



HOME-WORK FROM PERSPECTIVE OF DECENT WORK AND GENDER EQUALITY

WEBINAR

04 March 2021

14:00-16:30

Concept Note

Since the outbreak of COVID-19 pandemic in the early months of 2020, homes have become workplaces for large swathes of the global population. Thereby, home-work as an oldest form of work has captured a higher place on the agenda of labour market actors. ILO's work and initiatives on setting and implementing international standards on home-work date back far earlier than the outbreak.

There are international conventions and recommendations for the implementation of standards for home-work which is characterised by invisibility due to occurrence in private sphere. ILO's Home Work Convention, 1996 (No. 177) which strongly underlines that home-based workers should be working under the same standards as those that work at the premises of employers, occupies an important position.

WORKING FROM HOME: FROM INVISIBILITY TO DECENT WORK

The report "Working from home: From invisibility to decent work"¹ (ILO, 2021) was released on the 25th anniversary of the adoption of Convention No. 177. Addressing industrial home-work, telework and digital platform work, the report reveals the gender dimensions of home-work, and also discusses the differences between legal definitions and everyday experience.

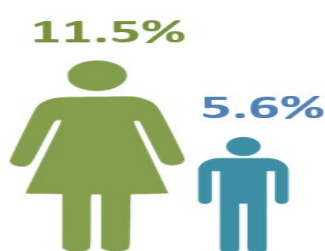
¹ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-ankara/documents/publication/wcms_766227.pdf

The report presents the pre-pandemic situation of home-work, posits that it will further grow, and offers recommendations in the form of tangible measures to ensure decent working conditions.

The sections on Turkey of the report draw from “Home bounded - Global outreach: Home-workers in Turkey”² report by Prof. Dr. Saniye Dedeoğlu of Muğla Sıtkı Koçman University presenting an in-depth examination of the working conditions of women engaging in home-based piece-work and of IT-enabled remote workers who are commonly referred to in Turkey as “freelancers”.

WOMEN AND HOME-WORK

Most home-workers are women. According to ILO estimates, 147 million women and 113 million men worked from home in 2019, with women accounting for 56 per cent of all home-workers. The propensity of women to work from home (11.5 per cent) is much higher than that of men (5.6 per cent).



It does not seem likely that such figures have currently gone down. Studies on the impact of COVID-19 pandemic on women’s employment signal that home-work is likely to become further widespread. In addition, many studies on the same matter take up women’s home-work in association with multiple dimensions such as work-life balance, violence and harassment.

Home-working women are one of the target groups of the programme “More and Better Jobs for Women” implemented by the ILO Office for Turkey with funding from Sweden to increase the number of women working in decent conditions in Turkey. On the occasion of “**March 8 International Women’s Day**”, thematic conferences are organized every year under the programme focusing on a specific aspect of women’s employment and gender equality.

This year, as home-work has become more widespread as a form of work since the outbreak of pandemic and we mark the 25th anniversary of the adoption of ILO’s Home Work Convention, 1996 (No. 177), a webinar will be organized on 4 March 2021 to discuss in detail women’s home-work in decent conditions.

The event will feature a general framework to be presented by the authors of the report “Working from home: From invisibility to decent work”, and discussions on the perspectives of workers and employers on women’s home-work practices.

² https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_764768.pdf

AGENDA

14:00-14:20	Opening Remarks • Mr. Numan Özcan, Director, ILO Office for Turkey • Mr. Staffan Herrström, Ambassador of Sweden to Turkey • Ms. Nurcan Önder, General Director of Labour, Ministry of Family, Labour and Social Services
14:20-15:10	Women's Home-Work in Turkey and the World Moderator: Ms. Özge Berber Agtaş, Senior Programme Officer, ILO Office for Turkey • Mr. Sergei Soares, Economist, ILO HQ • Prof. Dr. (Ms.) Saniye Dedeoğlu, Muğla Sıtkı Koçman University
15:10-15:50	Home-Work from Worker and Employer Perspectives: Advantages and Disadvantages Moderator: Dr. (Ms.) Ayşe Emel Akalın, Gender and Social Dialogue Officer, ILO Office for Turkey • Ms. Özlem İlyas, Platform of the Officeless [Ofissizler Platformu] • Ms. Nurcan Yalçın, Home-based Workers Union [Ev-Ek-Sen] • Ms. Buket Koral, Abdi İbrahim
15:50-16:20	QUESTIONS & ANSWERS