, at 42 years of age, put into practice the love for design she has nurtured in her heart for years, is now striving to bring her own drawing designs into life. Aiming to get recognition as a plus size brand and producing in Bursa, Mügem Butik aspires to build a factory within 3 years.

Aims Getting Higher!

Many entrepreneur women who took the steps to change their lives under the project now say they exist in many occupations ranging from ceramics ateliers to home dishes, from design workshops to event organisation services, and mobilize their potential. The common goal for all is business growth.

Women Uniting Their Power!

Women involved in the project either in training or in business start-up have built a strong communication network to support one another.

The project is noteworthy in embracing various sectors and levels of knowledge. Ms. Özlem Kestioğlu Özel who advises the global technology giants on technology transformation, and has started up own business under the project, supports entrepreneur women by her experience.

Aiming at developing a national policy to promote women’s employment, creating decent work opportunities for women through active labour market policies and building awareness on gender equality and labour standards, the project marches on the goal by the brave steps of brave women.

ILO provides support for integrating gender equality perspective into İŞKUR services



Under “More and Better Jobs for Women” project being implemented by the International Labour Organization (ILO) and Turkish Employment Agency (İŞKUR), approximately 100 İŞKUR staff were given one-day gender equality training in November and December in the four project provinces namely Istanbul, Ankara, Konya and Bursa to build gender capacity for İŞKUR staff and services.

The participants stated they benefited highly from the training and it would be useful to deliver such training both within the institution and social parties. As one participant indicated below, it contributed to raising awareness on gender equality at work life.

“I believe that this training increased, to a higher grade, our knowledge and awareness on the importance of women’s employment. ... The exercises during the training session showed us clearly that we needed to be more responsive...” (A participant’s evaluation)

A team of gender trainers was created first in the central organization of İŞKUR to strengthen İŞKUR’s gender capacity and ensure sustainability.

This team, consisting of employment experts, was given the training of trainers by local and international experts on “employment and gender equality” and “mainstreaming gender equality in public employment services” on 11-15 September 2017 in Ankara.

Having received the training of trainers, the said İŞKUR employment experts delivered one-day training sessions on 23 November 2017 in Ankara, 30 November 2017 in Konya, 7 December 2017 in Istanbul and 12 December 2017 in Bursa to İŞKUR administrators, job and vocational counsellors in the project provinces in order to ensure local applicability of gender-responsive İŞKUR services.

Training emphasizes gender equality in work life

The training delivered information on women’s employment in Turkey; contribution of women’s employment to women’s empowerment, family prosperity and national economic growth; basic concepts of gender equality; common problems experienced by women in work life whereas it also focused and included group exercises on the roles that İŞKUR could assume on gender equality in work life and how to implement cooperation, job counselling and guidance.

Following the training, trainers and participants were awarded certificates and thank-you plaques.

The training sessions were delivered under “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” project being implemented by ILO and İŞKUR with financing support from the Swedish International Development Cooperation Agency (SIDA).



Trade unions and employers organizations discussed the role of unions and organizations to promote decent work for both Syrian refugees and host community



Within the scope of the “Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Turkey” project a meeting was conducted in Ankara on 7 December 2017 with the invitation of ILO Office for Turkey to publicize the results of need assessment on capacity improvement of trade unions and employers organizations to improve decent work opportunities for Syrian refugees in Turkey and collect suggestions from participants regarding capacity building training activities for the members of trade unions and employers organizations. The meeting participants consisted of representatives of the Confederation of Turkish Trade Unions (TÜRK-İŞ), the HAK-İŞ Trade Union Confederation (HAK-İŞ), the Confederation of Progressive Trade Unions of Turkey (DİSK), the Turkish Confederation of Employer Associations (TİSK), The Confederation of Turkish Tradesmen and Craftsmen (TESK) and their affiliated organizations from general services, textile and garment, agriculture, forestry, food, construction and metal sector in Ankara and Istanbul.

The meeting started with the opening speech of Numan Özcan, Director of the ILO Office for Turkey, and continued with the presentation Ayşegül Özbek Kansu, Program Officer of the ILO Office for Turkey, on the ILO’s on-going projects. In addition, main findings of the needs assessment on capacity improvement of trade unions and employers organizations to improve decent work opportunities for Syrian refugees in Turkey carried out by Professor Seyhan Erdoğan, ILO Consultant, was presented in the second part of the meeting. The main findings of the assessment were discussed under these titles:

- Creating contact points with Syrians;
- Developing solidarity and inclusive policies based on hu-

man rights and decent work opportunities in relation to Syrians;

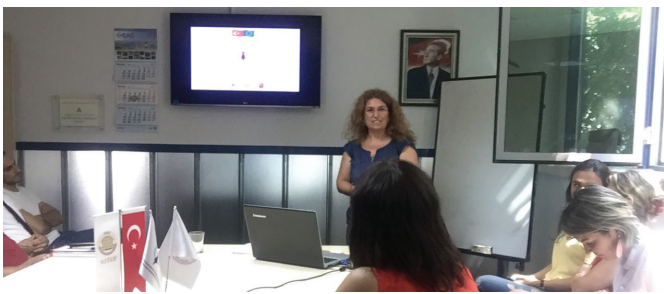
- Delivering policies on Syrians to organizations, their members and supreme organizations;
- Engaging in solidarity and inclusive activities related to Syrians; trying to develop decent work opportunities;
- Discussing the issues related to Syrian workers on social dialogue bodies or platforms;
- Cooperating with non-governmental organizations and refugee associations related to Syrians;
- Developing creative ideas and activities for Syrians to access decent work opportunities;
- Ensuring that the organizational base has an inclusive and solidarity approach to support Syrians’ access to decent work opportunities.

Within this scope, the great emphasis’ placed on; lack of information on the situation of the Syrian workers, conducting trainings and research, publishing reports, development of policies at national level; and raising awareness among the Turkish workers and combating against informal employment based on a holistic approach which includes all workers in Turkey.

Following the presentation, Professor Erdoğan moderated an open discussion to get participants’ opinions and suggestions with a focus on issues regarding capacity building training activities for the members of trade unions and employers organizations.

Following this event, the need analysis report will be published in Turkish and English and the capacity building training is foreseen to be delivered in January 2018.

ILO Turkey continues to support gender equality in many sectors ranging from energy to defense



Under “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” project being implemented by ILO Office in Turkey and Turkish Employment Agency (İŞKUR), approximately 1,700 women and men were reached out and delivered awareness training on gender equality in many sectors ranging from energy to defense.

Seminars were delivered to more than 1,300 women and men employees in the project provinces namely Ankara, Bursa, Istanbul and Konya in the period of December 2016 – February 2017 in many sectors ranging from energy to textile in cooperation with private sector, municipalities and labour unions; and the total women and men reached were 1,700 with seminars delivered in the period of July-December 2017 at Ankara OSTIM Organized Industrial District and Roketsan, a leading corporation in the defense sector.

Seminars created awareness on gender equality in work life

Awareness training on gender equality, gender equality in work life and combating violence against women was provided in July 2017 to 276 women and men through 8 seminars held at workplaces of various sizes operating in various areas in OSTIM and Sincan Organized Industry Districts in Ankara.



In addition, the training of trainers was provided to the employees of member workplaces at OSTIM in order to ensure sustainability of such training and awareness at OSTIM Organized Industry District.

In the period of September-December 2017, awareness training

on gender equality was delivered to 95 women and men through 8 seminars at Roketsan which signed the Women’s Empowerment Principles (WEPs) created by the United Nations Global Compact (UN Global Compact) and United Nations Entity for Gender Equality and Empowerment of Women (UN Women).

It is aimed to continue with the said seminars in 2018 as well.

Cooperation with private sector, municipalities and labour unions

In the period of December 2016 – February 2017, the project was able to reach out, through seminars “I Support Equality”, more than 1,300 women and men, blue or white collar, working in many sectors including services, energy, healthcare and textile.

In this context, the project cooperated with Çankaya Municipality, Kadıköy Municipality, Dünya Göz Hastanesi (Dünya Ophthalmology Hospital), Alarko Holding, H&M, Seger Ses ve Elektrikli Gereçler (Seger Sound and Electrical Appliances), Hak-İş Confederation and DİSK (Confederation of Revolutionary Workers’s Unions) in order to create more and better jobs for women, transform gender stereotypes at workplace, and embrace gender equality, which were the objectives of the project.

The seminars were in the form of 3-hour training based on interactive method and provided knowledge to participants on the concept of gender equality; gender roles; consequences of gender inequality in work life, economy and social life; gender equality at workplace; and best practices on the matter from the world and Turkey.

Premised on the fact that gender equality is a goal achievable only through joint efforts of women and men, seminars are delivered to women and men, aiming to create awareness on gender equality in employees and promote a gender-responsive workplace.

Requests from various organizations and sectors for the continuation of such seminars indicate how more sensitive the workplaces and society are on gender equality whereas feedback from participants points out that equality must be an institutional policy.

The seminars were delivered under “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” project being implemented by ILO and İŞKUR with financing support from the Swedish International Development Cooperation Agency (SIDA).

A Workshop organised in Ankara on the Review of the Training Programmes of Occupational Safety and Health (OSH) Professionals



Within the context of ongoing the technical assistance project in Turkey on “Continued Improvement of Occupational Health and Safety in Turkey through Compliance with International Labour Standards”, a stakeholders workshop was organized on 08 December 2017 in Ankara in order to share the results of the study “Reviewing the Training Programmes of OSH Professionals”. The results of the report which was prepared by Dr. Buhara Önal in cooperation with the ILO Office for Turkey were disseminated among the stakeholders including the high level representatives of MoLSS, Ministry of Health, workers’ representatives, universities, non-governmental organizations, private sector representatives and related associations.

Within the scope of the study, current status and related legislation regarding the training programmes of OSH Professionals were presented and a questionnaire was carried out in order to determine the needs. Besides, international

good practices also take place in the report. Throughout the study, it was aimed to make recommendations on the review and improvement of the training programmes of occupational safety experts and occupational physicians in Turkey.

The need to improve the duration, methodology, content and qualifications of the trainers of the current training programmes were discussed; and particularly the need for standardised training materials and advanced/sectoral training was highlighted during the workshop. Furthermore, it was suggested to increase and improve the practical training. MoLSS representatives stated that the necessary studies to enhance the curriculum will be initiated by the Government in the near future also taking into account the report prepared by the ILO in order to improve the training programmes of OSH Professionals.

Activities to eliminate child labour in seasonal hazelnut harvesting discussed in a stakeholders meeting



Activities carried out to eliminate child labour in hazelnut harvesting season of 2017 and implementation of relevant legislative arrangements were discussed in a meeting participated by national and local stakeholders

The stakeholders meeting took place in Ankara on 22 November 2017 to evaluate activities carried out during 2017 hazelnut harvesting season in the context of the Project “An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey”^{*} implemented jointly by the International Labour Organization (ILO) and the Ministry of Labour and Social Security.

With contributions from national and local stakeholders, the meeting discussed project activities carried out during 2017 harvesting season. Two separate open discussion sessions were also organized to share opinions and suggestions related to the implementation of the Ministry of National Education Circular no. 2016/5 on “Access to Education of Children of Seasonal Agricultural Workers and Nomadic and Semi-nomadic Families”, and the Prime Ministerial Circular no. 2017/6 on “Seasonal Agricultural Workers”.

Numan Özcan, the Director of ILO Office for Turkey, touched upon the Child Labour Report recently published by the ILO and the Global Conference on the Sustained Eradication of Child Labour held in Buenos Aires with the aim towards ending child labour in all its forms by 2025. Özcan stated that in line with the global targets, the project being jointly implemented by the ILO Office for Turkey and the Ministry of Labour and Social Security has made significant progress for the elimination of child labour in seasonal agriculture.

Pointing out the significant achievements in combatting child labour, Şeref Kazancı, the Deputy Director General of Labour from the Ministry of Labour and Social Security, underlined the importance of the National Programme for Combating Child Labour for future interventions. Kazancı stressed that the Prime Ministry Circular will enable efficient implementation of mapping and monitoring activities for seasonal agricultural workers in 2018. Kazancı added that their support for ongoing activities will be maintained.



Representatives from the Ministry of Family and Social Policies, Ministry of National Education, Ministry of Development and Ministry of Interior; local authorities from project provinces Ordu, Düzce, Sakarya and Şanlıurfa; and representatives from Province/District Directorates of National Education, and Provincial Directorates of the Turkish Employment Agency (İŞKUR) were present at the meeting.

^{*} The project was launched in 2012 by the ILO and Ministry of Labour and Social Security to eliminate worst forms of child labour in seasonal hazelnut harvesting. The project took start in Eastern Black Sea region province Ordu, and following the successful completion of its first phase its scope was enlarged so as to cover Düzce and Sakarya provinces in Western Black Sea Region and also the south-eastern province of Şanlıurfa where there is seasonal outmigration for agricultural works. The overall aim of the project is to contribute to the elimination of worst forms of child labour in seasonal agriculture in line with the framework laid down in Government’s National Employment Strategy (2014-2023). It includes the removal of children from worst forms of child labour, building local capacity to prevent the labour force participation of children under this risk, and raising the level of awareness on the issue.

News from ILO Staff

After profoundly contributing to ILO activities and projects in Turkey Melis Kılavuz, Orkide Sabit Akkoç, Özge Arcan and Bilge Pınar Yenigün have left for new posts and institutions. Meanwhile Ayşesu Ayken, Emel Akalın, Isabelle Kronisch, Gamze Orhun, Ayşe Turunç Kankal, Bahadır Murat Akın, Nuran Torun Atış and Semiha Bal have joined our growing team. We wish success to all colleagues who have left or joined...

