



JOINT SDG FUND



BİRLEŞMİŞ MİLLETLER
TÜRKİYE



TÜRKİYE CUMHURİYETİ
AİLE VE SOSYAL HİZMETLER
BAKANLIĞI



BİRLEŞMİŞ MİLLETLER
KALKINMA PROGRAMI



Uluslararası
Çalışma
Örgütü

OUTCOMES FROM THE TRAINING ON TRANSFORMATIVE GROWTH OF CARE ECONOMY IN TÜRKİYE

DRAFT ROADMAP FOR A TRANSFORMATIVE GROWTH OF THE CARE ECONOMY IN TÜRKİYE

Equal and Sustainable Societies with #CareEconomy
Eşit ve Sürdürülebilir Toplumlar için #BakımEkonomisi





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Acknowledgements & Context



This document has been prepared within the framework of the **United Nations Joint Programme (UNJP) on the Transformative Growth of the Care Economy in Türkiye.**

The Programme aims to strengthen the capacities of public institutions, local authorities, social partners, and civil society to enhance care policies and services through digital transformation. It is aligned with international labour standards and the Sustainable Development Goals (SDGs), and is funded by the UN Joint SDG Fund, with contributions from the International Labour Organization (ILO) and the United Nations Development Programme (UNDP).

Under the coordination of the UN Resident Coordinator, the Joint Programme is led by the ILO, with UNDP serving as the implementing agency. UN Women, UNICEF, and UNFPA provide technical support to ensure the achievement of the Programme's objectives. The Ministry of Family and Social Services serves as the primary national counterpart for the UNJP. Public institutions, workers' and employers' organizations, and civil society organizations (CSOs) play an integral role in the implementation of the Programme.

This document was prepared by the International Training Centre of the ILO (ITCILO), in collaboration with UN partners and key stakeholders of the UN Joint Programme, who actively contributed throughout the training delivered under the framework of the Programme.

It brings together the collective ideas and draft policy roadmaps designed by participants of the training "*Transforming the Care Economy in Türkiye: Empowering ILO Constituents*", held in Ankara from **16 to 20 June 2025**. Led by Maud Ritz (ITCILO) with Prof. Ipek Ilkcaracan (Istanbul Technical University) as a cofacilitator, the training brought together **40 representatives from government institutions, employers' and workers' organizations, and the UN System**, with support from international and national experts.

The purpose of this document is to capture the vision, objectives, and suggested strategic actions developed by participants to advance decent work, social dialogue and equality between women and men through an integrated approach to care economy and care policies for all ages, groups, and life situations. These roadmaps are not binding policy documents but serve as a basis for further national dialogue, institutional planning and collaboration among stakeholders to move towards a more inclusive, sustainable and well-resourced care economy in Türkiye.

We wish to thank all the participants for their **active contributions**, as well as the colleagues who facilitated the training sessions, exercises and simulation activities that shaped the ideas presented here.

Executive Summary



This document presents a collective vision and practical steps towards building a strong, fair and sustainable care economy in Türkiye by 2030. Developed through participatory group work during the national training on the care economy, these draft roadmaps highlight shared priorities and actions across different care sectors and themes.

Common Themes:

Across all five thematic areas - from early childhood care and education (ECCE) to long-term care (LTC), decent work for care workers, governance and financing, and labour regulations to promote work - life balance - facilitators and participants emphasized the importance of:

- Recognizing **caregiving and care receiving as both a right and a public good**, including self-care.
- **Affirming the State's accountability** as the primary duty bearer in ensuring universal provision of care.
- Ensuring policies and programmes meet the **rights and needs of both care recipients and caregivers**, upholding principles of choice, quality, and autonomy.
- Applying a **lifecycle approach** to care, recognizing diverse needs across all ages and life situations.
- Promoting and protecting the **labour rights of paid caregivers**, rewarding them with decent working conditions and formalizing and professionalizing the care workforce.
- Encouraging a more balanced sharing of household care responsibilities between women and men, fostering greater male participation in this area and supporting equality between women and men.
- Driving a **transformative shift in the division of labour between women and men**, involving men more fully in caregiving and promoting equality between women and men.
- Designing context-specific policies, responsive to diverse social realities and needs, through an intersectional perspective to guarantee quality care services for all.
- Developing care policies that take into account regionally differentiated needs.
- Promoting **intersectoral coordination**, with clearly defined roles for national and local governments, social partners, civil society and the private sector.

Recurring Priorities:

Several priorities appeared repeatedly across the roadmaps, showing strong alignment among stakeholders:

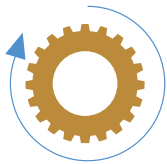
- **Investment in accessible and quality care services:** Making investments to ensure that care services become accessible and of high quality, especially for groups at risk and those with limited access to services.
- **Sustainable funding:** Developing clear and stable financing mechanisms and aligning macroeconomic planning with care investments.
- **Robust legal frameworks:** Advancing the ratification and enforcement of international conventions (e.g. ILO C156 and C189) and strengthening national laws to protect care workers and unpaid carers and workers with family responsibilities to participate equally in employment.
- **Workforce development:** Expanding training, certification, and career pathways for care workers, with incentives for recruitment and retention.
- **Coordinated governance mechanisms,** with intersectoral collaboration and clear accountability.
- **Data and monitoring:** Establishing systems to generate reliable care data for evidence-based policymaking, tracking progress and ensuring accountability.
- **Transforming the social organization of care and domestic responsibilities:** Promoting the redistribution of unpaid care and domestic work within households and between the state, private sector, and communities to advance equality between women and men.
- **Integration of technology and innovation:** Enhancing service quality and facilitating access through effective use of digitalization and technological innovations in care services.
- **Psychosocial support and worker health:** Supporting the psychological well-being of care workers, developing stress management and occupational health programmes.
- **Inclusive planning at the local level:** Developing and implementing care policies tailored to the needs of local communities, taking into account regional differences.

Collective Vision for 2030:

Together, these roadmaps paint an ambitious but achievable vision:

By 2030, Türkiye will have an integrated care system that is **rights-based, transformative, well-financed, and responsive to the needs of all**, ensuring that caregiving is recognized, shared fairly, and supported as a vital contribution to social well-being, economic growth, and equality.

Introduction



Türkiye's Care Economy: A Snapshot

The care economy - which includes paid and unpaid care work, including childcare, disability care, elder care, long-term care, and domestic work - is critical to economic development and equality between women and men. According to national time-use data and ILO estimates:

- **Women perform the majority of unpaid care work**, often at the expense of their participation in the labour force.
- **Formal care services** such as early childhood care, people with disabilities and long-term care remain limited in coverage and quality.
- Informality persists in sectors such as **domestic work**, with many workers lacking adequate protections and recognition.

Closing gaps in care provision, professionalising the care workforce, and ensuring decent work conditions are **priorities for Türkiye's economic and social policy agenda** - especially in the context of demographic changes strengthening family well-being and the need to boost women's employment. The care economy plays a **critical role in driving both sustainable social and economic development**, serving as a foundation for inclusive growth and long-term resilience.

Why a Roadmap?

Transforming the care economy requires more than isolated initiatives - it demands a shared vision, concrete goals, and clear pathways for action. A **roadmap** helps translate complex ideas into practical steps, identifying who should do what, with what resources, and by when. It serves as a strategic tool to guide stakeholders towards **more inclusive, responsive to equality between women and men, and sustainable care systems**.

A Participatory, Multi-Stakeholder Process

The draft roadmaps presented in this document were developed through an **interactive, multi-stakeholder approach**. They emerged from group exercises during the "*Transforming the Care Economy in Türkiye*" training.

Participants worked collaboratively, using real-life scenarios, policy tools, and the ILO Care Policy Investment Simulator to assess needs, set priorities, and co-create realistic solutions. They were then presented in the form of pitches to high level representatives from the UN System, Ministries and Trade Unions.

How These Roadmaps Can Be Used

While these roadmaps are not formal policy commitments, they provide a starting point for further **policy dialogue, coordination and advocacy** among Türkiye's care stakeholders. They can feed into:

- **Inter-ministerial or intersectoral working groups** on care policy development and financing;
- **Tripartite dialogue** processes to build consensus and align priorities;
- **Institutional plans or pilot initiatives** that translate these ideas into practice.
- Developing **data collection and monitoring processes** to regularly assess the effectiveness of care services and needs,
- Training and capacity-building activities for the professional development and professionalization of care workers,
- Raising public awareness and consciousness on the importance of the care economy,
- Enacting and implementing the necessary legal regulations in the field of care.

Ultimately, these draft roadmaps aim to inspire **shared responsibility and practical steps** towards a care economy that delivers decent work, quality services, and equality between women and men.

Roadmaps by Thematic Area



The following section brings together the five draft roadmaps developed by participants during the training. Each roadmap reflects the collective ideas and priorities of a group working on a specific care policy theme.

Every roadmap includes a Vision 2030, core objectives, and concrete actions that can help guide practical steps, policy design, and collaboration. Stakeholders, indicative resources, and potential indicators are suggested to support implementation and monitoring.

While these are not final policy proposals, they provide a valuable starting point for national dialogue, intersectoral coordination, and future investment in Türkiye's care economy.

Early Childhood Education and Care (ECCE), and education and care services for children up to 18 years old

Key Barrier: Existing services do not adequately meet the needs of children and parents

EARLY INVESTMENT, LASTING GAINS

Vision 2030	Objectives	Strategic Actions	Responsible person/s and stakeholders	Performance indicators
In 1–2 sentences, describe your ideal scenario in 2030 for care in your sector	Mention 2 or 3 key achievements by 2030	What needs to be done to achieve these objectives? Mention at least 2 strategic actions for each	Who needs to be involved for the actions to be implemented?	How will success be measured? Define indicators, targets and means of verification
- In Türkiye, ensure that all children aged 0–18 (especially groups at risk) have access to high-quality care and education services that meet international standards. - By 2035, Türkiye will be among the top countries in UN reports on early childhood care and education (ECCE) enrolment.	- Ensure a multi-level structure fit for meeting all ECCE and education needs. - Improved Resource Allocation Changing public perceptions of the division of labour between women and men in the household	- Increased enrolment rates in preschools for children aged 3–5 at 60% by 2028 . - Children aged 0–3 will receive care under ASHB, and children aged 3–6 will receive early childhood education under MEB, with legislation and practices harmonized across ministries. - For the 6–18 age group, alongside education activities, introduce models that ensure their academic, sports, and artistic development. - Ensure that the provision of care services is aligned with labour market conditions (to support work-life balance) and offered under decent work conditions	- Ministry of Treasury and Finance - Ministry of National Education (MEB) - Ministry of Labor and Social Security (ÇSGB) - Ministry of Family and Social Services (ASHB) - Presidency of Strategy of Budget - Union of Municipalities of Türkiye (TBB) - Municipalities & Local administrations	

The 12th Development Plan sets a target of 60% enrolment for children aged 3–5 by 2028. Therefore, while the suggested target was 100%, the goal has been revised to align with the Development Plan and to establish a more achievable target

ERKEN YATIRIM, KALICI KAZANIM

Temel Engel = Var olan hizmetlerin çocukların ve ebeveynlerin ihtiyacına cevap vermemesi.

Büyük Fikir = TR'de 0-18 yaş tüm çocukların (dezavantajlı gruplar başta olu. üz.)

uluslararası standartlarda, yüksek kaliteli bakım eğitimi hizmetlerine erişimi.

2035'e kadar TR, UNICEF'in raporun-
en üste çıkacak! ~~standartlara ulaşacak!~~

3 Ana Eylem
+
Paydaşlar =

Güçlü Yapı

Kaynak Tahsisi

*Toplumdaki Algının
(hareketi değişimi) değişimi*

*0-5 yaş arası hizmetlere
dair mevzuat uygulamanın
MEB altında toplanması

Standardizasyonu

Stratejik eylem I

*3-5 yaş grubu için anaokullarına
katılım oranının %100'e ulaştırılması

Stratejik eylem II

*6-18 yaş için eğitim faaliyetle-
rinin yanı sıra akademik, sportif ve
sosyal gelişimlerinin sağlanması
için modeller geliştirilmesi.

Stratejik eylem III

*hizmet sunumunun
işgücü piyasası gelişme
koşullarıyla uyumlandırılması

Stratejik eylem IV

Paydaşlar

MEB, AİSB, SBB, Cumhurbaş.
Yerel yönetimler, GSB, Hazine
ve Maliye
Bakanlığı

Long-Term Care (LTC) for the elderly, persons with disabilities and people with chronic illnesses

Inclusive and Dignified Care is Everyone's Right, Everyone's Need

Vision 2030	Objectives	Strategic Actions	Resources (existing and required)	Responsible person/s and stakeholders	Timeline	Performance indicators
In 1–2 sentences, describe your ideal scenario in 2030 for care in your sector	Mention 2 or 3 key achievements by 2030	What needs to be done to achieve these objectives? Mention at least 2 strategic actions for each	What are the existing and required resources?	Who needs to be involved for the actions to be implemented?	What milestones can be reached in 2025-2026? By 2030? Be specific	How will success be measured? Define indicators, targets and means of verification
- By 2030, ensure that equal, inclusive, accessible, and flexible care system is designed to meet the evolving needs of the demographic transition and high-quality long-term care services are provided for all, especially older persons and persons with disabilities. - Within this system, an innovative, multi-sectoral, coordinated, flexible and sustainable financing mechanism and implementation models have been created	- Improve the quality of life of care recipients by diversifying and integrating services, while developing a sustainable long-term care system aligned with the SR framework - Establishing a financing system; securing long-term care through the creation of a mixed financing model (care insurance + private insurance, with contributions from employees, employers, local governments, and the general budget - Strengthen community-based care services and home care services which are accessible, and quality through a rights-based approach that ensures the dignity, autonomy and participation of older persons and persons with disabilities. - Improve working conditions and standards for formal and informal caregivers, - Strengthen the wellbeing of care providers, ensure equitable sharing of care responsibilities within households. - Strengthening monitoring and evaluation	- Develop and implement a national long-term care strategy supported by a sustainable finance mechanism. - Establish a multi-sectoral coordination mechanism to ensure policy coherence. - Expand home-based and community-based care services.(personal assistant, short term care services, - Increase the number of qualified care workers through training and certification. - Strengthen social unionization, protection and occupational health and safety for care workers. - Raise awareness about the demographic transition, long-term care needs, responsibilities in society and the need for new care models to mobilize and motivate the policy-makers, social partners and the private sector. Strengthening the data for evidence based policy and evaluation of the services	- Local government budgets - Ministry of Family and Social Services - Ministry of Health - Union resources - International support (ILO, UN agencies)	- Ministry of Family and Social Services - Ministry of Labour and Social Security - Ministry of Health - Social Security Institution - PES (İŞKUR) - MEB - Ministry of Trade - Ministry of Environment, Urbanization and Climate Change - Universities - UoM - Development Agencies - Ministry of Youth and Sports - Presidency of Strategy of Budget - Bar Associations - Chambers of Commerce - Social Partners - Social partners (trade unions, employers' organizations) - Local authorities (municipalities) - Private sector - Civil society organizations (CSOs) - Universities and research institutes - Chambers	- Conducting needs assessments at the local and national levels - Conducting a current situation analysis - Identifying pilot studies - Achieving the majority of the set targets	- Service access rate - Service satisfaction rate - Rate of certified care workers - Rate of implementation of data and monitoring systems - Number of new regulations enacted



Inclusive and Dignified Care is Everyone's Right, Everyone's Need

[illegible]

Decent Work for Care Workers (Domestic Workers, Healthcare and Education Workers)

INVESTMENT IN CARE, INVESTMENT IN THE FUTURE

Vision 2030	Objectives	Strategic Actions	Resources (existing and required)	Responsible person/s and stakeholders	Timeline	Performance indicators
In 1–2 sentences, describe your ideal scenario in 2030 for care in your sector	Mention 2 or 3 key achievements by 2030	What needs to be done to achieve these objectives? Mention at least 2 strategic actions for each	What are the existing and required resources?	Who needs to be involved for the actions to be implemented?	What milestones can be reached in 2025-2026? By 2030? Be specific	How will success be measured? Define indicators, targets and means of verification
- By 2030, develop and implement policies, regulations, and practices that guarantee care workers in homes, institutions, and the private sector access to decent working conditions, in line with C189 and C190 - Informality in the sector is prevented - Fragmentation is eliminated, policy coherence and coordination are ensured, a regulatory framework is established	- Improve legal regulations regarding care workers. - Ratify and implement ILO Conventions No. 189 (Domestic Workers) and No. 190 (Violence and Harassment) and improve inspection - Prevention of discrimination and ensuring equality between women and men - Investing in equitable & care-supportive workplaces & family-friendly workplaces and policies - Enact legal frameworks to protect occupational rights and strengthen OHS standards for care workers. - Improving the working conditions of domestic workers, migrant domestic workers, and care personnel employed in home-based social service institutions, and developing inclusive social protection models.	- Provide public care services and increase investments - Local government and the state creating direct employment opportunities - Recognition of the rights of domestic care workers (Social Security, Retirement) - Establishment of a national care economy working group - Engaging in digital media and media to enhance public information through a social dialogue mechanism - Conduct C190 trainings and strengthen inspections - Draft National Occupational Classification and apply it widely - Expand standards for Occupational Health and Safety for care workers	Social assistance funds, local government budgets, central government budget, union resources, UN support	Ministry of Labour and Social Security Ministry of Family and Social Services Social Security Institution Turkish Employment Agency (İŞKUR) Ministry of Health Ministry of National Education Ministry of Interior Grand National Assembly of Turkey Municipalities CSOs Trade unions Directorate of Communications ILO and other international organizations	50% of domestic workers to be registered by 2030 - Ratify of C189 and C190 conventions by 2026 - Legislation to be enacted within one year - Implementation as part of the national employment strategy	- Rate of registered employment and social security coverage in the sector - Employment Registration and Social Security Coverage Rate - Regular Reporting Frequency (based on comparisons) through integrated employment databases in municipalities - Number of Individuals Receiving Services from Nursing Homes

BAKIMA YATIRIM						
GELECEĞE YATIRIM						
Yol Haritasının Başlığı:						
Vizyon 2030	Amaçlar	Stratejik Eylemler	Kaynaklar (mevcut ve ihtiyaç duyulan)	Sorumlu kişi(ler) ve paydaşlar	Zaman Çizelgesi	Performans Göstergeleri
2030 yılında kendi alanınızda bakım hizmetlerine dair ideal senaryoyu 1-2 cümleyle tanımlayınız	2030 yılına kadar ulaşılması hedeflenen 2 veya 3 temel başarıyı belirtiniz	Bu hedeflere ulaşmak için ne yapılmalıdır? Her bir hedef için en az 2 stratejik eylem belirtiniz	Mevcut ve ihtiyaç duyulan kaynaklar nelerdir?	Bu eylemlerin hayata geçirilmesi için kimlerin dahil olması gerekmektedir?	2025-2026 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz.	Başarı nasıl ölçülecektir? Göstergeleri, hedefleri ve doğrulama yöntemlerini tanımlayınız.
 SEKTÖRDE KAYITDIŞLILIK ÖNLENDİ EVEDE, KURUMDA ÖZEL SEKTÖRDE BAKIM HİZMETİ VEREN EMEKÇİLERİN İNSANA YAKIN İŞ KÖŞÜLÜMÜ ERİŞİMESİ İÇİN GEREKLİ POLİTİKA, DÜZENLEME VE UYGULAMALARI ÖRTAYA KOYMAK C189 - C190	BAKIM ÇALIŞANLARI İLİŞKİN KANUNU DÜZENLEME YAPILMASI ILO C190 - C189 KANUNU UYGULAMA DÜZENLEME AYRIMCILIKÇAN ÖLÇENMESİ T.C.E SAZCANMASI İ.S.G STANDARTLARININ GÜÇLENDİRİLMESİ	KAMUSAL BAKIM HİZMETLERİNE YATIRIM YEREL YÖNETİM VE DEVLETİN DOĞRUDAN İSTİHDAM ALANI YARATILMASI (MYK EĞİTİM) EV VE BAKIM İŞÇİLERİNİN HAKLARININ TANINMASI (SEK.EMEKLİLİK) ULUSAL BAKIM EKÖ. ÇALIŞMA GRUBU KURULMASI DİJİTAL MEDYA VE MEDYA ÇALIŞMALARINI KAMU OYU BİLGİLENDİRME (Tanıtım, Eğitim)	SOSYAL YARIM GÜVENCESİZ EMEKÇİLERİN BAKIM EVLERİ MERKEZİ YÖNETİM BÜTÇESİNDEN BAKIM NİZ. FONU NİTELİKLİ EĞİTİMLİ PERSONEL KADROLU YAYGIN KAMUSAL BAKIM EVLERİ BAKIM EMESİNE ÖZEL DÜZENLEME VE SENDİKAL HAKLAR	DEVLET BELEDİYELEK SEK'LAR ÇALIŞMA B. AİLE B. İŞK. YEREL YARIM G. B. NİZ. İŞÇİLERİ B. T.A.M.M. SENDİKALAR MEV. İŞÇİLERİ B. T.A.M.M. SENDİKALAR İKTİSADİ BAK. İLO ULUSLARASI KURULUŞLAR	2030 YILINA KADAR 2025-2026 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz. C 189 C 190 HAYATA GEÇİRİLMESİ 2026 YILINDA BİR YIL İÇİNDE KANUN DÜZENLEME YAPILMASI ULUSAL İSTİHDAM STRATEJİSİNİN KAPASİTESİNE GÖRE HAYATA GEÇİRİLMESİ	İSTİHDAM KANITLILIK VE SOSYAL GÜVENCE ORANI BELEDİYELEDE İSTİHDAM SAYISI VERİ TABANI ENTEGRASYONLU İLE (Kamusal-Hizmetim - Ücretsiz) DÜZENLİ RAPORLAMA BAKIM EVLERİNDE İSTİHDAM ALAN KİŞİ SAYISI

Governance and Financing of the Care System

Invest in Care, Secure the Future

Vision 2030	Objectives	Strategic Actions	Resources (existing and required)	Responsible person/s and stakeholders	Timeline	Performance indicators
In 1–2 sentences, describe your ideal scenario in 2030 for care in your sector	Mention 2 or 3 key achievements by 2030	What needs to be done to achieve these objectives? Mention at least 2 strategic actions for each	What are the existing and required resources?	Who needs to be involved for the actions to be implemented?	What milestones can be reached in 2025-2026? By 2030? Be specific	How will success be measured? Define indicators, targets and means of verification
By 2030, the care economy is fully integrated into Türkiye's macroeconomic and development planning, with fair and sustainable financing.	- Establish an accessible, fair, and holistic care system. - Develop sustainable resource and multi-source funding models for the care system.	- Establishment of the Care Economy inter-ministerial Coordination Board coordination. - Implementation of an Inter-Agency Data Sharing and Monitoring System. - Definition of Occupational Standards for Care Workers - Prepare a national long-term care plan. - Develop care economy modelling and projection tools showcasing employment potential .. - Establishment of a Long-Term Care Insurance Scheme.	- Central government budget - Utilization of existing physical infrastructure - Donations - Voluntary human resources	- Presidency of Strategy of Budget - Ministry of Treasury and Finance - Ministry of Family, Labor and Social Services - Ministry of Labour and Social Security - Ministry of National Education - Ministry of Health - Ministry of Industry and Technology - Ministry of Trade - Non-Governmental Organizations (NGOs) - Ministry of Environment, Urbanization and Technology - Disaster and Emergency Management Authority - Private sector - TURKSTAT	- Establishment of the Care Economy Coordination Board in 2025 - Conducting a situation analysis and macroeconomic assessment - Formulation and publication of national action plans - Completion of legislative reforms - Establishment of necessary data systems and initiation of monitoring processes - Implementation of an accessible, fair, and integrated care system nationwide - Operationalization of a sustainable, transparent, and multi-source financing model - Substantial achievement of the targets set out in national action plans - Full establishment of the legal framework on care work and assurance of job security - Institutionalization of data-driven monitoring and evaluation mechanisms	- Number of individuals benefiting from the services - Number of legislative regulations issued - Employment numbers in the caregiving sector - Number of institutions providing services - Measuring the contribution of the caregiving economy to the overall economy - Frequency of meetings of the Care Economy Coordination Board - Institutional satisfaction regulations



Management and financing of the care system

tematik grup: Bakım Sisteminin Yönetilmesi ve Finansmanı

Geri

- Yolların yapısı (demografik dağılım)
- Kadın istidatının politika ile ilgili
- Ekonomik bakım hizmetlerinin yerel sivil
- Bakım sektöründe karşı olan ihtiyaç ile maddede politika akışı haline getirilmesi

Yol Haritasının Başlığı: BAKIMA

BAKIMA

YATIRIL

TOKUMA

GÜNEŞ

KORU

Bakım ekonomisinin, bakıma
götürülmesi, bakıma politikası akışı haline getirilmesi

Vizyon 2030

2030 yılında kendi alanınızda bakım hizmetlerine dair ideal senaryoyu 1-2 cümleyle tanımlayınız

Amaçlar

2030 yılına kadar ulaşılması hedeflenen 2 veya 3 temel başarıyı belirtiniz

Stratejik Eylemler

Bu hedeflere ulaşmak için ne yapmamız gerekir? Her bir hedef için en az 2 stratejik eylem belirtiniz

Kaynaklar (mevcut ve ihtiyaç duyulan)

Mevcut ve ihtiyaç duyulan kaynaklar nelerdir?

Sorumlu kişiler ve paydaşlar

Bu eylemlerin hayata geçirilmesi için kimlerin dahil olması gerekmektedir?

Zaman Çizelgesi

2025-2036 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz.

Performans Göstergeleri

Başarı nasıl ölçülecektir? Göstergeleri, hedefleri ve doğrulama yöntemlerini tanımlayınız.

Bakım ekonomisinin temel ekonomik faaliyetler, sosyal edisyon, kalkınma perspektifi içerisinde yerli politika akışı haline getirilmesi

Existence, adil ve bütüncül bakım sistemine dönüşüm

Sürdürülebilir, sosyal, ekonomik, finansal, medikal, politik, hukuk

Medikal politikası

1. Bakım Ekonomisi Kurumlarının Kurulması, geliştirilmesi

2. Kurumlar arası veri paylaşımı

3. Alana sisteminin dönüşümü

4. Bakım ekonomisi için alanın it

5. Meslekli uzmanların oluşturulması, geliştirilmesi

6. Ulusal Eylem Planının hazırlanması

7. Bakım ekonomisine ilişkin modellere ve projeksiyon çalışması yapılması

8. Bakım sektörünün oluşturulması

9. Bakım sektörü yapılan

10. Bakım sektörü yapılan

11. Bakım sektörü yapılan

12. Bakım sektörü yapılan

13. Bakım sektörü yapılan

14. Bakım sektörü yapılan

15. Bakım sektörü yapılan

16. Bakım sektörü yapılan

17. Bakım sektörü yapılan

18. Bakım sektörü yapılan

19. Bakım sektörü yapılan

- Merkez, yerel, ulusal

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- Merkez, yerel, ulusal

- Merkez, yerel, ulusal

- Strateji ve Eylem Planları

- Kurumlar arası veri paylaşımı

- Alana sisteminin dönüşümü

- Meslekli uzmanların oluşturulması, geliştirilmesi

- Ulusal Eylem Planının hazırlanması

- Bakım ekonomisine ilişkin modellere ve projeksiyon çalışması yapılması

- Bakım sektörünün oluşturulması

- Bakım sektörü yapılan

- Bakım sektörü yapılan

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- Bakım sektörü yapılan

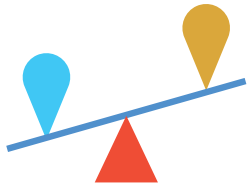
- Bakım sektörü yapılan

- Bakım sektörü yapılan

- Bakım Ekonomisi Kurumlarının Kurulması, geliştirilmesi

- Kurumlar arası veri paylaşımı

- Alana sisteminin dönüşümü



Labour regulations to promote work-life balance

Let care work be visible / Build work with balance

Vision 2030	Objectives	Strategic Actions	Resources (existing and required)	Responsible person/s and stakeholders	Timeline	Performance indicators
In 1–2 sentences, describe your ideal scenario in 2030 for care in your sector	Mention 2 or 3 key achievements by 2030	What needs to be done to achieve these objectives? Mention at least 2 strategic actions for each	What are the existing and required resources?	Who needs to be involved for the actions to be implemented?	What milestones can be reached in 2025-2026? By 2030? Be specific	How will success be measured? Define indicators, targets and means of verification
- By 2030, the number of institutions providing care services will increase to support work-life balance - By 2030, work-life balance will be improved by increasing maternity and parental leave - Introduction of measures to promote fathers' use of parental leave	- Ensure that: - Regulations are made in the Civil Servants Law and the Labor Law – and other relevant general regulations. - Regulations are made regarding maternity leave (birth leave) and paternity leave. - Increase in the number of nurseries and daycare centers. - Legislative regulations are made in accordance with ILO Conventions 183 and 156. - Implementation of the principle of equal pay for work of equal value	- Awareness-raising activities through the sharing of good practices from other countries. - Conducting advocacy efforts especially with lawmakers. - Campaigning for the ratification of relevant conventions (with trade unions and NGOs). - Contributing to legislative change proposals	- Adoption of legislative amendments - Allocation of budgetary resources to create new employment - Implementation of incentive mechanism	- Grand National Assembly of Türkiye (GNAT) - Ministry of Labour and Social Security (MoLSS) - Ministry of Family and Social Services (MoFSS) - Trade Unions and Civil Society Organizations (CSOs)	- Undertaking initiatives to extend leave entitlements within the framework of shared responsibility during the Family Year, in cooperation with trade unions, ministries, and employers' organizations for legislative proposals. - Taking initiatives to ensure the government's signing of the relevant conventions and completion of the ratification process	- The number of women leaving their jobs due to caregiving responsibilities decreases. - Progress in female employment, with a shift towards equality between women and men in employment, favoring women.

BAKIM EMƏGİ GÖRÜNÜR OLSUN / IS DENCEY LE KURULSUN!

Yol Haritasının Başlığı: bakım emeği görünür olsun / is denceyle kurulsun!

Vizyon 2030	Amaçlar	Stratejik Eylemler	Kaynaklar (mevcut ve ihtiyaç duyulan)	Sorumlu kişiler ve paydaşlar	Zaman Çizelgesi	Performans Göstergeleri
2030 yılında kendi alanınızda bakım hizmetlerine dair ideal senaryoyu 1-2 cümleyle tanımlayınız	2030 yılına kadar ulaşılması hedeflenen 2 veya 3 temel başarıyı belirtiniz.	Bu hedeflere ulaşmak için ne yapılmalıdır? Her bir hedef için en az 2 stratejik eylem belirtiniz	Mevcut ve ihtiyaç duyulan kaynaklar nelerdir?	Bu eylemlerin hayata geçirilmesi için kimlerin dahil olması gerekmektedir?	2025-2026 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz.	Başarı nasıl ölçülecektir? Göstergeler, hedefleri ve doğrulama yöntemlerini tanımlayınız.
2030 yılında 15 yaşından büyüklerin işsizlik oranının azalması; bakım hizmetleri alanında çalışanların maaşlarının artması; kadınların iş hayatına katılımının artması	- DMK ve 634 Kanununda belirtilen düzenlemelerin uygulanması 15 yaşından büyüklerin işsizlik oranının azalması 15 yaşından büyüklerin işsizlik oranının azalması	- Devletten Başlatılan (Döner Akademi) ile - Devletten Başlatılan (Döner Akademi) ile - Devletten Başlatılan (Döner Akademi) ile	Mevcut ve ihtiyaç duyulan kaynaklar nelerdir?	Devletten Başlatılan (Döner Akademi) ile	2025-2026 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz.	Başarı nasıl ölçülecektir? Göstergeler, hedefleri ve doğrulama yöntemlerini tanımlayınız.
2030 yılında 15 yaşından büyüklerin işsizlik oranının azalması; bakım hizmetleri alanında çalışanların maaşlarının artması; kadınların iş hayatına katılımının artması	- DMK ve 634 Kanununda belirtilen düzenlemelerin uygulanması 15 yaşından büyüklerin işsizlik oranının azalması 15 yaşından büyüklerin işsizlik oranının azalması	- Devletten Başlatılan (Döner Akademi) ile - Devletten Başlatılan (Döner Akademi) ile - Devletten Başlatılan (Döner Akademi) ile	Mevcut ve ihtiyaç duyulan kaynaklar nelerdir?	Devletten Başlatılan (Döner Akademi) ile	2025-2026 yıllarında ve 2030 yılına kadar hangi kilometre taşlarına ulaşılabilir? Belirli olunuz.	Başarı nasıl ölçülecektir? Göstergeler, hedefleri ve doğrulama yöntemlerini tanımlayınız.



Cross-cutting Recommendations

While each thematic roadmap targets a specific area of the care economy, several shared needs and strategic priorities cut across them all. These overlapping recommendations highlight opportunities for coordinated national action, efficient resource use, and stronger policy coherence.

1. Establish an Intersectoral Care Coordination Mechanism

All groups identified the need to break down silos between ministries, agencies, local authorities, and social partners. A formal, adequately resourced national intersectoral working group could ensure better policy alignment, data-sharing, monitoring, and integrated care service delivery across sectors and levels.

2. Develop and Strengthen Data Systems for the Care Economy

Every group noted the lack of comprehensive, up-to-date data on care needs, service coverage, workforce conditions, and financing. A national data strategy, building on existing statistical capacities and research institutions, should be prioritized to inform planning, implementation, and monitoring.

3. Invest in Sustainable Financing Models

Each roadmap highlights the importance of securing long-term, reliable funding for care services, workforce development, and infrastructure. Cross-cutting measures could include integrating care into macroeconomic planning, with scenarios reflecting the real employment potential expanding local budget allocations, and mobilizing public-private partnerships where appropriate.

4. Improve Working Conditions and Professionalization

From ECCE to domestic and long-term care workers, participants stressed the need for decent work standards, formalization, occupational health and safety, and clear career pathways for care workers. National guidelines, training frameworks, and enforcement mechanisms should be scaled up.

5. Enhance Social Dialogue and Stakeholder Engagement

The active participation of trade unions, employers' organizations, civil society organizations, and local communities is of great importance for the effective and sustainable implementation of care policies. Establishing regular consultation mechanisms, supporting multi-stakeholder forums, and expanding awareness-raising campaigns can increase public support, foster ownership of the policies, and strengthen their implementation. In addition, institutionalizing stakeholder participation in decision-making processes at different levels (national, regional, and local) will further enhance the impact of social dialogue.

6. Embed Equality Between Women and Men and Work–Life Balance as Core Principles

Across all groups, equality between women and men was recognized as a guiding principle for care policies. Ensuring that new equitable, care supportive and women and family-friendly policies and frameworks promote the redistribution of unpaid care work, protect work–life balance, and challenge discriminatory norms is key to achieving transformative change.

7. Inclusion of Vulnerable Groups and Migrants in the Care Economy:

Considering the significant presence of vulnerable groups (particularly women migrants, refugees, and informal workers) in the care workforce, it is necessary to develop rights-based and inclusive policies. Preventing informality, integrating these groups into the social security system, and protecting their rights are crucial for the fair development of the care economy.

8. Promoting Men's Participation in Care Roles:

Men should be encouraged to take a more active role in childcare, elder care, and care for the sick—roles traditionally attributed to women. To this end, transforming parental leave policies, organizing awareness-raising campaigns targeting men, and implementing training programmes aimed at transforming social norms should be prioritized.

9. Promoting Digitalization and Technological Innovations in Care Services:

The integration of digital solutions is of great importance for improving the quality of care services, expanding access, and strengthening data management. Home care technologies, digital monitoring systems, online training tools, and digital data pools will make the care system both more effective and sustainable. Encouraging technological innovations in this area will pave the way for establishing a more efficient and inclusive care system in planning, implementation, and monitoring processes.

10. Protection of Domestic Workers and Migrant Women:

Improving and standardizing the working conditions of domestic workers, migrant domestic workers, and care personnel in home-based social service institutions is of critical importance. Key steps include regulating long working hours in line with national and international standards, ensuring the principle of equal pay for work of equal value across all forms of employment, and addressing legislative gaps. In addition, developing special social protection models for domestic workers and expanding occupational safety and health training to cover chemical exposure and ergonomic risks are necessary. Implementing protective and supportive social policies to prevent the loss of rights experienced by migrant women will further strengthen the inclusiveness and fairness of the care economy. These recommendations are also aligned with the joint call for the ratification of ILO Conventions C156 and C189.

Closing Reflections from High-Level Representatives

In their closing remarks, high-level representatives from ministries, unions, and partner institutions expressed strong appreciation for the participatory process and multi-stakeholder dialogue that shaped the training. They emphasized the importance of building on this momentum to advance a rights-based, inclusive, and sustainable care system for Türkiye. Speakers highlighted the urgency of addressing demographic shifts, strengthening long-term care strategies, regulations and practices that support equitable, care supportive family-friendly policies, that support the rights, alternatives, choices, and dignity also wellbeing of both care recipients and care providers and ensuring decent work for all care workers. Equality between women and men and shared responsibility for care were repeatedly underlined as key pillars for progress. Stakeholders called for continued inter-institutional collaboration, concrete policy actions, and broad engagement with local governments, social partners, and civil society to transform these draft roadmaps into reality. Gratitude was extended to the ILO, ITCILO, and all partners for facilitating this important step forward.



Next Steps & Follow-up

These draft roadmaps represent a starting point for national dialogue and action on strengthening Türkiye's care economy. They reflect the collective knowledge, priorities, and ideas of participants across government institutions, social partners, and civil society.

How the Roadmaps Will Be Used:

- They will inform ongoing and future working groups on care policy design and implementation.
- They can serve as inputs for consultations, workshops, and pilot projects with relevant ministries, municipalities, unions, and employers' organizations.
- The roadmaps may also guide the development of local-level action plans and budgeting frameworks to align with national goals.
- Continuous monitoring and evaluation mechanisms will be established to regularly track the effectiveness and feasibility of the roadmaps.
- Platforms will be created to enhance information sharing and coordination among stakeholders.
- Through training and awareness-raising activities, the importance of the care economy will be communicated to wider audiences.

Together, these next steps will help ensure that the momentum from the training translates into concrete progress toward a more just, sustainable, equitable, care-supportive and , family-friendly and equality between women and men responsive care system in Türkiye.



Annexes

Training agenda:

TRAINING ON TRANSFORMATIVE GROWTH OF CARE ECONOMY IN TÜRKİYE 16-20 June 2025 – Ankara (Türkiye)

	Monday 16 June	Tuesday 17 June	Wednesday 18 June	Thursday 19 June	Friday 20 June
	Framing the Care Economy: Why Care Matters	The SRs Framework in Action: Decent Work in the Care Economy	Tools to promote Decent Work in the Care Economy and Care-Friendly Workplaces	Investing in the care economy: the economic case	Policy Workshop: drafting a roadmap to Transform the Care Economy in Türkiye
9:30 – 10:45	Official Opening Key concepts and definitions of care work and the care economy Maud Ritz Ipek Ikkaracan	Understanding the ILO's SRs Framework Maud Ritz	Recognizing the Role of Domestic Workers Panel moderated by Ipek Ikkaracan	Costs and returns in investing in care in the Turkish context Ipek Ikkaracan	Recap and Strategic Takeaways Maud Ritz
10:45–11:00	Coffee Break				
11:00 – 12:30	Understanding Care Work and the Care Economy: what they are, why do they matter Maud Ritz	Understanding the ILO's SRs Framework Policy Applications Maud Ritz Ipek Ikkaracan	The role of cooperatives in care Ayçe Turan Kankul	Investing in care services and policies: exercises and projections based on ILO and UN Women tools Ipek Ikkaracan	Roadmap Development: Priorities and Commitments Maud Ritz
12:30–12:30	Lunch				
12:30 – 15:00	International Labour Standards and the Care Economy Maud Ritz	Transformative Policies and Investments: How to Redistribute Care Work Ipek Ikkaracan	Care Work and Good Practices in Focus Maud Ritz	ILO simulator: presentation and projection of investments for Türkiye Laura Addati & Mia Tounsi	Presentation and Validation of Roadmaps 15:00: Presentation of the roadmaps to senior managers Certification ceremony
15:00–15:15	Coffee Break				
15:15 – 16:30	Policy Landscape and Realities in Türkiye Ipek Ikkaracan	Planning Ahead: Setting Priorities Maud Ritz	Social Dialogue in Practice: Simulating Care Policy Negotiation Maud Ritz	Global Inspirations: Learning from Good Practices in Care Panel moderated by Maud Ritz	Reception and official closing (17:00)



List of participants

Name-Surname	Institution
Tuğba Bezci	ILO
Gözde Bingüler Eker	UNWOMEN
Aslı Çoban	UNDP
Işıl Erdemli	UNDP
Eltaf Ersay	UNDP
Ebru Özberk Anlı	ILO
Pelin Rodoplu	UNRCO
Emre Üçkardeşler	UNICEF
Yıldız Yapar	UNFPA
Nuray Akkaya	İMECE Ev İşçileri Sendikası
Kübra Altın	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı - Çalışma Genel Müdürlüğü
Ali Arabacı	Öz-Sağlık İş Sendikası
Sevilay Arslan	T.C. Aile ve Sosyal Hizmetler Bakanlığı
Hatice Ayhan	Hizmet-İş Sendikası
Gülhan Benli	EVİDSEN- Ev İşçileri Sendikası
Behiç Bilen	T.C. Cumhurbaşkanlığı- Strateji ve Bütçe Başkanlığı
Hasan Furkan Celil	T.C. Aile ve Sosyal Hizmetler Bakanlığı- Sosyal Yardımlar Genel Müdürlüğü
Sevgi Yurttaş	UNDP
Dilan Esen	DİSK
Damla Güler Demirtaş	T.C. Hazine ve Maliye Bakanlığı -Kamu Mali Yönetim ve Dönüşüm Genel Müdürlüğü
Buket Ilgın Özmen	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı - Sosyal Güvenlik Kurumu Sigorta Primleri Genel Müdürlüğü-Kayıt Dışı İstihdamla Mücadele Daire Başkanlığı



List of participants

Name-Surname	Institution
Nazan Karacabey	Sağlık ve Sosyal Hizmet Emekçileri Sendikası (SES)
Keziban Karçkay	T.C. Aile ve Sosyal Hizmetler Bakanlığı - Engelli ve Yaşlı Hizmetleri Genel Müdürlüğü
Muzaffer Kağan Kasımoğlu	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı - Rehberlik ve Teftiş Başkanlığı
Fatih Kaynar	T.C. Milli Eğitim Bakanlığı - Temel Eğitim Genel Müdürlüğü
Selen Keklik	TÜRK-İŞ Konfederasyonu
Işıl Kurnaz	Hacı Bayram Veli Üniversitesi
Didem Musapaşaoğlu	Türkiye Belediyeler Birliği
Ekin Sarı	Genel-İş Sendikası
Hüseyin Cahit Şen	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı - Sosyal Güvenlik Kurumu Strateji Geliştirme Başkanlığı
Tülay Tarhan	DİSK
Bilgen Çelen	T.C. Çalışma ve Sosyal Güvenlik Bakanlığı - Dış İlişkiler ve Avrupa Birliği Genel Müdürlüğü
Turna Turna	T.C. Ticaret Bakanlığı - Esnaf, Sanaatkarlar ve Kooperatifçilik Genel Müdürlüğü
Evrin Yaban Güçtürk	KESK
Damla Yazar Yıldız	T.C. Sanayi ve Teknoloji Bakanlığı - Kalkınma Ajansları Genel Müdürlüğü
Sercan Yıldırım	Sağlık-İş Sendikası
Emine Sayar Akdoğan	T.C. Aile ve Sosyal Hizmetler Bakanlığı-Kadının Statüsü Genel Müdürlüğü
Fatma Zengin	HAK-İŞ Konfederasyonu



List of participants

High-Level Representatives at the Roadmap Presentatio

Name-Surname	Institution
Adem Yavuz	Deputy of Union of Öz Sağlık İş
Ahmet Nazif Garipoğlu	Deputy of General Director of DG Foreign RelationsMoLSS
Bahadır Berdicioğlu	Member of Board of Directors of KESK
Burcu Ayhan Ekenci	Head of Department, Directorate General of Services for Persons with Disabilities and Elderly, Ministry of Family and Social Services
Cem Bayrak	UNDP
Cenk Kadioğlu	Head of Department of Coordination of the Union of Municipalities
Gökay Dağ	Head of Department of Employment Policies under DG of Labour-MoL-SS
Mariam A. Khan	UNFPA Representative to Türkiye
Mehmet Yeşilyurt	Secretary General of HİZMET-İŞ
Mustafa Ali Yurdupak	Assistant Resident Representative
Tom Delrue	Head of RCO
Yasser Hassan	ILO Director for Türkiye
Zeliha Ünaldi	UN Women Deputy Country Director

Pictures





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BİRLEŞMİŞ MİLLETLER
KALKINMA PROGRAMI



Uluslararası
Çalışma
Örgütü

