



International
Labour
Organization



Sweden
Sverige

► MORE and BETTER JOBS for WOMEN PROGRAM 2023 ACTIVITIES



The **“MORE and BETTER JOBS for WOMEN PROGRAM - PHASE II (2019–2024)”**, conducted by the International Labour Organization (ILO) Office for Türkiye with funding from Sweden is currently going on in cooperation with public institutions, workers’ and employers’ organizations, private sector and civil society organizations (CSOs), with the main goal of ensuring that women in Türkiye work under decent working conditions.

► ILO’S PIONEERING EFFORTS to PREVENT VIOLENCE and HARASSMENT at WORK YIELDING FRUITFUL RESULTS

While the ILO Convention concerning the Elimination of Violence and Harassment in the World of Work (C190), the first international standard in this field, was adopted at the International Labour Conference in 2019, the related efforts of the ILO Office for Türkiye, which had been launched before the adoption of the Convention, have been continuing increasingly over the years.

In this context, the **“Advocacy and Policy Development Initiative on the ILO Convention No. 190 on Violence and Harassment”** (the C190 Initiative) launched by the Program conducted studies to ensure that the Convention is ratified, implemented and kept higher in the agenda of social partners, and to increase the existing awareness in Türkiye on the elimination of violence and harassment against women at work, throughout 2022. Besides, efforts aimed at increasing the knowledge and awareness of the concerned parties about the world of work as well as accordingly enabling them to develop and implement the “Policy Paper on Zero Tolerance for Violence” at their respective institutions continued throughout 2023.

As a result of all these efforts, put forth as part of the “Advocacy and Policy Development Initiative”, workers’ unions, enterprises and civil society organizations have prepared “Policy Paper on Zero Tolerance for Violence” that are in compliance with the ILO Convention No. 190 and put them into practice as a part of their institutional and corporate policies.

As a result of all the efforts by the ILO Office for Türkiye to ensure that the Convention is ratified, implemented and kept higher in the agenda of social partners, and to increase the awareness on the issue; a number of workers’ unions, enterprises and civil society organizations have prepared their own “Policy Paper on Zero Tolerance for Violence” based on the ILO Convention No. 190 and put them into practice.

Trainings and Workshops for Trade Unions and Private Sector Continued in 2023

With a view to contributing to the efforts on developing the “Policy Paper on Zero Tolerance for Violence” that are in line with the ILO Convention No. 190, the ILO Office for Türkiye provided a [“Training on the Policy Document for Zero Tolerance to Violence based on ILO Convention No. 190 on Violence and Harassment”](#) in Ankara on October 2–3, 2023 for the members, representativeness and experts of KOOP-İŞ Union, a TÜRK-İŞ (Confederation of Turkish Trade Unions) member organized in the sectors of trade, bureau services, education and fine arts.

The training was repeated on [October 5–6, 2023](#) for the members, representativeness and experts of the Turkish Metal Workers Union, a TÜRK-İŞ member, with the aim of



ILO Office for Türkiye organized trainings for the private sector as part of its efforts to prevent violence and harassment at work.

reinforcing the efforts to ensure a world of work free from violence.

Another training to help prevent violence in the world of work was the training of trainers held on November 8–9, 2023 for the representatives of companies operating in textile, metal or chemistry sectors in Istanbul. The private sector representatives receiving the [“Hybrid Training of Trainers for Change Makers in the Field of Gender Equality in Companies,”](#) delivered by ILO experts, are expected to give this training at their organizations and ensure that the principle of zero tolerance for violence and harassment becomes a part of their corporate policies.

To ensure the implementation and more effective enforcement of the “Policy Paper on Zero Tolerance for Violence” prepared by Özçelik-İş Union in compliance with the ILO Convention No. 190, the ILO Office for Türkiye hosted a training session entitled [“Training on the Development of an Implementation Strategy for Özçelik-İş Union’s Policy Paper on Zero Tolerance for Violence on the basis of ILO Convention No. 190”](#) on November 15–16, 2023 in Ankara. The union emphasized that they are planning to carry out a series of studies, including the inclusion of the principles of zero tolerance for violence in collective labour agreements, and to put into practice various new applications following the training.



The ILO Office for Turkey organized workshops for trade unions to contribute to the development of a “Zero Tolerance to Violence Policy Paper” in line with ILO Convention No. 190.

“Zero Tolerance for Violence” Initiative by Municipalities

The efforts of the ILO Office for Türkiye have paved the way for local administrations to take action on “Zero Tolerance for Violence”. By signing the “Paper on Zero Tolerance for Violence” on January 10, 2023, Antalya Metropolitan Municipality became the first local administration in Türkiye to adopt a policy paper in line with the ILO Convention No. 190. Later, in May 2023, Şişli Municipality became the first district municipality in Türkiye to sign a “Policy Paper” developed in line with ILO Convention No. 190. These municipalities were followed by Izmir Karaburun Municipality, Adana Ceyhan Municipality, Muğla Bodrum

Municipality and Izmir Gaziemir Municipality, which also signed their own “Policy Paper on Zero Tolerance for Violence” based on the ILO Convention No. 190.

METU Alumni Association Adopts the Principle of Zero Tolerance for Violence

ILO’s efforts addressing civil society organizations have also yielded positive results, and the Middle East Technical University (METU) Alumni Association became the first gender-mixed association to adopt and implement a “Policy Paper Addressing Violence and Harassment” in compliance with the ILO Convention No. 190 in April 2023, with a view to take action against all forms of violence and harassment, including gender-based violence.

Shortly before the adoption of the Paper, the ILO Office for Türkiye had organized a [“Training on Policy Paper on Zero Tolerance to Violence Based on the ILO Convention No. 190”](#) in Ankara on April 1, 2023, providing technical assistance for the preparation of the “Policy Paper on Zero Tolerance for Violence” which was planned to be put into practice by the METU Alumni Association. During the training, the outline of the “Policy Paper” was drafted.



ILO Office for Türkiye organized a training on the “Policy Paper on Zero Tolerance for Violence in line with ILO’s Violence and Harassment Convention, 2019 (No. 190)” for METU Alumni Association.

ILO Office for Türkiye to Bridge the Data Gaps Regarding the Prevalence of Violence and Harassment in the World of Work

Taking its efforts to prevent violence and harassment against women at work in accordance with the Convention No. 190 to the next level, the ILO Office for Türkiye plans to carry out an extensive survey to bridge the data gaps in the field of violence and harassment in the world of work, based on the finding that the current prevalence of violence and harassment in the world of work needs to be defined and that there is limited research regarding the subject.

The ILO Office for Türkiye hence organized [a meeting in Ankara on May 30, 2023](#) to receive the opinions and suggestions of the representatives of workers’ and employers’ organizations as well as the public institutions regarding the scope and methodology of the survey.

For the survey to be conducted based on the Convention No. 190, a questionnaire is planned to be applied on workers and employers in Istanbul to collect both quantitative and qualitative data. The preliminary preparations about this questionnaire have been completed and the field work is expected to be initiated in 2024.

Outcomes of the Awareness and Advocacy Efforts

“Experiences of violence and harassment at work: A global first survey – 2022”: The report “Experiences of violence and harassment at work: A global first survey”, prepared jointly by the ILO Headquarters, Gallup and Lloyd’s Register Foundation, was translated into Turkish by the ILO Office for Türkiye. Exploring the prevalence, frequency and forms of violence and harassment at work, as well as who is more likely to be exposed and why, the report covers significant data based on the experiences of employees who were exposed to violence at work.

“Experiences of Violence and Harassment at Work: A global first survey – Infographic”:



The infographic about the report “Experiences of violence and harassment at work: A global first survey”, prepared jointly by the ILO Headquarters, Gallup and Lloyd’s Register Foundation, was translated into Turkish by the ILO Office for Türkiye.

“Enterprise Policy Paper Addressing Violence and Harassment”: The Enterprise Policy Paper draws an outline of the Enterprise Policy Papers Addressing Violence and Harassment to be prepared by private sector companies, by providing fundamental information that may be helpful during the preparation of the related policy papers.

“Trade Union Policy Paper Addressing Violence and Harassment”: The Trade Union Policy Paper draws an outline of the Policy Paper Addressing Violence and Harassment to be prepared by trade unions, by providing fundamental information that may be helpful during the preparation of the related policy papers.

“Guide on the Prevention of Violence and Harassment in the World of Work”: Prepared by Canan Güllü, President of the Federation of Turkish Women Associations (TKDF), and Attorney Umut Şener Çiftçi, Legal Counsel at TKDF, the Guide provides information about the forms of violence and draws a general framework of grievance and application mechanisms.

“Violence and harassment in the world of work: A guide on Convention No. 190 and Recommendation No. 206”: The Guide prepared by ILO Headquarters was translated into Turkish. Explaining the definitions, core principles and measures mentioned in the Convention and the Recommendation, the Guide features

worldwide good practices of legislation, implementation, policy and other measures concerning the prevention of violence and harassment in the world of work.

“Convention No. 190 on Violence and Harassment and National Legislation”: Prepared with the contributions of Dr. Ceyhan Güler and Dr. Seher Demirkaya, the brochure relates the content of the Convention No. 190 and the related Recommendation with the Turkish national legislation, and highlights the importance of the Convention and Recommendation and their role in preventing violence and harassment in the world of work.

“Short Collage Video Featuring 4 Celebrities – 4 Messages: “Let’s Take Action for the Ratification of the ILO Convention No. 190”: A video featuring four celebrities, namely Haluk Bilginer, Vahide Perçin, Öykü Karayel and Yiğit Özşener, delivering messages about the importance of prevention of violence and harassment in the world of work.



4 Celebrities 4 Messages: “Let’s Take Action for Ratification of ILO Convention No. 190” - Short Collage Video

► ILO SUPPORTS WOMEN and CHILDREN AFFECTED by the EARTHQUAKE WITH “PURPLE SPACE”



The joint ILO-TKDF project aims to create safe spaces by providing psychosocial support for women and children against the increased risk of violence and harassment in times of disaster.

Considering the fact that vital needs like nutrition and shelter and risks like gender-based violence and harassment increase more for women, children, elderly and disabled people in times of disaster, the ILO Office for Türkiye launched a project called “Purple Space Project” in Hatay, aiming to support the improvement of the living conditions of women and children and reduce the negative impact of the earthquake on February 6, 2023, which affected 11 provinces, on these disadvantaged groups.

The “Purple Space Project,” put into practice in cooperation with the Turkish Women Associations (TKDF), seeks to create safe spaces for women and the children so that they can feel safe against the increased risk of violence and harassment towards women and their children in times of disaster, by providing support for meeting their fundamental needs.

In this context, it aims to create safe spaces to mitigate the risk of violence and harassment, by placing containers equipped with the infrastructure required to meet the vital fundamental needs such as water, electricity and sanitation; to provide activity areas, psychological support services and many other facilities for children in these spaces whilst to collect qualitative and quantitative data required for creating gender responsive employment opportunities for women during the mid and long-term restructuring phase, and to carry out an analysis of the economic structure of the region.

► ILO OFFICE for TÜRKİYE CONTINUES to PROVIDE SUPPORT for the ENHANCEMENT of DOMESTIC WORKERS' LABOUR RIGHTS

The “Advocacy and Policy Initiative for Decent Work for Domestic Workers”, conducted by the ILO Office for Türkiye in 2021–2022 in order to support the enhancement of domestic workers’ labour rights and conditions, has started to bear its fruits at the policy level in 2023.



ILO Office for Türkiye organized an event titled “More and Better Jobs for Domestic Workers. Where We Stand and What are the Next Steps?” in order to draw attention to the problems of domestic workers.

Message of Support Delivered for Domestic Workers’ Labour Rights on International Domestic Workers Day

On the occasion of the International Domestic Workers Day, the ILO Office for Türkiye organized an event entitled “[More and Better Jobs for Domestic Workers. Where We Stand and What are the Next Steps?](#)” in Ankara on June 13, 2023 with the participation of relevant parties to contribute to ensuring decent working conditions for domestic workers.

During the event, which was marked by the demand for legal amendment for the enhancement of the working conditions of domestic workers, the ILO Office for Türkiye pointed out the importance of the social dialogue mechanism, which will allow domestic workers, employer organizations and decision makers to act together in solving the problems, and expressed its readiness to support all efforts put forth with this perspective.

At the event, the most frequently emphasized and expressed demands by the participants included the recognition of domestic workers as workers, their inclusion in broader social protection measures, facilitation of the process for domestic workers to organize, the legislative amendments regarding occupational safety and health and



At the event, participants expressed their suggestions for solutions to improve the labour rights of domestic workers.

ratification of the ILO Convention No. 189 on Decent Work for Domestic Workers.



Participants took a group photo after the event.

Inter-institutional Working Group Established and Primary Intervention Areas Defined for Domestic Workers’ Rights

The most significant output of the studies conducted by the ILO Office for Türkiye in cooperation with the concerned parties for the enhancement of domestic workers’ labour rights has been the “**Inter-institutional Working Group**” established under the coordination of the ILO Office for Türkiye, as a result of the pioneering efforts of the General Directorate of Labour .

The objective in establishing the “Inter-institutional Working Group”, consisting of İbrahim Akin, Deputy General Director of Labour at the Ministry of Labour and Social Security (MoLSS); representatives from the General Directorate of Labour , the General Directorate of Occupational Health and Safety, the General Directorate of Foreign Affairs, the Department of International Relations, the Department of Employment Policies, the Directorate for Guidance and Inspection, as well as the Turkish Employment Agency (İŞKUR), Social Security Institution (SGK), Turkish Statistical Institute (TÜİK), the General Directorate of Women’s Status (KSGM); and academics, is to develop and implement a roadmap for the enhancement of domestic workers’ labour rights, and to ensure the monitoring of the process.

The Working Group held its first meeting in September 2023, under the leadership of the General Directorate of Labour at the Ministry of Labour and Social Security and with the technical assistance and coordination of the ILO Office for Türkiye. During the meeting, two priority areas, namely “**improving the data on domestic workers in Türkiye**” and “**reducing informality by expanding the scope of social protection for domestic workers**”, were defined. The Working Group is planned to be expanded to include the social partners and other relevant actors to ensure their support in the upcoming periods.

A Series of Awareness Studies Conducted to Draw Attention to the Problems Faced by Domestic Workers

"Policy Brief on the Works on Domestic Workers (2020-2023)":

The Policy Brief provides information about the works conducted by the ILO Office for Türkiye for the enhancement of domestic workers' labour rights during the period of 2020-2023, and includes recommendations and policy suggestions regarding the solutions developed with the contributions of relevant parties throughout this process.

"Brochure on Useful Information for Domestic Workers": An informative brochure on labour rights, prepared for domestic workers.

"Brochure on Useful Information for Employers Who Employ Domestic Workers": An informative brochure on

the labour rights of domestic workers, prepared for their employers.

"Brochure on the ILO Convention No.189 Concerning Decent Work for Domestic Workers": A brochure on domestic workers' rights granted by the ILO Convention No.189 Concerning Decent Work for Domestic Workers.

"Video of Domestic Workers": A short video prepared for domestic workers.

"Video for the Employers of Domestic Workers": A short video prepared for the employers of domestic workers.

"Campaign Video on Decent Works for Domestic Workers – 3 Domestic Workers – 3 Celebrities": A short video featuring interviews made by three celebrities, namely Burcu Biricik, Devin Özgür Çınar and Serdar Orçin, with three domestic workers at their homes, prepared by the ILO Office for Türkiye in cooperation with the Actors' Union of Türkiye to draw attention

to the problems faced by domestic workers in working life.



Celebrities Burcu Biricik, Devin Özgür Çınar and Serdar Orçin interviewed three domestic workers as guests in their homes.

► ILO OFFICE for TÜRKİYE ROLLS UP ITS SLEEVES for WOMEN'S LEADERSHIP in the INSTITUTIONS of SOCIAL PARTNERS

The ILO Office for Türkiye hosted two workshops on "Women's Representation in the Decision-Making Mechanisms of Social Partners" in Ankara on [May 4, 2023](#) and [October 19, 2023](#) with the aim of receiving recommendations and drawing a roadmap and identify potential steps for strengthening and promoting women's leadership in trade unions.

In the workshops organized based on the limited representation of women in decision-making mechanisms including trade unions and the world of work, discussions revolved around the significance of women's roles in union structures and their representation in decision-making mechanisms. The participants explored the possible actions and ways to increase the numbers of women in workers' and employers' organizations and enhance their representation in decision-making processes.

During the workshops organized with the participation of workers' and employers' organizations as well as women's organizations, a common consensus was reached regarding the delivery of training on gender equality and leadership to social partners, especially to the women members of trade unions, managerial staff, employees and members of organizations, for which ILO Office for Türkiye will take a leading role and provide technical support.

The participants of the workshop held on October 19th reached a consensus on developing the text for a common vision, which will include the need for conducting a study



The ILO Office for Türkiye hosted two workshops on "Women's Representation in the Decision-Making Mechanisms of Social Partners" to strengthen and increase the involvement of women in trade unions.

to gather data in order to identify **the number of women involved in the decision-making mechanisms of the social partners; the inclusion of articles for women's leading roles in collective bargaining agreements; and the need for awareness-raising works** aimed at increasing the number of women employed by social partners and enhancing women's representation in decision-making mechanisms.

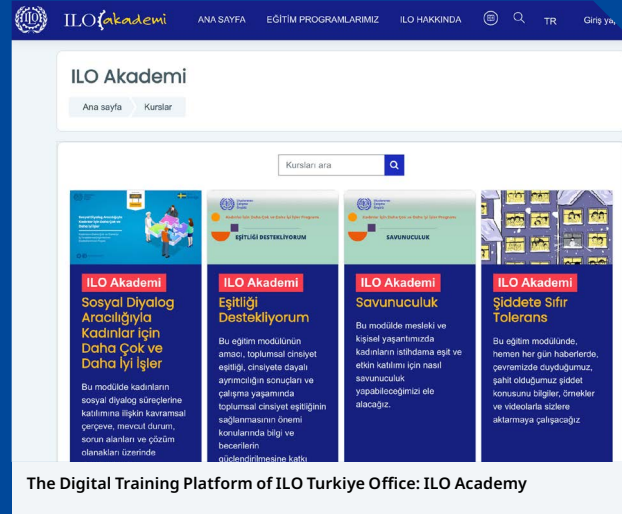
In addition, the copies of ["A Handbook for Workers' and Employers' Organizations"](#), authored by Prof. Seyhan Erdoğan, which discusses why the number and representation of women remain low in the organizational structures of unions, and provides suggestions on what can be done to strengthen women's leadership, were disseminated to the participants during the event.

► DIGITAL TRAININGS AIMED at ENSURING SUSTAINABLE INSTITUTIONAL CAPACITY and IMPACT CONTINUE to ATTRACT USERS

The ILO's digital training platform **ILO Academy**, which was launched during the pandemic period to strengthen the capacity of representatives of the public institutions, workers' and employers' unions and private sector, continued to attract users during 2023 as well.

At the ILO Academy, which seeks to help the participating institutions **improve** their institutional and corporate **capacities** and to ensure that the working life-related messages of ILO and the Program reach more people and in a more sustainable manner, digital trainings are given in the following thematic fields:

- "I Support Equality"
- "Zero Tolerance to Violence"
- "Women in the World of Work in Türkiye and in the World"
- "Joint Responsibilities for Women's Access to More and Better Job Opportunities"
- "Advocacy"
- "More and Better Jobs for Women through Social Dialogue"



The Digital Training Platform of ILO Türkiye Office: ILO Academy

As of November 30, 2023, more than 7,000 people have completed these trainings and received certificates of attendance.

Among the institutions that have received trainings are trade unions, public bodies, private sector companies, universities, professional associations, CSOs and municipalities.

► NEW RESEARCH FOCUSING on the RELATIONSHIP BETWEEN FLEXIBLE WORKING FORMS, WOMEN'S EMPLOYMENT and DECENT WORK

In addition, the ILO Office for Türkiye is conducting a research to explore how flexible forms of work affect women's access to employment and retention in employment, working conditions, career progression, access to training opportunities, unionization, empowerment, participation in decision-making mechanisms, risk of being exposed to violence and harassment, and the distribution of unpaid domestic roles.

The goal of this research is to provide input and an in depth perspective on the potential benefits and challenges of flexible work concerning women's employment and access to decent work, which will **contribute to the related policy development process and promoting more inclusive and egalitarian working environments.**

The research is expected to be completed by the end of 2023, with its outcomes finalized and presented in 2024.



International
Labour
Organization

ILO Office for Türkiye
Ferit Recai Ertuğrul Caddesi No: 4 Oran Çankaya Ankara Türkiye
T: +90 312 491 98 90
E: ankara@ilo.org

www.ilo.org/ankara

