

► More and Better Jobs For Women Programme

At work, at home, everywhere



► 01 January / 31 August / 2021

“MORE AND BETTER JOBS FOR WOMEN II” Programme (2019-2022), implemented by the International Labour Organization (ILO) Office for Turkey with funding from Sweden, aims to increase the number of women working under decent conditions in Turkey.

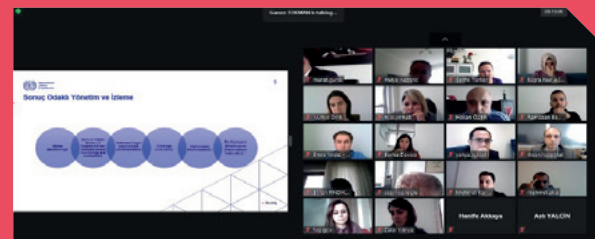
The programme consists of two key components and of projects under these components implemented in partnership with public institutions, workers’ and employers’ organizations and private sector¹.

ISKUR’S MONITORING FRAMEWORK FOR ACTION PLAN ON WOMEN’S EMPLOYMENT

► Results-Based Management Training And Workshops Provided On Creating Draft Monitoring Framework For Action Plan On Women’s Employment

In order to draft the results-based monitoring framework of Turkey’s first Action Plan on Women’s Employment, which was prepared by ILO Office for Turkey and Turkish Employment Agency (ISKUR) and focused on women’s employment, a Working Group consisting of representatives of all relevant departments was established by the General Directorate of ISKUR.

Firstly, Results-Based Management (RBM) training was held for the Working Group on 7-8 June 2021. During the online training sessions, information was provided on the key concepts of results-based management, monitoring and reporting. The training sessions also included participatory practices that would contribute to how results-based management, monitoring and reporting would be performed and to develop recommendations and technical skills intended for this purpose.



Following the training sessions, four different online workshops were held with the Working Group and the draft of “Monitoring Framework for Action Plan on Women’s Employment” was developed. The draft Monitoring Framework was presented to the relevant departments of ISKUR for opinion.

► Report on Good Practices of Public Employment Services Promoting Women’s Employment

Under the activities conducted with ISKUR, the preparation process of the report on “GOOD PRACTICES OF PUBLIC EMPLOYMENT SERVICES INCLUDING ALMPs TO PROMOTE WOMEN’S EMPLOYMENT” continues in order to develop Active Labour Market Policies so as to support women’s employment. The draft report was presented to ISKUR for opinion, and it will be finalized after the completion of revisions.

¹ Program Brochure: https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_765227.pdf

“ILO AKADEMI”, THE DIGITAL TRAINING PLATFORM OF ILO OFFICE FOR TURKEY, LAUNCHED TO MEET USERS

Work continued for developing **ILO Akademi**,² the Digital Training Platform of ILO Office for Turkey. The first digital training of ILO Akademi “Zero Tolerance for Violence” was successfully delivered to approximately 450 participants.

Studies continue on digitalising many training courses for different target groups. In this context, digital training modules of “Current Situation of Women’s Employment in the World and Turkey”, “Legal and Structural Framework on Women’s Employment”, “Advocacy and Communication Skills”, “Social Dialogue and Gender Equality” and “I Support Equality” are being prepared to strengthen the capacities of the representatives of workers’ and employers’ organizations and private sector.

► ILO Gender Equality Model for Enterprises

The ILO Office for Turkey has been working on increasing women’s employment and ensuring gender equality since 2019 in KARSAN, which is Turkey’s domestic commercial vehicle manufacturer and operating in Bursa. In this context, ILO provides comprehensive training courses to the company’s employees on workplace practices supporting women’s employment and gender equality, and works to strengthen this process with various actions such as meetings, seminars, visits, communication and advocacy activities.

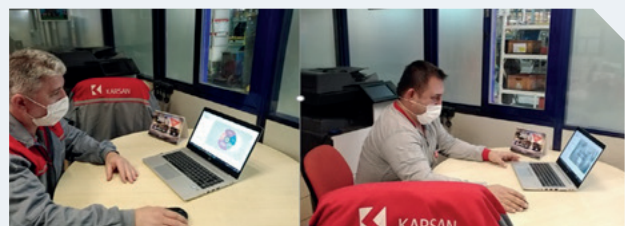
Many activities, which were initially held and planned to be held face-to-face, were held on digital platforms in 2020 and 2021 due to the pandemic.

Within the framework of cooperation between the ILO Office for Turkey and KARSAN, a team consisting of equal number of female and male representatives from all positions was established in KARSAN to work on ensuring equality between women and men within the company, and this team was provided with comprehensive training on ensuring equality between women and men in various spheres of life, including the world of work. In 2020, KARSAN employees were also given seminars of equality in language in order to transform all internal and external communications of KARSAN into a more egalitarian language.

As a result of such work, the first action plan was prepared in KARSAN regarding the activities that would be held in the company to ensure equality between women and men and increase women’s employment, and KARSAN created the “Gender Equality Policy” in 2020 in order to make gender equality a part of its corporate policies.

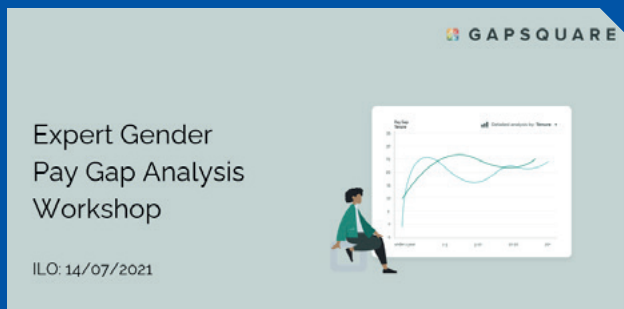
Likewise, for the purpose of ensuring gender equality, KARSAN created “Zero Tolerance for Violence Policy” - the first workplace policy harmonized with ILO’s Convention No. 190 concerning the Prevention of Violence and Harassment in the World of Work - and KARSAN became the first company to adopt zero tolerance for violence as part of its corporate policy.

In May-June 2021, the “Zero Tolerance for Violence” training was provided online to KARSAN employees through ILO Akademi, in order to increase their awareness on violence and harassment both in daily life and at workplace.



The 7th, 8th and 9th Visits of ILO Office for Turkey to KARSAN were held online in 2020-2021. In the context of such work, a workshop was also organized with the participation of trainers from UK-based Gapsquare in order to ensure wage equality at workplace.

² <https://iloakademi.org/>



TRAINING ON EQUAL PAY AT COMPANY LEVEL

The ILO Office for Turkey organized an online training on 14 July 2021 to discuss how the gender pay gap could be measured, reduced and what kind of actions companies could accordingly take for this purpose, in order to implement the principle of equal pay for work of equal value more effectively in the world of work.

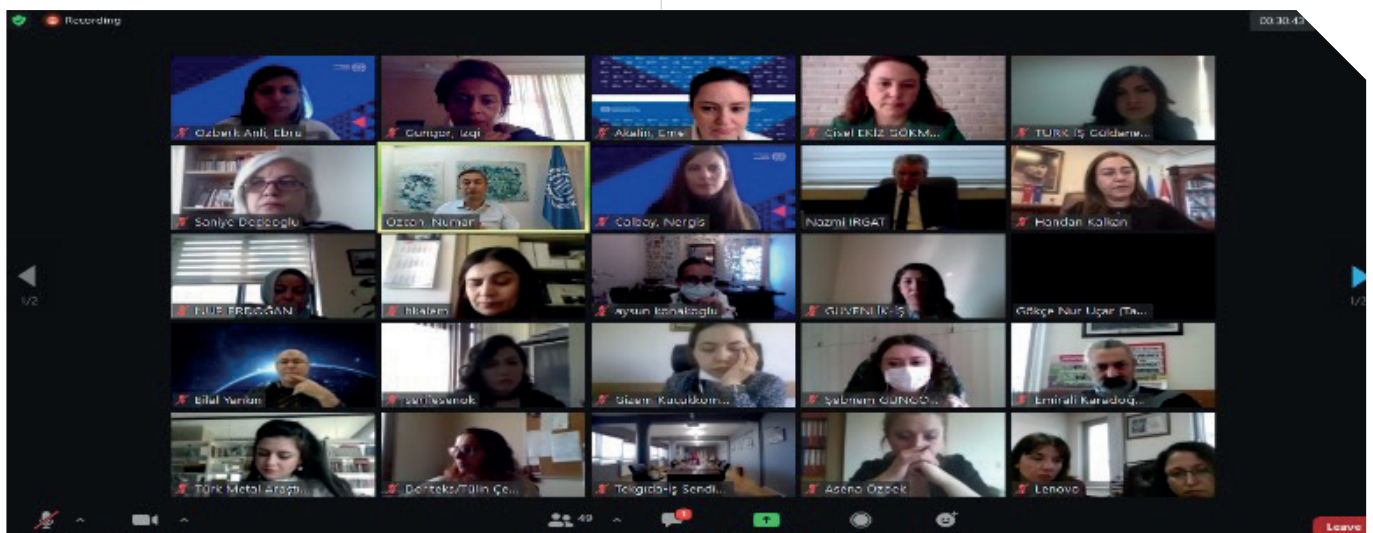
Representatives from cooperating public and private sectors, non-governmental organizations and unions under the programme as well as academicians and trainers working on the relevant subject participated in the training. The training was delivered by Sian Webb, Vice-President of UK-based Gapsquare, which provided support to businesses wishing to work on pay gaps between demographical groups including gender equality. The training covered collecting, analysing, reporting the data on gender pay gap, the benefits of these processes for the business and the difficulties that might arise while investigating such issues.

GENDER EQUALITY TRAINING DELIVERED BY ILO AT TURK-IS

ILO Participatory Gender Equality Audit was performed in TURK-IS, HAK-IS, DISK and TISK confederations and in the unions that were organized in the pilot sectors of the programme in 2019-2021 in order to evaluate the contributions of workers' and employer organizations' policies, actions and activities to women's access to decent work and to determine which activities could be organized in cooperation with ILO in the upcoming period. Although the process resulted in different roadmaps designed individually for each organization, training on gender equality in the world of work was identified as a common need for all social partners. The first training course on this subject was prepared and delivered for the Confederation of Turkish Trade Unions (TURK-IS).

In the context of the 8 March International Women's Day; managers, representatives and experts in TURK-IS Confederation and in the affiliated unions organized in different sectors participated in the training that was held on 12 March 2021 as a common event of the ILO Office for Turkey and TURK-IS. In the training "World of Work and Gender Equality", the situation of women's employment in the world and in Turkey was discussed over violence at workplace, pay gap, discrimination, work-life balance and it was evaluated especially how the unions could make contribution in this regard.

This event was in the nature of both an output of the activities that TURK-IS and ILO Office for Turkey conducted to promote decent working conditions for women by means of trade unions since 2019 and a start for the roadmap that both institutions would follow for gender equality.



HOME WORK DISCUSSED FROM THE PERSPECTIVE OF DECENT WORK AND GENDER EQUALITY AT AN ONLINE MEETING

Under the programme, on the occasion of “8 March International Women’s Day”, thematic conferences focusing on a different aspect of women’s employment and gender equality are organized every year. A conference of “Understanding Gender Pay Gap” was organized in 2019 when the second phase of the programme started. After a one-year recess due to the pandemic, an online event of “Home Work from the Perspective of Decent Work and Gender Equality” was organized on 4 March 2021.

In the 25th year after the adoption of Home Work Convention, 1996 (No. 177), a global report “Working from home: From invisibility to decent work”³ (ILO, 2021) was published. In this Report, industrial home-based work and working remotely and on digital platforms are discussed. Furthermore, differences between legal definitions of home work and everyday experiences are also discussed. In the chapters of the report regarding Turkey, findings of the study “Home bounded - Global outreach: Home-based workers in Turkey,”⁴ a long-term field study by Prof. Dr. Saniye Dedeoğlu provided guidance.

Women’s home work under decent conditions was the main theme of the International Women’s Day event, both because the framework of this report on the focus of gender equality was shared and it became a more common issue especially for women as a widespread form of work due to the pandemic. After the researchers who prepared the report shared the outputs of report in the context of gender equality, different forms of home work were discussed by participants from different sectors and some recommendations were offered to ensure women’s home work under decent conditions by focusing on different topics such as work-life balance, occupational safety and health, work security and social protection.

TURKEY REPORT PUBLISHED UNDER THE CAMPAIGN LAUNCHED BY ILO OFFICE FOR TURKEY FOR DOMESTIC WORKERS

► C189 – DOMESTIC WORKERS CONVENTION

ILO Headquarters published a comprehensive report⁵ in 2021, the 10th anniversary of the ILO Domestic Workers Convention (No.189), analysing the working conditions of domestic workers in the world for the last decade. The report contains comparative findings which reveal

the legal and practical situations in different regions of the world. 2021 is chosen as the year in which the campaign to be organized under the “More and Better Jobs for Women Programme” will be held to bring the problems of domestic workers to the agenda and develop common methods for the solution of such problems. Further steps of the campaign are based on the research report “Outlook of Domestic Work in Turkey: Scope, Dimension and Problems”.⁶



The report offers solutions to reveal socio-economic problems and conditions of domestic workers which have been exacerbated by the pandemic, and to improve the working conditions of domestic workers who are mostly women and informal workers. The report provides a comprehensive literature review about the subject as well as in-depth interviews with domestic workers and representatives of public institutions, workers’ and employers’ organizations.

In the opening meeting of the campaign held on 17 June 2021, main findings of the international and national reports were shared and opinions were exchanged. Representatives of workers’ and employers’ organizations, public institutions and NGOs, who were the main parties of the campaign, attended the meeting and the foundations were laid for the cooperation during the campaign.



³ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_766227.pdf

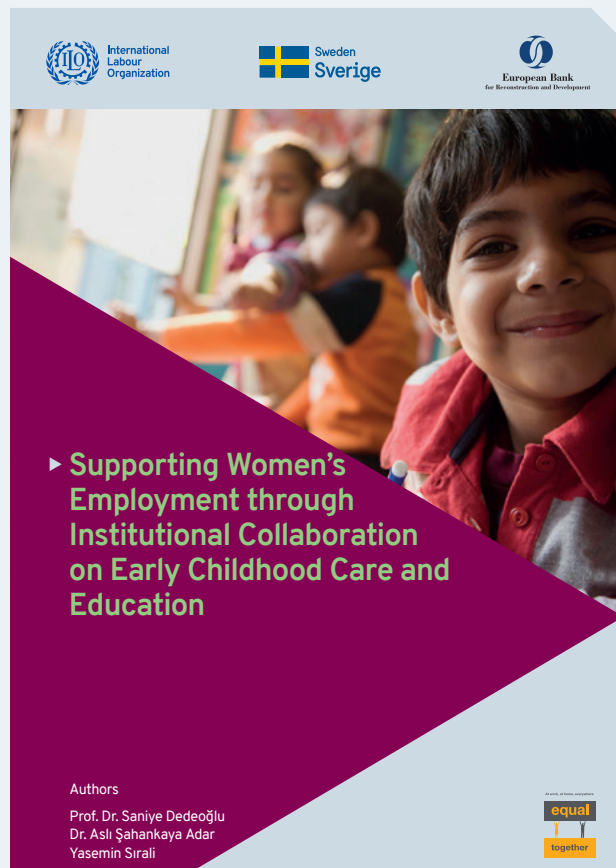
⁴ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_774337.pdf

⁵ https://www.ilo.org/global/topics/domestic-workers/publications/WCMS_802551/lang--tr/index.htm

⁶ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_803900.pdf

A COMPREHENSIVE REPORT BY ILO-EBRD ON EARLY CHILDHOOD CARE SERVICES RELEASED

The ILO Office for Turkey and European Bank for Reconstruction and Development (EBRD) conducted a study in 2019-2020 in order to develop recommendations on early childhood care service practices that could be improved with the cooperation of different institutions in the field of early childhood care services in Turkey, and *Promoting Women's Employment Through Inter-Institutional Cooperation: Early Childhood Care and Education Practices⁷* Report was prepared under this study. The report was released in June 2021.



Based on the contributions and opinions of public institutions, workers' and employers' organizations, local administrations, private sector, non-governmental organizations, in the light of the existing legal framework and as a result of examining good examples from Turkey and the world, the report offers recommendations on inter-institutional cooperation to promote accessible, quality and cost-effective early childhood care services.

The report offers three different early childhood care and education practices: Organized Industrial Zone (OIZ) Practice established with the cooperation of employers, Municipality Practice led by municipalities, and Trade Union Practice that is organized in workplaces, as well as macro and mid-level policy recommendations.

ILO-EBRD WORK ON EARLY CHILDHOOD CARE SERVICES SUPPLEMENTED WITH UMT PROTOCOL

On 24 June 2021, a protocol was signed between the ILO Office for Turkey, EBRD and Union of Municipalities of Turkey (UMT) to promote early childhood care and education services provided by municipalities, alleviate the burden on women for childcare and contribute to increasing women's employment.

Under this protocol, it is being planned to prepare a policy document including legislative proposals to ensure that municipalities deliver early childhood care and education services through the working group to be established.



⁷ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_799679.pdf