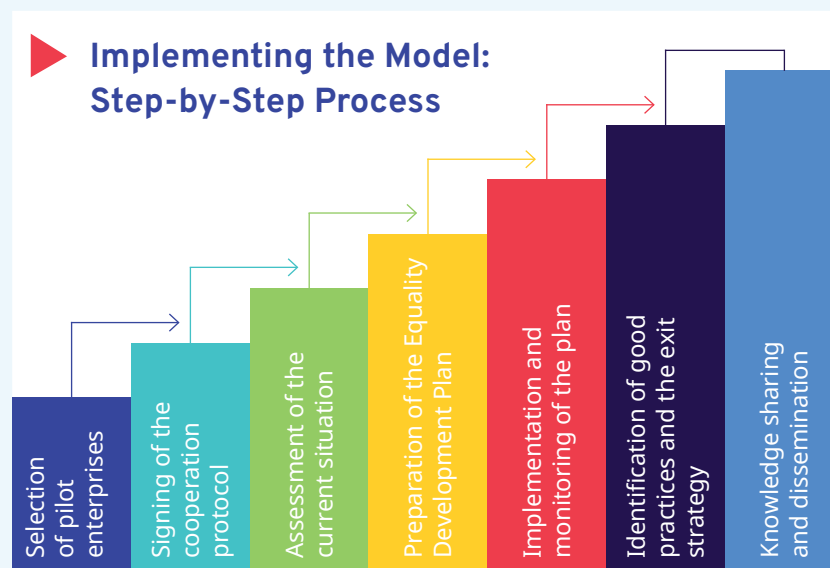


## What is the equality-driven and care-supportive enterprise model?



This model focuses on equal voice and participation, inclusive employment, equal pay for work of equal value, care-supportive measures, and the prevention of violence and harassment in the world of work. Through capacity building and technical support, it aims to embed equality as a lasting element of organizational culture within enterprises. In doing so, it contributes to the creation of resilient and sustainable workplaces that enhance employee well-being and are grounded in equality.

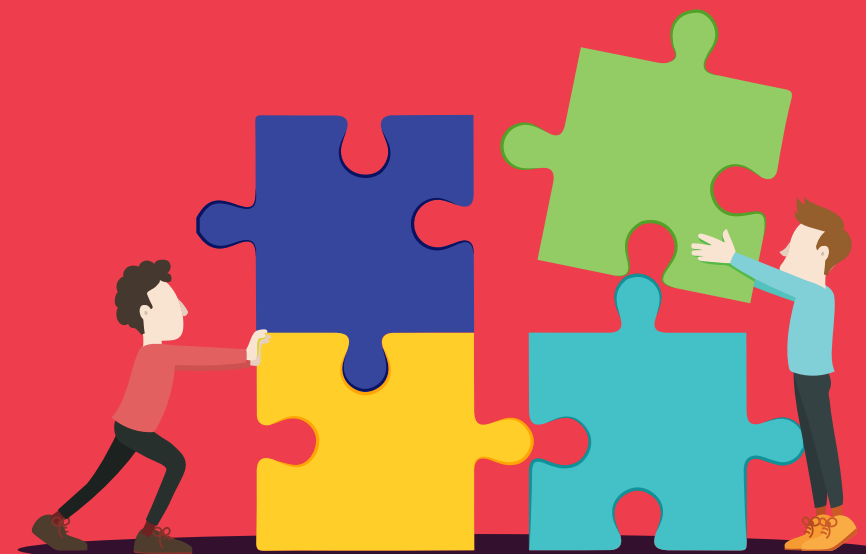
### Implementing the Model: Step-by-Step Process



Through this three-step approach, Care@Work Project supports the creation of more **inclusive, resilient, and productive workplaces**, aligned with International Labour Standards.

## Turning Equality and Care into Workplace Practice

The **Care@Work Project** is implemented by the **ILO Office for Türkiye**, drawing on the ILO's mandate, International Labour Standards, and global expertise on equality, care, and decent work. The Project develops the Equality-Driven and Care-Supportive Enterprise Model based on International Labour Standards. The Model is shaped in line with the Fundamental Principles and Rights at Work and the ILO Recommendation on Decent Work and the Care Economy (2024). It is further developed on the basis of the Workers with Family Responsibilities Convention (No. 156), the Maternity Protection Convention (No. 183), the Domestic Workers Convention (No. 189), and the Violence and Harassment Convention (No. 190).



For more info

Contact us to learn more about the Equality-Driven and Care-Friendly Enterprise Model.

Contact: [ankara@ilo.org](mailto:ankara@ilo.org)

ILO Office for Türkiye.

more **EQUALITY**  
better **CARE SUPPORT**  
stronger **ENTERPRISES**

Care@Work  
Project

# Care@Work Project



## Turning Equality and Care into Workplace Practice

The **Care@Work Project** is implemented by the **ILO Office for Türkiye**, drawing on the ILO's mandate, International Labour Standards, and global expertise on equality, care, and decent work. The project is implemented with the support of the **Sweden** and runs for **18 months, from January 2026 to June 2027**, with a total budget of **USD 367,840**.

Through the **Care@Work Project**, the ILO works closely with enterprises, social partners, and public institutions to support the integration of equality-driven and care-supportive workplace practices in Türkiye. In this way, the ILO helps advance workplace reforms that strengthen decent work, employee well-being, and enterprise resilience. The project focuses on enterprise-level change by linking practical workplace action with social dialogue, policy dialogue, and institutional uptake.

Within this framework, the ILO pilots an **Equality and Care-Supportive Workplace Model** with selected enterprises and supports their

- ▶ **scaling through evidence,**
- ▶ **communication,**
- ▶ **policy engagement.**

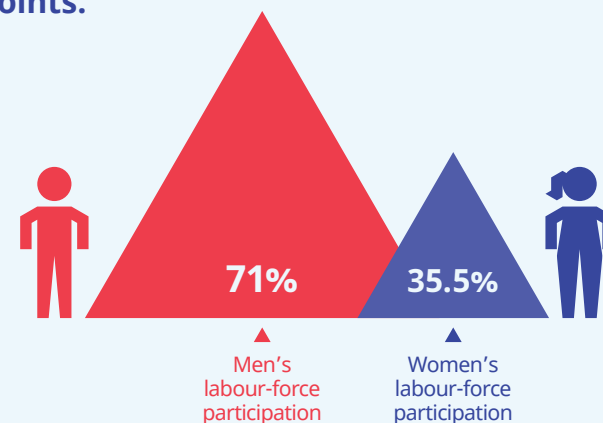
## Why equality and care matter?

Care is central to human, social, economic, and environmental well-being and sustainable development, yet it remains unevenly shared in society and insufficiently supported in the world of work. When care needs are addressed in line with international labour standards, people are better able to **enter, remain in, and contribute productively to paid employment, helping to build more resilient and sustainable workplaces.**

In Türkiye, key structural barriers continue to limit equality between women and men and labour-market participation. These include the **unequal distribution of unpaid care work, limited care-supportive workplace arrangements, and inadequate access to quality, affordable, and accessible care services.**

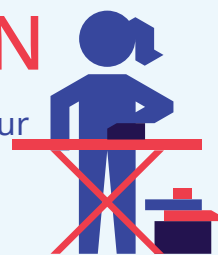
### Key facts from Türkiye

Women's labour-force participation is **around 35.5 per cent**, compared to **71 per cent for men**-a gap of approximately **35 percentage points**.



**~ 10 MILLION**

**women** are out of the labour force, mainly due to care responsibilities.



Women spend **4.6 times more time on unpaid care work** than men.



## Who will benefit?

### Everyone!

Advancing equal opportunities between women and men at work, supported by care-supportive workplace practices, creates a win for everyone: women, all employees- both women and men, enterprises, and Türkiye.



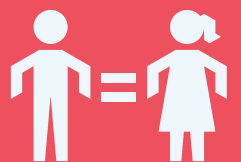
### For women:

- ▶ Equal access to employment, skills development, and career progression
- ▶ Stronger realization of women's rights at work.
- ▶ Improved income security and participation in decent work



### For all employees, including women and men:

- ▶ Better work-life balance and well-being
- ▶ Fair treatment and equal opportunities at work
- ▶ Improved job security and retention



### For enterprises:

- ▶ Higher profitability (57% report improved profitability)
- ▶ Stronger employee motivation and engagement (74%)
- ▶ Improved innovation outcomes (37%)



Source: *Women in Business and Management: ILO, 2019.*

### For Türkiye:

- ▶ A larger and more inclusive labour market
- ▶ Stronger economic growth and social cohesion
- ▶ Improved access to care for children, older persons, persons with disabilities, and others in need of care

