

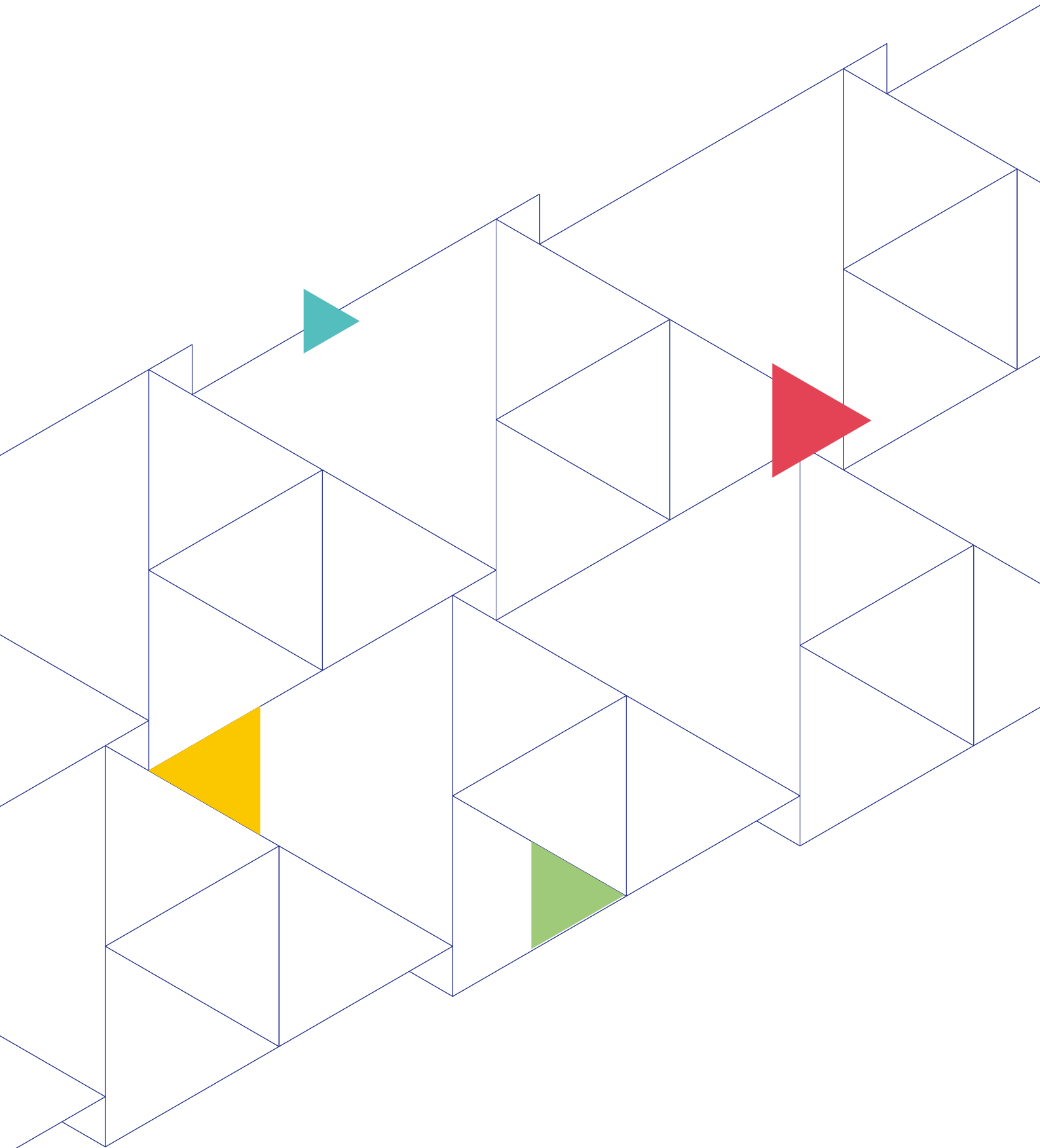


International
Labour
Organization

► ILO OFFICE FOR TÜRKİYE ACTIVITY REPORT 2015-2022



ILO OFFICE FOR TÜRKİYE
▶ **ACTIVITY REPORT**
2015-2022



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► List of Abbreviations

► 3RP	Regional Refugee and Resilience Plan
► AFAD	Disaster and Emergency Management Presidency
► ALMPs	Active Labour Market Policies
► ASAM	Association for Solidarity with Asylum Seekers and Migrants
► BIRLESİK METAL	United Metalworkers' Union
► BUTGEM	Bursa Chamber of Commerce and Industry Education Foundation
► CAOBISCO	Association of Chocolate, Biscuit and Confectionery Industries of Europe
► CoHE	Council of Higher Education
► CSO	Civil Society Organization
► DC Project	Development Cooperation Project
► DEP	Department of Employment Policies
► DERİTEKS	Leather, Weaving and Textile Workers' Union
► DEUFA	Directorate of European Union and Financial Assistance
► DGILF	Directorate-General for International Labour Force
► DGL	Directorate General for Labour
► DGLL	Directorate General for Lifelong Learning
► DGMM	Directorate General for Migration Management of Turkey
► DGOSH	Directorate General of Occupational Health and Safety
► DGVET	Directorate General for Vocational Education and Training
► DISK	Confederation of Progressive Trade Unions of Turkey
► DISK TEKSTİL	Textile Workers' Union
► EBRD	European Bank for Reconstruction and Development
► ECCE	Early Childhood Care and Education
► e-METIP	Seasonal Agricultural Worker Information System
► EPSU	European Public Service Union
► ETUC	European Trade Union Confederation
► EU	European Union
► EUD	European Union Delegation
► EUROFOUND	The European Foundation for the Improvement of Living and Working Conditions

► EVIDSEN	Trade Union of Domestic Workers' Solidarity
► FLA	Fair Labor Association
► FNV	Netherlands Trade Union Confederation
► GAP	South-eastern Anatolia Project
► GENEL-IS	Public Services Employees Union of Turkey
► GPG	Gender Pay Gap
► HAK-IS	Confederation of Turkish Real Trade Unions
► IHKIB	Istanbul Apperal Exporters' Association
► ILO	International Labour Organization
► ILS	International Labour Standards
► IOM	International Organization for Migration
► ISGUM	Occupational Health and Safety Research and Development Institute
► ISKUR	Turkish Employment Agency
► ITC-ILO	International Training Centre of the ILO
► KAMU-SEN	Turkish Confederation of Public Workers Associations
► KESK	Confederation of Public Employees' Trade Unions
► KfW	Kreditanstalt für Wiederaufbau (Credit Institute for Reconstruction)
► KIGEP	Transition to Formality Programme
► KOOP-IS	Turkish Cooperative, Trade and Office Workers Union
► KOSGEB	Small and Medium Enterprises Development Organization of Türkiye
► LAP	Local Action Plan
► LMS	Learning Management System
► MADAD	EU Regional Trust Fund in Response to the Syrian crisis
► MEKSA	Foundation for the Promotion of Vocational Training and Small Industry
► MEMUR-SEN	Confederation of Public Servants Trade Unions
► MESS	Turkish Employers' Association of Metal Industries
► MIGSCORE	Gender Equality Model
► MNE Declaration	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
► MoAF	Ministry of Agriculture and Forestry
► MoCT	Ministry of Culture and Tourism

▶ MoEU	Ministry of Environment and Urbanisation
▶ MoEUP	Ministry of Environment and Urban Planning
▶ MoFAL	Ministry of Food Agriculture and Livestock
▶ MoFSP	Ministry of Family and Social Policies
▶ MoH	Ministry of Health
▶ MoI	Ministry of Interior
▶ MoIT	Ministry of Industry and Technology
▶ MoJ	Ministry of Justice
▶ MoLSS	Ministry of Labour and Social Security
▶ MoNE	Ministry of National Education
▶ MoTI	Ministry of Transport and Infrastructure
▶ MoU	Memorandum of Understanding
▶ MoYS	Ministry of Youth and Sports
▶ MYK	Vocational Qualifications Authority
▶ NAP	National Action Plan
▶ NGO	Non-governmental organizations
▶ NIPAC	National IPA Coordinator
▶ NTT	National Technical Team
▶ OSH	Occupational Safety and Health
▶ PES	Public Employment Services
▶ PEVTB	Provincial Employment and Vocational Training Board
▶ PPP	Public Private Partnership
▶ PSB	Presidency of Turkey, Presidency of Strategy and Budget
▶ RCO	Resident Coordinator's Office
▶ RG	Results Group
▶ SCORE	Sustaining Competitive and Responsible Enterprises
▶ SCREAM	Supporting Children's Rights through Education, the Arts and the Media
▶ SIDA	Swedish International Development Cooperation Agency
▶ SME	Small and medium-sized enterprises
▶ SOSYAL-IS	Union of Social Insurance, Education, Office, Commerce, Cooperative and Fine Arts Workers of Turkey

▶ SP	Social Partner
▶ SPOD	Social Policies, Gender Identity, and Sexual Orientation Studies Association
▶ SSI	Social Security Institution
▶ TBB	Union of Municipalities of Turkey
▶ TBPPF	Time Bound Policy and Programme Framework
▶ TEKGIDA-IS	Food and Auxiliary Workers' Union of Turkey
▶ TEKSIF	Textile, Knitting, Clothing, and Leather Industry Workers' Union
▶ TEPAV	Economic Policy Research Foundation of Turkey
▶ TESK	Chambers of Tradesmen and Craftsman
▶ TEZKOOP-IS	Turkish Trade Cooperative, Education, Office and Fine Arts Workers' Union
▶ TISK	Turkish Confederation of Employer Associations
▶ TOBB	The Union of Chambers and Commodity Exchanges of Turkey
▶ TOG	Community Volunteers Foundation
▶ TTSIS	Turkish Textile Industry Employers' Association
▶ TUGIS	Turkish Food&Beverage Industry Employers Association
▶ TURK-IS	Confederation of Turkish Trade Unions
▶ TURKMETAL	Turkey Metal, Steel, Ammunition, Machinery, Metal Products Goods and Auto Assembly and Deputy Workers' Union
▶ TURKSTAT	Turkish Statistical Institute
▶ TZOB	Union of Turkish Chambers of Agriculture
▶ UN	United Nations
▶ UN CCA	United Nations Common Country Assessment
▶ UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women
▶ UNCT	UN Country Team
▶ UNGP	United Nations Guiding Principles
▶ UNSDCF	United Nations Sustainable Development Cooperation Framework
▶ UoM	The Union of Municipalities
▶ USPRM	United States Bureau of Population, Refugees, and Migration
▶ UW	United Work Reintegration and Placement Services
▶ WAP	Workplace Adaptation Programme

► FOREWORD

► Numan ÖZCAN

Director, ILO Office for Türkiye

This Activity Report is about what the ILO Office for Türkiye (hereafter “the Office”) has done to promote the ILO’s strategic objectives of promoting social justice and advancing decent work between 2015 and 2022 in Türkiye. It focuses, in particular, on 5 main areas:

- How has the Office contributed to decent work through projects and programmes?
- How has the Office promoted the International Labour Standards (ILS), their supervision and implementation?
- How did the Office engage with the government, social partners and other stakeholders?
- How did the Office support ILO’s global agenda at the country level?
- How did the Office support Sustainable Development Goals (SDGs) within the UN system?

In a nutshell, this Activity Report tells the story of how a relatively small ILO Office turned into one of the biggest ILO Offices in the world- via large development cooperation programmes - thereby becoming an important development partner for the people and government of Türkiye.

The eight years covered in this Report witnessed significant events and transformative changes at the global and country level: G20 Presidency of Türkiye in 2015, massive influx of Syrian refugees and others searching for temporary or international protection in Türkiye, the coup attempt of 2016 and its implications, changes in the government structure with the move to the Presidential system, UN reform and its implications, the COVID-19 years and post-pandemic period, the war in Ukraine, etc.

Naturally, the work of the Office and the ILO-Türkiye relations were also impacted by all these developments. The Office has always taken a pro-active approach to adapt to the changes and redefine its priorities based on the demand from the constituents and the pressing needs of the world of work.



In the years covered by the Report, our Office contributed to improving the world of work in Türkiye by providing an unprecedented scale of technical and financial support in, inter alia, advancing social dialogue, effective exercise of the right to organise and collective bargaining, occupational safety and health, combating child labour, access of refugees to decent work, enhancing the status of women in the labour market, eliminating violence and harassment at work. We also had the privilege, in 2019 during the period covered, to mark the centenary of ILO’s founding, and seized this exceptional opportunity to align the labour agenda in Türkiye with the global context and bring a future of work perspective into public debate. Consequently, we are proud to be able not only to investing in *today* of the Turkish world of work and industrial relations, but also having a role in its design for the *future*.

Our reference point has always been the ILS and observations of the ILO’s Supervisory Bodies on ILS implementation. We pursued policy advocacy and effective dialogue with the government and social partners for ratification of more ILO Conventions by Türkiye. We provided intensive support for better implementation of the ILS in the country to enable more people to enjoy rights at work. The pilot actions and models we developed and implemented through the programmes and projects enhanced national and local capacities, and enabled us to reach people to make decent work a reality for all women and men living in Türkiye.

Inspired by the core motto “leave-no-one-behind” of the SDGs, we reached out to the most vulnerable segments in the world of work: be it an informal worker in a garment atelier or domestic work, a refugee worker who is working informally in poor conditions, a mine worker at high risk of occupational disease and accident, a moto-courier working with no social protection, a child at risk of falling into child labour, a worker who lost his job simply because of his membership to a trade union, a worker whose right to strike is effectively prohibited, etc.

We were able to do all of these in close and effective collaboration with all our government and social partners, with the UN Development System in Türkiye, and with a wide range of stakeholders. We pursued an inclusive approach in our relations with social partners and other organised groups defending the rights at work. We embraced and had an open dialogue with all social partners regardless of their size, affiliation to higher bodies, political opinion, etc. This has enabled strengthening the relationship between the ILO Office for Türkiye and social partners at all levels, and enabled all voices to be heard.

The period covered in this Report (2015-2022) coincides with my time as the Director of ILO Office for Türkiye. As I now move to another country to pursue the objectives of social justice and decent work, I trust that ILO’s activities in Türkiye will continue to grow with the sustained cooperation and support of all partners.

On behalf of the entire ILO Office for Türkiye, I would like to extend my sincere gratitude to all our government and social partners, implementing partners, and development cooperation partners for their extensive support; to the colleagues in EUROPE Regional Office and at the ILO Headquarters in Geneva for providing continuous guidance and technical support; and finally to the hard-working staff of the ILO Office for Türkiye for their tireless efforts in carrying out all the activities in this report and for being such a great team.

► Executive Summary

The mission of the ILO Office for Türkiye is to have a strong, visible, and proactive presence in Türkiye by effectively engaging with the government, employers' and workers' organizations, and other international organizations to promote decent work for all, ensuring that the core ILO priorities, standards, interests, policies are promoted, and its experience is disseminated.

The ILO Office in Türkiye ("the Office") functions as the diplomatic representation of the ILO in Türkiye vis-à-vis the government, social partners, stakeholders, international community and the general public.

The Office works to promote International Labour Standards in the country, and develops, implements

and monitors technical cooperation programmes and projects for advancing the decent work opportunities for all. The Office also follows and analyses social and economic developments, legislative and policy initiatives in Türkiye and carries out advocacy activities.

Türkiye has become a member of ILO in 1932. First ILO Office was opened in İstanbul in 1952 as Near-Middle East Manpower Office. ILO Türkiye Office was opened in Ankara in 1976.

Türkiye has ratified 59 ILO Conventions, including all the ten fundamental Conventions.

Development Cooperation

ILO Office for Türkiye is designing and implementing Development Cooperation (DC) projects to promote and better implement international labour standards, enhancing the implementation of national legislation in relevant areas of decent work and to support the endeavours of the government and social partners in advancing decent work. Considering the comments of the ILO Supervisory Bodies, the Office provides technical support to improve decent work in Türkiye.

In line with its mission and objectives, the Office has remarkably expanded its presence in the country. Since 2015, a total of **28 projects** amounting to **USD 153 million** has been implemented or ongoing. The funds that are spent annually increased by **23 times** (from USD 900 thousand in 2015 to 21 million in 2022).

Since 2015, the total staff employed by the Office increased by nearly 10 times (from 8 to 79). Staff is predominantly women (73%), young (80% below 45 years of age), and well educated (98% having at least university degree, 58% having post-graduate/PhD degrees).

Pursuing a close and open communication with all constituents, the Office on the one hand, contributes to the existing structural problems of the Turkish labour market, such as tackling the informal economy, creating better opportunities for youth and women, improving the occupational health and safety and advancing the gender equality in the labour.



28

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Photo: Beneficiaries of the "Elimination of Child Labour Programme"

Improving social dialogue by technically supporting the social partners in close collaboration with MoLSS, improving occupational health and safety in the labour market and promoting sustainable enterprises are among the interventions that fall into the core mandate of the ILO. The project on promoting the fundamental principles and rights at work is also built on the core mandate and responds to the call of the Centenary Declaration, which commissions all stakeholders to work for a human centred agenda in the future of work.

The Office on the other hand, develops and effectively implements extensive interventions to emerging needs. Since 2015, the Office developed and implemented a comprehensive **Programme of Support for Refugees** to facilitate refugees' access to labour market under decent working conditions.

The response of the Office to COVID 19 is another example on the rapid adaptation capacity in creating decent work and human centred interventions to emerging needs. Even when there is a lack of donor interest in decent work-related areas, the Office pursues a strategy to integrate the interventions within the ongoing projects and respond to the decent work deficits at the national level. The assessments and implementation on green jobs, introduction of occupational safety and health trainings in all refugee interventions, as well as activities to improve the working conditions of moto-couriers, that are embedded in refugee response programme are striking examples of this strategy.

ILO Office for Türkiye is also designing and implementing its interventions with an aim to support national and local stakeholders for the effective and practical implementation of national programmes and policies. Elimination of child labour programme is a distinct example in this regard, where the intervention is based on the implementation of "**National Programme on the Elimination of Child Labour (2017-2023)**".

The Office is a learning organisation, which builds its projects and programmes on the lessons learnt of previous interventions as well as meticulously developed strategic partnerships. The newly emerging portfolio on Promoting Labour Rights and Improved Governance is an outstanding example of this organisational culture. The pipeline project on improving the labour administration takes its roots back from the projects implemented on OSH and refugee response and aims to contribute to enhancing decent work through the strengthening the labour administration system.

Transferring the international expertise of the ILO to Türkiye and to constituents is another major strategy that the Office pursues. This transfer of knowledge takes different shapes, depending on the needs of the constituents. It sometimes includes the transfer of a model already being successfully implemented in other member states (labour inspection) or it sometimes includes the transfer of knowledge to develop genuine national models (child labour).

The Office is operational in a wide geographical area covering **30 provinces** within Türkiye. While the main Office is in Ankara, and there is a project office in Gaziantep, there are different centres/offices in **15 provinces operated by the local authorities and implementing partners under the projects.**

The main development cooperation partners are the EU, Sweden (SIDA), the US Department of State (B-PRM), Germany (through KfW, BMZ), the Netherlands, as well as public-private partnerships funded by CAOBISCO and FERRERO.

Promotion of International Labour Standards

ILO Office for Türkiye provides different forms of technical assistance helping Türkiye address problems in legislation and practice to bring them in line with the obligations under ratified instruments as well as advocates for the ratification of other Conventions.

The promotion and advocacy for the ILS are done in different forms. On one hand, the programmes and projects that are being developed and implemented take their roots from the related ILS and the comments of the ILO Supervisory Mechanism.

The Office in most cases organises comprehensive trainings on ILS targeting the government and

The Office is operational in 30 provinces

social partners, relevant stakeholders and in cases of rights at work, the migrants and the host communities. For example, during the reporting period, more than **1.100 representatives of government and social partners attended the trainings organised on social dialogue; circa 5.000 refugees and host community members are trained on C 155.**

The Office also organises awareness raising and advocacy events for the promotion of international labour standards. In such cases, workshops and meetings are organised targeting the government, social partners, private sector and all other relevant parties, where technical presentations as well as discussions for better implementation/ratification take place. During the reporting period of 2015-2022, the ILO Office for Türkiye promoted the international labour standards on freedom of association, collective bargaining, and industrial relations, elimination of child labour and protection of children and young persons, equality of opportunity and treatment, tripartite consultation, labour administration and inspection, employment policy and promotion, employment security, wages, working time, occupational safety and health, social security, maternity protection, social policy and migrant workers, private employment agencies, Maritime Labour Convention.

During this period, in March 2015, Türkiye has ratified two ILO Conventions: C167 on Safety and Health in Construction Convention, and C176 - Safety and Health in Mines Convention.

In 2022, the Office pursued a nation-wide advocacy campaign for the ratification of C190 by Türkiye.

Photo: ILO Office for Türkiye and Oz-Iplik Is Union advocating for ratification of C190



Engagement with the Constituents, Donors and Other Stakeholders

The ILO Office for Türkiye engages with government institutions on a regular basis on different levels. The engagement at strategic level includes regular and open communications of the Office management with the relevant Ministries and institutions. On the other hand, strategic management structures are also in place for the coordination of joint activities and programmes.

The ILO Office for Türkiye provides comprehensive support to policy development when engages with the government and social partners. The development and adoption of the **National Action Plan on Women's Employment** as well as the contributions of the Office to the development of **National Programme on the Elimination of Child Labour (2017-2023)** are distinct examples of policy efforts.

The ILO Office for Türkiye, works in **strategic partnerships, close and long-term collaboration** with Ministry of Labour and Social Security (MoLSS) General Directorate of Labour (DG Labour), Department of Employment Policies (DEP), Directorate General for International Labour Force (DGILF), Directorate General for External Relations (DGER); Turkish Employment Agency (ISKUR), Social Security Institution (SSI), Ministry of National Education (MoNE), Directorate General for Lifelong Learning (DGLL), Directorate General for Vocational Education and Training (DGVET); Ministry of Interior (MoI), Ministry of Justice (MoJ), Ministry of Agriculture and Forestry (MoAF), Turkish Association of Municipalities (TBB), municipal authorities, employers' and workers' organisations, private sector, universities, NGOs, and exporter unions. Various cooperation agreements, protocols and memorandum of understandings are signed with MoNE (DGLL, DGVET), MoJ (Turkish Academy of Justice), MoLSS (DGILF), ISKUR, TURKSTAT, Turkish Association of Municipalities as well as Harran Governorate, GAP Regional Development Administration and Development Agencies.

ILO Office for Türkiye is very well placed within the UNCT, and has strong partnerships with UNDP and other agencies, such as IOM, UNWomen, FAO, WFP, UNHCR, etc.



2216
representatives
from constituents
attended numerous field visits

173.358
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The Office is an active member of all active inter agency initiatives and RCO-led coordination mechanisms. Through effective and active involvement to UN wide mechanisms, the Office supports the international and national level endeavours to realise sustainable development goals.

Furthermore, there is strong collaboration with the EU Delegation, not only in terms of funding, but also on joint policy advocacy. There is also ongoing collaboration with IFIs, such as with EBRD on women's employment, with EIB on gender and labour rights, with IFRC on refugee services, with SESRIC (an agency of OIC) on statistics and skills.

The Office also has significant Public Private Partnership projects and collaboration, such as with FERRERO, H&M, Inditex and CAOBISCO.

ILO Office for Türkiye, effectively and regularly engages with the social partners, relevant government institutions and stakeholders during the **programme and project design phase**, with an ultimate aim to receive the contributions and endorsement of constituents and stakeholders.

Similar to the culture and practice at the design phase of the projects and programmes, the ILO Office for Türkiye engages in a strategic manner with the government institutions, social partners and all relevant stakeholders during the project/programme implementation phase.

The monitoring of the field activities conducted under the programmes and projects also involve field missions, where the strategic management at the field level is also conducted. The ILO Office for Türkiye monitors the field activities on a regular basis and involves the government officials and social partners in the field activities. During the reporting period of 2015-2022, field visits are organised with the participation of government officials and social partners and **2.216 representatives from constituents** attended numerous field visits, in which **173.358 working days** are dedicated to monitor the field activities.

Apart from the verbal communication and information sharing, the ILO Office for Türkiye exchanges official letters with Turkish constituents and stakeholders. During the period of 2015-2022, **535 official letters** were sent to government institutions, **238 official letters** were sent to social partners and **274 official letters** were sent to other stakeholders. The total number of outgoing official letters sums up to **1.047** in the same period.



Capacity Building

The ILO Office for Türkiye organises extensive series of trainings and **capacity building activities** targeting the government officials, social partners as well as relevant central and local authorities.

During the reporting period, **1.065 representatives** of government and social partners received extensive sets of trainings on international labour standards and social dialogue organised by the Office. Under the refugees and host communities in labour market programme, **2.096 representatives** of government and social partners attended the capacity building activities. Promoting women's employment programme reached out to **1.476 representatives** of government and social partners to increase their technical capacity on gender equality. The Office reached out to circa **5.840 representatives** of government and social partners with capacity building activities since 2015.



ILO Academy has

7 digital trainings

all of which are uniquely developed by the Office.

5,974 participants

from the government, social partners, private sector and individuals have completed the trainings provided by ILO Academy



On the other hand, in response to the challenges that COVID 19 put on delivering face-to-face trainings, the ILO Office for Türkiye established the online learning platform **ILO Academy** in 2020. As of December 2022, the ILO Academy already has **7 digital trainings**, all of which are uniquely developed by the Office. **5,974 participants** from the government, social partners, private sector and individuals have completed the trainings provided by ILO Academy.

The ILO Office for Türkiye supports the capacity development of government institutions and social partners, also by coordinating and sponsoring their participation to the trainings provided by the International Training Center of the ILO (**ITC-ILO**), in Turin, Italy. During the period of 2015-2022, **152 government officials and 65 representatives of social partners** were sponsored by the Office to participate in ITC-ILO trainings. The sponsorship provided by the Offices core and DC funds amounts to **266.911 Euros**, which cover the travel, accommodation, and training fees of the participants. The trainings covered a wide range of issues around decent work such as; labour market statistics and analysis, migration and employment of refugees, international labour standards, productivity and working conditions, social protection, transition to formal economy, youth employment, workplace compliance, employment impact of COVID 19, skills mismatches, green jobs, graphic design, social security, fundamental principles and rights at work, career development support, information and communication technology, labour inspection, MNE Declaration, and more.

Contributions to National Agenda and Alignment with International Context

ILO Office for Türkiye, contributes to the national agenda of the country by bilateral and multilateral meetings, visits and events. The Office Director as well as the technical officers receive delegations of government officials, social partners and other stakeholders for various reasons. The Office also provides technical support to the events organised by constituents and other stakeholders.

The Director and the technical officers attend conferences, seminars, symposiums, summits and workshops and make opening and keynote speeches as well as presentations to reflect the views of the ILO with a particular focus on promoting the values of the organisation.

During the reporting period, **the 10th European Regional Meeting (ERM)** took place in Istanbul in 2017. The ILO Office for Türkiye coordinated the relations with the HQ and the Turkish government and social partners for the successful and effective organisation of the event.

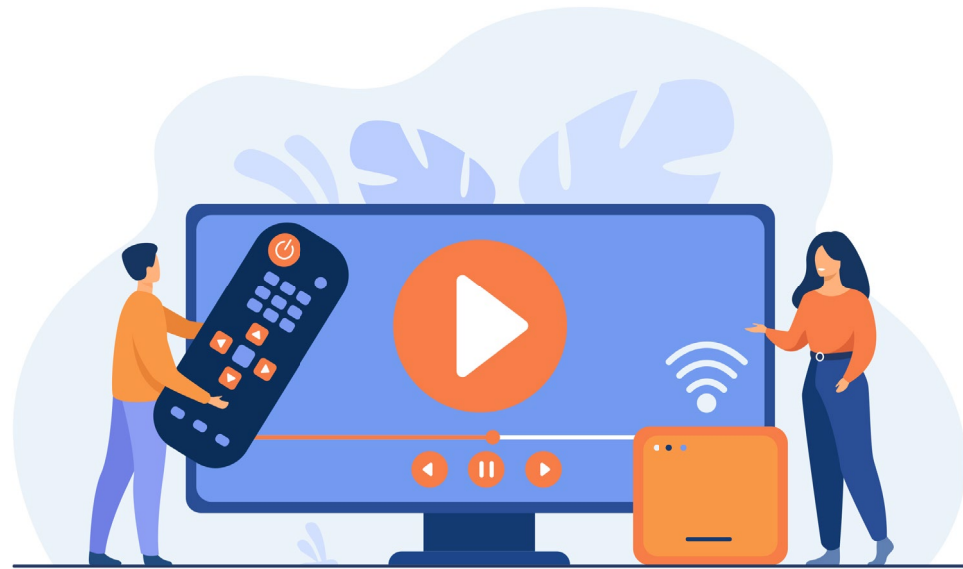
The Office also made substantive contributions to align the national agenda with the global agenda of the ILO. The distinct examples of such endeavours include the **Centenary Initiative** and the **Declaration on Future of Work**. In 2017-2019 period, the Office supported the organisation of the **National Dialogue on Future of Work** with the MoLSS.

Apart from the advocacy work that the Office Director and technical officers performed in various platforms to introduce the Future of Work (FoW) discussion into the national agenda, the Office made both logistic and content-wise contribution to the organisation of the **Labour Assembly in 2019**, as well as celebration of ILO's 100th anniversary. Being one of the social dialogue mechanisms at the national level, the Labour Assembly gathered with the agenda of FoW and the Centenary. The Director General of the ILO, the Regional Director as well as senior officers attended the event in person. The ILO Office for Türkiye coordinated and facilitated the meeting of the DG with the President of the Republic of Türkiye.

Photo: Former ILO Director-General Guy Ryder speaking at the 10th European Regional Meeting (ERM), Istanbul, 2017



Media Coverage and Engagement with Wider Public



In line with its mission, the ILO Office for Türkiye has a strong, visible, and proactive presence in the country and effectively engages with the wider public. The Office actively uses all major communication channels such as website and social media platforms (Twitter, Facebook, Instagram, ILO TürkiyeTV on Youtube), newsletters, online digital training platform (**ILO Academy**) and new ILO multimedia channels like Voices.

The number of **press and media coverage since 2015 has reached around 50,000 news** in total, reaching an estimated **511 million readers/viewers**. On the public Newsroom page of the ILO Türkiye website, since 2015, ILO news have been viewed by over **322 thousand users**, videos by **8 thousand**, and publications by **66 thousand users** (number of unique views).

Aside from the volume, the quality of news coverage remained high over the years, with articles in major national outlets including mainstream media Hürriyet, Dünya, Milliyet, and Cumhuriyet newspapers, CNN TURK, NTV, Bloomberg HT, BBC News Turkish, TRT and TRT World TVs as well as respected independent media outlets Diken, Oksijen, GazeteDuvar and T24.

Artist and celebrity personality advocacy messages on ILO issues and campaigns continued to prove effective in generating views and engagement on social media. **The Elimination on Child**



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Labour Campaign, Elimination of Violence and Harassment at Work C190 Campaign, Decent Work for Domestic Workers C189 Campaign were the most successful ones on both Twitter and Instagram thanks to the celebrity partnerships with the famous actors of Actors' Union of Türkiye. Various celebrity video messages and social media cards on these issues as well as retweets and posts contributed to the increase in potential reach.

Since April 2020, ILO Türkiye has been engaged in newsletter dissemination platform Adestra and started to issue bimonthly newsletters, and since then, 16 newsletters issued reach in average **5,600 subscribers** in every issue.

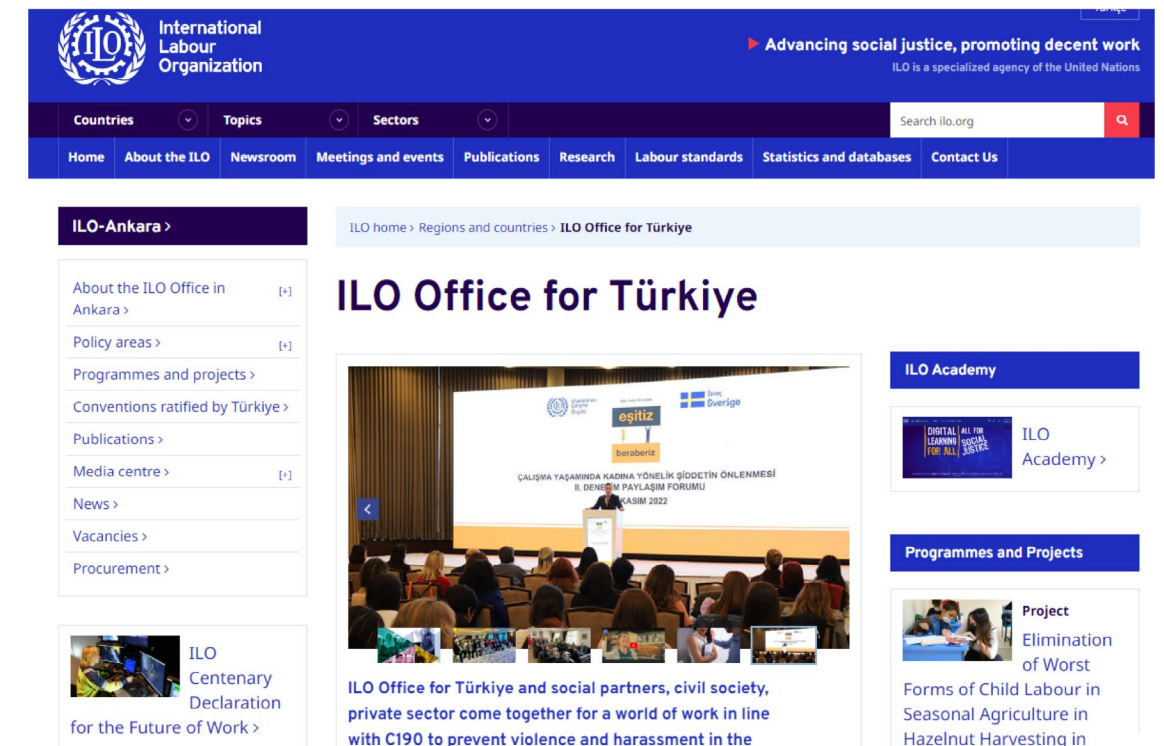
The ILO Türkiye's multimedia stories on YouTube, as well as new platform "Voices" which hosts multimedia first person stories and podcasts, received over **1000 views on the web page** and **52,3 thousand views** on Twitter.

Pictures portraying the impact of the ILO's interventions have been featured on ILO HQ's Flickr account and **376 pictures** were loaded starting from 2021 and have been viewed **over 1.403 times** and used in different media outlets.

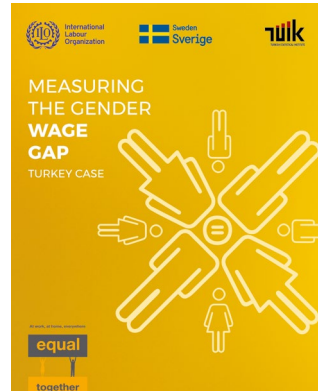


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511 million
readers/viewers



Publications



ILO Office for Türkiye grounds its interventions on sound data and analysis. As a part of this effort, the Office also contributes to improving the knowledge-base and the academic literature in all thematic areas with extensive research and publications.

During the period of 2015-2022, the Office published **more than 70 publications** covering various thematic areas, such as social dialogue, occupational safety and health, gender equality, care economy, youth employment, climate change and green jobs, social procurement, motorcycle couriers, as well as the impacts of COVID 19 on the Turkish Labour market, employment and hours worked. Most of these publications are published on the website of the ILO Office for Türkiye and made available to the use of public.

► Key Achievements

- Since 2015, a total of **USD 153 million** resources were raised under DC projects.
- The funds that are spent annually increased by **23 times** (from USD 900 thousand in 2015 to 21 million in 2022).
- Since 2015, the total staff employed by the Office increased by **10 times** (from 8 to 79), of which 73% is women.
- The Office is operational in a wide geographical area covering **30 provinces**.
- The development and adoption of the **National Action Plan on Women's Employment** as well as the contributions of the Office to the development of **National Programme on the Elimination of Child Labour (2017-2023)** are distinct examples of policy efforts.
- The ILO Office for Türkiye, works in **strategic partnerships, close and long-term collaboration** with a wide range of constituents and stakeholders.
- The Office improved the capacities of at least **5.840 representatives** of government and social partners with capacity building activities since 2015.
- **5,974 participants** from the government, social partners, private sector and individuals have completed the trainings provided by ILO Academy under 7 different topics, all of which are developed by the Office in 2020-2022 period.
- **152 government officials and 65 representatives of social partners** were sponsored by the Office to participate in ITC-ILO trainings. The sponsorship provided by the Office's core and DC funds amounts to 266.911 Euros.
- **2.216 representatives** of government and social partners attended numerous field visits, in which **173.358 working days** are dedicated to monitor the field activities.
- The Office coordinated and supported the HQ and the Turkish government on the organisation of **10th European Regional Meeting, National Dialogue on Future of Work and Labour Assembly**.

- The total number of outgoing official letters targeting the government, social partners and the other stakeholders sums up to **1.047** in 2015-2022.
- The number of press and media coverage since 2015 has reached around **50,000 news in total**, reaching an estimated **511 million readers/viewers**.
- The Office published **more than 70 publications** covering various thematic areas in order to contribute to academic literature for making decent work a reality for all.

► Touching Lives of the People

Elimination of Child Labour

- **23.629 children** were outreached.
- **22.285 children** were **prevented from seasonal agricultural work** through protective, preventive services and referred to educational activities.
 - **14.626 children** received nutritional support.
 - **13.628 children** received education and stationary equipment.
 - **10.617 clothing sets** have been provided.
 - **9.988 children** benefited from transportation services.
 - **1.380 children** participated to ILO SCREAM trainings.
 - **14.918 children** participated to well-being activities.

Photo: Beneficiaries of the "Elimination of Child Labour Programme"





Photo: Beneficiaries of the "Refugee Response Programme of Support"

- ▶ **15.000 families** were outreached; **9.700 of them** were **provided counselling**.
 - ▶ **2.684 family** received **dry food cards/packages**
 - ▶ **5.808 family** received **hygiene kits**.
 - ▶ **871 family** participated to **decent working and living condition trainings**,
 - ▶ **2.184 family** participated to **general family trainings**,
 - ▶ **And 1.293 family** received **occupational health and safety trainings**.
 - ▶ **304 Agricultural Intermediaries** received trainings and received necessary licence/ certificate from the respective government authority.
- ▶ **Infrastructure** for decent living conditions of agricultural workers improved.
 - ▶ **111 buildings** have been renovated, where approximately **547 children** and **1.943 workers** lived.
 - ▶ **3 tent area** infrastructure have been improved, where **41 children** and **150 workers** lived.
 - ▶ **12 social support centres in 7 different provinces** have been renovated.

Refugees and Host Communities

- ▶ **27.649 direct beneficiaries'** (15.991 Syrians, 3.965 Non-Syrians, 7.693 host community members) employability have been increased through **skills development trainings**.
- ▶ **21.433 employers' formal employment** (10.390 Turkish and 11.043 Syrian) have been financially supported in 3358 workplaces through **Transition to Formality Program (KIGEP)** implemented with the Social Security Institution (SSI).
- ▶ **24.133 direct beneficiaries'** awareness increased on their **labour rights**.
- ▶ 1.598 enterprises and 2.839 employees have been benefited from **consultation services** provided by **Information Centres** run in cooperation with Chambers of Tradesman and Craftsman.

- ▶ **138 sets of vocational courses** were organized and 1.692 Syrian refugees and 715 Turkish citizens completed the courses.
- ▶ 4.062 Syrian refugees and **447 Turkish citizens** were trained on **how to access to public employment services**. 1.449 Syrian refugees and 573 Turkish citizens completed a training course on basic labour market skills.
- ▶ 665 Syrian refugees and 322 Turkish citizens were guided and referred to **Vocational Training Centres (Apprenticeship)**.
- ▶ 433 Syrian refugees and 99 Turkish citizens were trained on **applied entrepreneurship**, in collaboration with KOSGEB. Out of the graduates, 104 beneficiaries were selected to be supported with a **mentorship programme on business plan development**.
- ▶ 161 Syrian refugees and 157 Turkish citizens joined the **Workplace Adaptation Programme** to improve workplace peace between refugee and host community workers.
- ▶ **Job placement** of 2.142 Syrian refugees and 795 Turkish citizens were supported through an **incentive scheme** to promote formal employment in Türkiye, in close collaboration with the SSI.
- ▶ 337 small businesses owned by Syrian refugees and 700 by Turkish citizens were supported through a **grant scheme** designed as a response to the reverse effects of the **COVID-19 pandemic**.

Promoting Women's Employment

- ▶ **820 unemployed women** who participated in the vocational trainings were informed on women's human rights including rights in work life.
- ▶ **400 women** were provided **entrepreneurship training**, mentorship as well as micro-grants. Approximately **50 women started up their own businesses** within a year following the training.
- ▶ Approximately **4.500** women and men received trainings on **"I Support Equality"** and **"Zero Tolerance to Violence"**.

Photo: Beneficiary of the "More and Better Jobs for Women" Programme



► HOW HAS ILO
CONTRIBUTED
TO DECENT
WORK THROUGH
PROJECTS AND
PROGRAMMES?

► 1

ILO Office for Türkiye is designing and implementing Development Cooperation (DC) projects to promote and better implement international labour standards, enhancing the implementation of national legislation in relevant areas of decent work and supporting the endeavours of the government and social partners in advancing decent work. Considering the comments of the ILO Supervisory Bodies, the Office provides technical support to improve decent work in Türkiye.

Pursuing a close and open communication with all constituents, the Office on one hand, contributes to the existing structural problems of the Turkish labour market, such as tackling the informal economy, creating better opportunities for youth, improving the occupational health and safety and advancing gender equality in the labour market and supporting the vulnerable groups.

Improving the social dialogue by technically supporting the social partners in close collaboration with the MoLSS, improving the occupational health and safety in the labour market, promoting sustainable enterprises and eliminating the worst forms of child labour are among the interventions that fall into the core mandate of the ILO. The project on **promoting the fundamental principles and rights at work** is also built on the core mandate of the ILO and responds to the call of the Centenary Declaration, which commissions all stakeholders to work for a human-centred agenda in the future of work.

The Office on the other hand, develops and effectively implements extensive interventions targeting emerging needs. Since 2015, facilitating the refugees' access to labour market under decent work conditions had been a growing portfolio that the Office developed to respond to the challenges and opportunities that the integration of refugees and migrants introduced in the Turkish labour market.

The response of the Office to **COVID 19** is another example on the rapid adaptation capacity of the Office in creating decent work and human-centred interventions to emerging needs. Even when there is a lack of donor interest in some decent work deficits, the Office pursues a strategy to integrate the intervention within the ongoing projects and responds to the decent work deficits at the national level. The assessments and implementation on green jobs as well as the activities pursued to improve the working conditions of moto-couriers, that are embedded in refugee response programme are striking examples of this strategy.

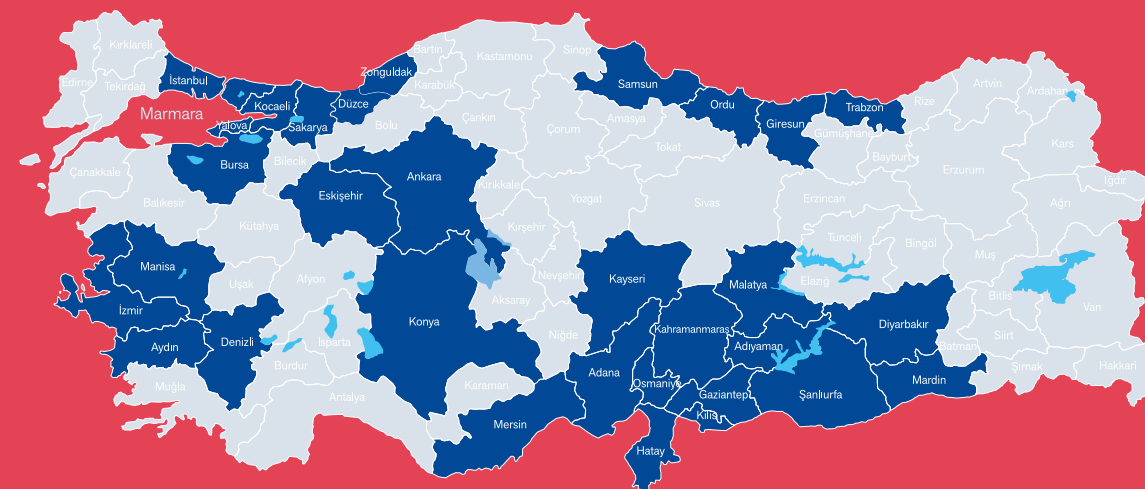


Photo: A workshop with beneficiaries on gender equality.

Between 2015 and 2022
(until December) a total of
USD 80,5 million
were spent by the Office in
support of constituents and
final beneficiaries

Since 2015,
the total staff
employed by the
Office increased
by **10 times**

ILO Office for Türkiye Intervention Map



ILO Office for Türkiye is also designing and implementing its interventions with an aim to support national and local stakeholders for the effective and practical implementation of national programmes and policies. Elimination of Child Labour Programme is a distinct example in this regard, where the intervention is based on the implementation of **"National Programme on the Elimination of Child Labour (2017-2023)"**.

The Office is a learning organisation, which builds its projects and programmes on the lessons learnt of previous interventions as well as meticulously developed strategic partnerships. The newly emerging portfolio on **Promoting Labour Rights and Improved Governance** is an outstanding example of this organisational culture. The pipeline project on improving the labour administration takes its roots back from the projects implemented on OSH and refugee response and aims to contribute to enhancing decent work through the strengthening of the labour administration system.

Transferring the international expertise of the ILO to Türkiye and to constituents is another major strategy that the Office pursues. This transfer of knowledge takes different shapes, depending on the needs of the constituents. It sometimes includes the transfer of a model already being successfully implemented in other member states (labour inspection) or it sometimes includes the transfer of knowledge to develop genuine national models (child labour).

In line with its mission and objectives, the Office has remarkably expanded its presence in the country. Since 2015, a total of **28 projects** amounting to **USD 153 million resources** were raised under Development Cooperation. The funds that are spent annually increased by **23 times** (from USD 900 thousand in 2015 to 21 million in 2022), of which **99%** are DC funds. Projects implemented in reporting period (2015-2022) are given in the Annex I.

Between 2015 and 2022 (until December) a total of **USD 80,5 million** were spent by the Office in support of constituents and final beneficiaries. Delivery rate was realised as **95%**. ILO Office for Türkiye ranked **#1** among ILO's field offices around the world with **USD 44 million approvals in 2020**. As of December 2022, the active budget of the ongoing projects is **USD 129,5 million**.

Since 2015, the total staff employed by the Office increased by **10 times** (from 8 to 79). Staff is predominantly **women (73%)**, **young (80% below 45 years of age)**, and **well educated (98% having at least university degree, 58% having post-graduate/PhD degrees)**.

The main development cooperation partners are the EU, Sweden (SIDA), the US Department of State (B-PRM), Germany (through KfW, BMZ), the Netherlands, as well as public-private partnerships funded by CAOBISCO and FERRERO.

The Office is operational in a wide geographical area covering **30 provinces**. While the main Office is in Ankara, and there is a project office in Gaziantep, there are different centres/offices in **15 provinces operated by the local authorities and implementing partners under the projects**.

Promoting Women's Employment

“More and Better Jobs for Women: Women’s Empowerment through Decent Work in Türkiye”¹ (2013-2018) project was implemented by ILO and Turkish Employment Agency (ISKUR) with the financial contributions from Sweden (SIDA). The Project was implemented in four pilot provinces namely Ankara, Bursa, Istanbul and Konya. The Project pursued three main goals: (1) Develop an inclusive and integrative policy on the national level on increasing and promoting women’s employment; (2) Contribute to women’s access to decent work opportunities through active labour market policies; (3) Support the strengthening of women’s employment in Türkiye by raising awareness on gender equality and working conditions. In the framework of these goals, below results were achieved through cooperation by ISKUR and ILO as well as with many stakeholders.

on Women's Employment were developed in the pilot provinces of Ankara, Bursa, Istanbul and Konya. Such plans were shared with the Provincial Employment and Vocational Training Boards, and joint works were undertaken. ISKUR General Directorate monitored all activities and results as of end of 2017 in the context of Action Plans in the pilot provinces. In order to ensure the effective and future implementation as well as sustainability of the Action Plan, the **"Gender Equality Monitoring and Evaluation Commission"** composed of representatives from all service units, was established within ISKUR General Directorate for the development and monitoring of gender responsive public employment services in ISKUR. The monitoring report on the impact of the Action Plan on promoting women's employment and the activities at local and national level under the Action Plan was reviewed by the National Technical Team on 9 February 2018.

Photo: Beneficiary of the "More and Better Jobs for Women" Programme



Main results achieved by the project:

► **Turkey's first National Action Plan (NAP) on Women's Employment (2016-2018)** aims at supporting the creation of decent work opportunities for women through the provision of gender responsive employment services. **This Action Plan is extremely important for being the first Action Plan to focus on women's employment in Türkiye.** Not only the Action Plan itself but also the process of development of such a policy on women's employment was unique since all measures of the Action Plan were developed through social dialogue practice by the National Technical Team (NTT) composed of representatives of the public agencies as the MoLSS, MoNE, MoAL, MoCT, MoFSP as well as from KOSGEB, TOBB, local governments, development agencies, universities and employers' and workers' organisations including TISK and trade union confederations, and particularly NGOs engaged in women's issues. Following the adoption of the NAP, ILO provided support to ISKUR for its implementation and monitoring. To effectively implement the Action Plan at local level, yearly **Provincial Action Plans**



Photo: Certificate ceremony of the training on women's human rights, 2016



Photo: Beneficiary of the "More and Better Jobs for Women" Programme



Photo: Beneficiaries of the "More and Better Jobs for Women" Programme

- During the implementation period of the Action Plan, the following were achieved:

The number of women who benefited from On-the-Job Training Programmes increased by

96%

The number of women who benefited from entrepreneurship training programmes increased by

131,5%

The rate of women who were placed in jobs in the private sector via ISKUR increased from

29% to 34%

- Several steps were taken to engender public employment services. For the first time in Türkiye, ISKUR's services were analysed through the lens of gender equality. Based on the findings, training was delivered to approximately 450 ISKUR employees on the provision of gender responsive public employment services.
- **Labour market analyses through gender perspective** were conducted in Ankara, Bursa, Istanbul and Konya on the current labour force, employment, profile of the unemployed and non-participants of the labour market, how women's experience in labour force participation differed from that of men, likely causes of difference, and gender preferences of employers on jobs with highest vacancy rates. Based on the findings, policy recommendations were developed to eliminate the causes that might hinder the growth of women's employment at provincial level.
- **An innovative approach blending vocational training programmes with women empowerment efforts was developed.** Approximately 820 unemployed women who participated in the vocational trainings were informed on women's human rights including rights in work life in order to contribute to women's empowerment.
- Under the Project, the **"Women Entrepreneurship Development Programme"** was developed and implemented in the pilot provinces. Under the programme, 400 women were provided entrepreneurship training, mentorship as well as micro-grants. Approximately 50 women started up their own businesses within a year following the training.

"More and Better Jobs for Women-Phase II" Programme (2019-2022) started in January 2019. The programme is implemented with the financial support of Sweden to increase the number of women working with decent conditions in Türkiye. The activities of the four-year programme are carried out with various stakeholders such as workers' and employers' organisations, public agencies, private

sector, academy and CSO's. The activities are developed with a special focus on the topics such as gender pay gap, gender-based violence at workplaces, reconciling work-life balance and women's leadership in Ankara, Bursa, Istanbul, Izmir, Kocaeli, Konya and Ordu pilot provinces. The Project has two components with specific aims:

Component 1: "More and Better Work Opportunities for Women Job-Seekers in the pilot provinces", which aims to ensure that the National Action Plan (NAP) and Local Action Plans (LAP) on women's employment effectively implemented and monitored.

Component 2: "Improving Working Conditions for Women in the Pilot Sectors", which aims to ensure that measures for decent working conditions for women (with a specific focus on gender pay gap, gender-based violence at workplace, work and life balance and women's leadership) adopted and implemented by Director-General of Labour, the constituents and by pilot enterprises. In the framework of the Programme, below results have been achieved since the beginning of the Programme.

Main results achieved by the programme:

- Under the programme, the **ILO Model for Gender Equality at Enterprises** aiming at gender mainstreaming at workplace has been developed and implemented at selected enterprises. One of the enterprises, a large-scale and prominent automobile factory, adopted **"Gender Equality Policy"** and **"Zero Tolerance to Violence Policy"** in November 2020, under the scope of 16 days of activism. **This Zero Tolerance to Violence Policy Document is the first policy document that is totally prepared and adopted in line with C190 by an enterprise.** The factory has spent considerable efforts to implement new policies and awarded by different national and international organisations. It has also established partnerships with public institutions, private sector as well as CSOs.
- The programme developed strategic partnerships with **19 different employers' and workers' organisations:** TISK and its members MESS, TTSIS and TUGIS; TURK-IS and affiliated members TURKMETAL, TEZKOOP-IS, KOOP-IS, DERITEKS, TEKSIF

and TEKGIDA-IS; HAK-IS and affiliated members; OZIPLIK-IS, OZCELIK-IS, OZGIDA-IS, OZBURO-IS and HIZMET-IS; DISK and affiliated members; GENEL-IS, SOSYAL-IS, BIRLESIK METAL, GIDA-IS, DISKTEKSTIL.

- **ILO Participatory Gender Audit** was conducted at 19 workers' organizations; 4 employers' organizations and one public institution (MoLSS-DEP). Based on the findings, institutional road maps on gender equality were developed for each organization. This practice has triggered the efforts of the workers' organizations to enhance gender equality in their own organizations. For example, BIRLESIK-METAL adopted the General Assembly Resolution (December 29, 2019) for improving gender equality and reflected it into its statute for improving gender equality and the elimination of discrimination against sex, sexual orientation and sexual identity. Additionally, DISK added items on gender equality in their statute after its General Assembly (February 14, 15 & 16 2020). Final declaration of its general assembly mentioned the confederation's willingness of ratification of C190 in Türkiye. The Confederation inserted gender equality concept to the main objective and principles section of its statute.

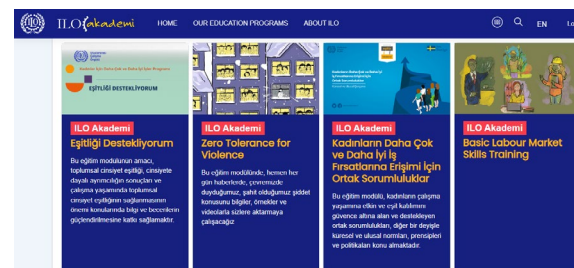
- Adoption of the ILO's Violence and Harassment Convention (C190) by

Photo: Gender Equality Trainings at private sector



International Labour Conference in 2019 along with the programme's efforts for raising awareness on the Convention created a momentum to put the issue to the agendas of the trade unions. The trade unions have organized awareness raising events on gender-based violence at workplace to increase the awareness of their members on the issue, also calling on employers and the government to take appropriate measures in line with C190. In this regard, DISK, TURK-METAL union and TEKSİF union and DISK TEKSTİL, MEMURSEN Confederation, have organized meetings/trainings/workshops on the issue since June 2019. DISK created messages based on ILO C190 to mark the international women's day and organised a campaign for ratification of C190. President of HAK-IS Confederation called for ratification of C190 in the public event of international woman's day on March 8, 2021. HAK-IS Confederation signed "Zero Tolerance to Violence Policy Paper" and initiated actions for reflection of the C190 in their affiliated member trade unions' collective agreements. TEZKOOP, affiliated member of TURK-IS, included a clause for elimination of violence and harassment at workplace into their signed collective agreement with the Chambers of Engineers and Architects in 2021.

- ▶ Regarding the public partner of the Programme, MoLSS-DEP reviewed their institutional framework from gender equality perspective, and they realized the capacity and implementation gaps. The prioritized gaps and the related measures have been covered in their Institutional Road Map for Gender Mainstreaming which is carried out in the project.
- ▶ With regards to **gender pay gap (GPG)**, as a result of establishment of partnership with TURKSTAT and technical support provided through the programme, TURKSTAT realized that their calculation on gender pay gap does not reflect the full picture of labour market in Türkiye due to features of women's employment in the country. Thanks to the comprehensive technical support from and cooperation with the ILO, they gained knowledge and skills to calculate GPG with different methodology and with different data sets which were reflected to the report on **"Measuring Gender Wage Gap in Türkiye,"** which is a joint work of ILO-TURKSTAT launched in 2020. The joint work will undoubtedly pave the way for the institution to be able to calculate and report its future GPG with new methodology.



developed and delivered under Programme and **around 5.552 participants** received courses.

- ▶ Various activities for scaling up accessible, standard and quality **early childhood care and education services (ECCE)** have been conducted since 2019 for reducing or redistributing women's one of the care burdens that prevent women's access into the decent work conditions. An analysis was carried out in between 2019-2021 in collaboration with EBRD. The analysis reported which was shaped by the inputs of the related stakeholders proposed three ECCE options that can be delivered by the trade unions, municipalities and organised industrial zones through inter institutional cooperation. The joint studies in preparation of **"Supporting Women's Employment Through Institutional Collaboration on Early Childhood Care and Education"** analysis was continued with the signed protocol between ILO Türkiye, EBRD and Union of Municipalities of Türkiye. **A legal analysis** for determination of the legal barriers against delivery of ECCE services by municipalities and a legal framework were prepared by taking inputs of the related stakeholders in stakeholder meetings under this protocol. This legal framework is presented to the public authorities for enabling their ownership since May 2022.

- ▶ After the outbreak of COVID-19 pandemic, the ILO Office for Türkiye established a digital learning management system **ILO Academy (LMS)** (www.iloakademi.org) which provides an online platform to upload and deliver training packages. The ILO Academy became fully active in May 2021 to deliver digital trainings. Since then, **6 online training programmes** have been

Promoting Social Dialogue

The intervention logic of "Technical Assistance for Improving Social Dialogue in Working Life Project", was based on improving social dialogue at both bipartite and tripartite levels in a holistic approach. The overall objective was to promote social dialogue at all levels in Türkiye. The specific objectives aimed at increasing the capacity of social partners and relevant public institutions as well as raising awareness on social dialogue at all levels.

The project was built on the comments of the ILO Supervisory Bodies as well as the comments of EU on Turkish industrial system and aimed at providing technical assistance to Turkish government and

social partners to improve the implementation of Convention Nos 87, 98, 135, 151, 154, 155.

*The project was implemented in a **strategic collaboration with MoLSS and all social partners, including the independent trade unions**. The project also collaborated with MoJ and MoI in a strategic manner in delivering the trainings on labour rights as human rights to law enforcers and judges and prosecutors. The project on the other hand focussed its efforts to develop strategic partnerships with the private sector. Benefitting from these strategic partnerships and close collaborations, the project reached out to exemplary results.*



Main results achieved with the project:

- ▶ In total, **547 representatives** of social partners and Ministries (including MoLSS, MoI, MoJ) had the training on ILS and EU Acquis on social dialogue. **179 participants were women.**
- ▶ **228 representatives of MoLSS and social partners** (161 out of 228 are staff of social partners) trained and certified on social dialogue.
- ▶ A combined training organized for the members of 19 selected Provincial Employment and Vocational Boards about social dialogue. Approximately **191 representatives** of Ministries, workers representatives, confederations, NGOs and universities who are members of PEVTBs participated to the training.

- ▶ Approximately **99 representatives** from ISKUR, Ministry, local administration and social partners participated to Training of Trainers on social dialogue.
- ▶ A workshop on **“The problems faced on unionization of public servants and solutions in Türkiye”** was organised, with 58 participants from social partners, Ministry and ILO.
- ▶ A workshop was organized on **“The Problems Faced on Competency System in Türkiye and Possible Solutions”**, with 39 participants from social partners, Ministries and ILO.
- ▶ A workshop was conducted on **“anti-union discrimination”** with the participation of social partners, academicians and Ministries.
- ▶ Strategic partnerships were established with EBRD, INDITEX, H&M, Unilever, UN Global Compact and different employers' organizations. 10 workshops were conducted. **“Social Dialogue at the Workplace Knowledge Sharing Workshop”** was organised with GFA, INDUSTRIALL, INDITEX and H&M (41 companies attended to the workshop). **Social Dialogue at the Workplace Knowledge Sharing Workshop**

was organised (with a special focus on social dialogue on occupational safety and health practices 8 companies attended to the event). **Social Dialogue at the Workplace Knowledge Sharing Workshop in Cement Sector**” was organised with CEIS, OYAK, Batı Anadolu and Sabancı (15 companies attended to the event). **“Social Dialogue at the Workplace Knowledge Sharing Workshop in Finance and Banking Sector”** was organised with UN Global Compact (4 companies attended to the event). **“Social Dialogue at the Workplace Knowledge Sharing Workshop”** was organised with UN Global Compact (8 companies attended to the workshop). **“Social Dialogue at the Workplace Knowledge Sharing Workshop” in Pharmaceutical Industry was organised** (13 companies attended to the workshop). **“Social Dialogue at the Workplace Knowledge Sharing Workshop”** was organised (19 companies attended to the workshop). **“Social Dialogue at the Workplace Knowledge Sharing Workshop” in Food Sector** was organised with UN Global Compact (7 companies attended to the workshop). **Social Dialogue at the Workplace Knowledge Sharing Workshop (Inter-sectoral)** was organized (5 companies attended to workshop).

- ▶ **20 different studies** were conducted in different subjects on social dialogue (please refer to research and publications part of this report).
- ▶ **9 different internships** were organized in the ILO, EUROFOUND, EPSU and ETUC targeting the staff of MoLSS and social partners.
- ▶ 5 workshops were organized in selected branches of activity, in another words, sectors on different themes of social dialogue: **visual arts, tourism sector, construction sector, general works sector and petroleum, chemistry, rubber, pharmaceutical industries sector.**
- ▶ **2 international conferences** were organized; on hard-to-organise groups and impact of the global economic crisis on social dialogue.
- ▶ **A short film competition and a competition, targeting the best enterprises in terms of social dialogue mechanism** were organized.
- ▶ Awareness raising activities targeting **SMEs on social dialogue** were organized. **440 companies attended the workshops.**
- ▶ **Grants** were delivered to social partners to improve social dialogue at all levels.

20
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440
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dialogue awareness raising
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Photos: Final Conference of “Technical Assistance for Improving Social Dialogue in Working Life Project”, 2019



Photos: Final Conference of “Technical Assistance for Improving Social Dialogue in Working Life Project”, 2019

Promoting Occupational Safety and Health

The objective of the project was to facilitate the improvement of occupational health and safety (OSH) in Türkiye in line with international commitments made, in particular in the areas of mining and construction, in consultation with the tripartite constituents.

Following the mine disaster in Türkiye on 13 May 2014 where 301 mine workers were perished, the Turkish Government and social partners engaged in consultations with the ILO on possible modalities for improving OSH in Türkiye, in particular in mining and construction. These consultations were also pursued in the context of a **National Tripartite Meeting**, organized by MoLSS in cooperation with the ILO and resulted in an agreement that the ILO would provide technical assistance over to facilitate, in tripartite consultation, the improvement of OSH in line with relevant international labour standards and comments made by the supervisory bodies of the ILO. Against this background, the ILO set up a technical assistance project on OSH at the ILO Office for Türkiye.

The project aimed at developing a practical roadmap on efforts required to improve OSH conditions in Türkiye and to ensure an improved compliance with international commitments made in this respect with due account taken of the **Third National Policy and Action plan on OSH** adopted 22 December 2014. To ensure sustainable change, work under the project also comprised the development of a comprehensive technical cooperation project to strengthen the national OSH system in line with ILO Conventions, improve enforcement mechanism through labour inspection and mainstream a preventative safety and health and workplace compliance culture in Türkiye. Following the end of the first project, another project was carried out by the ILO Office for Türkiye focusing on a pursuit of the work initiated in 2015 regarding the management of OSH in line with the Conventions

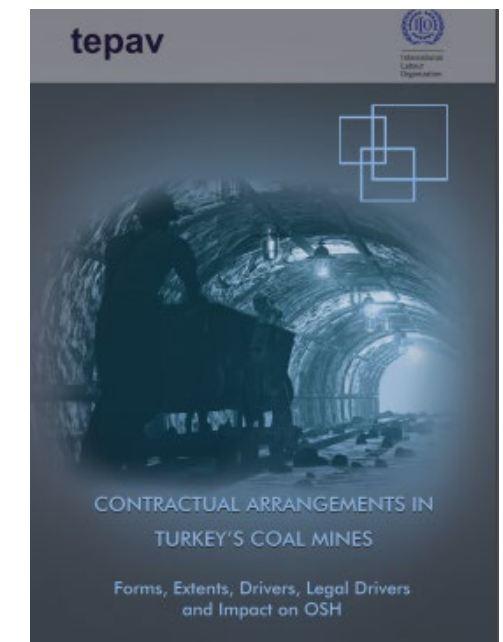


Nos. 155 as well as Convention No. 187. Efforts were pursued to improve the knowledge and capacity of the national constituents to use national standards on OSH rights, duties and responsibilities, taking into account ILO Conventions Nos. 81, 155, 161 as well as the newly ratified Conventions Nos 167 and 176. Activities also addressed improving awareness and knowledge regarding ILO reporting and supervisory mechanisms.

Main results achieved with the project:

The World OSH Day, 28 April 2015, was celebrated with the members of the National OSH Council and invited specialists to discuss how best to promote a preventative safety and health culture in Türkiye, in particular in the areas of construction and mining.

- ▶ Benchmark for progress was created related to the renewed efforts to improve OSH by mapping the current national OSH system in Türkiye in a **National Profile on OSH** in line with the **Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197)**.
- ▶ A major study from the research institution TEPAV in Türkiye on **“Contractual arrangements in the mining sector in Turkey: Forms, Extent, drivers, legal context, and impact on OSH”** was commissioned and the results were discussed in a tripartite meeting.
- ▶ Workshops were held on recording and notification of occupational accidents and diseases.
- ▶ **Dialogue with the judiciary** was established to further the rights of workers and their possibilities to exercise it.
- ▶ Studies on the **compliance in national law and practice of Conventions Nos. 167 and 176** were commissioned.
- ▶ **Dialogue with the national tripartite constituents** on the prioritization of actions to be taken in the context of the national and international guidance provided was conducted.
- ▶ The **OSH training modules** were reviewed and adapted in a way to fit the needs of the refugees, in line with ILO OSH standards during the vocational trainings organized under the ILO Project “Improving livelihoods and decent work opportunities for Syrian refugees and host communities”.



Studies made on the compliance in national law and practice of **Conventions Nos. 167 and 176**

Elimination of Child Labour

Under the **“Elimination of Child Labour Programme”** of the ILO Office for Türkiye, 3 main projects are ongoing with comprehensive and supplementary interventions to tackle the child labour in the seasonal agriculture in Türkiye.

The Project **“Elimination of Child Labour in Seasonal Agriculture”** is being implemented by the ILO Office for Türkiye in cooperation with the MoLSS- General Directorate of Labour and with funding from the European Union (EU) commenced in October 2020.

Representing Türkiye’s largest ever initiative in addressing combating child labour, the 40-month project of **29.7m€ budget** aims to pursue a series of actions to the benefit of many children who migrate with their families in seasonal agriculture and are already working or under the risk of working in agriculture. Work is being undertaken to reach out working children, families, employers, school administrators, teachers, mukhtars (village/neighbour masters) and agricultural intermediaries to withdraw children from labour and redirect them to schooling, as well as strengthen the capacities of national and local institutions.

The Project is being implemented in the provinces of Şanlıurfa, Mardin, Adıyaman, Diyarbakır, Adana, Mersin, Hatay, İzmir, Manisa, Ankara, Eskişehir, Konya, Malatya, Ordu, Bursa and Düzce which are the sending and recipient provinces of seasonal agricultural workers. It is intended under the Project to provide 12,000 children with on-site training, counselling and rehabilitation services; provide assistance in the form of educational and stationary materials, hygiene kits, clothing and food; improve living conditions of seasonal agricultural workers and families at settlement areas; refer the family members of children working or under the risk of working in seasonal agriculture to vocational training programmes to build a life and gain work skills; and deliver training on the relevant legislation and the adverse impact of child labour in seasonal agriculture to 200 agricultural intermediaries, 500 employers and 200 village mukhtars.

The Project has also been seeking to strengthen the capacities of central and provincial units of MoLSS in planning, administration, coordination, implementation and monitoring for addressing child labour in seasonal agricultural work as well as

those of government institutions, social partners, professional organisations, and civil society organisations engaged in combating child labour.

A prominent objective of the Project is to enhance the **Seasonal Agricultural Worker Information System (e-METIP)** already built by MoLSS to monitor the access of seasonal agricultural workers and families to services and establish a **Child Labour Monitoring and Tracking System** by adding new modules to the existing e-METIP system. This will help tracking the school attendance and performance of the children withdrawn from labour or prevented from engaging in the world of work, and continuously gather in one single repository all the data relating to the status of seasonal agricultural worker families and their children, and their access to public services.

In the implementation of the project, where the General Directorate of Labour of MoLSS is the beneficiary of the action, and the Directorate of European Union and Financial Assistance of the same Ministry is the Contracting Authority, the project is being into action at central and local level, closely with the relevant institutions including the Ministry of National Education, Ministry of Interior, Ministry

3
projects
are being
implemented
under the
**Elimination of
Child Labour
Programme**

Photos: Beneficiaries of “Elimination of Child Labour Programme”





Photos: Beneficiaries of "Elimination of Child Labour Programme"

of Health, Ministry of Agriculture and Forestry, ISKUR and various stakeholders including universities, local authorities, workers' and employers' organisations, as well as the professional organisations.

The overall objective of the second project under the programme named **"An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye"** is to contribute to the elimination of worst forms of child labour (WFCL) in seasonal agriculture in line with the Turkish Government's strategy drawn by the **National Employment Strategy (2014-2023)** and the **National Programme for the Elimination of Child Labour (2017-2023)**. The aim is to contribute to the sustainability of developed intervention modality and strengthening of national and local ownership with regards to the elimination of WFCL in seasonal agriculture; support national and local stakeholders for the effective and practical implementation of **"National Programme on the Elimination of Child Labour (2017-2023)"** issued by the Ministry of Labour and Social Security (MoLSS), **"Circular (2017/6) on Seasonal Agricultural Workers"** issued by the Prime Ministry, and **"Circular (2016/5) on Access to Education of Children of Seasonal Agricultural Workers and Nomadic or Semi-Nomadic People"** issued by the Ministry of National Education (MoNE).

23.629
children were
outreached

The project aims at contributing to the withdrawal of children from work and the prevention of at-risk children to be engaged in seasonal hazelnut agriculture. The Project is being implemented in the provinces of Ordu, Giresun, Samsun, Düzce, Sakarya and Şanlıurfa and intended to provide 3.300 children with on-site training, counselling and rehabilitation services; provide assistance in the form of educational and stationary materials, hygiene kits, clothing, deliver training on the relevant legislation and the adverse impact of child labour in seasonal agriculture to 120 agricultural intermediaries, counselling services to 1.000 employers.

The third project **"Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting"** aims to enhance and facilitate partnership between public and private sector actors

for withdrawal and prevention of children from worst forms of child labour in seasonal agriculture in hazelnut harvesting. The public private partnership project, co-chaired with Ferrero and MoLSS-Directorate General of Labour further complements the existing ILO activities dedicated to the elimination of child labour in Türkiye.

The ILO Office for Türkiye works in **strategic partnerships and close collaboration** with MoLSS- General Directorate of Labour (DG Labour)- Department of Employment Policies (DEP), ISKUR, MoNE, MoI, MoAF, municipal authorities, employers' and workers' organisations, universities, NGOs, exporter unions to eliminate child labour in seasonal agriculture in Türkiye.

Main results achieved by the programme:

The programme complements the efforts of the government in addressing WFCL and corresponds to the needs of children working in seasonal agriculture, their families, host communities, stakeholders and constituents through a combination of "upstream" policy work and "downstream" work.

Within the period of 2013-2022;

- ▶ **23.629 children** were outreached.
- ▶ **22.285 children** were **prevented from seasonal agricultural work** through protective, preventive services and referred to educational activities.
 - ▶ **14.626 children** received nutritional support.
 - ▶ **13.628 children** received education and stationary equipment.
 - ▶ **10.617 clothing** sets have been provided.
 - ▶ **9.988 children** benefited from transportation services.
 - ▶ **1.380 children** participated to ILO SCREAM trainings.
 - ▶ **14.918 children** participated to well-being activities.
- ▶ **15.000 families** were outreached; **9.700** of them were provided counselling.



Photos: Beneficiaries of "Elimination of Child Labour Programme"



Photos: Beneficiaries of "Elimination of Child Labour Programme"



Photos: ILO Office Director Mr. Numan Özcan with beneficiaries of "Elimination of Child Labour Programme"



Photo: ILO Office Director Mr. Numan Özcan with families of children working in seasonal agriculture

- ▶ **2.684 family** received dry food cards/packages
- ▶ **5.808 family** received hygiene kits.
- ▶ **871 family** participated to decent working and living condition trainings,
- ▶ **2.184 family** participated to general family trainings,
- ▶ **And 1.293 family** received occupational health and safety trainings.
- ▶ **304 Agricultural Intermediaries** received trainings and received necessary licence/certificate from the respective government authority.
- ▶ Infrastructure for decent living conditions of agricultural workers improved.
 - ▶ **111 buildings** have been renovated, where approximately **547 children and 1.943 workers** lived.
 - ▶ **3 tent area** infrastructure have been improved, where **41 children and 150 workers** lived.
 - ▶ **12 social support centres in 7 different provinces** have been renovated.

Improving Labour Market Access and Working Conditions of Refugees and Host Communities

The ILO Office for Türkiye has developed a **Refugee Response Programme of Support** covering 2017-2021 as a comprehensive, holistic and integrated framework designed to strengthen the labour market and business development environment in Türkiye through increasing decent work opportunities, inclusive socio-economic growth and strengthening of governance systems and structures.

The projects under the Programme have been working on facilitating the refugees' access to labour market under decent work conditions. The ILO strategy is based on three integrated pillars, further reinforced by cross-cutting actions, to facilitate the early entry of refugees and workers from host communities into the labour market at the local level and to help them develop, strengthen and upgrade their skills

and competences as required. In addition, the programme supports both communities where relevant through entrepreneurship training and business services development, supporting of active labour market policies, leveraging opportunities identified by regional development agencies, private sector actors and value chain analysis methodology. Therefore, the projects under the Refugee Response Programme include various interventions with a specific focus on supporting employability of refugees and host community members through skills development interventions; supporting the creation and resilience of refugee and host community owned SMEs and retention of refugees and host communities employed formally; and strengthening fair and effective labour market governance.

Photo: Beneficiaries of the "Refugee Response Programme of Support"



Refugees and host communities, as well as the labour market governance institutions being the main beneficiaries, the programme aims to strengthen the resilience and social cohesion of refugees and host communities in Türkiye by promoting access to decent work and sustainable livelihood opportunities.

In reaching this aim, the programme includes activities on hard and soft skills training to increase employability, workplace adaptation programme, incentives for job placement, referrals to formalizations through information centres, right-based training to job counselling centres, technical support provision for early childcare centre establishment, capacity building training for SMEs, grant schemes, referrals to green jobs, technical and financial assistance to cooperatives, advocacy workshops with inclusion of labour market governance institutions' personnel and social partners', and capacity development training towards social partners', labour market governance personnel and labour court judges.

The programme works in strategic partnerships with; MoLSS-DGILF, SSI, ISKUR, Workers' and Employers' Organizations, MoNE, MoJ, MoTI, TURKSTAT, Migration Management Presidency, Municipalities, Chambers of Industry and Trade, Unions of Merchants and Craftsmen to reach out to all its results indicated below: Main results achieved by the programme:

In overall, **circa 92.600, refugees and host community members**, beneficiaries have been reached by the Refugee Response Programme of the ILO Office for Türkiye since 2015 through skills development training including OSH training, Transition to Formality Program (KIGEP), capacity building training for cooperatives, capacity building training for labour market governance staff on refugees' labour rights in Türkiye and international labour standards with a specific focus on refugees, provision of consultation services provided by information centres, provision of training on inclusive public employment services to job and vocational counsellors, referrals to vocational training centres (Apprenticeship), carrying out entrepreneurship training with a mentorship programme on business plan development, delivery of workplace adaptation programme, training course on basic labour market skills, provision of entrepreneurship grants, delivery of ILO's Sustainable Competitive and Responsible Enterprises Programme (SCORE),

92.600
beneficiaries
(refugees and host
community members)
have been reached

provision of referral services for job placement through an incentive scheme, workshops on the coordination of labour-market inclusion of the refugees in Türkiye, provision of series of ITC-ILO training on labour market governance in the context of migration to labour market governance staff, carrying out South-South Technical Cooperation, delivery of series of advocacy workshops on refugees' access to employment and labour markets, provision of training on better law enforcement in the area of foreign workers to the labour market governance staff, carrying out awareness raising workshops on fundamental principles and rights at work.

- ▶ 27.649 direct beneficiaries' (15.991 Syrians, 3.965 Non-Syrians, 7.693 host community members) employability have been increased through **skills development trainings**.
- ▶ 21.433 employers' formal employment (10.390 Turkish and 11.043 Syrian) have been financially supported in 3358 workplaces through **Transition to Formality Programme (KIGEP) implemented with the SSI**.

- ▶ 24.133 direct beneficiaries' awareness increased on their **labour rights**.
- ▶ 2.051 SMEs, employers and Cooperatives were supported through **capacity building interventions**.
- ▶ 3.005 labour market governance personnel from public authorities, workers' and employers' organizations were trained on the **refugees' labour rights in Türkiye and international labour standards with a specific focus on refugees**.
- ▶ 1.598 enterprises and 2.839 employees have been benefited from **consultation services** provided by **Information Centres** run in cooperation with Chambers of Tradesman and Craftsman.
- ▶ 138 sets of **vocational courses** were organized in collaboration with 11 different partner institutions specialized in vocational training, in 2019 and 2018. The number of Syrian refugees completed the courses is 1.692, and of Turkish citizens is 715. Vocational certification of 155 training graduates was facilitated by the ILO.

Photo: Beneficiaries of the "Refugee Response Programme of Support"



- ▶ 17 **job and vocational counsellors** from ISKUR and 9 municipal officers were trained on providing inclusive public employment services.
- ▶ 4,062 Syrian refugees and 447 Turkish citizens were trained on **how to access to public employment services** in 2019.
- ▶ 665 Syrian refugees and 322 Turkish citizens were guided and referred to **Vocational Training Centres (Apprenticeship)** in eight provinces in 2018 and 2019, in close collaboration with MoNE.
- ▶ 433 Syrian refugees and 99 Turkish citizens were trained on **applied entrepreneurship**, in collaboration with KOSGEB. Out of the graduates, 104 beneficiaries were selected to be supported with a **mentorship programme on business plan development**.
- ▶ 161 Syrian refugees and 157 Turkish citizens joined the **Workplace Adaptation Programme** to improve workplace peace between refugee and host community workers.
- ▶ 1,449 Syrian refugees and 573 Turkish citizens completed a training course on basic labour market skills.
- ▶ Four **value chain analysis** studies were conducted in four provinces, particularly on sectors such as garment, furniture, and footwear.

Photo: Beneficiaries of the "Refugee Response Programme of Support"



21.433
employers' formal employment (10.390 Turkish and 11.043 Syrian) have been financially supported in 3358 workplaces through Transition to Formality Programme (KIGEP) implemented with the SSI

- ▶ **Entrepreneurship grants** were provided to 169 entrepreneurs and small business owners, in partnership with IOM Türkiye.
- ▶ 322 entrepreneurs and small business owners attended **informative seminars** on starting, sustaining, and improving a business in Türkiye.
- ▶ 47 SMEs completed the **ILO's Sustaining Competitive and Responsible Enterprises Programme (SCORE)**. Some rounds of the programme were organized in collaboration with international garment brands.
- ▶ **Job placement** of 2,142 Syrian refugees and 795 Turkish citizens were supported through an **incentive scheme** to promote formal employment in Türkiye, in close collaboration with the SSI.
- ▶ 337 small businesses owned by Syrian refugees and 700 by Turkish citizens were supported through a **grant scheme** designed as a response to the reverse effects of the **COVID-19 pandemic**.
- ▶ 284 staff members from various public institutions attended a series of workshops organized by the ILO on the coordination of **labour-market inclusion of the refugees** in Türkiye.
- ▶ 31 staff members from central and local government institutions attended an **ITC-ILO training on "Governing Migration at Local Level and Refugees' Access to Labour Market"**.
- ▶ 422 representatives from various stakeholders (public, private sector, civil society) attended a series of advocacy workshops on refugees' access to employment and labour markets.
- ▶ 223 **labour inspectors** from the MoLSS were trained on **"Syrians and Informal Employment, Status of Foreigners in Labour Markets"**.
- ▶ 51 representatives of the Labour Inspection Board and Social Security Institution trained on **better law enforcement in the area of foreign workers**.
- ▶ 112 Syrian refugees and 311 Turkish citizens attended awareness raising workshops on **fundamental principles and rights at work**.
- ▶ 2 press trips were organized resulting in publishing of 18 media stories on the situation of Syrian refugees in the labour market.



Photo: Beneficiaries of the "Refugee Response Programme of Support"

Job placement of
2.142
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795
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formal employment in Türkiye,
in close collaboration with the
SSI

Upcoming Assistance

Besides above-mentioned projects and programmes, the Office has also developed and signed the following new projects in new areas. These will be implemented in 2023 onwards.

Promoting Fundamental Labour Rights

The project aims to serve the objective to improve respect for fundamental principles and rights at work in the changing world of work in Türkiye through enhancing the technical and advocacy capacity of confederations, trade unions, employers' and business membership organizations, and civil society organisations on fundamental labour rights in the future of work; and enhancing fundamental labour rights through enabling social dialogue opportunities and involvement of social partners and civil-society organizations that are interested in the world of work, with a rights-based approach. A support centre in Istanbul for the target group, a sub-grant scheme for capacity building, a training programme on fundamental labour rights in the future of work, and an awareness-raising campaign will become the main outputs of the project. The project is expected to be launched in 2023 and continue till 2026.

Main results aimed with the project:

- ▶ 200 SPs and CSOs enhanced their capacity for advocacy on fundamental labour rights.
- ▶ 2.000 representatives from SPs and CSOs enhanced knowledge and improved skills on advocacy for fundamental labour rights.
- ▶ 1.000 representatives from SPs and CSOs accessed to a common-usage venue for events, meetings, trainings, and office space.
- ▶ 120 representatives from SPs and CSOs built new partnerships necessary to effectively engage in social dialogue processes.
- ▶ 120 representatives from SPs and CSOs were enabled to take advocacy actions and reach out to key stakeholders in line with their advocacy strategies.
- ▶ 120 representatives from SPs and CSOs were provided with an opportunity to learn about good practices on advocacy for fundamental labour rights.
- ▶ 50 SPs and CSOs were supported to meet with relevant public authorities and policy makers for advocacy purposes.
- ▶ 60 representatives from SPs and CSOs shared opinions and experience on the just transition and green jobs agenda.
- ▶ 45 SPs and CSOs achieved their projected objectives supported by the ILO grant scheme regarding the advocacy on fundamental labour rights.
- ▶ 50 university students were trained and mentored on fundamental labour rights and enjoyed an opportunity to develop innovative solutions against problems in the world of work.
- ▶ Awareness of 6.000 people in Türkiye was raised on the importance of fundamental labour rights as an integral part of the human rights.
- ▶ 10 women leaders in SPs and CSOs were encouraged to defend and progress the fundamental labour rights.

Supporting Labour Administration System

Labour administration and inspection plays a crucial role in protecting workers, supporting the implementation of International Labour Standards and creating enabling environment conditions for decent job creation and sustainable enterprises by supporting social dialogue, developing labour-related policies and modernizing labour inspection systems. In Türkiye, Directorate of Guidance and Inspection has a critical role in contributing to labour peace by acting as a bridge between social partners in terms of both working conditions and working environment by examining the working conditions and working environment. In this regard, the project aims to improve the effectiveness of the Directorate of Guidance and Inspection through a multi-pronged approach. The project will increase the technical capacities of social partners and relevant institutions along with the Directorate of Guidance and Inspection on International Labour Standards, EU Acquis and national labour legislation with an equality and rights-based approach. Furthermore, strategic and digital adaptation of guidance and inspection services will be facilitated. Another dimension of the project focuses more on guidance services to improve workplace compliance and raising awareness of all related parties on decent work. The compliance in elaborately selected sectors, in consultation with social partners with an equality and rights-based and market systems approach, will be improved. Guidance function of the DoGI will be strengthened to also serve this aim. Moreover, awareness of institutions, social partners, the private sector and the general public on decent work will be increased. Furthermore, cross-sectoral dialogue mechanisms including comprehensive form of stakeholders will be processed while the guidance project model and plan at the value chain of selected sectors are being implemented. Based on the objectives, it is assumed that project will produce positive impact in developing a sound labour inspection system that improves employees' working conditions at work, promote their rights, as well as ensure sustainable economic growth. Sound, inclusive

and efficient labour inspection systems that are in line with respective international labour standards and national legislations will help to ensure decent working conditions for women and men workers in all sectors, prevent informality, poor working conditions and weak occupational safety and health environment. The ILO's Guidelines on General Principles of Labour Inspection will also have a crucial role in providing technical guidance on key principles of labour inspection contained in the ILO Conventions Nos. 81 and 129.

Main results aimed with the project:

- ▶ A report on the role and future of labour inspection and guidance in the future of work and in post COVID period will be prepared and disseminated widely.
- ▶ Practical tools will be adapted and tailored to increase the capacity of related stakeholders.
- ▶ A road map for improving effective implementation of the national legislation and enhancing workplace compliance will be developed.
- ▶ Technical capacity of DoGI, relevant institutions and the social partners will be increased through blended trainings on international labour standards and inspection practices. 1.375 participants will be benefited trained on fundamental labour rights.
- ▶ 30 participants will be benefited from the ITC ILO Trainings.
- ▶ "ILO's Approach to Strategic Compliance Planning for Labour Inspectorate" will be introduced to and implemented at the DoGI.
- ▶ Digital adaptation of the DoGI will be reinforced through improvement of Data Centre.
- ▶ Guidance Action Model and Plan at the value chain of selected sectors targeting the employers and workers will be implemented and 300 visits will be organised.



► HOW HAS ILO OFFICE
FOR TÜRKİYE
PROMOTED
INTERNATIONAL
LABOUR STANDARDS
AND THEIR
SUPERVISION?

► 2



Photo: ILO Director General Guy Ryder and Minister Faruk Çelik exchange letters concerning ratification of ILO conventions, 2015

In March 2015, Türkiye has ratified two ILO Conventions: C167 and C176

Since 1919, the International Labour Organization has maintained and developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity. In today's globalized economy, international labour standards are an essential component in the international framework for ensuring that the growth of the global economy provides benefits to all.

International labour standards remain a major tool for the ILO in its objective of promoting social justice. Providing international legal framework for realization

of labour rights, they set minimum level standards, one of the corollaries of which is the understanding that following the adoption of an ILO instrument no country can call that standard as a reason to reduce of what might be stronger rights provided in country's existing law and practice. ILS also serve as targets for harmonizing national law and practice in particular field. ILO Office for Türkiye provides different forms of technical assistance helping Türkiye address problems in legislation and practice to bring them in line with the obligations under ratified instruments as well as advocates for the ratification of other Conventions.

During the reporting period of 2015-2022, the ILO Office for Türkiye promoted the international labour standards on freedom of association, collective bargaining, and industrial relations, elimination of child labour and protection of children and young persons, equality of opportunity and treatment, tripartite consultation, labour administration and inspection, employment policy and promotion, employment security, wages, working time, occupational safety and health, social security, maternity protection, social policy and migrant workers, private employment agencies, Maritime Labour Convention.



In March 2015, Türkiye has ratified two ILO Conventions: **C167 on Safety and Health in Construction Convention**, and **C176 - Safety and Health in Mines Convention**.

During this period, Türkiye was examined by the ILO supervisory bodies as follows: Türkiye was selected to be examined by the **Conference Committee on Application of Conventions (CAS)** three times: in **2015** on C155 (Occupational Safety and Health), in **2017** on C135 (Workers' Representatives Convention), in **2019** on C87 (Freedom of Association and Protection of the Right to Organise Convention). There were also several cases examined by the **Committee on Freedom of Association (CFA)**. The CFA and an ad-hoc tripartite committee also examined the applications made in relation to Article 24 of the ILO Constitution. These applications were related to closure of trade unions and dismissal of workers after the failed coup attempt in 2016.

Apart from the promotion of ILS, the Office also promoted and advocated for the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (**MNE Declaration**), Declaration concerning the aims and purposes of the ILO (Declaration of Philadelphia), ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022,



Photo: Discussion with motorcyclist couriers on their working conditions



Photo: Birlesik Metal-Is Union's visit to ILO Ankara Office, 2020

ILO Declaration on Social Justice for a Fair Globalization (2008), as amended in 2022, ILO Centenary Declaration for the Future of Work (2019).

The promotion and advocacy for the ILS are done in different forms. On one hand, the programmes and projects that are being developed and implemented take their roots from the related ILS and the comments of the ILO Supervisory Mechanism.

Job Creation and Entrepreneurship Opportunities for Syrians Under Temporary Protection and Host Communities in Türkiye project is structured on the ILO's "**Guiding Principles on Access of Refugees and Other Forcibly Displaced Persons to the Labour Market**" that involves a set of voluntary, non-binding principles rooted in relevant international labour standards and universal human rights instruments and inspired by good practices implemented in the field. In addition, "**Employment and Decent Work for Peace and Resilience Recommendation, 2017 (No. 205)**" also creates a basis for the project by providing a legal and technical framework on refugees and labour market related issues. The project activities are planned as a reflection of the relevant principles and recommendations highlighted in these documents.

Promoting the Social Dialogue is based on improving the implementation of **C 87 Freedom of Association and Protection of the Right to Organise Convention, 1948**,



How Does Turkey Implement ILO Conventions?

Findings of the CEACR Report 2022

ILO Office for Turkey

C 98 Right to Organise and Collective Bargaining Convention, 1949 (No. 98), C 144 Tripartite Consultation (International Labour Standards) Convention, 1976, C 151 Labour Relations (Public Service) VConvention, 1978 and ratification of C 135 Workers' Representatives Convention, 1971 and C 154 Collective Bargaining Convention, 1981. The project within its activities advocated for **ILO Declaration on Fundamental Principles and Rights**

at Work (1998) and all fundamental conventions, **Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)** and **ILO Centenary Declaration for the Future of Work (2019)** as well as **C 181 Private Employment Agencies Convention, 1997.**

The elimination of child labour programme is based on the effective implementation of **C 132 minimum Age Convention, 1973** and **C 182 Worst Forms of Child Labour Convention, 1999.**

Promoting Women's Employment programme on the other hand, takes its roots from **C 100 Equal Remuneration Convention, 1951** and **C 111 Discrimination (Employment and Occupation) Convention, 1958.** The programme also focused on advocacy for **C 156 Workers with Family Responsibilities Convention, 1981; C 177 Home Work Convention, 1996; C 189 Domestic Workers Convention, 2011; C190 Violence and Harassment Convention, 2019.**

Photo: ILO Ankara staff supporting 16 Days of Activism against Gender-Based Violence, 2022



Photo: Visit by DISK Confederation during their campaign on ratification of C190

As detailed in Annex III; the Office in most cases organises comprehensive trainings on ILS targeting the government and social partners, relevant stakeholders and in cases of rights at work, the migrants and the host communities. For example, during the reporting period, more than **1.100 representatives of government and social partners attended the trainings organised on social dialogue; circa 5.000 refugees and host community members are trained on C 155, more than 86.000 refugees and host community members are reached and capacitated on C111, C98, C143, R204, R205 and C102.**

The Office also organises awareness raising and advocacy events for the promotion of international labour standards. In such cases, workshops and meetings are organised targeting the government, social partners, private sector and all other relevant parties, where technical

presentations as well as discussions for better implementation/ratification take place.

Regarding **C190**, on the other hand, the Office had a progressive and proactive approach. Right after the adoption of the Convention in 2019, the Office started wide-spread information and dissemination campaign with the government, social partners and NGOs. In 2022, the Office is pursuing a nation-wide advocacy campaign for the ratification of C190 by the Government of Türkiye. This campaign attracts attention and receives high support from social partners, women's NGOs, political parties and private sector.

Last but not least, the Office promotes the ILS through all its communication tools and channels. Please see Media Coverage and Engagement with Wider Public Section for detailed information.



BİRLEŞİN
25 Kasım - 10 Aralık



“Çalışma Yaşamında Kadınlara Yönelik Şiddet ve Tacizin Önlenmesi” Konferansı

6 Aralık / December 2018, Ankara

Conference on “Preventing
Violence and Harassment against
Women in the Workplace”

kadınlara
yönelik
şiddete
son.



HOW HAS ILO OFFICE FOR TÜRKİYE ENGAGED WITH GOVERNMENT, SOCIAL PARTNERS AND OTHER STAKEHOLDERS?

The ILO Office for Türkiye engages with government institutions on a regular basis on different levels. The engagement at strategic level includes regular and open communications of the Office management with the relevant Ministries and institutions. On the other hand, strategic management structures are also in place for the coordination of joint activities and programmes.

Engagement with government institutions and social partners is further detailed below.

▶ 3

1. Policy Advocacy



Photo: Launch Event for National Action Plan in 2016

Türkiye's first National Action Plan (NAP) on Women's Employment (2016-2018) aims at Supporting the creation of decent work opportunities for women through the provision of gender responsive employment services. **This Action Plan is extremely important for being the first Action Plan to focus on women's employment in Türkiye.** Not only the Action Plan itself but also the process of development of such a policy on women's employment was unique since all measures of the Action Plan were developed through social dialogue practice by the National Technical Team (NTT) composed of representatives of the public agencies as the Ministries of Labour and Social Security, National Education, Food Agriculture and Livestock, Customs and Trade, Ministry of Family and Social Policies as well as from KOSGEB, TOBB, local governments, development agencies, universities and employers' and workers' organisations including TISK and trade union confederations, and particularly NGOs engaged in women's issues. Following the adoption of the NAP, ILO provided support to ISKUR for its implementation and monitoring. To effectively implement the Action Plan at local level, yearly **Provincial Action Plans on Women's Employment** were developed in

Action Plan is extremely important

for being the first Action Plan to focus on women's employment in Türkiye

the pilot provinces of Ankara, Bursa, Istanbul and Konya. Such plans were shared with the Provincial Employment and Vocational Training Boards, and joint works were undertaken. ISKUR General Directorate monitored all activities and results as of end 2017 in the context of Action Plans in the pilot provinces. In order to ensure the effective and future implementation as well as sustainability of the Action Plan, the **"Gender Equality Monitoring and Evaluation Commission"** composed of representatives from all service units, was established within ISKUR General Directorate for the development and monitoring of gender responsive public employment services in

ISKUR. The monitoring report on the impact of the Action Plan on promoting women's employment and the activities at local and national level under the Action Plan was reviewed once more by the National Technical Team on 9 February 2018.

Inputs based on the outcomes of the ILO projects had been provided to biannual (2017-2019) sectorial action plans part (agriculture) of the **National Employment Strategy (2014-2023)**. The Ministry of Labour and Social Security published the sectorial action plans at the end of 2017. As parallel to the envisaged measures against child labour in seasonal agriculture in **National Employment Strategy (2014-2023)**, preparatory work at national level has been started to update **Time Bound Policy and Programme Framework (TBPPF) (2005-2015)** for the elimination of worst forms of child labour. The update of (TBPPF) aimed at formulating new policy document/strategy with detailed action plans for the period of 2017-2023 in which seasonal agriculture is one of the priority areas. Following joint preparatory work between the ILO and MoLSS, a consultative meeting was held in early December 2015 with a wide range of participants from public institutions, social partners, civil society and academy. The priority areas and content of action plans of new time bound strategy measure for the period of 2017-2023 were initially discussed with a multi-stakeholder perspective. As a follow up, a **tripartite consultation meeting** was technically supported for the identification of priority areas including seasonal agriculture, strategies towards these areas, roles and responsibilities of relevant institutions. Components of the strategic intervention model developed by the project were incorporated into the relevant parts of the action plan. The new strategy document named **National Programme on the Elimination of Child Labour (2017-2023)** was finalized by the end of 2016 and become operational as of May 2017.

ILO Office for Türkiye has successfully contributed to the development of a comprehensive policy on the ground in particular to the policy documents issued by the Ministry of Labour and Social Security,

2018 declared as the Year to Combat Child Labour

Prime Ministry and the Ministry of National Education namely **"National Programme on the Elimination of Child Labour (2017-2023)" "Prime Ministry Circular (2017/6) on Seasonal Agricultural Workers"**, and **"Circular (2016/5) on Access to Education of Children of Seasonal Agricultural Workers and Nomadic or Semi-Nomadic People"**.

In parallel to the monitoring model developed by the ILO, the Ministry of National Education has issued the Circular on **"Access to Education of Children of Seasonal Agricultural Workers and Nomadic and Semi-nomadic Families"** in 2016. The content of the circular was enriched through the ILO projects' outcomes, main elements of established monitoring mechanism have been integrated into the circular meaning that the monitoring mechanism of the projects posed a legal institutional basis.

A circular on the effective implementation of the National Programme on the Elimination of Child Labour (2017-2023) and **declaration of 2018 as the Year to Combat Child Labour** has been issued by the Prime Ministry which is one of the actions identified in the National Programme on the Elimination of Child Labour (2017-2023). Within the context of this circular, the ILO and the Ministry of Labour and Social Services have jointly organized a launching event in February, under the auspices of the First Lady Emine Erdoğan, where relevant ministries, social partners and the ILO Office for Türkiye have signed a **Joint Declaration on Combatting Child Labour**. Parties have committed to give priority to action against child labour in order to raise public awareness,



Photo: Signing ceremony of the Declaration of Combating Child Labour, organized by the ILO and Türkiye's Ministry of Labour and Social Security, 2018

enable the highest level of contribution to the National Programme on the Elimination of Child Labour and its objectives; and maintain necessary cooperation for the implementation of National Programme in which seasonal agricultural work is one of the priority areas. The signatories comprised of Ministers and Presidents on behalf of Ministry of Labour and Social Security, Ministry of Justice, Ministry of Family and Social Policies, Ministry of Youth and Sports, Ministry of Food, Agriculture and Livestock, Ministry of Interior, Ministry of Development, Ministry of National Education (MoNE), The Ministry of Health, The Union of Chambers and Commodity Exchanges of Turkey (TOBB), Union of Turkish Chambers of Agriculture (TZOB), Confederation of Turkish Tradesmen and Craftsmen (TESK), Turkish Confederation of Employer Associations (TISK), Confederation of Turkish Trade Unions (TURK-IS), HAK-IS Trade Union Confederation, Confederation of Progressive Trade Unions of Turkey (DISK), International Labour Organization Office for Türkiye. **A series of events have taken place within the context of 2018 Year to Combat Child Labour.** On the other hand, the elimination of child labour programme also promotes the role of the private sector in the elimination of child labour. To reach this aim a **Workshop on Responsible Business Practices in Food Supply Chains in the Context of International Conventions and Documents and the role of Trade Unions** with a specific focus on the elimination of child labour in seasonal agriculture was carried out on 27 September 2016. Representatives of the MoLSS, the Ministry of National Education, employers' and workers' organizations, the Netherlands Trade Union Confederation (FNV), the Embassy of Netherlands to Türkiye, the Embassy of Germany, academy and civil society organizations were present at the workshop. The project results and developed strategic intervention model were presented as a good practice on the elimination of child labour in seasonal agriculture. The roles and responsibilities of trade unions in Türkiye on responsible business practices within food supply chains were discussed in the light of relevant ILO Conventions and other international documents such as UN Global Compact and OECD Guidelines for Multinational Enterprises.

A panel discussion "Lessons from Türkiye: How Public Private Partnership (PPP) created a sustainable model to tackle child labour in the hazelnut sector" was hosted by the Permanent Representation of the Kingdom of the Netherlands to the EU in collaboration with the ILO Office for Türkiye, the CAOBISCO, and the Netherlands Embassy in Ankara on 13 October 2016. A broad range of representatives and stakeholders from the private sector, the European Commission, the rotating Presidency of the EU, national governments as well as non-governmental and international organizations, MoLSS of Türkiye and HAK-IS Confederation were present at this event.

The Office also contributes to the development of **National Development Plan** by effectively participating to the **Specialisation Committees**.

2. Project/Programme Level Engagement

► A. Engagement at Project/Programme Design Phase

ILO Office for Türkiye, effectively and regularly engages with the social partners, relevant government institutions and stakeholders during **the programme and project design phase**, with an aim to receive the contributions and endorsement of constituents and stakeholders. In cases where the government institution is the direct beneficiary, the projects are entirely designed together. In other cases, as such the government institutions are among one of the partners, extensive stakeholder meetings and bilateral consultations are organised. The purpose of the engagement and consultation at project design phase focuses on identification of the needs of the stakeholders, presentation of the project idea and receiving recommendations with an aim to reflect them into the project design. By running this consultation process at the design phase, the Office also aims to receive the endorsement of government institutions and social partners for smooth implementation and reach-out to effective results.

The level of engagement differs from bilateral consultations to roundtables and extensive stakeholder meetings. The purpose of the engagement and consultation at project design phase focuses on identification of the needs of the stakeholders, presentation of the project idea and receiving recommendations with an aim to reflect them into the project design. By running this consultation process at the design phase, the Office also aims to receive the endorsement of social partners for smooth implementation and reach-out to effective results.

27 meetings
were organised on a
monthly or
bi-monthly basis

During the reporting period of 2015-2022, various departments of MoLSS, including DGMM, DEP, DoGI, DGOSH, ISKUR, SSI, MoNE, MoFSS, PSB, CoHE, NIPAC, AFAD has been consulted in various forms of consultations.

The **"Coordination Mechanism"** between the ILO Office for Türkiye and **DG International Labour Force of MoLSS, co-chaired by the ILO and DGILF**, was established in July 2019, with an aim to strategically coordinate the activities run under the refugee response programme and to provide feedback on project interventions. Since the establishment of the mechanism, **27 meetings were organised on a monthly or bi-monthly basis.**

The **ILO Office for Türkiye and ISKUR Coordination Mechanism co-chaired by the ILO and ISKUR** was also established in 2021 with an aim to coordinate the ongoing activities run under all programmes and discuss further collaboration opportunities. **The parties gathered 3 times in 2021.**

Last but not least, a strategic partnership is being developed with **Presidency Office of Human Resources** in 2022. 3 meetings are already organised with the Office to discuss possible collaboration areas and develop a strategic partnership. The Office and the Presidency Office of Human Resources agreed to collaborate on development of digital trainings as a first step of collaboration.

During the reporting period of 2015-2022, TISK, TURK-IS, HAK-IS, DISK and KAMUSEN were consulted in various meetings. Apart from the Confederations, depending on the focus of the project; organisations such as EVIDSEN, IMECE, Zero Discrimination Association, The Confederation of Persons with Disabilities, Friedrich Ebert Stiftung, Yeşil Düşünce Derneği, Plaza Eylem Platformu, SPOD, TOG, Kadın İşçi, Emek Çalışma Topluluğu, and Ofissizler were also consulted.

The detailed stakeholder engagements are given below.

I. Promoting Women's Employment

More and Better Jobs for Women Programme -Phase II (2019-2022)

- Series of consultations: Department of Employment Policies (May 2018- Ankara)
- Series of consultations: ISKUR (June 2018 and December 2018-Ankara)
- Stakeholder meeting: TISK, TURK-IS, DISK, HAK-IS (July 2018, Ankara)
- Stakeholder meeting: Domestic workers' organizations: EVIDSEN and IMECE: (October 2018, İstanbul)

- Stakeholder meeting: Private sector: H&M, INDITEX, C&A (October 2018, İstanbul)

II. Refugees and Host Communities in the Labour Market

"Decent Work Opportunities for Refugees and Host Communities in Türkiye" Project

- Consultation meeting: MoLSS, DGILF (November 2019, Kızılcahamam)
- Stakeholder meeting: TISK, TURK-IS and HAK-IS (July 2019, Ankara)

"Supporting Resilience and Social Cohesion with Decent Livelihoods Opportunities" Project

- Consultation meeting: MoLSS, DGILF (November 2021, Ankara)
- Stakeholder meeting: TISK, TURK-IS, HAK-IS and DISK (January 2022, Zoom)

"Promoting Decent Work Opportunities for Non-Syrian Refugees and Asylum Seekers in Türkiye" and "Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye" Projects

- Series of consultation meetings: MoLSS, ISKUR, SSI, DGMM, MoNE, AFAD (November 2016-June/July 2017, Ankara)
- Series of stakeholder consultations: TISK, TURK-IS, HAK-IS and DISK (November 2016, June/July 2017)

"Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye" Project

- Series of consultation meetings: MoLSS, DGMM, AFAD (July-August 2016, Ankara)
- Series of stakeholder consultations: TISK, TURK-IS, HAK-IS and DISK (July-August 2016)

"Improving Livelihoods and Decent Work Opportunities for Syrian Refugees and Host Communities" Project

- Series of consultation meetings: MoLSS, DGMM, AFAD, Şanlıurfa and Kilis Governorates (May-June 2015, Ankara)
- Series of stakeholder consultations: TISK, TURK-IS, HAK-IS and DISK (May-June 2015)

III. Elimination of Child Labour

Series of consultation meetings and co-drafting of the project: MoLSS- DGL (2019-2020)

Stakeholder meeting: TISK, TURK-IS, HAK-IS, DISK, TZOB (October 2019)

IV. Promoting Labour Rights and Improved Governance

"Workplace Compliance through Labour Inspection Guidance and Social Dialogue" Project

Stakeholder Consultation Meeting: MoLSS, DoGI, Directorate General of Occupational Health and Safety, Occupational Health and Safety Research and Development Institute (ISGUM), MoFLSS Directorate of European Union and Financial Assistance (DEUFA), MoFLSS General Directorate of Child Services, MoFLSS General Directorate of Foreign Relations, MoFLSS General Directorate of Disabled and Elderly Services, MoFLSS General Directorate on the Status of Women, Turkish Presidency, Presidency of Strategy and Budget, SSI, ISKUR, Republic of Turkey Ministry of Foreign Affairs Directorate for EU Affairs, Council of Higher Education, TOBB, TISK, TURK-IS, HAK-IS, DISK, UN RCO, EUD, Association of Labour Inspectors, Pamukkale University Department of Labour Economics and Industrial Relations (February 2022, Zoom).

"Strengthening Social Partners and Civil Society Capacities on Fundamental Principles and Rights at Work" Project

- Bilateral consultation: Zero Discrimination Association (February 2022, Ankara)
- Bilateral consultation: The Confederation of Persons with Disabilities (March 2022, Ankara)
- Roundtable: Friedrich Ebert Stiftung, Yeşil Düşünce Derneği, Plaza Eylem Platformu, SPOD, TOG, Kadın İşçi, Emek Çalışma Topluluğu, and Ofissizler (April 2022, İstanbul)
- Social Partners Stakeholder Meeting: TISK, TURK-IS, HAK-IS, DISK and KAMUSEN (MEMURSEN and KESK were also invited) (September 2022, Zoom)
- Civil Society Organisations Consultation Meeting: Association for Monitoring Gender Equality (CEID), Association of Agricultural Intermediaries and Workers of Ceyhan, FISEK Institute, Research Centre On Asylum And Migration (IGAM), Mobbing Education, Support, Research Association (MEYAD), Association for Combating Mobbing, Refugee Support Association (MUDEM), Refugee Support Association (MUDEM), Pi Youth Association, Zero Discrimination Association, Association of Civil Society Development Centre (STGM), Women Entrepreneurs Association of Türkiye (KAGIDER), Women Entrepreneurs Association of Türkiye (KAGIDER), WWF Türkiye (World Wide Fund for Nature), Delegation of the European Union to Türkiye (11.10.2022 , Zoom).

► B. Engagement during Project Implementation

I. Memorandum of Understandings/Protocols and Other Partnership Agreements Signed with Government Institutions

The ILO Office for Türkiye builds strategic partnerships and long-term collaborations with government institutions. Various cooperation agreements, protocols and memorandum of understandings are signed with MoNE (DGLL, DGVET), MoJ (Turkish Academy of Justice), MoLSS (DGILF), ISKUR, TURKSTAT, Union of Municipalities as well as Harran Governorate, GAP Regional Development Administration and Development Agencies.

1. ISKUR-ILO Office for Türkiye:

Cooperation Agreement among ILO Office for Türkiye and ISKUR for the Implementation of More and Better Jobs for Women in Türkiye Project (17 September 2019-31 December 2022)

The cooperation agreement covers the roles and responsibilities for the effective implementation of the More and Better Jobs for Women in Türkiye Project.

2. TURKSTAT- ILO Office for Türkiye:

Cooperation Agreement for Technical Support for Calculation of Gender Pay Gap in Türkiye (6 January 2020- 29 May 2020)

The cooperation agreement covers the calculation of gender pay gap in Türkiye.

3. The Turkish Union of Municipalities (TBB)-ILO Office for Türkiye:

Memorandum of Understanding (MoU) for Cooperation amongst ILO, UoM and EBRD (24 June 2021-24 June 2022)

The MoU covers the development of social and legal framework for scaling up delivery of standard, quality and accessible childcare services by municipalities in Türkiye with a special focus on more and decent work for women.

4. MoNE DG for Lifelong Learning -DG for Vocational and Technical Education -ILO Office for Türkiye:

Agreement between the Ministry of National Education and ILO Office for Türkiye on increasing employability of the host communities and the communities of foreign nationals (July /2020 – July/2022)

The agreement covers the cooperation in improving access to apprenticeship education and vocational and technical training programmes.

5. Turkish Academy of Justice (Ministry of Justice) – ILO Office for Türkiye:

Education, Research and Cooperation Protocol (August 2020 – August 2022)

The Protocol covers the collaboration for developing the capacities of judges who work in areas of international labour standards, human rights, labour law, refugee law, social security law, occupational safety and health, especially in labour and social security courts.

6. MoLSS Directorate General for International Labour Force- ILO Office for Türkiye:

The Protocol on Data Sharing and Protection of Confidentiality (10 December 2018-2020)

The protocol covers sharing of information and securing the confidentiality of data for the research on “Socio-Economic Situation of International Protection Applicants in Türkiye”.

7. Gaziantep and Şanlıurfa Chambers of Artisans and Craftsmen, Harran Governorate, GAP Regional Development Administration, Syrian Friendship Association, Harran University,

Development Agencies and ILO Office for Türkiye:

Protocols on cooperation (2016-2017)

The protocol covers the collaboration to conduct vocational training for refugee groups and host community members.

II. Engagement with other stakeholders

The Office engages with a wide range of stakeholders for the effective implementation of projects:

1. The Federation of Women Association in Türkiye (2022)
2. Istanbul Metropolitan Municipality (2021-2022)
3. Adana Metropolitan Municipality (2020-2021)
4. European Bank for Reconstruction and Development (EBRD) and Union of Municipalities of Türkiye (UMT): (2020-2022)
5. United Work Reintegration and Placement Services (UW): (2018-2022)
6. INDITEX: (2017-2022)
7. H&M: (2017-2022)
8. KIRAÇA HOLDING and KARSAN: (2019-2021)
9. Organizational Zones Managements: (2019-2022)
10. Istanbul Apperal Exporters' Association (IHKIB): (May 2018 – May 2020)
11. Adana Chamber of Industry: (2018-2020)
12. Konya Chamber of Furniture Manufacturers: (2019)
13. MEKSA: (2018 & 2019-2021)

14. BUTGEM: (2019-2020)

15. UNWomen, ASAM, Gaziantep Metropolitan Municipality: (2018-2020)

16. Pikolo Association (2021-22)

17. Genç Hayat Foundation (2021-2022)

III. Steering Committee Meetings/Project Advisory Committee Meetings

Similar to the culture and practice at the design phase of the projects and programmes, the ILO Office for Türkiye engages in a strategic manner with the government institutions, social partners and all relevant stakeholders during the project/programme implementation phase.

The **management structure of the projects/programmes** are designed by considering the smooth and effective implementation of activities with an aim to deliver the relevant outputs and outcomes. Depending on the partnership structure of the projects/programmes, the management structure varies from national level Steering Committees to Project Advisory Committees, regional and local level consultation mechanisms and stakeholder meetings. In cases where there is a direct beneficiary government institution/agency, the projects are managed in close cooperation and coordination with open daily communications as well as bi-weekly and bi-monthly coordination meetings.

National level management structures are mainly the decision making bodies of the projects/programmes and in charge of making an assessment of emerging needs and risks for sound project implementation, adopting the overall work programmes and annual work plans, recommending strategies in the light of national and sectoral priorities, conducting the final



Photo: Steering Committee Meeting of "Opportunities for Lives" Project

review of the implementation, ensuring the widest possible dissemination of the project results and recommending the strategies for the future sustainability.

The members of the management structure include MoLSS and other relevant government institutions, relevant other Ministries, social partners, development agencies, chambers of commerce and industry, local administrations, NGOs and the donors. The detailed list of institutions involved in management structure of the projects/programmes are given below. During the reporting period, more than 41 meetings are organised with the participation of all relevant stakeholders.

IV. Capacity Building Activities

The ILO Office for Türkiye organises extensive series of trainings and capacity building activities targeting the government officials, social partners as well as relevant central and local authorities.

During the reporting period, **1.065 representatives of government and social partners** received extensive sets of trainings on international labour standards and social dialogue organised by the Office. Under the refugees and host communities in labour market programme, **2.096 representatives of government and social partners** attended

the capacity building activities. Promoting women's employment programme reached out to **1.476 representatives of government and social partners** to increase their technical capacity on gender equality. **The Office reached out to circa 5.840 representatives of government and social partners with capacity building activities in the reporting period.** The detailed list of capacity building activities is given in Annex III.

On the other hand, in response to the challenges COVID 19 put on delivering face-to-face trainings, the ILO Office for Türkiye established the online learning platform **ILO Academy** in 2020. As of the reporting date, the ILO Academy already has **7 digital** trainings, all of which are uniquely developed by the Office. **5,974 participants from the government, social partners, private sector and individuals have completed the trainings provided by ILO Academy.**

V. Field Missions Organised with the Participation of Government Officials and Social Partners

The execution and monitoring of the field activities conducted under the programmes and projects also involve field missions, where the strategic management at the field level is also conducted. The ILO Office for Türkiye monitors the field activities on



Photo: Field mission to Ordu



Photo: Field mission to Konya

a regular basis and involves the government officials and social partners in the field activities.

During the reporting period of 2015-2022, field visits are organised with the participation of government officials and **1.836 representatives of government, and 290 representatives of social partners (2.126 in total)** attended numerous field visits, in which approximately **173.358 working days** are dedicated to monitor the field activities.

VI. Sponsorships for ITC ILO Trainings- Provided Mainly to Government Participants

The ILO Office for Türkiye supports the capacity development of government institutions and social partners, also by coordinating and sponsoring the participation of their staff to the trainings provided by the ITC-ILO, the Training Centre in Turin, Italy.

During the reporting period of 2015-2022, **152 government officials and 65 representatives of social partners and other stakeholders (217 participants in total)** were directed to ITC-ILO trainings. The sponsorship provided by the Offices core and DC funds amount to **266.911 Euros**, which cover the travel, accommodation, and training fees of the participants.

The trainings covered a wide range of issues around decent work such as; labour migration, labour market statistics and analysis, migration and employment of refugees, international labour standards, MNE Declaration, productivity and working conditions, social protection, transition to formal economy, youth employment, gender and organisational change, participatory gender audit, workplace compliance, employment impact of COVID 19, skills mismatches, green jobs, graphic design, social security, fundamental principles and rights at work, career development support, information and communication technology, labour inspection, for labour statistics, skills mismatches, financing decent work, ending violence and harassment in the world of work and more. The detailed list of the trainings and participants are given in Annex III.

Apart from the above-mentioned engagements, the ILO Office for Türkiye exchanges official letters with Turkish constituents and stakeholders. During the reporting period of 2015-2022, **535 official letters** were sent to government institutions, **238 official letters** were sent to social partners and **274 official letters** were sent to other stakeholders. The total number of outgoing official letters sums up to **1.047** in the reporting period.

152 government officials,
65 representatives of social partners
and other stakeholders were sponsored to participate in ITC-ILO trainings

► SUPPORT TO ILO'S GLOBAL AGENDA AT THE COUNTRY LEVEL

► 4





Photo: Former ILO Director-General Guy Ryder's visit to Türkiye

ILO Office for Türkiye, contributes to the national agenda of the country by bilateral and multilateral meetings, visits and events. The Office Director as well as the technical officers receives delegations of government officials, social partners and other stakeholders for various reasons. In particular cases, such visits involve discussion on possible partnerships and joint activities, in some cases the social partners raise their concerns with regard to the violation of trade union rights and ask for advice on supervisory mechanisms, in some other cases the developments regarding ongoing partnerships are being discussed.

Apart from bilateral and multilateral meetings, the ILO Office for Türkiye provides technical support to the events organised by constituents and other stakeholders. The Director and depending on the technicality of the issue, the technical officers, attend to the conferences, seminars, symposiums, summits and workshops and make opening and keynote speeches, presentations to reflect the views of the ILO with a particular focus on promoting the values of the organisation.

During this period, the ILO Director-General visited Türkiye five times. These visits were in the context of the G20 meetings, **World Humanitarian Summit**, **10th European Regional Meeting**, and the **ILO Centenary Year celebration**. There were also several visits by the Deputy Director-Generals and the Regional Director.



Photo: 10th European Regional Meeting (ERM), Istanbul

The 10th European Regional Meeting (ERM) took place in Istanbul in 2017. The ILO Office for Türkiye coordinated the relations among the HQ, the Turkish government and the social partners for the successful and effective organisation of the event. By virtue of the 10th ERM, the Director General of the ILO came to Türkiye. The Office also coordinated the bilateral meetings of the Turkish constituents with the DG.

On the other hand, during the reporting period, the Office made substantive contributions to align the national agenda with the global agenda of the ILO. The distinct examples of such endeavours include the **Centenary Initiative and the Declaration on Future of Work**.

In 2017-2019 period, the Office organised several meetings, conferences, seminars on



Photo: ILO Office Director Mr. Numan Özcan speaking at an event on Future of Work and the ILO Centenary

the Future of Work and the ILO Centenary. Apart from the advocacy work that the Office performed to introduce the FoW discussion into the national agenda, the Office also contributed both logistically and content-wise to the organisation similar events organised by the government, social partners, universities and the NGOs.

Furthermore, the Ministry of Labour and Social Security convened the **Labour Assembly** in 2019 as part of the **National Dialogues on Future of Work**. Being one of the social dialogue mechanisms at the national level, the Labour Assembly gathered with the agenda of FoW. The Director General of the ILO, the Regional Director, as well as senior officers attended the event in person.

The ILO Office for Türkiye coordinated and facilitated the bilateral meetings that the DG had with the Turkish constituents. On this occasion, the ILO DG met the President of the Republic of Türkiye Recep Tayyip Erdoğan.



Photo: Former ILO Director-General Guy Ryder meets President Erdoğan, 2019

The Office also contributes to and effectively implements the global ILO Programmes such as, SCORE, MIGSCORE, Start and Improve your Business Programme (SIYB), Alliance 8.7, ILO's Initiative on Cooperative Statistics.

One of the important events that the Office supported was the attendance and presentation of a report by the then DDG of the ILO (the current DG) Mr. Gilbert Hounbo at Mid-Term Review of the Istanbul Programme of Action for Least Developed Countries (LDCs) in 2016 in Antalya.



Photo: Labour Assembly, 2019

The Office also supports the ILO HQ units' global work when Türkiye is selected as a pilot country of a global project. Some examples of such work include Pilot Testing of the Guidelines concerning Statistics of Cooperatives, International Labour Migration Statistics, Global Report on Working Conditions, etc.

A detailed list of major events participated and/or supported are given in Annex V.



Photo: Mr. Gilbert Hounbo at Mid-Term Review of the Istanbul Programme of Action for Least Developed Countries (LDCs), 2016

► SUPPORT TO SUSTAINABLE DEVELOPMENT GOALS AND UN COORDINATION IN TÜRKİYE

► 5

SUSTAINABLE DEVELOPMENT GOALS



In line with its mission, the ILO Office for Türkiye has a strong, visible, and proactive presence in the country and it effectively engages with the other international organisations.

The Office is represented at the **UN Country Team (UNCT)** by the Director. The ILO is an important actor within the UNCT, leading the work of the UN in achieving sustainable and inclusive growth and decent work, while at the same time promoting the adoption and implementation of international labour standards.

ILO Office took an active part in the development of UNDCS (UN Development Cooperation Strategy 2016-2020) and UNSDCF (**UN Sustainable Development Cooperation Framework- 2021-2025**). To support the implementation and monitoring of the UNSDCF, the UNCT has established **Result Groups** to coordinate the implementation of UNSDCF outcomes through, among other, interagency efforts for annual joint planning, implementation of the joint work plans, and monitoring the progress.

RGs are working to develop UN joint workplans to operationalize the Cooperation Framework, identify opportunities for closer inter-agency collaboration (e.g., through joint programs), collectively monitor and report on progress towards joint outputs, and provide periodic inputs to update the UN Common Country Assessment. Currently, there are 6 Results Groups under the UNSCDF, all of in which the ILO is actively represented.

ILO is an active member of all active inter agency initiatives and UN coordination mechanisms. Through effective and active involvement to UN wide mechanisms, the Office supports the international and national level endeavours to realise Sustainable Development Goals.

The ILO Director is chairing the Result Group 4 (Inclusive and Sustainable Growth and Development) composed of 11 UN Agencies. The RG focuses on industrial and economic development, decent work and employment, and agricultural development.

The Office on the other hand is represented effectively under the following UN related working groups and task forces:

- ▶ **Result Group 1:** Social Inclusion
 - ▶ **Result Group 2:** Gender Equality and Women's Employment
 - ▶ **Result Group 3:** Migration and International Protection
 - ▶ **Result Group 4:** Inclusive and Sustainable Growth and Development
 - ▶ **Result Group 5:** Governance, Judiciary and Rule of Law
 - ▶ **Result Group 6:** Climate Change, Sustainable Environment and Liveable Cities
- ▶ Syria Response Group
 - ▶ Syria Task Force
 - ▶ Inter-agency Working Group / 3RP Coordinators Group
 - ▶ Livelihoods Working Group
 - ▶ Stipends Sub Working Group
 - ▶ Transition Task Team
 - ▶ Child Labour Technical-Working Group
 - ▶ Protection Working Group
 - ▶ Disability Inclusion Task Force
 - ▶ Child Protection Sub-Sector Working Group
 - ▶ Information Management Technical Working Group
 - ▶ Operations Management Team
 - ▶ Working Group on Human Resources
 - ▶ Local Salary Survey Committee

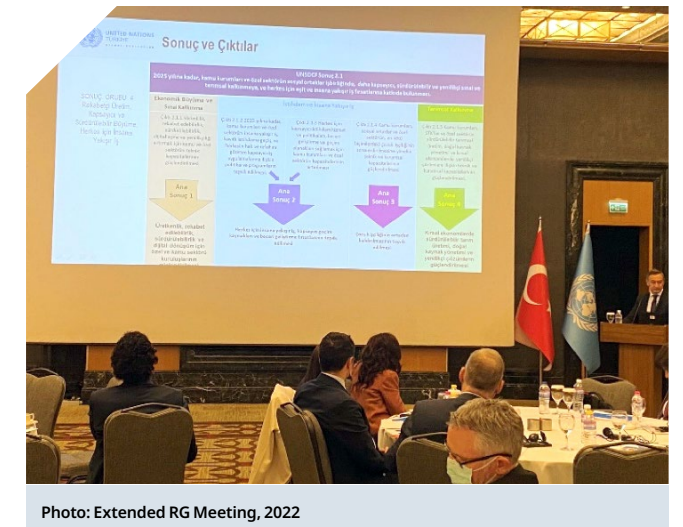
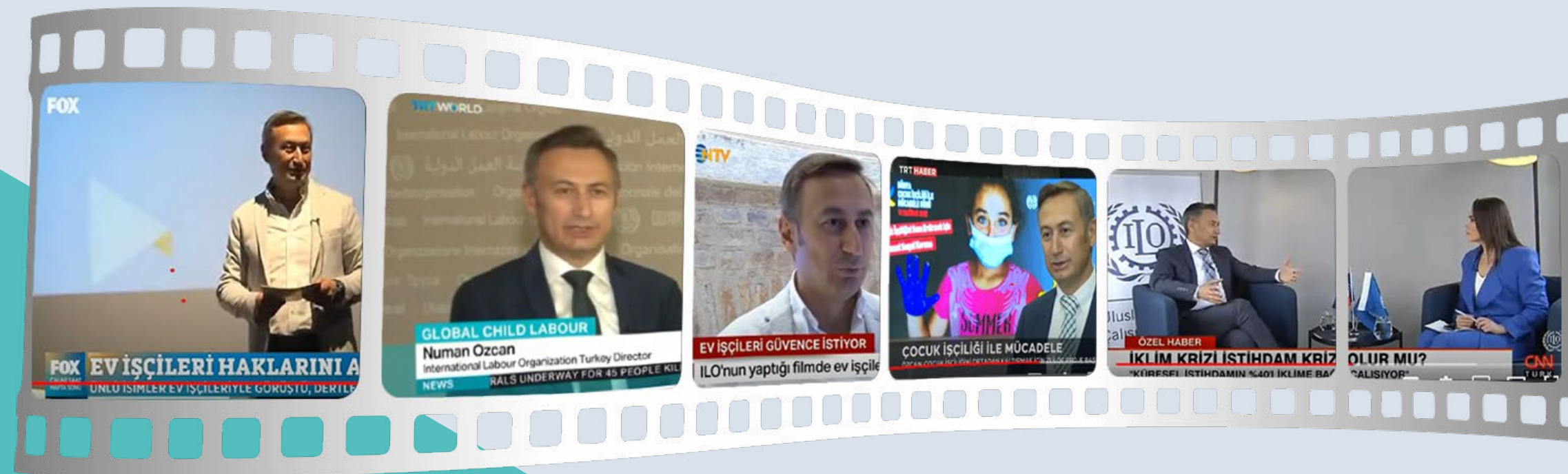


Photo: Extended RG Meeting, 2022



► MEDIA COVERAGE AND ENGAGEMENT WITH WIDER PUBLIC

► 6

Based on the overall objectives, audiences and mediums of the [ILO's global communication and advocacy strategy](#), the ILO Office for Türkiye has a communication and advocacy strategy that puts “human-centred” approach at the core of its mandate to advance social justice and promote decent work.

All communication and advocacy activities of the Office are hence approached within a broader global context by linking Office's works not only to ILO global messages and thematic areas but also to Sustainable Development Goals for an inclusive economic growth, decent green job creation, gender equality, protection of all workers, universal social protection and social dialogue.

Built on this background, the Office carries out communication and advocacy activities on the policy areas of;

► [Promoting Women's Employment](#)

- Promoting Social Dialogue
- Promoting Occupational Safety and Health
- Promoting Sustainable Enterprises
- [Refugees and Host Communities in the Labour Market](#)
- [Elimination of Child Labour](#)
- Promoting Labour Rights and Improved Governance
- COVID 19

Major communication channels include Office's website and social media channels ([Twitter](#), [Facebook](#), [Instagram](#), [Youtube](#) accounts) newsletters, [online digital training platform ILO Academy](#) and new ILO multimedia channels like Voices as well as new communication tools and products that can amplify the messages.

News and Media Coverage

The number of press and media coverage since 2015 has spiked continuously and is around **50,000 news in total reaching an estimated 511 million readers/viewers.**

On the public Newsroom page of the ILO Türkiye website, since 2015, ILO news have been viewed **by over 322 thousand, videos 8 thousand, and publications 66,153 (number of unique views) users.**

Aside from volume, the quality of news coverage remained high over the years, with articles in major national outlets including mainstream media Hürriyet, Dünya, Milliyet, and Cumhuriyet newspapers, CNNTürk, NTV, BloombergHT, BBC News Turkish, TRT and TRT World TVs as well as respected independent media outlets Diken, Oksijen, GazeteDuvar and T24.

ILO Office Director Mr. Numan Özcan gave several interviews to the media throughout this time span. Some prominent interviews are as follows:

TV interviews;

- **3 July 2022 / FOX TV on domestic workers**
<https://www.youtube.com/watch?v=DLOphmAqBpk>
- **24 June 2022 / TRT HABER on child labour**
<https://www.youtube.com/watch?v=RUjGnGFBxXg>
- **24 June 2022 / NTV on domestic workers**
<https://www.youtube.com/watch?v=zdwaAGFUGHI>
- **12 June 2022 / CNNTürk on green jobs**
<https://www.youtube.com/watch?v=VeQlnQHUQsg>
- **12 June 2022 / TRTWORLD on child labour**
<https://twitter.com/TRTWorldNow/status/1388485860585181186>

► **11 June 2021 / CNNTürk on child labour**

https://www.ilo.org/ankara/media-centre/in-the-media/WCMS_801253/lang--tr/index.htm

► **09 April 2020/ NTV on COVID-19 and World of Work Report**

https://www.ilo.org/ankara/media-centre/in-the-media/WCMS_741441/lang--tr/index.htm

► **23 May 2019 / CNNTürk : DG Guy Ryder's Interview to CNNTürk while his visit to Türkiye**

https://www.ilo.org/ankara/media-centre/in-the-media/WCMS_409048/lang--en/index.htm

News Stories on National Media

- <https://gazeteoksijen.com/ekonomi/ev-iscilerinin-haklari-odensin-156995>
- <https://www.cumhuriyet.com.tr/ekonomi/ilo-ev-iscilerine-yasal-statü-verilmesi-cagrisi-yapti-1951593>
- <https://www.aa.com.tr/tr/gundem/bir-yilda-8-bin-cocuk-tarla-yerine-okula-gitti/2610373>
- <https://www.haberturk.com/son-dakika-isyerinde-siddet-ve-tacize-karsi-ilo-korumasi-3415893-ekonomi>
- https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/genericdocument/wcms_838600.pdf
- <https://www.milliyet.com.tr/yazarlar/cem-kilic/cocuk-isciligine-hayir-demek-icin-elinizi-kaldirin-6755286>
- https://www.ilo.org/ankara/media-centre/in-the-media/WCMS_698360/lang--en/index.htm
- <https://www.trtworld.com/life/win-win-free-masks-for-small-enterprises-formal-work-for-syrian-refugees-46621>



Gender gap in labor market widening, ILO director warns

ANKARA

The gender gap in labor market participation was prevalent before the coronavirus pandemic, and has now widened, according to an International Labor Organization (ILO) official.

ILO Turkey Director Numan Özcan told Anadolu Agency that during the pandemic, women were generally earning less, saving less and holding insecure jobs. Özcan said the effects of the pandemic on the workforce show that women's employment declined at an alarming rate.

"Women's global labor force participation rate declined over recent decades from 50.3 percent in 2005 to an estimated 47.2 percent in 2019. The gender gap in labor force participation was 27 percent at the global level," he said.

"In Turkey, the difference was about 38 percent," the ILO Turkey official said.

Recent studies about the effects of the pandemic on the labor force in Turkey show that groups most adversely affected by the crisis are informal workers, women, youth and especially young women, he said.

"In the February-August 2020 period, average female employment decreased by 8.2 percent and male employment decreased by 6.1 percent in Turkey. For the same period,



Women work at a strawberry greenhouse in the Aegean province of Aydın on May 1, which is celebrated as Labor and Solidarity Day.

od, loss of employment among young women has reached 16 percent," he noted.

Pointing out that another important source of inequality among the employed is gender-based sectoral segregation, he said: "Patterns of sectoral segregation along gender lines persisted around the world.

Everywhere, sectors such as construction, transport, storage and communication are male-dominated, while health, education and other social and personal services are female-dominated.

He explained that informal workers have been one of the hardest-hit groups by anti-coronavirus measures worldwide.

"Dismissed informal workers do not receive income support and as a result inequalities between formal and informal workers are exacerbated," he said.

Noting that ILO recommends prioritizing income support measures for that group of workers, he said the global body also advocates reskilling programs so that informal workers that were dismissed can find jobs in sectors that were not hit by the pandemic.

ILO Türkiye Direktörü Numan Özcan:

Yeşil dönüşüm'le iş hayatı değişecek

MEHMET KAYA-ANKARA

ILO Türkiye Direktörü Numan Özcan, çalışmaya hayatının küresel ölçekte gündemine aldığı konuların Türkiye açısından da önemli olduğunu vurgulayarak, yeşil dönüşümün iş hayatına getireceği etkilerin şimdiden çalışılmasını gerektiğini, bu konuda Çalışma ve Sosyal Güvenlik Bakanlığı'nın da girişimleri olduğunu söyledi. Yeşil dönüşüm nedeniyle çok sayıda sektörde işgücünün etkileneceğini kaydeden Özcan, örnekğin kömür kullanımının azaltılmasının hem maddeler, hem de termik santraller ve diğer sektörlerdeki işçilerin durumlarında önemli değişiklikler yaratacağını, bu işçilere yeni beceriler kazandırılması gibi önemli bir konunun gündemde olduğunu anlattı.

100. ülke Türkiye
Özcan, Türkiye'nin Denizcilik Çalışma Sözleşmesini onaylamasının hem ülkeye, hem de deniz taşımacılığı yapan şirketlere



Denizcilik Çalışma Sözleşmesi Türkiye açısından çok önemli

Türkiye'nin dünyanın önemli deniz ticaret ülkelerinden biri olduğunu belirten Özcan, Denizcilik Çalışma Sözleşmesi'nin yürürlüğe girmesinin

Social Media

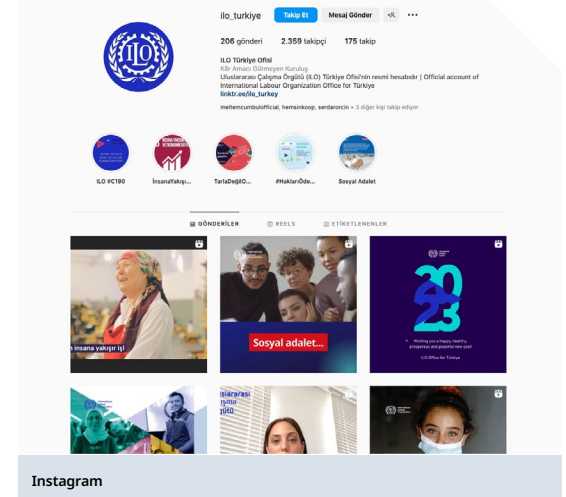
As set out in the ILO Türkiye's Communication Strategy in line with the DCOMM's, ILO Türkiye continued multi-platform sharing and rise at dominant set of platforms for online content consumption. The ILO Türkiye community kept growing both in terms of engagement and followers on Twitter, and Instagram, despite not using advertising channels or interactive-live online events.

According to 2-year figures on **Twitter**, the ILO Türkiye account has **currently 6.382 followers**, the engagement levels are **2.349 (in total over 6,300)** and the number of views of tweets are around **2 million**. Esitiz Beraberiz account has 2.974 followers and Hayata Fırsat account has 559 followers.

The **Instagram** account of the ILO Türkiye, launched in July 2021, has **2.028 followers**. The other ILO project account (Hayata Fırsat) followers are over 2022. Most engagement takes place in campaigns on the Raise Your Hand for Kids and C189 & C190.

Facebook account of the ILO Türkiye Office has **1.547 followers** and it reached out to more than **45 thousand people** since 2020.

ILOTürkiyeTV, on Youtube, hosts all of the ILO Türkiye Office's video materials (**153 videos in total**) including webinars organized and informative short videos and feeds ILOTV of DCOMM.



Hürriyet **Ekonomi**

23 NISAN ULUSAL EGEMENLİK VE ÇOCUK BAYRAMI'NDA ILO'DAN ÇAĞRI

'ÇOCUK İŞÇİLİĞİNİ ENGELLEMELER İÇİN BİR ADIM ATIN'

23 Nisan Ulusal Egemenlik ve Çocuk Bayramı'nda Uluslararası Çalışma Örgütü'nden (ILO) dikkat çeken bir çağrı geldi. ILO Türkiye Direktörü Numan Özcan, Hürriyet'e yaptığı açıklamada, ILO'nun küresel çapta çocuk işçiliğinin sona ermesi için harekete geçtiğini belirtirken, ILO Türkiye Ofisi'nin de bir sosyal medya kampanyası başlattığını belirtti.

Hacer BOVACIOĞLU
ANKARA

DÜNYADA 64 milyon kız, 88 milyon erkek çocuğu

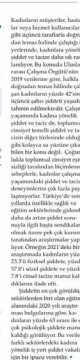
22 DÜNYA KADINLAR GÜNÜ 4-10 MART 2022

ULUSLARARASI ÇALIŞMA ÖRGÜTÜ (ILO) TÜRKİYE OFİSİ DİREKTÖRÜ NUMAN ÖZCAN:

Şirketler ve sendikalar kadınlar için imza atmalı

ILO'nun Haziran 2021'de yürürlüğe giren 190 sayılı Sıddet ve Taciz Stödesmesi, isyerindeki kadınların fiziksel, psikolojik, cinsel ve ekonomik şiddetinden koruyar

Şirketler ve sendikalar, kadınların işyerinde fiziksel, psikolojik, cinsel ve ekonomik şiddetinden korunmasını sağlamak için imza atmalı. ILO Türkiye Direktörü Numan Özcan, 190 sayılı Sıddet ve Taciz Stödesmesi'nin yürürlüğe girmesiyle birlikte, işyerindeki kadınların fiziksel, psikolojik, cinsel ve ekonomik şiddetinden korunmasını sağlamak için imza atmalı. Özcan, 190 sayılı Sıddet ve Taciz Stödesmesi'nin yürürlüğe girmesiyle birlikte, işyerindeki kadınların fiziksel, psikolojik, cinsel ve ekonomik şiddetinden korunmasını sağlamak için imza atmalı. Özcan, 190 sayılı Sıddet ve Taciz Stödesmesi'nin yürürlüğe girmesiyle birlikte, işyerindeki kadınların fiziksel, psikolojik, cinsel ve ekonomik şiddetinden korunmasını sağlamak için imza atmalı.



Gelişen Sosyal Adalet, İnsana Yakışır İş

ILO Türkiye
@iloankara

Uluslararası Çalışma Örgütü Türkiye Ofisi resmi hesabı. ILO Office for Türkiye official account. Tüm amacımız, herkes için insana yakışır iş ve sosyal adalet!

Sivil Toplum Kuruluşları ve Kâr Amacı Gütmeyen Kuruluşlar
Oran Mahallesi, Ferit Recai Ertuğrul Cd. No:4, 06450 Çankaya/Ankara
linktr.ee/ilo_turkey Şubat 2018 tarihinde katıldı

1.734 Takip edilen 6.762 Takipçi

Aslı Odman, Mert FIRAT ve takip ettikleri diğer 6 kişi tarafından takip ediliyor

Twitter

Partnerships with influencers

Artist and celebrity advocacy messages on ILO issues and campaigns continued to be effective in generating views and engagement on social media. The Elimination on Child Labour Campaign, Elimination of Violence and Harassment at Work C190 Campaign, Decent Work for Domestic Workers C189 Campaign were the most successful platforms on both Twitter and Instagram thanks to the partnerships with the famous actors of Actors' Union of Türkiye. Various celebrity video messages and social media cards on these issues as well as retweets and posts contributed to the increase in potential reach.

- ▶ https://www.ilo.org/ankara/media-centre/multimedia/videos/WCMS_826648/lang--tr/index.htm
- ▶ https://www.ilo.org/ankara/media-centre/multimedia/videos/WCMS_826647/lang--tr/index.htm
- ▶ https://www.ilo.org/ankara/media-centre/multimedia/videos/WCMS_826646/lang--tr/index.htm
- ▶ https://www.ilo.org/ankara/media-centre/multimedia/videos/WCMS_826645/lang--tr/index.htm
- ▶ https://www.ilo.org/ankara/media-centre/multimedia/videos/WCMS_803370/lang--tr/index.htm
- ▶ https://www.instagram.com/tv/Ce6CyFvMVE/?utm_source=ig_web_copy_link



Photo: Actress Burcu Biricik is with a domestic worker



Actress Demet Evgar giving message on child labour

Campaigns

Raise Your Hand for Kids

ILO Office for Türkiye initiated a campaign on social media starting with the call of ILO Office Director Mr. Numan Özcan that reached out to **48.318 people** with one single tweet. Hashtags such as **#RaiseYourHandforKids** **#ÇocuklarıÇinBendeVarım** **#BenimKatkım** **#ÇocukİşçiliğineSon** **#TarlayaDeğilOkula** reached to an average of 100K people.

Celebrities such as Meltem Cumbul, Çağlar Ertuğrul, Vahide Perçin, Sevinç Erbulak, Deniz Baysal joined this campaign, which stimulated their fans to support and join the campaign.



Raise Your Hand for Kids Campaign attracted a great deal of interest



Photo: ILO Office Director Mr. Numan Özcan speaking at an event on Elimination of Violence and Harassment at Work as part of C190 Campaign

Advocacy and policy campaign for ILO C190

The campaign aims to prevent violence and harassment against women at work and to ensure ILO Violence and Harassment Convention be ratified, implemented and stand higher on the agenda of the public and social partners in Türkiye through social dialogue in line with C190.

Under the initiative executed by contributions from workers' organizations, private sector and civil society organizations, a C190 Working Group consisting of various specialties was formed to design and implement activities; meetings, experience-sharing forum and training sessions were held; and a number of knowledge/awareness-raising/advocacy publications and tools were created and disseminated.

Events

- ▶ [“Preventing Violence against Women in the World of Work – Experience Sharing Forum”](#)
- ▶ [Workshops on “Trade Union and Private Sector Practices in the Context of ILO C190”](#)
- ▶ [“Ending Violence and Harassment in the World of Work: A Training for Change-Makers”](#)
- ▶ [Conference on Ending Violence and Harassment in the World of Work](#)
- ▶ [“Zero Tolerance for Violence” Training](#)

Publications

- ▶ [The “Violence and Harassment in the World of work: A Guide on Convention No. 190 and Recommendation No. 206” – Turkish translation of ILO Report.](#)
- ▶ [Brochure “Violence and Harassment Convention \(C190\) and National Legislation”](#)
- ▶ [Handbook on “Addressing Violence and Harassment against Women” \(Turkish translation of ILO handbook\)](#)

- ▶ [A Guide For Elimination of Violence and Harassment at Work](#)
- ▶ [Policy Paper for Trade Unions to Combat with Violence and Harassment](#)
- ▶ [Policy Paper for Workplaces to Combat with Violence and Harassment](#)



Short Videos

- ▶ [Short Videos to mark 16 Days of Activism against Gender-Based Violence - 2020](#)
- ▶ [Digital Stories on Violence and harassment at Work](#)

Information and awareness raising campaign for C189

The campaign aims to identify the socio-economic problems of domestic workers, explore solutions and enable them to work in decent conditions through social dialogue in line with ILO C189.

Under the campaign carried out with the slogan “Let’s pay our impossible-to-pay dues to domestic workers”; online technical meetings were held with the participation of stakeholders; short interviews videos were recorded through celebrity engagement; a series of publications and online communication/advocacy materials were released and disseminated to the relevant stakeholders.



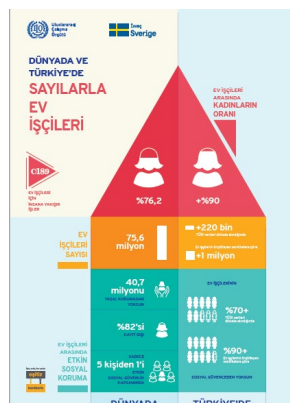
Photo: Launch event of celebrity videos on domestic workers

Events

- ▶ [Webinar on Rights of Domestic Workers During COVID-19 crisis](#)
- ▶ [Webinar to Launch a Report on Domestic Workers' Rights](#)
- ▶ [Meeting on "Expanding Social Protection Coverage for Domestic Workers"](#)
- ▶ [Meeting on "Access to Decent Work and Work Conditions for Domestic Workers"](#)
- ▶ [Meeting to Launch Short Interview Videos on Domestic Workers held by Celebrities](#)

Publications

- ▶ [Brochure on ILO C189 on Decent Work for Domestic Workers](#)
- ▶ [Report on "Outlook of Domestic Work in Türkiye: Scope, Dimensions and Challenges" – in Turkish](#)
- ▶ [Brochure on Useful Information for Domestic Workers](#)
- ▶ [Brochure on "Useful Information for Employers Who Employ Domestic Workers"](#)
- ▶ [Infographic Poster on Domestic Workers by Numbers in the World and in Turkey](#)



Short Videos

- ▶ [Video for Domestic Workers](#)
- ▶ [Video for Employers of Domestic Workers](#)

Multimedia & Newsletter

Since April 2020, ILO Türkiye has been engaged in newsletter dissemination platform Adestra and started to issue bimonthly newsletters, and since then, fifteen newsletters issued reach in average 5,600 subscribers in each issue.

Pictures portraying the impact of the ILO's interventions have been featured on **ILO HQ's Flickr account** and 376 pictures were loaded starting from 2021 which have been viewed **over 1.403 times** and used in different media outlets as the platform pursues common creatives policy.

The ILO Türkiye's multimedia stories on YouTube, as well as new platform Voices which hosts multimedia first person stories and podcasts, received over **1.000 views** on the web page and **52,3 thousand views** on Twitter.

Some of the most engaging videos are as follows:

Youth

- ▶ [Skills training lightening the ways of the youth](#)
- ▶ [ILO Office for Türkiye Investing in Youth and Leaving No One Behind](#)
- ▶ [ILO Office for Türkiye Supports Lifelong Learning](#)
- ▶ [Demet Akbağ: Act now to support young people](#)



Occupational Health and Safety

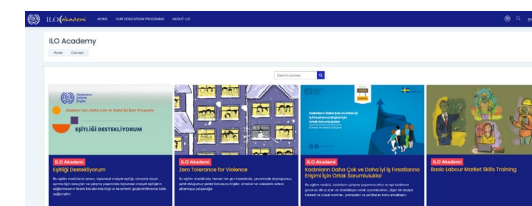
- ▶ [IMM and ILO shoulder to shoulder for just, secure and decent work for all](#)

Refugees

- ▶ [From war to peace: A refugee's journey to a new life](#)
- ▶ [BILMER'ler, bilgiye, güvenliğe, üretkenliğe giden yolda destek oluyor](#)
- ▶ [ILO promotes decent work for all as the foundation of inclusive, productive and peaceful societies](#)
- ▶ [Happy women and their success!](#)
- ▶ [A dream fulfilled against the odds](#)
- ▶ [The story of Muhammed Najjar, who works at an enterprise benefiting from the Workplace Adaptation Programme](#)
- ▶ [Syrian refugees in Türkiye train for better jobs with their host communities](#)

Knowledge Products, Reports and Publications

ILO Academy



The ILO Academy, the Digital Learning Platform of ILO Office for Türkiye, an important advocacy tool launched during the pandemic in 2021 and designed to enhance the capacities of beneficiaries, includes a series of thematic courses including "Zero Tolerance to Violence", "Joint Responsibilities for Women's Access to More and Better Job Opportunities", "Basic Labour Market Skills" and "Women in the World of Work in Turkey and World". To date, 5.974 people have received the courses from this platform.

Translation of Global Reports



ILO Office for Türkiye translates the ILO knowledge products such as reports, flagship reports, policy briefs and monitors to advocate its mandate. These knowledge products, some of which are indicated below, help to all development partners as well as stakeholders benefit from the knowledge of the ILO, share and adapt evidence-based practices as a cost-effective mean to address development challenges. They also serve to strengthen ties among development partners whose characteristics, challenges and areas of opportunities are similar.

- ▶ **World Employment and Social Outlook: Trends 2022:**

https://www.ilo.org/ankara/publications/WCMS_834656/lang--tr/index.htm

- ▶ **Extending Social Protection to Migrant Workers, Refugees, and their Families: Guide for Policymakers and Practitioners:**

https://www.ilo.org/ankara/publications/WCMS_828383/lang--tr/index.htm

- ▶ **World Social Protection Report 2020-22:**

https://www.ilo.org/ankara/areas-of-work/covid-19/WCMS_818343/lang--tr/index.htm

- ▶ **Practical Guide on Teleworking during the COVID-19 pandemic and beyond**

https://www.ilo.org/ankara/areas-of-work/covid-19/WCMS_759301/lang--tr/index.htm

Please use the QR Code to view the publications in detail at the ILO Türkiye Office's website



TURKISH



ENGLISH



Publications

ILO Office for Türkiye grounds its interventions on sound data and analysis. As a part of this effort, the Office also contributes to academic literature in all thematic areas with extensive research and publications. During the reporting period of 2015-2022, the Office conducted over **70 publications** in diverse subjects covering all thematic areas, including the effects of COVID-19 in the Turkish Labour market. Most of these publications are published on the website of the ILO Office for Türkiye and made available to the use of public.

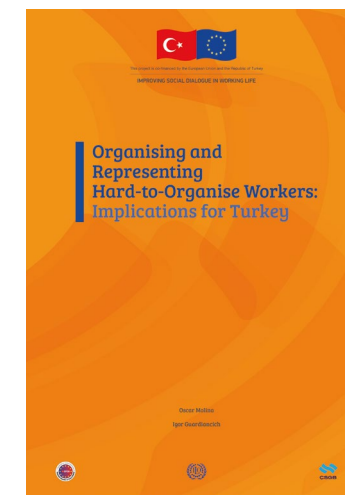
ILO AND TÜRKİYE

[1919-2019 The Hundred Years of ILO-Türkiye Relationship](#)



PROMOTING WOMEN'S EMPLOYMENT

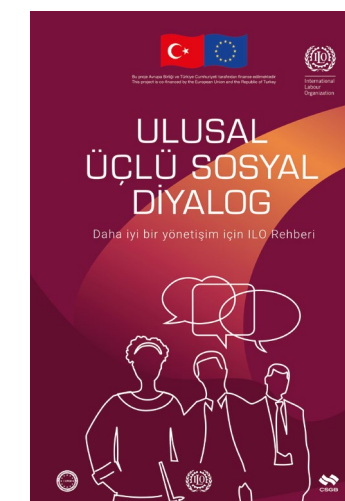
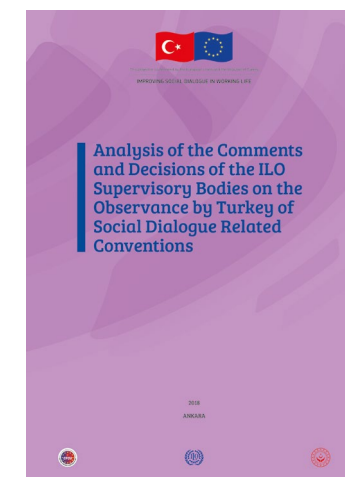
- ▶ [Analysis of Istanbul Labour Market from a Gender Equality Perspective \(2016\)](#)
- ▶ [Analysis of Bursa Labour Market from a Gender Equality Perspective \(2016\)](#)
- ▶ [Analysis of Ankara Labour Market from a Gender Equality Perspective \(2016\)](#)
- ▶ [Analysis of Konya Labour Market from a Gender Equality Perspective \(2017\)](#)
- ▶ [A Mapping Study of Early Childhood Care and Education Services \(2017\)](#)
- ▶ [Report on "Measuring the Gender Wage Gap: Case of Türkiye" \(2020\)](#)
- ▶ [Report on "Promoting Women's Employment through Inter-Institutional Collaboration: Practices of Early Childhood Care and Education Services" \(2021\)](#)
- ▶ [Good Practices of Public Employment Services \(PES\) Supporting Women Employment, with a Focus on Active Labour Market Policies \(ALMPs\)" \(2022\)](#)

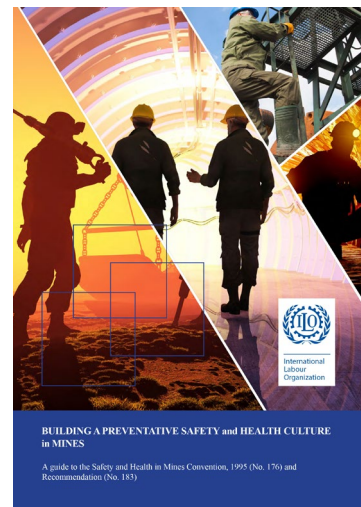


- ▶ [Report on "Outlook of Domestic Work in Turkey: Scope, Dimensions and Challenges" \(2021\)](#)
- ▶ ["Empowering Women through Cooperatives in Turkey: Legal and Structural Strategies" Report](#)

PROMOTING SOCIAL DIALOGUE

- ▶ [The Contribution of Social Dialogue to Economic Development and Growth](#)
- ▶ [Organising and Representing Hard-to-Organise Workers: Implications for Türkiye](#)
- ▶ [Bipartite, Tripartite, Tripartite-Plus Social Dialogue Mechanisms and Best Practices in the EU Member States](#)
- ▶ [Analysis of the Comments and Decisions of the ILO Supervisory Bodies on the Observance by Türkiye of Social Dialogue Related Conventions](#)
- ▶ [Extension in European Union Member States and Recommendations for Türkiye](#)
- ▶ [Analysis of Needs in the Context of Improving the Collective Bargaining Authorisation System in Türkiye](#)
- ▶ [Methods for Establishing a Data Collection System for Identification of Anti-Union Discrimination in Private and Public Sectors and A Model Recommendation for Türkiye](#)
- ▶ [Analysis of Legislative Gaps and Recommended Amendments for Better Compliance with ILO and EU Standards on Social Dialogue, Freedom of Association and Right to Collective Bargaining](#)
- ▶ [Analysis and Evaluation of Social Dialogue Mechanisms in Türkiye](#)
- ▶ [Perception on Social Dialogue in Turkey: The Viewpoints of General Public, Employees and Relevant Actors](#)
- ▶ [Örgütlenme Özgürlüğü Komitesi Kararları Derlemesi](#)
- ▶ [Ulusal Üçlü Sosyal Diyalog: Daha İyi bir Yönetişim için ILO Rehberi](#)
- ▶ [The Effects of Temporary Agency Work on Labour Market and Social Dialogue](#)
- ▶ [Recommendations for Identifying Social Dialogue Indicators for Türkiye According to International Practices](#)





- ▶ Addressing the Problems of Worker and Employer Relationships in Visual Arts with Social Dialogue
- ▶ Addressing the Problems of Worker and Employer Relationships in Tourism Sector with Social Dialogue
- ▶ Addressing the Problems of Worker and Employer Relationships in Construction Sector with Social Dialogue
- ▶ Social Dialogue in General Works Sector
- ▶ Social Dialogue in Petroleum, Chemistry, Rubber, Plastics and Pharmaceuticals Sectors
- ▶ Socially Sustainable Enterprise Reporting Guide

PROMOTING OCCUPATIONAL SAFETY AND HEALTH

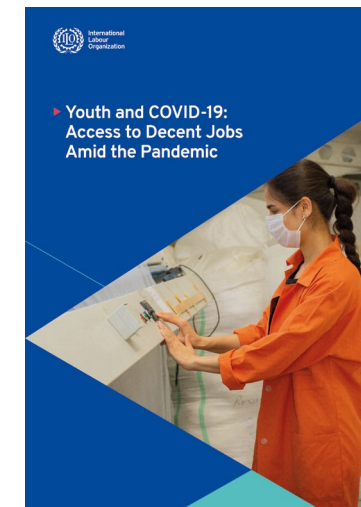
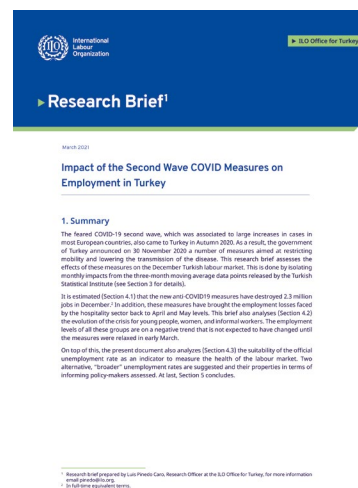
- ▶ [Contractual Arrangements in Türkiye's Coal Mines](#)
- ▶ [National OSH Profile](#)
- ▶ [Survey on How Occupational Safety Experts Carry Out Their Roles and Responsibilities](#)
- ▶ [Building a Preventative Safety and Health Culture in Mines](#)
- ▶ [Building a Preventative Safety and Health Culture in Construction](#)

COVID 19

- ▶ [The impact of COVID-19 on the Turkish labour market during 2021: Results from a nowcasting model using Google mobility data](#)
- ▶ [Impact of the Second Wave COVID Measures on Employment in Türkiye](#)
- ▶ [Beyond unemployment: The impact of the pandemic on hours worked in Türkiye](#)
- ▶ [The impact of the pandemic on employment in Türkiye: What would have happened without COVID-19?](#)

DECENT WORK AND SOCIAL JUSTICE

- ▶ [Focus on Motorcycle Couriers: Psychosocial Risk Analysis In Delivery Sector Employees](#)
- ▶ [Social Procurement Guide](#)



YOUTH EMPLOYMENT

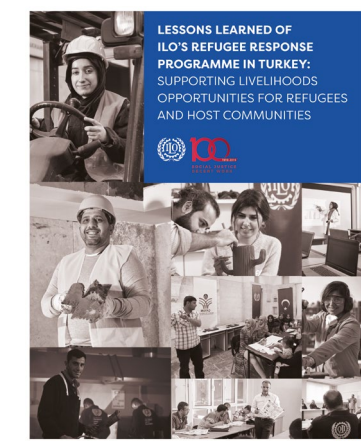
- ▶ [Youth employment in Türkiye: Structural challenges and impact of the pandemic on Turkish and Syrian youth](#)
- ▶ [The Youth and COVID-19: Access to Decent Jobs amid the Pandemic](#)
- ▶ [Social Security Perception of the Youth in Pandemics](#)
- ▶ [Youth with Disabilities and COVID:19 Access to Decent Jobs in the Midst of the Pandemic](#)
- ▶ [Youth and COVID:19 Access to Decent Jobs in the Midst of the Pandemic](#)

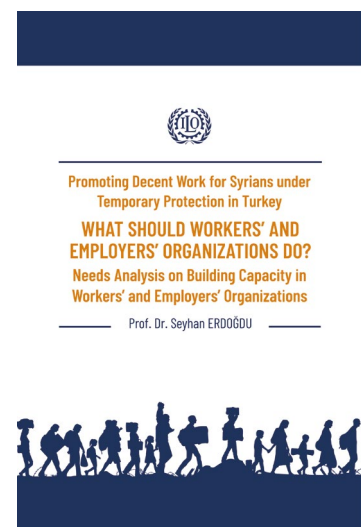
GREEN JOBS

- ▶ [Social and Employment Impacts of Climate Change and Green Economy Policies in Türkiye](#)

REFUGEES AND HOST COMMUNITIES IN THE LABOUR MARKET

- ▶ [Syrian Refugees in Türkiye Since 2014](#)
- ▶ [ILO support to Syrian refugees and host communities: Jordan, Lebanon, Türkiye, Iraq and Egypt \(March 2021\)](#)
- ▶ [Identifying Syrian Refugees in Turkish Microdata](#)
- ▶ [Lessons learned from the ILO's Refugee Response Programme in Türkiye - Supporting livelihood opportunities for refugees and host communities](#)
- ▶ Research on socio-economic profiles of Syrian refugees in Hatay, Maraş and Osmaniye in cooperation with DOĞAKA Development Agency (2018)
- ▶ Socio-Economic Situation of International Protection Status applicants and holders in Türkiye (2019)
- ▶ [An assessment on youth employment focusing both on the Turkish and the Syrian refugee youth was designed and conducted in cooperation with the DG International Labour \(2021\)](#)
- ▶ [Syrian Refugees in the Turkish Labour Market](#)
- ▶ An assessment on child labour situation was carried out among the Syrian population living in Istanbul, Gaziantep and Adana (2022)





- Türkiye Green Jobs Assessment Model Measuring social and employment impacts of climate change and green economy policies in Türkiye
- Local Economic Development and Value Chain Studies in Mersin, Istanbul, Konya and Hatay
- “A situation analysis for Syrian children working on streets in Çankaya, Altındağ and Yenimahalle districts in Ankara: Problems and Needs” carried out with Hacettepe University, Children’s Rights Research and Application Center and in association with Ankara Provincial Directorate of Family and Social Policies.
- Needs Assessment to Support Institutional Capacity Development at Central and Local Levels
- “Employers’ Outlook to the Employment of Syrians in Şanlıurfa” had been initiated with Harran University and Karacadağ Development Agency
- [Value Chain Analysis and Project Recommendations for Gaziantep and Kilis Olive and Olive Oil Sectors](#)
- [Value Chain Analysis and Project Recommendations for Gaziantep Shoe Sector](#)
- Needs Analysis on Building Capacity in Workers’ and Employers’ Unions in the Context of Supporting Decent Work for Syrian Refugees conducted by Prof. Dr. Seyhan Erdoğan

ELIMINATION OF CHILD LABOUR

Legislative Gap Analysis focusing on legislative gaps in the elimination of child labour in seasonal agriculture as well as the implementation of policies, particularly the Circulars issued by the Prime Ministry and the Ministry of National Education, in target provinces was conducted in 2020. **Internal Document**

[A rapid assessment report was released on 1 May 2020 in collaboration with the Development Workshop titled “Virus or Poverty? Impact of Coronavirus Outbreak on Seasonal Migrant Agricultural Workers and their Children and on Crop Farming”](#)

For the newly added project provinces Samsun and Giresun, the rapid assessment study was conducted to identify what is needed for sustainable action against child labour in seasonal agriculture. The findings were incorporated for a better direct intervention implementation.

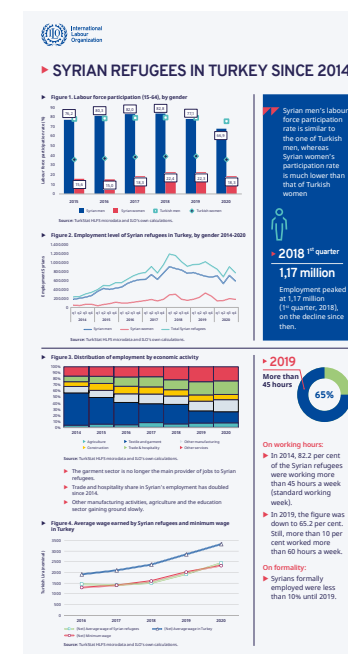


A Rapid Assessment Report has been prepared by the Development Workshop (Kalkınma Atölyesi) to identify the current situation, needs and interventions to throw light upon projects and programmes to be developed in Trabzon and Zonguldak provinces to eliminate worst forms of child labour in hazelnut harvest under the project.

- [The role of social protection in the elimination of child labour: Evidence review and policy implications](#)
- [Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey - Annual Bulletin 2021](#)
- [“An Integrated Model for the Elimination of the Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey” Project May-August 2021 Newsletter](#)
- [Child Labour: Global estimates 2020, trends and the road forward](#)
- https://www.ilo.org/ankara/areas-of-work/child-labour/WCMS_774760/lang--tr/index.htm
- [ILO’s Programme on the Elimination of Child Labour in Turkey \(2021-2025\)](#)
- [Ending child labour, forced labour and human trafficking in global supply chains](#)
- [World Day Against Child Labour 2019 Brochure](#)

Infographics

- [Infographic on Understanding the Gender Pay Gap](#)
- [Infographic Poster on Gender Wage Gap in Turkey](#)
- [Infographic on Syrian Refugees in Turkey Since 2014](#)



ANNEXES

► ANNEX I: PROJECTS IMPLEMENTED IN REPORTING PERIOD (2015-2022)

Thematic Area	Name of the Project	Implementation Period	Budget (in USD)
Promoting Women's Employment	More and Better Jobs for Women: Women's Empowerment through Decent Work in Türkiye (SWEDEN)	2013-2018 Completed	3.446.824
	More and Better Jobs for Women Programme -Phase II (SWEDEN)	2019-2022 Ongoing	3.280.481
Promoting Social Dialogue	Technical Assistance for Improving Social Dialogue in Working Life (EU)	2016-2019 Completed	2.353.771
	Junior Professional Officer Programme	2021-2022 Completed	174.116
Promoting Sustainable Enterprises	Pilot implementation of SCORE programme in Türkiye (PPP)	2017-2018 Completed	195.000
Promoting Occupational Safety and Health	Improving Occupational Health and Safety in Türkiye through Compliance with International Labour Standards (RBSA)	2016-2018 Completed	231.540
	Support to improve occupational safety and health in Türkiye with a special focus on workplace compliance in the mining and construction sectors (RBSA)	2014-2018 Completed	350.000
Refugees and host communities in labour market	Improving livelihoods and decent work opportunities for Syrian refugees and host communities (USPRM)	2015-2016 Completed	500.000
	Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye (USPRM)	2016-2017 Completed	2.500.000
	Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye (USPRM)	2017-2019 Completed	6.907.066
	Decent Work Opportunities for Refugees and Host Communities in Türkiye (USPRM)	2020-2022 Completed	9.775.422
	Supporting Resilience and Social Cohesion with Decent Livelihood Opportunities (USPRM)	2022-2024 Ongoing	10.926.549

Thematic Area	Name of the Project	Implementation Period	Budget (in USD)
Refugees and host communities in labour market	Promoting Decent Work Opportunities for Non-Syrian Refugees and Asylum Seekers in Türkiye (USPRM)	2016-2018 Completed	2.100.000
	Promoting Decent Work for Syrians Under Temporary Protection and Turkish Citizens (KfW)	Phase I 2018-2020 Phase II 2020-2023 Ongoing	28.385.689
	Promoting Decent Work for Syrians Under Temporary Protection and Turkish Citizens (KfW)	Phase III 2023-2025 Newly signed	15.991.471
	Job Creation and Entrepreneurship Opportunities for Syrians Under Temporary Protection and Host Communities in Türkiye (MADAD)	2018-2022 Ongoing	13.516.530
	Strengthening the Resilience of Syrian Women and Girls and Host Communities in Iraq, Jordan and Türkiye (MADAD +Japan Government)	2018-2019 Completed	1.849.872
	Women Only Center in Gaziantep: Providing Livelihood Support Project (Japan Government)	2017-2018 Completed	300.000
	Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Türkiye (RBSA)	2016-2018 Completed	505.000
	ILO's Response to Syrian Influx in Türkiye (RBSA)	2015-2016 Completed	294.061
Elimination of Child Labour	Junior Professional Officer Programme	2017-2020 Completed	276.068
	An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye (Phase 4) (CAB)	2021-2023 Ongoing	1.792.115
	An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye (Phase 2&3) (CAB+NLD)	2015-2020 Completed	1.806.746
	Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting (PPP-Ferrero)	2020-2024 Ongoing	4.059.171
Promoting Labour Rights and Improved Governance	Elimination of Child Labour in Seasonal Agriculture	2020-2023 Ongoing	33.780.386
	Strengthening Social Partners and Civil Society Capacities on Fundamental Principles and Rights at Work (EU)	2023-2027 Newly signed	5.333.500
	Workplace Compliance through Labour Inspection Guidance and Social Dialogue (EU)	2023-2026 Newly signed	2.680.000

► ANNEX II: ILO OFFICE FOR TURKIYE'S WORK ON THE PROMOTION OF INTERNATIONAL LABOUR STANDARDS

» C 87 Freedom of Association and Protection of the Right to Organise Convention, 1948 » C 98 Right to Organise and Collective Bargaining Convention, 1949 » C 135 Workers' Representatives Convention, 1971 » C 144 Tripartite Consultation (International Labour Standards) Convention, 1976 » C 151 Labour Relations (Public Service) Convention, 1978 » C 154 Collective Bargaining Convention, 1981	Training on international labour standards in the framework of ILO conventions and EU standards targeting public institutions and social partners was delivered.
	Two workshops were organised with the representatives of MoLSS, MoLA, MoJ and social partners to discuss the issues relevant to implementation of the trade union and labour legislation.
	5 workshops among 20 branches of activities as defined in Law No. 6356 on Trade Unions and Collective Bargaining on bipartite social dialogue mechanism were organised.
	Field research was conducted including a survey on perception of the society about trade unions, employers' organizations and social dialogue and results were formulated in order to identify and share recommendations to improve community perception towards trade unions and employers' organizations.
	A study was conducted and a report is prepared on the decisions of ILO Committee of Experts and Application Committee on Conventions 87 & 98 & 144.
	A situation analysis and gap analysis were conducted and an action plan and a road map were drafted in order to better comply with ILO and EU standards related to social dialogue, freedom of association, right to collective labour agreement.
	Awareness-raising activities in 5 selected branches of activity, which are among those as defined in Law no 6356 entitled Trade Unions and Collective Bargaining Agreements, were organised.
	Awareness raising activities among SME's were conducted on freedom of association and collective bargaining.
	A mapping study on the functioning of existing tripartite social dialogue mechanisms in Türkiye was conducted.
	Evaluation of Existing Bipartite and Tripartite Social Dialogue Mechanisms in Türkiye Workshop' was conducted in October 2018 with 48 participants from Ministries, social partners and ILO. The outputs of the workshop were included in the report.
	Advocacy for C87 and C98 targeting the workers and employers at the supply chain of INDITEX.

» C 181 Private Employment Agencies Convention, 1997	The effects of Temporary Employment Through PEAs on Labour Market & Social Dialogue Workshop was held in September 2018 with 58 participants from Ministry, PEAs, social partners and ILO. The panel discussions and outputs were reported by an academician.
» C 102 Social Security (Minimum Standards) Convention, 1952 » C 111 Discrimination (Employment and Occupation) Convention, 1958 » C 097 Migration for Employment Convention (Revised), 1949 » C143 Migrant Workers (Supplementary Provisions) Convention, 1975 » R204 Transition from the Informal to the Formal Economy Recommendation, 2015 » R 205 Employment and Decent Work for Peace and Resilience Recommendation, 2017	» To promote refugees' access to the labour market under decent work conditions, the Refugee Response Programme have reached circa 85.922 refugees and host community members. Access to refugees and host communities- to increase their employability and resilience- is achieved through hard and soft skills training interventions, business development, entrepreneurship training interventions and awareness raising on the labour rights and decent work conditions made towards refugees and host community members at working age. Moreover, circa 3,100 labour market governance institutions' staff were informed and trained through capacity development seminars and training interventions. » The ILO Office for Türkiye conducted seminars on occupational safety and health, work permit, gender equality in work life, active labour market programmes and social security rights together with staff of Directorate General for International Labour Force, Ministry of Labour and Social Security (MoLSS), National Employment Agency, Social Security Institution. Through these awareness raising seminars, both refugee groups and host community members increased their knowledge on work permit, social security and ISKUR's active labour market programmes.
» C 100 Equal Remuneration Convention, 1951	» Conference on "Understanding Gender Pay Gap" (1 March 2019) with participation of 130 participants. » Infographic poster 'Understanding the Gender Pay Gap,' 2000 copies were printed and disseminated to the constituents. » The technical meeting on gender pay gap in Türkiye with 34 participants from public institutions, workers' and employers' organizations and CSOs (3 April 2019). » ILO&TURKSTAT jointly prepared the report on "Measuring the Gender Wage Gap: Turkey Case". » A Webinar for dissemination of the findings of the report was held in September 2020 with around 275 attendees representing various national and international organizations. » Workshop on "Gender Pay Gap at workplace" in 2021 with participation of 25 representatives from private sector, academia and CSOs.
» C 111 Discrimination (Employment and Occupation) Convention, 1958	All trainings and most of the documents have reference to C111 under the Promoting Women's Employment Programme.

» C 138 Minimum Age Convention, 1973 » C 182 Worst Forms of Child Labour Convention, 1999	To transform political commitment into action, the National Time-Bound Policy and Programme Framework for Worst Forms of Child Labour (2005-2015) was created by the Government of the Republic of Türkiye and completed in 2015. The said framework was updated by the Ministry of Labour and Social Services (MoLSS) into the National Programme on the Elimination of Child Labour (2017-2023). In that context, forms of work that required immediate response were defined, and a new, multi-dimensional, multi-lateral approach to combating child labour was developed that would consider the children along with their social environment. National Time Bound Policy and Programme Framework (TBPPF) (2005-2015) for the elimination of worst forms of child labour work were carried out jointly by the ILO Office for Türkiye and a tripartite consultation meeting was technically supported with a multi-stakeholder perspective. The new strategy document named National Programme on the Elimination of Child Labour (2017-2023) was finalized by the end of 2016 and became operational as of May 2017. ILO Office for Türkiye provided technical support for the revision of National Programme on the Elimination of Child Labour and provided inputs under the headings of laws, regulations to eliminate child labour, improving capacity of public and relevant institutions, raising awareness and social dialogue for eliminating child labour for the Action Plan of National Programme semi-annually based on project activities and outputs.
» C 155 Occupational Safety and Health Convention, 1981	Circa 5,000 refugees and host community members have been trained on the OSH measures and their responsibilities as employees and on the paramount importance of OSH at workplace.
» C 156 Workers with Family Responsibilities Convention, 1981	Analysis in consultation with public institutions (total 150 participants attended to the stakeholder meetings), social partners, private sector, CSO's and academia and publication and dissemination of the "Report on Promoting Women's Employment through Inter-Institutional Collaboration: Practices of Early Childhood Care and Education Services" (June 2021). Participation and delivering presentation on "work-life balance" and "improving women's participation in working life" to the member of "Commission of Equal Opportunities Commission" of the Parliament in December 2021 and May 2022.
» C 177 Home Work Convention, 1996	Home-Based Work from Perspective of Decent Work and Gender Equality webinar was organized with the aim of reaching out women home workers in March 2021. "Working from home: From invisibility to decent work"² (ILO, 2021) report which was released with findings from Türkiye based on the "Home bounded - Global outreach: Home-workers in Türkiye"³ report was discussed in detail with valuable contributions from the women who work as homeworkers under various sectors. (With 231 participants).

² https://www.ilo.org/global/publications/books/WCMS_765806/lang-tr/index.htm

³ https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_764768.pdf

» C 189 Domestic Workers Convention, 2011	» A webinar for dissemination of the results of early analysis on impacts of the pandemic on domestic workers was held on June 30, 2020 with around 110 attendees representing a wide range of organizations/ institutions » Report on Outlook of Domestic Work in Türkiye: Scope, Dimensions and Challenges" (2021) » Awareness-Raising and Advocacy Campaign for Promotion of C189 and Decent Work for Domestic Workers (June 2021-June 2022). » Webinar on launching the Global and Türkiye reports on domestic workers in June 2021. (47 participants) » Prepared and disseminated two informative brochures (10.000) on rights of domestic workers and responsibilities of employers. » Held two technical meetings to establish open dialogue among related public institutions and domestic workers' organizations and other related workers' organisations and CSOs for development of policies for domestic workers' access to decent working conditions. (54 participants in 2021 and 53 participants in 2022) » Two short videos on domestic workers and their employers and a series of e-cards were also produced to highlight the challenges faced by domestic workers. » One Pager on ILO Convention 189 was prepared and disseminated. » The special event themed "Decent Work for Domestic Workers" organized with participation of media, domestic workers' organization, trade unions and the feature was the screening of short films of interviews with domestic workers held by prominent artists (2022). (51 participants) » Infographic on current quantitative data related with the domestic workers in Türkiye and the world.
» C190 Violence and Harassment Convention, 2019	» International Conference on Combating Violence and Harassment against Women at Work in 2018. (108 participants). » Conference on Ending Violence and Harassment in the World of Work in 2019 (191 participants). » Delivering the online training on "Zero Tolerance to Violence", to 2.731 participants (2021-2022). » Provided technical support at company level for development of company policies in line with C190. » Establishing "Advocacy and Policy Initiative" for promotion of C190 in 2022. » Organizing "Preventing Violence Against Women in the World of Work - Experience Sharing Forum" on 31 March 2021 with 177 participants from trade unions, CSOs, private sector and UN agencies. » Conducting ToT-Ending Violence and Harassment in the World of Work: change-makers' in 2022. (20 participants) » Workshop on "ILO C190 on Violence and Harassment - Trade Union Practices" with TEZ-KOOP-IS trade union on 21 September 2022 and with DISK Confederation on 27 September 2022. » Workshop on "ILO C190 on Violence and Harassment - Workplace Policy Document" with representatives of private sector on 28 September 2022. » Development of model workplace policy and procedure in line with C190. » Development of model trade union policy and procedure and clauses for collective agreement in line with C190.
» R 193 Promotion of Cooperatives Recommendation, 2002 (No. 193)	» Preparation and dissemination of the report on "Empowering Women Through Cooperatives" (2019-2022) » Organized launch event of the report in September 2022 by attendance of 80 participants.

► ANNEX III: Capacity Building Activities Targeting Government Institutions and Social Partners

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
Technical Assistance for Improving Social Dialogue in Working Life	Training on international labour standards in the framework of ILO conventions and EU standards targeting social partners and public institutions	547 Staff	» MoLSS » MoJ » MoIA » TURK-IS » HAK-IS » DISK » MEMURSEN » KAMUSEN » KESK » Independent Unions	2017-2019
	Trainings on the best practices about Tripartite/Bipartite Social Dialogue mechanisms, work councils, worker representations targeting especially the staff of MoFLSS and social partners.	228 Staff	» MoLSS » MoJ » MoIA » TURK-IS » HAK-IS » DISK » MEMURSEN » KAMUSEN » KESK » Independent Unions	2017-2019
	Trainings for the members of 10 selected Provincial Employment and Vocational Boards about social dialogue.	191 Staff	» Provincial Employment and Vocational Board	2017-2019
	Training of trainers (ToT) targeting vocational trainers and job consultants of İŞKUR, staff of MoFLSS and local administrations about social dialogue and relevant legislation.	99 Staff	» MoLSS » İSKUR » Local Administrations » Social partner	2017-2019
	Subtotal for Social Dialogue Programme	1.065 Staff		
Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye	Need Assessment Workshop in the Context of the New Regulation on Work Permits of Foreigners Under Temporary Protection	7 Staff	» MoLSS » MoIA » MoNE	2016
	Capacity Building Training in the Context of the New Regulation on Work Permits of Foreigners Under Temporary Protection	16 Staff	» MoLSS » MoIA » MoNE » TESK	2016

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye	Training of Trainers (ToT) for Teaching Turkish as a foreign language for Turkish Language Instructors	87 Staff	» MoNE	2017
	Impact of Syrian Refugees' Participation to the Labour Market Impact of Syrian Refugees' Participation to the Labour Market And Capacity Improvement Needs of Trade Unions and Employers	10 Staff	» MoLSS » TISK » TURK-IS » HAK-IS » DISK » TESK	2017
	Validation of informal and Non-Formal Learning for Refugees in Türkiye	97 Staff	» MoLSS » AFAD » MoNE » MoIA » MoFSP » MoCT » MoFA » TOBB » Universities	2017
	International Social Security Symposium on Social Security and Migration	250 Staff	» MoLSS » AFAD » MoNE » MoIA » MoFSP » MoCT » MoFA » MoD » MoEU » TOBB » Universities » TISK » TURK-IS » HAK-IS » DISK » KESK » MEMURSEN » TESK » EUD » Embassies	2018
	Coordination workshop and project design consultation for PR funded project	30 Staff	» MoLSS-DGILF	2019
	Training on C081 - Labour Inspection Convention	160 Staff	» MoLSS	2019
	Training on Compliance and International Labour Standards for Social Security Inspectors and Auditors	30 Staff	» MoLSS	2019
	Training on Work Permits Regulation, International Labour Force Law and Law on Foreigners and International Protection	77 Staff	» MoLSS	2019

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
Decent Work Opportunities for Refugees and Host Communities in Türkiye	Workshops on International Labour Force Statistics	183 Staff	» MoLSS » MoIA » TURKSTAT » TISK » TURK-IS » HAK-IS » DISK » TESK	2019
Promoting Decent Work Opportunities for Non-Syrian Refugees and Asylum Seekers in Türkiye	Workshop on “International Labour Migration Statistics”	61 Staff	» MoLSS » TURKSTAT » MoIA » MoF » MoNE » TISK » TURK-IS » HAK-IS	2019
	International Labour Force Mobility in Türkiye Conference	60 Staff	» MoLSS » MoIA » MoNE » TISK » TURK-IS » HAK-IS » DISK » TESK » Universities	2019
Decent Work Opportunities for Refugees and Host Communities in Türkiye	Training for the enforcement of the Law on Foreigners and International Protection, and the subsequent Temporary Protection Regulation as well as Work Permit Regulations for international protection applicants	107 Staff	» MoLSS » MoIA » MoJ	2021
	OSH Training for Mersin Provincial Health Directorate	129 Staff	» MoH	2021
	OSH Training for Mersin Provincial Health Directorate	129 Staff	» MoH	2021
	Training for the enforcement of the Law on Foreigners and International Protection, and the subsequent Temporary Protection Regulation as well as Work Permit Regulations for international protection applicants	57 Staff	» MoLSS » MoIA » MoJ	2022
	2-days workshop on ILO's Approach to Market System (AIMS)	12 Staff	» MoLLS-DGILF	2019
	SSTC initiative with Colombia, taking into account the similar socio-economic dynamics between the two countries and the volume of influx they both address	20 Staff	» TISK » TURK-IS » HAK-IS » DISK » TESK	2020

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
Improving Labour Market Integration of Syrian Refugees and Host Communities in Türkiye	A training programme targeting trainers/teachers of vocational and technical courses	40 Staff	» MoNE	2018
	A training on 'Fair and effective governance of labour migration'	30 Staff	» MoLSS-DGILF » CASGEM » ISKUR » SSI » Presidency of Migration Management » TURK-IS » HAK-IS » TOBB » TESK	2018
Promoting Decent Work for Syrians Under Temporary Protection and Turkish Citizens	Workshop on “Transition to Formality – Strategies and Future Expectations”	20 Staff	» SSI	2022
Job Creation and Entrepreneurship Opportunities for Syrians Under Temporary Protection and Host Communities in Türkiye	Central and Local Level Coordination Workshops	50 Staff	» MoLSS- DGILF Provincial Employment and Vocational Training Boards of the Adana, Bursa, Hatay and Konya	2019
	“Governing Migration at Local Level and Refugees’ Access to Labour Market” Training Programme (by ITC-ILO)	31 Staff	» MoLSS » MoIA » Municipalities	2019
	“Temporary and International Protection, and Employment of Foreigners Inspection Practices and Judicial Processes” training programme	223 Staff	» MoLSS	2019
	“Formal Employment of Syrians under Temporary Protection and Host Community Members” training programme	96 Staff	» SSI	2018
ILO's Response to Syrian Influx in Türkiye	A need assessment was conducted to contribute to the capacity development of central and local level institutions working for Syrian crisis.	98 Staff	» MoLSS » MONE » ISKUR » DGMM » MoFSP » AFAD » TURK-IS » HAK-IS » DISK » TISK » Local Authorities in Gaziantep, Şanlıurfa and Kilis	2016

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
ILO's Response to Syrian Influx in Türkiye	Institutional and Technical Capacity Development Training	25 Staff	» ISKUR Provincial Directorate of MoNE » Refugee camp authorities » Municipalities » TESK » Local government representatives	2016
Promoting Decent Work Opportunities for Syrian Refugees and Host Communities in Türkiye	Needs assessment and capacity building training for workers' and employers' organizations	90 Staff	» TISK » TURK-IS » HAK-IS » TESK	2017 2018
Sub Total for Refugee Response Programme		2.096 Staff		
Elimination of Child Labour in Seasonal Agriculture	Capacity Development Training	36 Staff	» MoLSS » MoNE » MoAF » MoH » MoIA » PSB » Other relevant central level public institutions	2022
	Capacity Development Training	32 Staff	» MoLSS » SSI	2022
An Integrated Model for the Elimination of the Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye	Consultation Meeting for the transformation of National Time Bound Policy and Programme Framework into National Programme on the Elimination of Child Labour	75 Staff	» MoLSS » Public institutions » SPs » CSOs » Academy	2015
	Responsible Business Practices in Food Supply Chains in the Context of International Conventions and Documents and the role of Trade Unions in Ankara	39 Staff	» MoLSS » MoNE, » Netherlands Trade Union Confederation (FNV) » Embassy of Netherlands to Türkiye » Embassy of Germany » Academy » CSOs	2016
	Lessons from Türkiye: How Public Private Partnership (PPP) created a sustainable model to tackle child labour in the hazelnut sector" Panel in Brussels	30 Staff	» Private sector representatives » The EC » Rotating Presidency of the EU » National government representatives as well as non-governmental and international organizations » MoLSS » HAK-IS	2016

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
An Integrated Model for the Elimination of the Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Türkiye	Child labour Monitoring Mechanism Training for Teachers	76 Staff	» MoLSS » MoNE » Governorates » District Governorates » Municipalities	2017
	Provincial Action Plan Meetings and Child labour Monitoring Mechanism Training for Teachers	275 Staff	» MoLSS » MoNE » Governorates » District Governorates » Municipalities	2018
	Stakeholder workshop was conducted in order to support the efficient use of e-METİP (an electronic system for the registration of seasonal agricultural workers)	131 Staff	» MoLSS	2018
	Two stakeholder workshops were conducted in order to support the efficient use of e-METİP (an electronic system for the registration of seasonal agricultural workers)	103 Staff	» MoLSS	2019
	Cross-sectoral Meeting	27 Staff	» Adana Chamber of Industry » MoLSS » Workers' and employers' organizations » Hazelnut and textile sector	2019
	Cross-sectoral Meeting	25 Staff	» Istanbul Chamber of Industry » MoLSS » Workers' and employers' organizations » Hazelnut and textile sector	2020
	Trainings and Stakeholder Engagement Workshops on the Elimination of Child Labour for the public institutions' personnel in all project provinces	271 Staff	» MoLSS » MoNE » MoH » MoAF » Governorates » District governorates » Municipalities » Chambers of Agriculture » Gendarmerie » CSOs	2022
	Agricultural Intermediaries Training	36 Staff	» MoLSS	2022

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
Elimination of Child Labour in Seasonal Agriculture	Capacity Development Training	36 Staff	» MoLSS » MoN, » MoAF » MoH » MoIA » PSB » Other relevant central level public institutions	2022
	Capacity Development Training	11 Staff	» Village heads and/or agricultural employers	2022
Subtotal for Child Labour Programme		1.203 Staff		
“More and Better Jobs for Women: Women’s Empowerment through Decent Work in Türkiye” (2013-2018)	Trainings for improving gender-responsive public employment services	450 Staff	» ISKUR	2016-2017
	Study-visit to Korea	10 ISKUR staff, TISK, HAK IS (Total 27 staff from public institutions, chambers, CSOs)	» ISKUR	2015
	Study-visit to France	18 staff of ISKUR	» ISKUR	2017
More and Better Jobs for Women -II	Gender-Responsive Result-Based Monitoring Framework	27 Staff	» ISKUR	2021
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	288 Staff	» ISKUR	2022
	Online training on “Legislative and Structural Framework on Gender Equality”	203 Staff	» ISKUR	2022
	Training on Gender-Responsive Result-Based Monitoring Framework”	40 staff from 23 different institutions	» ISKUR » TURK-IS » HAK-IS » DISK » TISK » Other related public institutions and CSOs.	2021
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	4 Staff	» Department of Employment Polices	2022
	Online training on “Legislative and Structural Framework on Gender Equality”	5 Staff	» Department of Employment Polices	2022
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	5 Staff	» Presidential Human Resources Office	2022

Name of the Project	Name of the Training / Workshop	Nb. of Participants	Government Institute	Year
More and Better Jobs for Women -II	Online training on “Legislative and Structural Framework on Gender Equality”	6 Staff	» Presidential Human Resources Office	2022
“More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” Project (2013-2018)	I support Equality	142 Staff	» HAK-IS	2017
	I support Equality	74 Staff	» DISK-Genel-Is	2017
The Programme on “More and Better Jobs for Women-Phase II” (2019-2022)	Gender Equality and Empowerment of Women Workers	25 Staff	» BIRLESIK METAL (DISK)	2019
	The training on gender equality for male shop stewards	42 Staff	» DISK TEKSTIL	2019
	Training on workers organisations’ policies on gender equality in line with ILO standards.	46 Staff	» TURK-IS (Representatives of trade unions which are affiliated members of TURK-IS Confederation in various sectors)	2021
	Online training on “Zero Tolerance to Violence	2 Staff		
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	4 Staff		
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	9 Staff	» HAK-IS	
	Online training on “Current Situation of Women’s Employment in the World and in Türkiye”	1 Staff	» DISK	
	Online training on “Zero Tolerance to Violence”	4 Staff	» TISK	2022
	ToT-Ending Violence and Harassment in the World of Work: change-makers’ training	20 Staff	» TURK-IS » HAKIS » DISK » MEMURSEN » KAMUSEN » CSOs	2022
	Training on C190 and trade unions roles for implementation	22 Staff	» TEZKOOP	2022
	Training on C190 and trade unions roles for implementation	12 Staff	» DISK	2022
Subtotal for Women’s Employment Programme		1.476 Staff		
Total		5.840 Staff		

► ANNEX IV: Sponsorships for ITC ILO Trainings- Provided Mainly to Government Participants

Name of the Training	Name of the Benefitted Organisation	Participants	Date of the Training
2022		8 Persons	
Multinational enterprises, development and decent work: the approach of the MNE Declaration	» MoLSS-DoGI » Presidency Office of Strategy and Budget	3 Persons	12 September-7 October 2022
E-Learning Course on Labour Inspection	» MoLSS-DoGI	1 Person	9 May-1 June 2022
E-Learning On Contribution Collection and Compliance	» SSI	1 Person	02 May-10 June 2022
E-Learning on Information and Communication Technology	» SSI	1 Person	02 May-10 June 2022
E-Learning on Actuarial Work for Social Security	» SSI	1 Person	02 May-10 June 2022
E-Learning Course on Measuring Skills Mismatches	» Presidency Office of Human Resources	1 person	28 February-25 March 2022
2021		25 Persons	
Career Development Support in Changing Labour Markets	» ISKUR	1 Person	3-15 November 2021
Labour Market Statistics and Analysis E-Learning Academy	» SSI » MoLSS-DoGI » ISKUR » MoLSS » TURKSTAT	5 persons	08 November-17 December 2021
Designing public employment programmes for a sustainable recovery	» ISKUR	2 Persons	27 September-5 November 2021
Academy on Fundamental Principles and Right at Work	» ISKUR	1 Person	4-29 October 2021
E-Academy on Social Security	» SSI	3 Persons	13 September-22 October 2021
SSTC-Design and development of Summary document (PDF and Rise module), graphic design and translation to Spanish and Turkish	» SSI » ISKUR » MoLSS-DGILF	3 Persons	23 June-20 September 2021
Green Jobs for Sustainable Development	» Ministry of Environment and Urbanisation	1 Person	19 April-21 May 2021
EPAP E-learning course measuring skills mismatches	» ISKUR » MoLSS- GD of Labour	4 Persons	2-15 March 2021

Name of the Training	Name of the Benefitted Organisation	Participants	Date of the Training
Governing Labour Migration and Coherence with Employment Policies Training	» Directorate of Strategy and Budget of Ministry of Labour and Social Security » ISKUR » Presidency of Migration Management	3 Persons	22 February-9 April 2021
COVID-19 Response for Producers and Users of Labour Statistics	» Presidency of Strategy and Budget » Turkish Statistical Institution	2 Persons	15 February-5 March 2021
2020		48 Persons	
E-Learning Lab on Digital TVET	» MoNE	1 Person	6-31 July 2020
Employment impact assessment in the time of Coronavirus	» ISKUR	3 Persons	22 June-31 July 2020
Law Enforcement and Compliance through Labour Inspection (Tailor-made Training of Trainers Session)	» MoLSS-DoGI	1 person	10-14 February 2020
E-learning course on Measuring and Analyzing Labour Migration	» ISKUR » MoLSS- DGILF » TURKSTAT	4 Persons	20- 24 April 2020
ITC ILO Training on Law Enforcement and Compliance through Labour Inspection	» MoLSS	39 Persons	10-14 February 2020
2019		33 Persons	
Academy on Workplace Compliance	» MoLSS-DoGI	5 Persons	10 October-15 December 2019
Global Knowledge-Sharing Forum: Transition to Formal Economy	» SSI	1 person	25-29 November 2019
Actuarial modelling for social protection analysts	» SSI	1 Person	18-29 November 2019
Promotion of youth employment in fragile settings	» MoNE	2 Persons	7-15 October 2019
Access of refugees to the labour market and improving their resilience in Turkey	» SSI	2 Persons	19 August-30 September 2019
International labour standards	» MoLSS	1 Person	27 June-07 July 2019
Governing Migration at Local Level and Refugees' Access to Labour Market	» SSI » MoLSS-DoGI » ISKUR » MoLSS- DGILF » SSI » Presidency of Migration Management » Ankara Mamak and Altındağ District Municipalities	19 Persons	27 June-07 July 2019

Name of the Training	Name of the Benefitted Organisation	Participants	Date of the Training
Access to social protection to migrant workers, refugees, and their families	» SSI	2 Persons	20 April-15 June 2019
2018		16 Persons	
Academy on the transition to the formal economy	» Presidency of Republic of Turkey Republic	2 persons	12-23 November 2018
Best Enterprises Winners	» ISKUR	12 Persons	8-12 October 2018
The ILS Training	» SSI	2 Persons	14-25 May 2018
2017		12 Person	
Labour Migration Academy of ITC-ILO in Turin/Italy	» MoLSS- DGILF » TISK » TURK-IS » HAK-IS » Eastern Mediterranean Development Agency (DOGAKA)	7 Persons	July, 2017
Extending Social Protection to Migrant Workers, Refugees and their Families	» MoLSS	2 Persons	19 November-8 December 2017
National Employment Policy Course	» MoLSS	1 Person	18-29 September 2017
ITC-ILO Training for Policy Makers on Productivity and Working Conditions Relations	» MoLSS » KOSGEB » Ministry of Industry and Technology	2 Persons	13-17 March 2017
2016		5 Persons	
Labour Migration Academy	» MoLSS	1 person	18-29 September 2017
ITC/ILO training on International Labour Standards	» Ministry of Justice	2 Persons	20 June-1 July 2017
Mainstreaming migration into the development planning held by the ITC/ILO Training Centre in Turin	» MoLSS » Ministry of Development	2 Persons	23-27 May 2016
2015		5 Persons	
The ITC/ILO Academy on Labour Market Statistics and Analysis in Turin	» ISKUR	3 Persons	2-13 November 2015
Intra-Regional Dialogue on Employment of Syrian Refugees in Host Countries	» MoMM	2 Persons	5-9 December 2015
TOTAL		152 Persons	

► Sponsorships for ITC ILO Trainings- Provided to Social Partners and Other Stakeholders

Name of the Training	Name of the Organisation	Participants	Date of the Training
2022		18 Persons	
Ending Violence and Harassment in the World of Work: A training for change makers (Turkey)	» Federation of Women Associations of Turkey (TKDF) » Karamanoğlu Mehmetbey University » Dokuz Eylül University » TURK-IS » HAK-IS » MEMURSEN » KAMUSEN » KESK » Mor Salkım Women Solidarity Association » Textile Workers Union » Hizmet-Is Union » Anti-Mobbing Society	18 Persons	27 June-22 July 2022
2021		29 Persons	
Labour Market Statistics and Analysis E-Learning Academy	» TISK » TURK-IS » HAK-IS » DISK	4 Persons	8 November-17 December 2021
Academy on Fundamental Principles and Right at Work	» UNRC Office in Türkiye	2 Persons	4-29 October 2022
SSTC-Design and development of Summary document (PDF and Rise module), graphic design and translation to Spanish and Turkish	» TISK » TURK-IS » HAK-IS » DISK	6 Persons	23 June-20 September 2021
Financing Decent Work	» TISK	1 Person	28 June-23 July 2021
EPAP Skills Dimensions of Migration	» Istanbul Metropolitan Municipality	1 Person	3-25 June 2021
Green Jobs for Sustainable Development	» Adana Metropolitan Municipality	1 Person	19 April-21 May 2021
EPAP e-learning course measuring skills mismatches	» TISK	1 Person	2-15 March 2021
COVID-19 Response for Producers and Users of Labour Statistics	» TISK » HAK-IS » DISK	3 Persons	15 February-5 March 2021
Gender and Organizational Change online workshop	» DISK » OZIPLIK-IS Trade Unions	2 Persons	12 April-18 June 2021

Name of the Training	Name of the Organisation	Participants	Date of the Training
The ILO Participatory Gender Audit (PGA) Training	» Univerities namely: Kocaeli, Karamanoğlu Mehmetbey, Pamukkale, Hacı Bayram Veli, Muğla Sıtkı Koçman » ACEV (Mother Child Education Foundation)	7 Persons	22-25 April 2019
Gender and Organizational Change online workshop	» DISK	1 Person	12 April-18 June 2021
2020		3 Persons	
Employment impact assessment in the time of Coronavirus	» TISK » DISK » KESK	3 Persons	22 June-31 July 2020
2019		7 Persons	
International labour standards	» MEMURSEN	1 Person	27 June-07 July 2019
Governing Migration at Local Level and Refugees' Access to Labour Market	» TISK » TURK-IS » HAK-IS » DISK » TESK	6 Persons	
2017		8 Persons	
The Multinational Enterprises, development and decent work training	» Turkish Metal Trade Union	1 person	8-12 May 2017
Academy on Labour Migration	» TISK » TURK-IS » HAK-IS » DISK » MEMURSEN » KAMUSEN » KESK	7 Persons	3-14 July 2017
TOTAL		65 Persons	

► ANNEX V: PARTICIPATION AND SUPPORT TO MAJOR EVENTS

2015	
	Events attended/supported
Government Institutions	» WAPES Conf.+G20 2nd EWG-Istanbul » Izmir GFMD Meeting » T-20 Tourism Ministers meeting » 8th GFMD Summit » W20 Summit » G20 Summit » High-level representatives of Ministry of Labour, employers' and workers' organizations from Türkiye, Lebanon, Jordan, Iraq and Egypt » 12 June World Day against Child Labour, MoLSS » Parliamentary Commission meeting on seasonal agriculture workers - Grand National Assembly of Türkiye (TBMM) » Round table with EP rapporteur Kati Piri on situation of refugees
Social Partners	» Youth Entrepreneurs Summit » HAK-IS General Assembly » HAK-IS Workshop on G20-L20- Social Policies » TURK-IS 22. Ordinary General Assembly
Others	» Bugün newspaper interview » KEIG Conference on Women and Private Employment Agencies » COOP Conference

2016	
	Events attended/supported
Government Institutions	» Flexicurity Conference, -SSI » International OHS Conference » World Humanitarian Summit » SD Grant Info Day » Workshop for Judges & Prosecutors » ISKUR CPESSEC Conference » LDCs Conference » 12 June World Day against Child Labour, MoLSS » Work permit legislation preparatory work » New directive of MoNE on elimination of CL in seasonal agriculture 2016/5 » Parliamentary Commission meeting on child abuse and neglect » LDCs Conference » National Programme on the Elimination of Child Labour (2017-2023) preparatory work

Social Partners	» DISK General Assembly » TISK General Assembly
Others	» Interview w/ABC News reporter Lauren Williams » Women Entrepreneurship Development Confederation » HaberTürk Interview » Human Security Conference » PERYON - 16th International Human Resource Management Conference Future of Work » ETUC International Youth Conference » Workshop w/garment sector company representatives » Meeting with Murat Akgün- Inditex » Roundtable Discussion: Impact of Employment Incentives in Türkiye, Prof. Erinç Yeldan, Bilkent University

2017	
	Events attended/supported
Government Institutions	» Unregistered Youth Employment » Symposium Keynote Speaker » Social Dialogue Conference » International Employment and Career Congress, 12 June World Day against Child Labour, MoLSS » International Conference on “Improving skills and labour market integration for refugees and host communities” in Adana
Social Partners	» TISK KSS Jury » TISK KSS Award Ceremony » KESK OHAL-KHK Regime Dismissals Congress » HAK-IS Short Film Award Ceremony » Child Rights Day event-MoLSS, TESK, Trade Unions, City Council representatives
Others	» Şanlıurfa Business Forum » Bloomberg HT TV Interview » PERYON Congress » Meeting with Actors’ Union of Türkiye » Human Rights Film Festival speech » SADA Women Solidarity Centre Opening Ceremony » Labour market network meeting with social partners, NGOs, Government » Global Compact Sustainable Supply Chain working group

2018	
	Events attended/supported
Government Institutions	» Social Dialogue Tourism Sector Workshop » Social Security Symposium » OSH Congress » ILO-IFIs Workshop on Freedom of Association and Collective Bargaining in Türkiye » International Conference on OSH in Mining » Violence at Workplace Conference » 12 June World Day against Child Labour, MoLSS » Consultation Meeting, high level officials from the Government and Social Partners from Türkiye, Jordan, Lebanon, Iraq and Egypt » Conference on Labour Market integration of Syrians, MOLSS/FLA/UNHCR » ITU International Conference: Child Labour in the context of conflict and migration
Social Partners	» DISK International Conference on OSH » “Kristal Baret” Award Ceremony » SDP Event with TURKONFED&PERYON » MESS ISG Award Ceremony
Others	» SD at the Workplace Knowledge Sharing Workshop-TUSIAD » PERYON “Future of Work” Panel » CNN-Türk Interview » ETI Türkiye Platform Annual Meeting » ADASO information center for refugees opening ceremony » 1000 times united event Boyner, H&M, C&A, Next, Shop Direct, Mango, ElCorte » Ingles, Eczacıbaşı, Philips, IKEA, PUMA » TGSD, ETI, INGEV

2019	
	Events attended/supported
Government Institutions	» Meeting: “Cep Harçlıklarında Dijital Dönem” » Discrimination in Work Life Conference with TIHEK » MOFA /Bill Gates Foundation » Humanitarian Innovation Workshop » MoFA - XI. Ambassadors Conference » Presidency of the Republic of Turkey- Legal Policies Council meeting (Uğur Kızılcı) » International OSH Congress » Human Rights Day: “Human Rights: Voices of Youth” » 12 June World Day against Child Labour, MoLSS » Workshop on international practice and judicial process in labour inspection Country Advisory Board meeting » The organisation of and the participation to Labour Assembly on Future of Work (DG participated)

Social Partners	» KAMUSEN Event: “Endüstri 4.0 ve Sendikaların Geleceği” » MEMUR-SEN Future of Work Conference » DISK Future of Work event » Bem-Bir-Sen Meeting - Social Dialogue Symposium » TISK Joint Dialogue Forum » Oz-İplik Is Violence Against Women Roundtable Event
Others	» PERYON 27th People Management Congress » PERYON Congress in Bursa » KalDer HR Congress » SSTC round table and study visit to Ankara and Gaziantep » CL thematic meeting of Livelihoods working group on the occasion of World Children's Day » International Labour Statistics workshop » Syrians Forum » Expert Exchange Conference on livelihoods of refugees Konrad Adenauer Stiftung (KAS) » Conference on social cohesion and Refugees-MUDEM » ASAM annual evaluation and all staff meeting

2020	
	Events attended/supported
Government Institutions	» Launch of the report: “Measuring the Gender Wage Gap: Türkiye Case” » 4th International 22nd National Public Health Congress, 12 June World Day against Child Labour, MoLSS » TBMM Sub-Commission of child rights, visit to Ordu as a good practice » Izmir metropolitan Municipality-UNHCR Impact of Coronavirus on seasonal migrant agricultural workers
Social Partners	» MEMUR-SEN 1 May Conference » KESK Event » TISK Joint Dialogue Forum, TISK-ILO COLLABORATION MEETING NO1
Others	» Symposium: “Tüm Yönleriyle Mobbing” » Interview with Anadolu Agency » H&M video call meeting » National Commission for UNESCO- Gender Equality Panel » International Women's Day Assembly-TURK METAL » International Women's Day Assembly-TEKSIF » BCI-EBRD workshop on BCI compliant cotton in Türkiye » Webinar “evaluating 20 years of combat against CL in Türkiye » FAO-Food Security and Agriculture workshop » Child Rights Summit

2021	
	Events attended/supported
Government Institutions	» World OSH Day Event (DG OSH) » 35th OSH Week Event » Istanbul Metropolitan Municipality Conference: “Güvencesizlik, Yeni Eşitsizlikler ve Çözüm Yolları” » Istanbul Metropolitan Municipality, meeting with Mayor Mr Ekrem İmamoğlu » Workshop on International Labour Migration Statistics » National Youth Employment Action Plan Consultation Meeting » Awareness-raising events to amplify the message “End Child Labour” were organized by MoLSS and EUCHL Project » 12 June World Day against Child Labour, MoLSS » National coordination meeting CL in seasonal agriculture-MoLSS,MoNE
Social Partners	» KESK COVID-19 Panel » MEMUR-SEN Conference » Social Dialogue Platform Meeting on C190 » Women Journal of TEZKOOP-IS » The Youth Workshop-HAK-IS
Others	» CNNTürk Interview » TRT WORLD Interview » CNNTürk Interview » KalDer 30th Quality Congress » Event by Turkish Economic Social and Political Research Foundation (TUSES): “Göçün Ekonomi Polisiği- Geçici kimlikler, kalıcı girişimler” » Experience sharing for monitoring gender equality in the world of work

2022	
	Events attended/supported
Government Institutions	» Istanbul Metropolitan Municipality Social Dialogue Event » Istanbul Metropolitan Municipality Event: "İSTANBUL'DA GÜNDEM İSTİHDAM VE İŞSİZLİK" » Climate Council Ministry of Environment, Urbanization and Climate Change » Pilot testing of the Guidelines concerning Statistics of Cooperatives-Ministry of Trade and Turkish Statistics Institute » V Global Conference on Child Labour held in South Africa in 2022 » 12 June World Day against Child Labour, MoLSS » Elimination of CL in Hazelnuts Coordination meeting » Stakeholders field visit, elimination of CL in seasonal agriculture Eskişehir
Social Partners	» HAK-IS International Meeting on Women's Labour » TURKMETAL- 27th Grand Women Workers' Convention » KESK Panel » KESK Symposium » Meeting on Family and Prevention of Violence-MEMURSEN » Joint awareness raising and training programme on gender equality-TISK » Women's Participation into the Unionist Movements- Genel Is » Journal of TURKMETAL » Women Journal of TEZKOOP-IS » Road and Railway Transportation » Workshop in Türkiye-ITF (International Transport Workers' Federation) » The Women Magazine-TEZKOOP-IS
Others	» CNNTürk Interview » Meeting on violence and harassment at work-Chamber of Mining Engineering » Care Economy Conference-Heinrich Böll Foundation » Capacity Strengthened Meetings for Agricultural Worker in Şanlıurfa and Diyarbakır-GAP/ UNDP » World OSH Day, Participatory OSH Culture Symposium-Risk Management Association » Policy meeting Integrated Resource Efficiency in Agriculture and Agro-based Industries in the Southeast Anatolia Region » CAOBISCO Delegation field-visit and meetings » The Committee on Social Affairs, Health and Sustainable Development Meetings organized by Council of Europe

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