

Dear colleagues and friends,

We are glad to share with you the 2019/1 issue of ILO Ankara e-newsletter (ILO@ankara).

This year, we are celebrating the Centenary of ILO, the oldest specialised agency of UN. As we mark the centenary of our quest for social justice, our goal in 2019 and forward will remain "Advancing social justice and promoting decent work for all".

You can follow our #ILO100 activities on our website, social media accounts and further bulletins throughout the year.

Taking this opportunity, I wish you all a happy, successful and rewarding New Year.

As detailed in this present bulletin covering our activities from June to December of 2018, we had a busy and productive period in collaboration with our national and international partners and stakeholders towards decent work for all. Across Turkey, we engaged in many activities and took action in combating child labour, improving social dialogue, promoting the culture of occupational safety and health, increasing women's employment and providing refugees with access to decent livelihoods, and endeavoured to contribute to solutions in all these sensitive domains. We, as Turkey Office, supported the ILO's initiative to combat violence and harassment at work, and strove to place the issue high on the agenda.

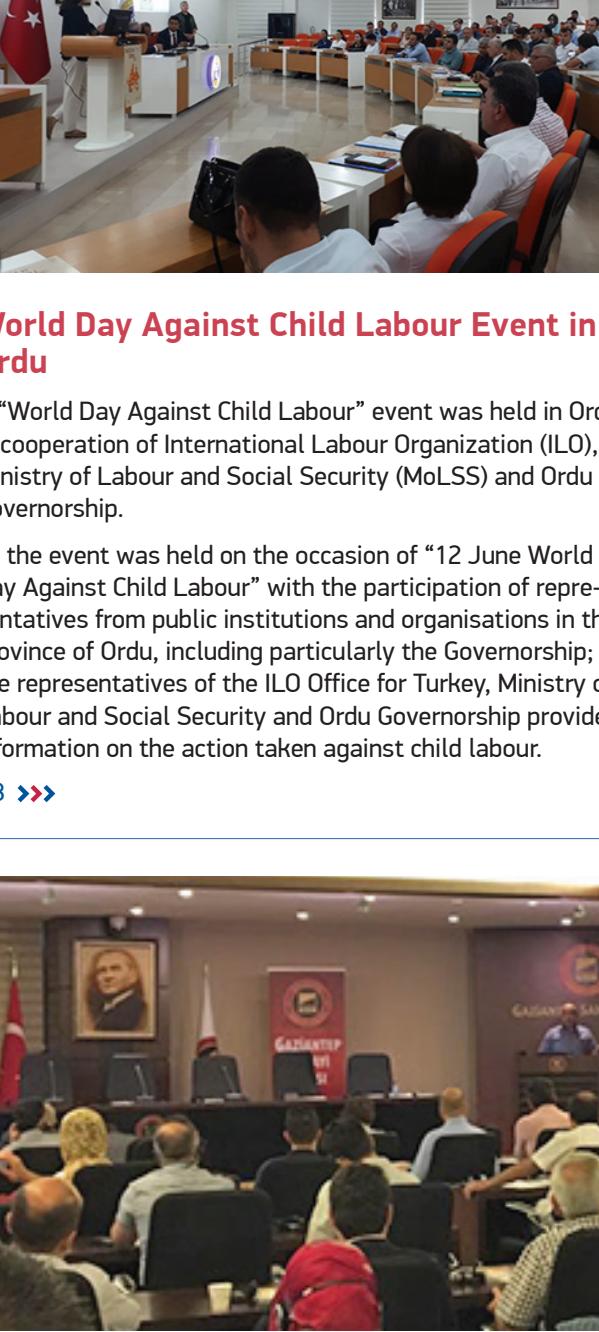
We also signed cooperation agreements with KfW Development Bank of Germany and Swedish International Development Cooperation Agency (SIDA) for new major projects on refugees and women's employment.

As the ILO Office for Turkey, we continue to work enthusiastically as ever.

On behalf of my team and myself, I wish you a very pleasant reading.

Human Özcan

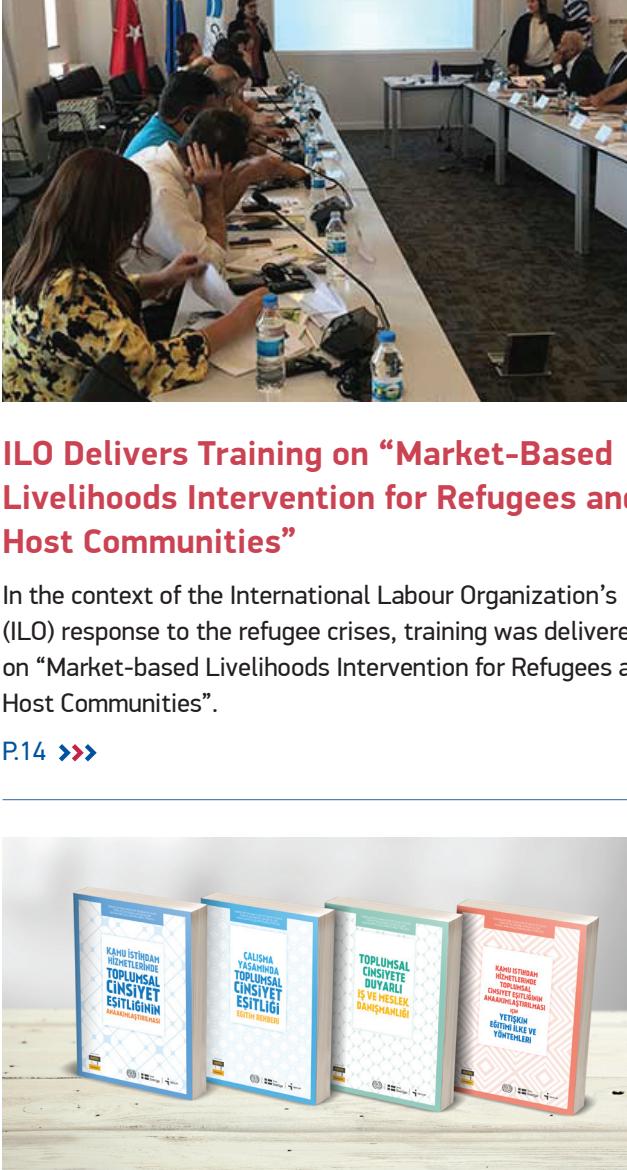
Director, ILO Office for Turkey



## ILO Fights Violence and Harassment in the World of Work

The 107th International Labour Conference of the International Labour Organization (ILO) was held on 28 May to 8 June 2018 in Geneva. Attending the Conference, Mr. Numan Özcan, Director of the ILO Office for Turkey, said: "The International Labour Conference of 2018 was the forum for various discussions, with perhaps the most striking one being the particular importance accorded to 'violence and harassment at work'. It is a seminal initiative to start negotiations on setting international labour standards on violence and harassment at work."

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## Working Turkish Women Pay the Highest Wage Penalty for Motherhood

Director of the ILO Office for Turkey Özcan: "Denying women of the pay they deserve is a worst form of violence against women."

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## Conference on Combating Child Labour in Seasonal Agriculture

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## ILO Organised Occupational Safety and Health (OSH) Training Seminars Towards Employers, Syrians under Temporary Protection and Members from Host Community

"OSH Training Seminar for Employers" was organised on 25 July 2018 in Gaziantep in cooperation with Gaziantep Chamber of Industry. 65 Turkish and Syrian employers attended to the seminar. The president of the Syria Businessmen Association, Mr. Halid Babili said that "These seminars are very important for the integration of Syrian employers and employees to the labour market and raising awareness. We expect the continuation of the training and seminars for Syrian employers and employees." The objective of the seminar was raising awareness on OSH among employers, informing the employers on the roles and responsibilities including employees' and updating the participants about the recent national legislation.

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## ILO Delivers Training on "Market-Based Livelihoods Intervention for Refugees and Host Communities"

In the context of the International Labour Organization's (ILO) response to the refugee crises, training was delivered on "Market-based Livelihoods Intervention for Refugees and Host Communities".

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## SADA Women Development and Solidarity Centre's Second Tour of Seminars Successfully Completed

Seminars were organised with the participation of beneficiaries who completed the basic life skills and occupational training courses in the SADA Women Development and Solidarity Centre under the project "Strengthening the Resilience of Syrian Women and Girls" implemented jointly by UN Women, ILO and ASAM.

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## Focus Group Meetings Held at SADA Women Development and Solidarity Centre in the Context of Establishing a Cooperative

Focus group meetings were held with the Project beneficiaries for a "women's cooperative" to be established under the "Strengthening the Resilience of Syrian Women and Girls in Turkey" being implemented in Gaziantep jointly by UN Women, ILO and ASAM.

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## New ILO Figures Show 164 Million People are Migrant Workers

The International Labour Organisation (ILO) estimates that 164 million people are migrant workers – a rise of 9 per cent since 2013, when they numbered 150 million.

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## Cooperation Agreement Between ILO and KfW

International Labour Organization (ILO) and the German Development Agency (KfW) signed a cooperation agreement for the Project "Promoting Decent Jobs for Syrians under Temporary Protection and Host Communities" undertaken to promote the transition to formal employment of refugees and host communities affected by migration. The Project aims to support the transition of target groups to formal employment through incentives to employers as well as enable Syrians under temporary protection to benefit from on-the-job-training programmes and access public employment services through one-stop offices to be established in ten provinces.

The cooperation agreement signed in last December includes two phases covering the period from December 2018 through June 2023. KfW will provide a fund of 28m EUR to the Project to be implemented by ILO.

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## ILO Organises a Multi-Lateral Conference on Combating Violence and Harassment Against Women at Work

The International Labour Organization (ILO) organised a "Conference on Prevention of Violence and Harassment against Women at Work" with participation of social partners on 6 December 2018 in Ankara under the project "More and Better Jobs for Women" funded by the Swedish International Development Cooperation Agency (SIDA).

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## Joint ILO & MoFLSS Training Series Commence for SSI Auditors

The training series for social security auditors commenced under the refugee resilience programme implemented jointly by the International Labour Organization (ILO) and the General Directorate for International Labour Force (DGILF) of the Ministry of Family, Labour and Social Services (MoFLSS).

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## ILO Fights Violence and Harassment in the World of Work

**Director of the ILO Office for Turkey Numan Özcan: The International Labour Conference had combating violence and harassment in the world of work and promoting social dialogue on this year's agenda**



The 107th International Labour Conference of the International Labour Organization (ILO) was held on 28 May to 8 June 2018 in Geneva. As the highest body setting the broad policies of the International Labour Organization (ILO), the Conference meets every June in Geneva. Convening for the 107th Session this year, the Conference brought together 6,438 delegates from governments, workers and employers including 147 governmental ministers and deputy ministers.

The agenda items of the Session this year included violence and harassment at work, women in world of work, social dialogue, application of standards and development cooperation.

Having participated in the Conference, Mr. Özcan, Director of the ILO Office for Turkey, said: "The International Labour Conference of 2018 was the forum for various discussions, with perhaps the most striking one being the particular importance accorded to 'violence and harassment at work'. It is a seminal initiative to start negotiations on setting international labour standards on violence and harassment at work."



Indicating that a committee composed of representatives of workers, employers and governments discussed for the first time the issue of developing a new Convention or a Recommendation on violence and harassment at work, Özcan further elaborated that "ILO Director-General underscored the need for action against all forms of violence and harassment at work, including sexual harassment, and called on delegates to open the way for guarantees of workplaces entirely free of violence and harassment."

Özcan also noted that the Director-General introduced his report on "The Women at Work Initiative: The push for Equality", which called for innovative action to close the persistent gender gap" and added that "the Director-General's report on promoting gender equality in the world of work was remarkable and important. The report underlined that despite the significant steps taken on the issue, there were two persistent issues of ensuring fair wage for women labour and eliminating violence and harassment at work."

The members of the Standard Setting Committee on violence and harassment at work emphasised the need for setting a standard to protect workers against violence and harassment, and agreed that the text should be Convention supplemented with a Recommendation. The text will be voted in the 108th International Labour Conference convening in 2018. It is also significant that this critical issue coincides with the Centenary events of ILO in 2019.

### Resolutions and recommendations on social dialogue

Noting that the Conference Committee on Social Dialogue and Tripartism decided on a new framework for action that

includes a set of measures to promote social dialogue and tripartism, Özcan added that "the Committee called on the ILO to assist its members in strengthening social dialogue in all its forms and at all levels in line with ILO standards through capacity building and strengthening development cooperation, enhanced research and training, as well as standards-related action and improving policy coherence. This call to respect, promote and realize the principles concerning the fundamental rights of employers and workers and their organizations to freedom of association and the effective recognition of the right to collective bargaining, and for an enabling legal and institutional environment to promote effective social dialogue is important. Freedom of association and right to collective bargaining are also human rights. These are sine qua non for ILO. The Committee also reaffirmed that free, independent, strong and representative employers' and workers' organizations, together with trust, commitment and respect for the autonomy of the social partners and social dialogue outcomes are key to making social dialogue effective."

### Other important agenda items at the Conference

The Committee on the Application of Conventions and Recommendations of the ILC adopted conclusions on 23 individual cases relating to issues arising from the implementation of labour rights. The discussion was based on the annual report of the Committee of Experts on the Application of Conventions and Recommendations, which is an independent body composed of legal experts charged with examining the application in law and practice of ILO Conventions and Recommendations by ILO member States.

The Committee also discussed standards relating to working time, based on a general survey, "Ensuring Decent Working Time for the Future". It noted that the discussions were timely, as transformations currently taking place in the world of work were changing many of the traditional ways of working and was having an impact on its organization. The Committee made particular reference to new emerging working arrangements, including teleworking and working in the platform economy, such as online. It considered that the adoption of an appropriate regulatory framework on working time was important, both to protect workers and to ensure a level playing field for employers. The social partners have an important role to play in setting rules and providing guidance on working time and thus ensuring that working-time arrangements better meet the concrete needs of both employers and workers.

The Committee on Effective ILO Development Cooperation had a robust discussion on the future of the ILO's development cooperation in supporting constituents in achieving decent work for all and the Sustainable Development Goals. Committee members saw great challenges and opportunities arising from global social, economic and environmental megatrends and changes in the world of work. The Committee was also aware of the impact that the recently adopted UN resolution on reform of the United Nations Development System would have on ILO operations and assistance, particularly at the country level.

The Conference adopted a Resolution requesting the ILO Director-General to prepare a plan of action to implement the conclusions adopted by the Committee, and communicate the latter to relevant organizations at the global and regional levels. The Committee's conclusions contain guiding principles and a roadmap for future ILO development cooperation.

## ILO Office for Turkey launches “Gender Equality Model in SMEs” in Turkey for Gender Equality at Work



**Turkey will be the first country where the ILO’s newly developed model “Gender Equality Programme in Small and Medium-Sized Enterprises (SMEs)” is to be fully implemented at global level**

The launch meeting was held on 22 October 2018 in Istanbul for the “Gender Equality in SMEs Programme” (MIGSCORE) which was developed by the International Labour Organization (ILO) to improve gender equality in the world of work, for which Turkey will be the first country of full-scale implementation at global level.

Developed by the ILO Office for Turkey with funding from the Swedish International Development Cooperation Agency (SIDA), MIGSCORE aims to improve productivity and thereby competitiveness, as well as working conditions in small and medium-sized enterprises, and strengthen the organisational change towards gender equality.

### MIGSCORE implementation in Turkey due to demand from private sector

Building on the “Sustaining Competitive and Responsible Enterprises (SCORE) Programme” being implemented by ILO for approximately ten years, this programme will be implemented in Turkey fully as the first time upon intensive interest and demand from the private sector.

Speaking at the launch event, Mr. Numan Özcan, Director of the ILO Office for Turkey, said: “We, as ILO, hold in top priority the prevention of discrimination in the world of work and enabling all women and men to equally access all rights and opportunities, because the economic and human development of a country can be achieved only through women being empowered, visible and equal in all spheres of life.”

Noting that “I Support Equality!” seminars were given to approximately 2,000 working women and mostly men at many enterprises under the project “More and Better Jobs for Women” implemented by the ILO Office for Turkey, Mr. Özcan added: “We have seen that the private sector is most enthusiastic to participate in the work supporting gender equality at work.”

He elaborated that “therefore, we have decided to develop a more comprehensive model, i.e. MIGSCORE, to further advance gender equality at enterprises, upon requests both from employees and employers following the seminars.”

Stating that it is a strong economic policy to increase the

number of women in business and trade, Ms. Therese Hyden, Swedish Consul at Istanbul, added that “statistics show that gender equality contributes significantly to higher growth in all countries regardless of development level in each.”

Hyden noted that “research demonstrated that women’s participation in the labour force leads to a more developed society. Through such participation and relying on their income, women contribute not only to the local economy but also invest in the education and health of their children. Therefore, work is not only a right, but also an investment in economic empowerment of women.”

At the launch meeting, Ms. Bertha Trevisi, ILO MIGSCORE Programme Coordinator, provided information on the programme.



### Programme aims to embed gender equality in organisational culture

Under the MIGSCORE programme, training events are organised and one-on-one consulting services are provided to enterprises to promote the embedding of gender equality in organisational culture and functioning. The programme focuses on five key areas of gender equality in the world of work, namely work-private life balance, voice equality, equal pay for equal work, inclusive employment, work environment and good treatment.

Highlighting the interlinkages of productivity, working conditions and equal opportunities for men and women, the programme will first be piloted in enterprises selected from the INDITEX supply chain.

The Gender Equality Programme in SMEs is expected to create workplaces based on equal treatment and cooperation of all, improving the work environment, boosting productivity at enterprises, enhancing competitiveness through responsible practices, and contributing to monitoring the progress through data collection.

The pilot application in Turkey started with the launch event, and then continued with a Training of Trainers event on 22-26 October 2018 in Istanbul.



## Working Turkish Women Pay the Highest Wage Penalty for Motherhood



**Director of the ILO Office for Turkey Özcan: “Denying women of the pay they deserve is a worst form of violence against women”**

The biennial Global Wage Report by the International Labour Organization (ILO) indicates that Turkish women pay the highest wage penalty for motherhood.

The Report for 2018-2019 is themed “Understanding What Lies Behind Gender Pay Gaps”. The two-part Report analyses developments in global wages and gender pay gaps. The global wage growth in 2017 was the lowest in the last 10 years. In real terms, it was 2.4% in 2016, but merely 1.8% in 2017, the lowest growth rate in real wages since the global financial crisis of 2008.

**Şekil 1: Yıllık Ortalama Reel Ücret Artışı, 2006-2017**



Kaynak: ILO Küresel Ücret Raporu 2018-19

Real wage growth in advanced G20 countries continued to slow down since 2015 when it was 1.7%, then receded to 0.9% in 2016 and finally 0.4% in 2017. The real wage growth in emerging G20 countries including Turkey was 4.3% in 2017, with 0.6 percentage point increase year-on-year. Real wages in Turkey have been increasing since 2009, though slowed down in 2015-2017. The real wage growth (adjusted for inflation) in Turkey was 6.1% in 2014, but receded to 1% in 2017.

- Gender pay gaps striking, women still paid less Based on an analysis of 70 countries and 80% of wage earners worldwide, comparing women and men in homogeneous subsets by education, age, hours worked (full-time vs part-time) and public vs private sector using weighted measures, the study reveals that global gender pay gap stood at 18.8%. The gap was 12% in Turkey, 2.7% in Belgium, 11.7% in Norway, 13.3% in France and 16.6% in the United Kingdom. Gender pay gap remains a challenge for all countries to surmount.

The report also shows that traditional explanations, such as differences in the levels of education between men and women who work in paid employment, play a limited role in explaining gender pay gaps, and the “unexplained” part has a larger effect. In high-income countries, education has an impact of less than 1% in pay gaps. In other words, women are paid less not because they have lower education. On the contrary, women in wage employment have higher education levels than men.

- Deep pay gap between working mothers and working non-mothers: Turkish women pay the highest penalty Recent studies identify a “motherhood penalty” as a source of gender pay gaps. This indicator of pay gap between mothers and non-mothers reveals striking results when compared to the “fatherhood premium” indicating the pay gap between fathers and non-fathers.

Mothers tend to have lower wages compared to non-mothers due to a host of factors, including labour market interruptions, reductions in working time, employment in more family-friendly jobs with lower wages, or discrimination in hiring and promotion. Fathers on the other hand earn more than non-fathers through pay supplements on account of fatherhood. In sum, mothers are

wage-punished for being mothers, while fathers are wage-rewarded.

By its 29.6%, Turkey is the country with the highest motherhood penalty among both upper-middle and lower-middle income countries, and hosts the most disadvantageous conditions in this regard. Working Turkish mothers pay the highest penalty by receiving 30% less in wages than non-mothers. Motherhood also causes labour market interruption, and women's permanent exit from labour markets. Women's participation in labour force is lower than men in all countries worldwide regardless of pay level or age group. Further disadvantageous are women of 25-35 age group whose participation in labour market goes down for first-time motherhood generally in this period. Unfortunately, most women of 25-35 age group who leave the labour market for motherhood do not return.

- Director of the ILO Office for Turkey Özcan: “Gender pay gap is a biggest manifestation of social injustice. Denying women of the pay they deserve is a worst form of violence against women”

Commenting on the report, Mr. Numan Özcan, Director of the ILO Office for Turkey said: “Turkey is the country with the highest motherhood penalty among the 70 countries in the report. Comparing the mothers and non-mothers, there is 30% of pay gap between two groups. The penalty for being a mother in Turkey is to receive less wages by 30%. Turkish women pay the highest penalty for motherhood in the world.”

“It is of course possible through policy measures to prevent women staying away from work life and earning less, and reduce the motherhood penalty” said Özcan and suggested that positive steps in this direction could include an equitable sharing of family responsibilities between men and women, scaling up child and elderly care services, formulating and effectively implementing programmes that promote women's return to work after birth, and promoting fatherhood leave.

Özcan stressed that “reducing gender pay gaps requires a broader set of measures” and further elaborated: “It is critical to correctly identify in what groups of income distribution and how the pay gap occurs if we are to formulate solution-oriented policies. For example, extending the minimum wage on a broader base may have equitable outcomes for low-income groups. Extending collective agreements to cover vulnerable groups may lead to more equitable income distribution for high-income groups. Removing barriers for women to senior positions may contribute to achieving income equity in the top income groups. Identifying the source of problem correctly is critical to build the solution. Combating informal employment which women often face will certainly provide radical solutions. Improving girls' access to education and eliminating stereotypes in education and occupation will facilitate access to decent jobs and wages in the longer term. Policies should be underpinned by encouraging girls to study science, technology, engineering and mathematics. It is only by this route they can access better paid jobs. Finally, occupational segregation expressed usually as “woman's job” or “man's job” should be eliminated; men should be encouraged to participate in occupations such as teaching, healthcare etc. where workers are predominately women.”

Reminding that the ILO Office for Turkey has been undertaking comprehensive work with the slogan “we are equal and together” to enable women to have their deserved place in society and in the world of work, Özcan stated that ILO was ready for cooperation with all stakeholders in the present and future initiatives.

## Cooperation Protocol Between SSI and ILO



**The latest ILO Global Wage report finds global wage growth has been weak while the gender pay gap, at about 20 per cent globally, remains unacceptably high**

Dr. Mehmet Selim Bagli, President of the Social Security Institution (SSI), participated in the “Third Meeting of the Multi-Stakeholder Partnership” under the “Global Programme of Building Social Protection Floors for All” organised by the International Labour Organization (ILO).

In line with the objectives of strengthening the governance of social security systems and enhancing the capacities of ILO member national stakeholders, the protocol was signed in Geneva by SSI President Dr. Mehmet Selim Bagli and Deborah Greenfield, Director of ILO Policy Development Department, in the framework of the provisions concerning ILO’s technical assistance to member states and particularly the mechanisms of “South-South and Triangular Cooperation”.



This protocol is viewed as a memorandum of understanding for Turkey’s sharing its achievements and experience in social security with other countries.

The meeting provided a significant opportunity to take a stock of and update the work towards achieving the Sustainable Development Goals and ILO’s flagship programme to provide a social protection floor for all; and brought together countries focusing on social protection systems and floors, development partners including the European Union, development banks, other departments of ILO and United Nations, academicians, representatives of the private sector, workers’ organisations and civil society.



## Conference on Combating Child Labour in Seasonal Agriculture

**'Conference on Combating Child Labour in Seasonal Agriculture' jointly hosted by International Labour Organization (ILO) and Ministry of Family, Labour and Social Services (MoFLSS)**



The International Labour Organization (ILO) and Ministry of Family, Labour and Social Services held the 'Conference on Combating Child Labour in Seasonal Agriculture' on 21 November 2018 in Ankara in the context of the Project "An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey" launched in 2012 and scheduled to conclude at end 2020, and the 2018 Year to Combat Child Labour.



Delivering the opening remarks in the conference, Mr. Numan Özcan, Director of the ILO Office for Turkey, said: "This week in which we hold the Conference also marks a significant day. Yesterday was November 20 Children's Rights Day. Celebrated for more than 60 years now, this day draws attention to children's right to live, develop, and be protected against harm, abuse and exploitation as enshrined in the UN Convention on the Rights of the Child, and calls all parties to cooperate and improve the well-being of children. On the occasion of this event, we will have the opportunity today to examine the issue child labour particularly in seasonal agriculture, and discuss how to expand the ongoing work, and recall the children's rights."

Özcan continued: "Turkey's National Programme on the Elimination of Child Labour (2017-2023) and declaration of 2018 as the Year to Combat Child Labour set an important example. The National Programme identifies child labour in seasonal agriculture as one of the worst forms of child labour, and prioritises the combat to eliminate it by end 2023. To achieve this goal, we are happy to maintain the ILO-Turkey cooperation of more than 20 years in combating child labour with the 'An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey' that we are implementing jointly with the Ministry of Family, Labour and Social Services. We started the Project in Ordu in 2012, and extended to the provinces of Düzce, Sakarya and Şanlıurfa in 2015, and will continue until the end of 2020."



Ms. Nurcan Önder, Director-General of Labour in the Ministry of Family, Labour and Social Services said in her opening remarks: "Steering the employment policies of our country, our Ministry produced the National Employment Strategy with the participation of all stakeholders in the world of work in line with our country's Vision 2023, and aimed to eliminate the worst forms of child labour under the Strategy. On the other hand, again with the participation of all partners, the National Programme on the Elimination of Child Labour (2017-2023) was produced and put into effect. The National Programme defines the worst forms of child labour, namely 'working in the street, heavy and hazardous work in small and medium-scale enterprises, travelling and temporary worker in agriculture for pay other than family farming'. Among the listed groups, child labour in seasonal travelling and temporary work in agriculture is of special importance in terms of working and living conditions,

interaction with environment, and problems of education and health."

Ms. Önder also emphasised that the declaration of 2018 as the Year to Combat Child Labour aimed to contribute to the efforts to combat child labour, accelerate the work towards the objective, ensure that the efforts should prioritise child labour, and raise awareness in all segments of the society.

Ms. Önder continued: "Our Ministry continues its combat against child labour through many projects in cooperation with national and international entities. In this context, our Project, running since 2012 and extended until the end of 2020 which has brought all of us together today, aims to contribute to eliminating child labour in seasonal agriculture" and expressed her firm belief that they would continue to support, with the same resolution, the work in the context of combating child labour, an important problem in the world and in Turkey.

Following the opening remarks, the Conference proceeded with panel sessions. Mr. İbrahim Demircan, Head of Employment Policies Department of the Ministry of Family, Labour and Social Services, moderated the panel sessions on "National and Local Combat against Child Labour in Seasonal Agriculture", and "Promoting Combat against Child Labour in Seasonal Agriculture". The panellists included the representatives of Ministries of National Education, Interior, Health, Gazi University, Genç Hayat Vakfı (Young Life Foundation), governorships of Ordu, Düzce, Sakarya, and Ordu Metropolitan Municipality who shared their experience with the participants. The panels in the Conference discussed the current examples and good practices in combating child labour in seasonal agriculture, and solution proposals.



\* The Project was started in 2012 under the partnership of ILO and Ministry of Family, Labour and Social Services to eliminate the worst forms of child labour in seasonal hazelnut agriculture in Ordu, in the East Black Sea region of Turkey. Following the successful conclusion of the first period, the Project was expanded in 2015 to cover the provinces of Düzce and Sakarya in the West Black Sea region, and Şanlıurfa which supplied the migrant workers for seasonal agriculture, and extended until the end of 2020. The overall objective of the Project is to contribute to eliminating the worst forms of child labour in seasonal agriculture in line with the government's National Employment Strategy (2014-2023) and National Programme on the Elimination of Child Labour (2017-2023). The Project aims to contribute to the processes of policy development and implementation, strengthening the national and local capacities and raise awareness on the issue to ensure that children are withdrawn from worst forms of labour and prevent children under risk from entering into work.



## Stakeholders Meeting on Combating Child Labour in Seasonal Agriculture



**With participation from national and local stakeholders, the meeting discussed the activities in the hazelnut harvest season of 2018 and ways of extending the combat to other crop groups within the framework of relevant policies to eliminate child labour in seasonal agriculture**

A stakeholder meeting was held on 22 November 2018 in Ankara to assess the activities in the hazelnut harvest season of 2018 and discuss extending the combat to other crop groups in the context of the Project “An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey”\* jointly implemented by the International Labour Organization (ILO) and Ministry of Family, Labour and Social Services.

With participation from national and local stakeholders, the meeting had two sessions. The first session addressed the current work in the framework of the Circular No. 2016/5 of the Ministry of National Education on the Access to Education of Children of Seasonal Agricultural Workers and Nomadic and Semi-Nomadic Families and Circular No. 2017/6 of the Prime Ministry on Seasonal Agricultural Workers, and exchanged views and recommendations on the issue. The second session discussed the extending the combat against child labour to other crop groups.



Mr. Nejat Kocabay, Senior Programme Manager in the ILO Office for Turkey, expressed his happiness on this occasion of coming together with the national and local stakeholders in the context of the Project to eliminate child labour in seasonal agriculture launched in 2012 and scheduled to conclude at end 2020, and emphasised that the meeting was an important platform to assess the current activities for the implementation of the Circulars by the Prime Ministry and Ministry of National Education, share good practices and discuss recommendations. Noting that the civil administrators and representatives from the Project provinces of Ordu, Düzce, Sakarya and Şanlıurfa as well as the provinces of Eskişehir, Konya, Malatya and Adana were present in the meeting, Mr. Kocabay stated that discussing the experience of provinces which had various crop groups involving seasonal agriculture was a significant opportunity to extend the combat against child labour in seasonal agriculture.

Mr. Şeref Kazancı, Deputy Director-General of Labour in the Ministry of Family, Labour and Social Services said: “When seasonal agricultural workers depart for the location of work,

they take along their children who then work in agricultural jobs not suitable for their age to contribute to the family economy. In that context, the Prime Ministry’s Circular on Seasonal Agricultural Workers was issued last year to address the problems of seasonal agricultural workers and families, and direct their children to education and social activities rather than work.”

Expressing that the “Seasonal Agricultural Workers Project (METIP)” was implemented by the Ministry of Family, Labour and Social Services in the framework of the said Circular, and the “Seasonal Agricultural Workers Information System (e-METIP)” was established within their Ministry in partnership with the Ministries of Interior, Health and National Education, Mr. Kazancı continued: “In today’s meeting, we will elicit your assessments of the work in your provinces in the context of METIP and functioning of the e-METIP system. We believe that your input will significantly contribute to enhancing the effectiveness of our Project and the system.”

Indicating his firm belief that the support will continue at the same rigor and efficiency to the work undertaken in the context of the Project to contribute to eliminating the worst forms of child labour in seasonal hazelnut agriculture in Turkey, Mr. Kazancı thanked all stakeholders for their participation.

Present at the meeting were the representatives of the Ministries of Family, Labour and Social Services, National Education, Agriculture and Forestry, Health, Interior as well as the civil administrators and representatives of the provincial/district directorates of the aforesigned ministries and ISKUR of the provinces of Ordu, Düzce, Sakarya and Şanlıurfa where the Project was being implemented as well as of the provinces of Adana, Eskişehir, Konya and Malatya where various crop groups were harvested.

\* The Project was started in 2012 under the partnership of ILO and Ministry of Family, Labour and Social Services to eliminate the worst forms of child labour in seasonal hazelnut agriculture in Ordu, in the East Black Sea region of Turkey. Following the successful conclusion of the first period, the Project was expanded in 2015 to cover the provinces of Düzce and Sakarya in the West Black Sea region, and Şanlıurfa which supplied the migrant workers for seasonal agriculture, and extended until the end of 2020. The overall objective of the Project is to contribute to eliminating the worst forms of child labour in seasonal agriculture in line with the government’s National Employment Strategy (2014-2023) and National Programme on the Elimination of Child Labour (2017-2023). The Project aims to contribute to the processes of policy development and implementation, strengthening the national and local capacities and raise awareness on the issue to ensure that children are withdrawn from worst forms of labour and prevent children under risk from entering into work.

## World Day Against Child Labour Event in Ordu



### **"World Day Against Child Labour" event held in Ordu in cooperation of ILO, MoLSS and Ordu Governorship**

A "World Day Against Child Labour" event was held in Ordu in cooperation of International Labour Organization (ILO), Ministry of Labour and Social Security (MoLSS) and Ordu Governorship.

At the event was held on the occasion of "12 June World Day Against Child Labour" with the participation of representatives from public institutions and organisations in the province of Ordu, including particularly the Governorship; the representatives of the ILO Office for Turkey, Ministry of Labour and Social Security and Ordu Governorship provided information on the action taken against child labour.

Speaking at the event, Governor Seddar Yavuz of Ordu elaborated on the activities for preventing child labour in the province of Ordu. Yavuz stated that they undertook basic education courses, sports, art and cultural activities for children in the modern temporary accommodation centres built for seasonal agricultural workers coming to the province for hazelnut harvest. He underlined the need for support from the public agencies as well as civil society organisations, volunteer organisations, trade unions, employers' organisations, educators and media for work on combating child labour.

Mr. Şeref Kazancı, Deputy General Director of Labour of the Ministry of Labour and Social Security, expressed that the "12 June World Day Against Child Labour" declared in 2002 was highly significant for enhancing social awareness and responsibility on the prevention of child labour. Noting that successful action has been taken since the early 1990s on combating child labour, he stated that they aimed, in "2018: Year Against Child Labour", to accelerate the efforts, prioritise the prevention of child labour in the work undertaken, and enhance awareness in all segments of the society. Kazancı also expressed that important work was being undertaken under the "An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project" implemented in partnership of the Ministry of Labour and Social Security and ILO Office for Turkey.

Representing the ILO Office for Turkey at the event, Ms. Ceren Ababay Tosyalı explained the work on combating child labour, a primary area of ILO's efforts. Underlining the importance of cooperation in implementing the project, Ms. Tosyalı thanked the governorship, ministry and all stakeholders for their support to the project.



## Exciting First Graduation under “Opportunities for Lives” Project

**Certificates awarded to trainees who successfully completed vocational training under the joint project of ILO and MoFLSS**



- Certificates awarded to trainees who successfully completed vocational training under the joint project of ILO and MoFLSS
- Ahmet Yaşar, President of Chamber of Hoteliers: “The Project will significantly contribute to fulfilling the need for subprofessionals; we will progressively place our graduates in jobs”
- Syrian Ayşe Afesh: “By the certificate I am awarded, I am starting as an assistant chef at the hotel where we were trained; I am so happy”

Having completed the vocational training under the “Opportunities for Lives” Project implemented jointly by the International Labour Organization (ILO) and the Directorate General for International Labour Force (DGILF) of the Ministry of Family, Labour and Social Services (MoFLSS), the first group had the joy of graduation.

The group of 90 comprised of Turkish and Syrian trainees received training in five areas under the vocational training course organised in cooperation with Istanbul Chamber of Hoteliers. Having successfully completed the training, 81 students became Receptionists, Reservation Staff, Housekeeping Staff, Housemaids and Assistant Chefs, and were awarded certificates certified by the Ministry of National Education.

**Good news from Yaşar, President of Chamber of Hoteliers: “The Project will significantly contribute to fulfilling the need for subprofessionals; we will progressively place our graduates in jobs”**



Some of the graduates were employed at the hotel where the training was delivered. Ahmet Yaşar, President of Chamber of Hoteliers gave the good news of employment to all graduates stating that “the sector has serious staff shortage. I guess none of our friends will go unemployed.”

Speaking at the graduation ceremony in Istanbul, Yaşar said: “Today is for us very meaningful. We have completed an important training program to enable Syrian refugees to hold onto life and be equipped with vocational skills, and are today celebrating their graduation. First, we extend our thanks to ILO and the Ministry of Family, Labour and Social Services.”

Yaşar continued: “I have a message to our Syrian brethren; you have come here as the immigrants (muhajir) and we serve as the helpers (ansar). Appreciate Turkey. Turkey has protected you, and will continue to do so.”

Point out to the need for subprofessionals in the sector, Yaşar stated that the Project would significantly contribute to (making up) the shortage of subprofessionals. Yaşar also gave the good news for employment stating that “90 friends of ours were trained in the courses in various areas of hotel keeping that started on June 20. We are training the trainees to work at hotels that are members in our Chamber. Our purpose is to help meet the need for subprofessionals in the hotels sector. We will progressively place our graduates in jobs.”

**Syrian Ayşe Afesh: “By the certificate I am awarded, I am starting as an assistant chef at the hotel where we were trained; I am so happy”**



Ayşe Afesh, a Syrian among the graduates said: “By the certificate I am awarded, I am starting as an assistant chef at the hotel where we were trained; I am so happy”. Having fled with her children from the war in her country and taken refuge in Turkey, Afesh indicated that she would be stronger and helpful once she had a job, and thanked the authorities.

**The Project provides certified, qualified workers to the sector**



Yıldırım Gürbüz, training coordinator, expressed that 90% of the 90 trainees successfully completed the course, and 6 were employed. Gürbüz noted that they were in liaison with member hotels of Istanbul Chamber of Hoteliers, and said: “We informed them that the project concluded, and we had certified, qualified workers available. The next thing is to bring together jobs and qualified workers. Through the Chamber, we will achieve this. As a teacher, this Project emotionally satisfied me as well. We have not looked at it as mere training, we have been closely concerned with the problems of our students, tried to find solutions to the best of our ability. Each has own story, problems of material and emotional nature. Here we have tried to enable them to hold onto life with new hopes. We thank everyone who has contributed.”



The ceremony was attended by Yusuf Batur, Deputy Director of Istanbul Provincial Culture and Tourism; Faik Yılmaz, President of Istanbul Union of Chambers of Tradesmen and Craftsmen (ISTESOB), presidents of various chambers, sector representatives, UİGM and ILO officials, trainees and their relatives.

Financed by the European Union, the “Opportunities for Lives” Project aims to economically and socially empower Syrians under temporary protection and Turkish citizens, and strengthen labour market and governance mechanisms in Turkey. To that end, the Project will provide vocational training, entrepreneurship and awareness training, and support entrepreneurship with incentives.

## ILO Organised Occupational Safety and Health (OSH) Training Seminars Towards Employers, Syrians under Temporary Protection and Members from Host Community



“OSH Training Seminar for Employers” was organised on 25 July 2018 in Gaziantep in cooperation with Gaziantep Chamber of Industry. 65 Turkish and Syrian employers attended to the seminar. The president of the Syria Businessmen Association, Mr. Halid Babilli said that “These seminars are very important for the integration of Syrian employers and employees to the labour market and raising awareness. We expect the continuation of the training and seminars for Syrian employers and employees.” The objective of the seminar was raising awareness on OSH among employers, informing the employers on the roles and responsibilities including employees’ and updating the participants about the recent national legislation.

OSH seminars were also organised in Ankara on 7-9 August

2018 for those Syrian and Turkish trainees who participate in vocational and technical training organised in cooperation with ILO, Anatolian Vocational Training Association (ANADOLU MED) and Foundation of Supporting Vocational Training and Small Industry (MEKSA). More than 250 participants attended to the seminar and they were informed about the subjects including risks at workplace considering their vocations, the protective measures for these risks, the concepts of occupational accident and disease/recording and notifications, safety culture.

The general objective of the OSH seminars carried out by the ILO is to prevent the potential occupational accidents and diseases at workplace level.



## Vocational and Technical Training Courses Have Started in Gaziantep



**Under the Project “Strengthening the Resilience of Syrian Women and Girls and Host Communities” vocational and technical training courses on basic life skills and labour market skills started at SADA Women Development and Solidarity Centre**

Under the Project “Strengthening the Resilience of Syrian Women and Girls and Host Communities” implemented by a partnership of ILO, SGDD-ASAM and led by UNWomen, vocational and technical training courses on basic life skills and labour market skills started as of 25.06.2018 at SADA Women Development and Solidarity Centre. Trainees were registered by SGDD-ASAM by age groups and vulnerabilities identified.

The morning and afternoon training sessions started with a total of 270 trainees with 190 Syrians, 45 Turkish citizens, 3 Iraqis, 3 Iranians and 5 T.R. citizens of Syrian origin.

The courses provided at the Centre include Turkish language teaching at A1, A2 and B1 levels, packaging, computer

operation, basic makeup and makeup techniques.

The Centre also features a children’s space for the children aged 4 to 7 of the trainees during training time. A total of 57 children participate in the educational and social activities in the children’s space where they acquire creative skills as well as get socialised.

Trainers monitor trainee development at individual and class level, and plan the training to contribute to their development. Trainees are highly motivated for the training; they feel safe both for themselves and their children who are both educated for skills and socialised.

[Please click here](#) to view videos of children singing in Turkish and Arabic.

## Joint ILO & MoFLSS Training Series Commence for SSI Auditors

**Training series commenced in Ankara for SSI auditors on  
Registered Employment of Syrians under Temporary Protection  
in Turkey**



The training series for social security auditors commenced under the refugee resilience programme implemented jointly by the International Labour Organization (ILO) and the General Directorate for International Labour Force (DG-ILF) of the Ministry of Family, Labour and Social Services (MoFLSS).

The training was delivered to SSI auditors working in Ankara by Prof. Dr. Oğuz Karadeniz, a faculty member of Pamukkale University. Prof. Karadeniz started his lecture stating that “Turkey is setting an example host country for the entire world. We will do our best to establish registered labour. You are the persons who face the social issues on one-on-one basis. Your suggestions will contribute to this process.”

Prof. Karadeniz provided training on “Social Security for Foreigners” and “Syrians and Informal Employment, Status of Foreigners in Labour Markets (demographic variables, regions, sectors, vocations, work times)”.

In the context of the programme, Mr. Mehmet Cihangir, Head of Ankara Training Department of the Ministry of Justice;

expert Mr. Şenol Uzun from the General Directorate for Migration Management of the Ministry of Interior, and expert Ms. Necla Uz from DG-ILF provided information on the functions and powers of their respective agencies.

Mr. Cihangir gave information on the concept of foreigner, migrations, causes and types; Mr. Uzun on the Law on Foreigners and International Protection and the Regulation on Temporary Protection; and Ms. Uz on the Law on International Labour, work permits for foreigners, types of work permits and processes.

The one-day training aims to raise awareness of social security auditors who combat informal employment in order to ensure the registration and labour market integration of Syrians who are under temporary protection in Turkey and generally work informally in the labour markets.

The intended outcomes of the training include capacity building for social security auditors to inform employers and employees on work permits and procedures, social security rights for foreigners as well as drafting a report on the experience and suggestions of social security auditors who face informally employed workers and their employees to guide the practice.

The training covers theoretical knowledge as well as case studies on foreign workers issued to trainees who are asked to analyse and resolve the cases in light of the laws and regulations.

The training series will continue in September and October for SSI auditors continued in Adana, Bursa, Gaziantep, Kilis, Şanlıurfa, Hatay, Konya and İstanbul. At the end, 280 auditors received training.



## Seminar Series on Strengthening the Resilience of Syrian Women and Girls



**Seminars were organised with the participation of beneficiaries who completed the on basic life skills and vocational training courses in the SADA Women Development and Solidarity Centre under the “Strengthening the Resilience of Syrian Women and Girls” being implemented in Gaziantep jointly by UNWomen, SGDD and ILO**

Seminars were organised with the participation of beneficiaries who completed the on basic life skills and vocational training courses in the SADA Women Development and Solidarity Centre under the “Strengthening the Resilience of Syrian Women and Girls” being implemented in Gaziantep jointly by UNWomen, SGDD and ILO. The seminars were held on 03-13 September 2018 in the GESOB Events Hall and attended by 204 beneficiaries of Syrian, Afghan and Turkish nationality who completed the courses Turkish A1 and A2, Computer Operating, Basic Makeup, Hair-dressing, Packaging and the members of the Tomorrow's Women Committee. Aiming to facilitate and promote the entry of women beneficiaries of the project into labour markets, the seminars treated six topics namely Gender Equality at Work, Work Permits, Social Security Rights, ISKUR Active Labour Market Programmes, Occupational Safety and Health, and Role Models with participation from the specialised institutions and organisations.

### Gender Equality at Work

The seminar on 03-04 September 2018 with the participation of psychologist Ms. Zehra Tosun dealt with the gender-based problems experienced by women at work, with real life examples of participants. The seminar also addressed the necessity to send girls to schools and the psychological and sociological problems caused by child marriage; and did work on how to emphasise prominent features as applicants in the job interviews.

### Work Permits

At the seminar on 05 September 2018 with the participation of Mr. Fatih Volkan Yamaner, an Assistant Labour Expert from the Ministry of Family, Labour and Social Services, participants were informed on the legal procedures for

obtaining work permits. Participants particularly voiced the problems experienced by their spouses in the world of work, offered proposals for solutions; and were informed on the recent work of the Ministry of Family, Labour and Social Services.

### Social Security Rights

The seminar on 06 September 2018 with the participation of Ms. Semra Güneş, the Centre Director from Gaziantep Provincial Directorate of Social Security provided information on women's rights in the social security system, pregnancy, birth-maternity, and marriage, and emphasised the importance of insured work.

### ISKUR Active Labour Market Programmes

The seminar on 07 September 2018 with the participation of Mr. Ali Akış and Mr. Engin Güngördü, job and vocational counsellors from Gaziantep ISKUR, information was provided to women beneficiaries of the project on ISKUR's mandate and activities, courses and events offered, as well as how they could access Gaziantep ISKUR, how to register, and job-seeking processes under ISKUR activities. Participants were also shown, using real participant information, how to register at ISKUR online system. The seminar drew great attention from the participants.

### Occupational Safety and Health

The seminar on 10-11 September 2018 with the participation of expert Ms. Burcu Ünal provided information to participants, particularly in the context of occupational training provided under the project, on measures that must be taken at work, occupational diseases, protection methods, equipment for occupational safety, and the legal obligations of employers and workers for protecting against work accidents.

### Role Models

The seminar on 12-13 September 2018 featured Ms. Mensure Laçın, who was supported under ILO's “More and Better Jobs for Women: Women's Empowerment through Decent Work in Turkey” Project implemented in the period of 2013-2016, and won an award for the business project she had created. Having established a foreign trade company on children's apparel and now exporting, the businesswoman Mensure Laçın told about her life story covering Azerbaijan and Turkey, her fight to survive, challenges experienced, and her resolution culminating in starting up her business. There were sentimental moments as well in the seminar where participants voiced own life stories, wishes and dreams.



## ILO Delivers Training on “Market-Based Livelihoods Intervention for Refugees and Host Communities”

**ILO shares its international experience with academics and experts**



In the context of the International Labour Organization’s (ILO) response to the refugee crises, training was delivered on “Market-based Livelihoods Intervention for Refugees and Host Communities”.



Organised in the ILO Office at Ankara, the training started by opening remarks from Mr. Numan Özcan, Director of the ILO Office for Turkey. The two-day training aims to support the academics and experts working in the field of education in identifying interventions to create livelihoods in line with market trends and demands.

The training is given under the projects “Improving Labour Market Integration of Syrian Refugees and Host Communities in Turkey” and Job Creation and Entrepreneurship Opportunities for Syrians under Temporary Protection and Host Communities in Turkey” implemented by the ILO Office at Ankara. Both projects aim to promote qualified, competent and productive labour to facilitate the access of Syrian refugees and host communities in Turkey to decent jobs. A second objective of the projects is to support the creation of enabling environment for business development and economic development in various provinces and specific sectors to create new jobs and entrepreneurship opportunities for Syrian refugees and host communities in Turkey. In line with this second objective, the training is organised to support the subject-matter academicians and experts in identifying interventions to create livelihoods in line with market trends and demands.

Covering the academics and researchers from Konya, Mersin, Hatay, Istanbul, Bursa and Adana, the programme also provides training to experts from the General Directorate of International Labour Force of Labour, Social Services, and International Labour Ministry as projects’ partner, as well as ILO staff.

**ILO shares its international experience with academics and experts**



The training is delivered by Daniela Martinez and Pranati Mehtha from the **ILO Head Office in Geneva**. **ILO specialist in value chain and market systems development**, Martinez worked in many countries including particularly Afghanistan, Rwanda, Mexico and Mozambique to support market-based initiatives, access to global value chains, and interventions in vulnerable countries.

**ILO specialist in entrepreneurship and value chain development**, Mehtha works as a technical expert in entrepreneurship and value chain development projects. In addition to projects underway in Egypt, Ethiopia, Myanmar and Ukraine, Mehtha works on developing global training materials for entrepreneurship.

## The Interest in our Seminars Keep Growing



**A seminar on “Cooperativism” along with “Youth-Deal Cooperative” was held for the beneficiaries who participated in workshops organised in the SADA Women Development and Solidarity Centre under the “Strengthening the Resilience of Syrian Women and Girls” being implemented in Gaziantep jointly by UNWomen, SGDD and ILO**

A seminar on “Cooperativism” along with “Youth-Deal Cooperative” was held for the beneficiaries who participated in workshops organised in the SADA Women Development and Solidarity Centre under the “Strengthening the Resilience of Syrian Women and Girls” being implemented in Gaziantep jointly by UNWomen, SGDD and ILO. The seminar held on 26 September 2018 in the GESOB Events Hall was attended by 95 beneficiaries of Syrian, Afghan and Turkish nationality including the beneficiaries who participated in the courses on shoe-upping, textiles and packaging, and the members of the Tomorrow’s Women Committee.

Aiming to combine the revenue-generating activities of the women beneficiaries of the project with cooperative works, the seminar was held with the participation of Mr. Berkin Şafak Şener, Mr. Arda Özöl and Ms. Eda Kayadibinlioğlu, partners of the Youth-Deal Cooperative. The seminar started with statements of participants on their prime motivation in wishing to participate in the world of work, which included being equipped with occupational skills, developing skills, obtaining information, becoming independent, reinforcing self-confidence, making new acquaintances, and supporting the subsistence of their families. It was emphasised that

cooperatives engaged in revenue-generating activities in a solidarity network of communities, not as individuals; and information was provided on the roles of cooperatives for social and economic development. Participants viewed videos on successful examples of cooperatives from around the world; and a live video-link was established with a women’s cooperative operating in foods production in Lebanon to exchange experiences.



## ILO Office for Turkey Promotes Gender Equality Through New Publications



Four booklets were released in the context of “More and Better Jobs for Women” project implemented by the ILO Office for Turkey to promote gender equality in public employment services and world of work to increase women’s access to more and better jobs.

The publications “Gender Mainstreaming in Public Employment Services”; “Gender Responsive Job and Vocational Counselling”; “Adult Education Principles and Methods for Gender Mainstreaming in Public Employment Services” and “Training Manual for Gender Equality in the World of Work” were created under the project “More and Better Jobs for Women: Women’s Empowerment through Decent Work in Turkey” implemented jointly by the International Labour Organization (ILO) and Turkish Employment Agency (ISKUR) with funding from the Swedish International Development Cooperation Agency (SIDA).

### **“Gender Mainstreaming in Public Employment Services”**

**“Gender Mainstreaming in Public Employment Services”** is a training set consisting of various complementary modules, with practical knowledge and exercises, on Gender Mainstreaming, Gender Analysis and Participatory Gender Audit, Gender Mainstreaming in Public Employment Services, Gender Indicators and Monitoring Public Employment Services. The modules in the training set were drafted by Assoc.Prof.Dr. Saniye Dedeoğlu, a faculty member of the Department of Labour Economics, Faculty of Economics and Administrative Sciences of Muğla University; Assoc.Prof.

Dr. Emel Memiş, a faculty member of the Department of Economics, Faculty of Economics and Administrative Sciences of Ankara University; Ebru Özberk Anlı, National Project Coordinator in the ILO Office for Turkey; and Valli Corbanese, an international expert on employment in the International Labour Organization.

**“Gender Responsive Job and Vocational Counselling”** was prepared as a guidance for providing ISKUR’s job and vocational counselling services in a gender-responsive perspective. Drafted by gender equality expert Zehra Tosun, the booklet addresses such topics as job and vocational counselling services and gender, gender-responsive counselling, considerations for interviews, job and vocational counselling services for women victims of violence, counselling services for employers.

**“Adult Education Principles and Methods for Gender Mainstreaming in Public Employment Services”** aims to provide basic information to participants on the design and delivery of capacity building training on gender equality in employment, and communicating gender messages to various segments. Drafted by Valli Corbanese, the booklet treats such topics as principles and methods for adult education, communications strategy and tools, and group work.



### **“Training Manual for Gender Equality in the World of Work”**

**“Training Manual for Gender Equality in the World of Work”** is designed to promote gender equality in the world of work and includes various complementary modules with practical knowledge and exercises. The modules in the booklet were drafted by Assoc. Prof. Dr.

Saniye Dedeoğlu; Assoc. Prof. Dr. Emel Memiş and National Project Coordinator Ebru Özberk Anlı.

## PUBLICATIONS

[\\* Gender Mainstreaming in Public Employment Services \(in Turkish\)](#)

[\\* Gender Responsive Job and Vocational Counselling \(in Turkish\)](#)

[\\* Adult Education Principles and Methods for Gender Mainstreaming in Public Employment Services \(in Turkish\)](#)

[\\* Training Manual for Gender Equality in the World of Work \(in Turkish\)](#)



## Graduation Ceremony of B1 Turkish Language Course Turns into Festivities



The first group graduated from the B1 Turkish Language Course at the SADA Women Development and Solidarity Centre under the project “Strengthening the Resilience of Syrian Women and Girls” implemented jointly by UN Women, ILO and ASAM. Organised by ILO, the course started on 25 June 2018 and concluded on 22 October 2018 under the Public Education Curriculum of the General Directorate of Lifelong Learning. The participants included 22 Syrian and 2 Iraqi women who earlier completed the A2 Turkish Language Course. Lasting over three months, the course featured “Istanbul, B1 Turkish for Foreigners” as the key resource material, and included a richness of interactive materials such as film exhibits, conversation groups, space-based dialogues, orienteering, writing petitions.

The beneficiaries who successfully completed the course had fun at an event organised as collective work where the children of the beneficiaries made a surprise for their mothers by performing a stage play. All participants excitedly watched and enjoyed the stage play of Keloglan, seasons and dances prepared the day-care trainer, interpreter and the children of B1 course participants at the full-day care centre serving the children of project beneficiaries under the SADA Women Development and Solidarity Centre. Most of the costumes of the children in the stage play were designed by themselves in the context of a workshop, where as the hair-dressing course helped out with children’s hair. The final part of the event included an offering of local Syrian dishes cooked by the beneficiaries, then cutting a pie with songs.



## Textile and Kitchen Workshops at SADA Women Development and Solidarity Centre



**The textile and kitchen workshops started operating on 1 October 2018 at the SADA Women Development and Solidarity Centre under the project “Strengthening the Resilience of Syrian Women and Girls” implemented jointly by UN Women, ILO and ASAM**

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The textile and kitchen workshops started operating on 1 October 2018 at the SADA Women Development and Solidarity Centre under the project “Strengthening the Resilience of Syrian Women and Girls” implemented jointly by UN Women, ILO and ASAM. The General Directorate of Lifelong Learning provides training on producing local food products and lockstitch operating within the Public Education Curriculum in the context of the workshops organised by ILO.

The kitchen workshop drew 27 Syrian, 12 Turkish and 1 Iranian women for training on producing local food products. The beneficiaries receive training on local products of Gaziantep, a city of rich cuisine and announced by UNESCO a world gastronomy city in 2015. Learning now how to make pickles, the beneficiaries will soon learn how to make such long-shelf-life items as local noodles, jams, marmalades, pastes, and also vegetable drying techniques.

The textile workshop drew 22 Syrian and 6 Turkish women for training on lockstitch operating. Aiming to increase women’s participation in the labour force and facilitate their access to decent work, the workshop provides the beneficiaries with basic knowledge of lockstitch machines

and exercises on stitching techniques. The later phases of the training will involve training home textiles. A women’s cooperative with Syrian refugee women and Gaziantep’s local women as partners will consequently be established to market the products of women in the workshops.



## Event Held in Şanlıurfa on Combating Child Labour in Seasonal Agriculture



**An event on “Combating Child Labour in Seasonal Agriculture” was held on 29 November 2018 in Şanlıurfa under the auspices of the Governorship, jointly organised by the International Labour Organization (ILO) and Ministry of Family, Labour and Social Services (MoFLSS)**

An event on combating child labour in seasonal agriculture was hosted by the Governorship of Şanlıurfa on 29 November 2018 in Şanlıurfa under “*An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project*” jointly implemented by the International Labour Organization (ILO) and Ministry of Family, Labour and Social Services. The event brought together representatives of the Ministry of Family, Labour and Social Services, Ministry of National Education and ILO Office for Turkey, teachers of Ministry of National Education and relevant representatives of provincial directorates in the context of the 2018 Year to Combat Child Labour and the Project.

In order to maintain the momentum of combat in Şanlıurfa to eliminate child labour in seasonal agriculture, the participants were informed on the legislation on child labour, National Programme on the Elimination of Child Labour (2017-2023), and Circular No. 2016/5 of the Ministry of National Education on the Access to Education of Children of Seasonal Agricultural Workers and Nomadic and Semi-Nomadic Families. Attention was drawn to the role of education, field work and in particularly child labour monitoring in the context of combating child labour in seasonal agriculture. The participants shared information on their on-going work and expressed their recommendations in light of their findings and experience.

Participating in the event were the members of the provincial and district boards for monitoring the children of seasonal agricultural workers, nomadic or semi-nomadic families, branch heads in charge of primary education in District Directorates of National Education, and relevant representatives of the Provincial Directorates of Turkish Employment Agency, Family, Labour and Social Services, Youth and Sports, Agriculture and Forestry.



### “An Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey”

The project was first implemented in 2012-2015 in Ordu under the partnership of the General Directorate of Labour of the Ministry of Family, Labour and Social Services and the International Labour Organization (ILO) Office for Turkey; then expanded to the provinces of Düzce, Sakarya and Şanlıurfa in 2015-2018, and is scheduled to run until end 2020.

The overall objective of the Project is to contribute to eliminating the worst forms of child labour in seasonal agriculture in line with the Government’s National Employment Strategy (2014-2023) and National Programme on the Elimination of Child Labour (2017-2023). Through the strategic intervention model developed under the Project to ensure that children are withdrawn from worst forms of labour and prevent children under risk from entering the world of work, it is also aimed to contribute to the processes of policy development and implementation, and to strengthening the national and local capacities and raising awareness.

## Focus Group Meetings Held at SADA Women Development and Solidarity Centre in the Context of Establishing a Cooperative



**Focus group meetings were held with the Project beneficiaries for a “women’s cooperative” to be established under the “Strengthening the Resilience of Syrian Women and Girls in Turkey” being implemented in Gaziantep jointly by UN Women, ILO and ASAM**

The focus group meetings held by the Foundation for the Support of Women's Work (KEDV) on 22-23 November at SADA Women's Centre drew a participation of 80 beneficiaries from the workshops on shoe-upping, textiles and packaging, as well as participants of the training courses on Turkish language, computer operating, basic make-up and hair-dressing. Aiming to assess the basic needs of the Project's women beneficiaries in the context of efforts to establish a women's cooperative and held as 4 focus groups, the meetings included an initial getting acquainted of women participants through interactive methods. While refugee women related their stories of migration to Turkey and problems they faced in Antep, their daily lives, and the place of SADA Women's Centre in their lives; women from Antep told about the changes and interaction in their lives upon the arrival of Syrian refugees, and their opinion on the culture of co-existence. Women at the meeting expressed that they felt themselves

important at SADA Women Development and Solidarity Centre, the work at the centre boosted their self-confidence and provided a significant opportunity for time away from their problems. A beneficiary described how frequenting the centre changed her life saying that “Earlier, I used to feel lethargic, I wanted to sleep at home at all times; now my life is livelier, with a schedule in my life. I arrive here in the morning, do something for myself, I am livelier. I realised that women should not be sitting at home.” Most of the women at the meeting indicated that they always wanted to enter the world of work, but needed courage, guidance and support to do that. In the second part of the meeting, the Project's women participants drew on paper where they would see themselves in five years, then explained it to others using their drawings. Women's drawings presented common aspirations such as starting a beauty parlour, hairdresser, factory, tailor-shop, and restaurant specialising in local home dishes.



## Global Wage Growth Lowest Since 2008, While Women Still Earning 20 Per Cent Less Than Men



**The latest ILO Global Wage report finds global wage growth has been weak while the gender pay gap, at about 20 per cent globally, remains unacceptably high**

Global wage growth in 2017 fell to its lowest rate since 2008, far below levels before the global financial crisis, according to a new International Labour Organization (ILO) report.

*The Global Wage Report 2018/19* finds that in real terms (adjusted for price inflation) global wage growth declined to 1.8 per cent in 2017 from 2.4 per cent in 2016. The findings are based on data from 136 countries.

In analyzing wage growth, the report finds that in advanced G20 countries real wage growth declined from 0.9 per cent in 2016 to 0.4 per cent in 2017. By contrast, in emerging and developing G20 countries, real wage growth fluctuated between 4.9 per cent in 2016 and 4.3 per cent in 2017.

"It's puzzling that in high-income economies we see slow wage growth alongside a recovery in GDP growth and falling unemployment. And early indications suggest that slow wage growth continues in 2018," said ILO Director-General Guy Ryder. "Such stagnating wages are an obstacle to economic growth and rising living standards. Countries should explore, with their social partners, ways to achieve socially and economically sustainable wage growth."

In the last 20 years, average real wages have almost tripled in emerging and developing G20 countries, while in advanced G20 countries they have increased by just 9 per cent, the report shows. But, in many low- and middle-income economies, wage inequality remains high and wages are frequently insufficient to cover the needs of workers and their families.

### Unacceptably high gender pay gaps

The report calculates gender pay gaps in innovative and more accurate ways, using data covering some 70 countries and about 80 per cent of wage employees worldwide. It finds that globally women continue to be paid approximately 20 per cent less than men.

"The gender pay gap represents one of today's greatest manifestations of social injustice, and all countries should try to better understand what lies behind them and accelerate progress towards gender equality," said Guy Ryder.

The report finds that in high-income countries it is at the

high end of the pay scale that the gender pay gap is wider, while in low- and middle-income countries the gender pay gap is wider amongst the lower paid workers.

**“ The gender pay gap represents one of today’s greatest manifestations of social injustice.”**

*Guy Ryder, ILO Director-General*

Using empirical evidence, the report also shows that traditional explanations, such as differences in the levels of education between men and women who work in paid employment, play a limited role in explaining gender pay gaps.

"In many countries women are more highly educated than men but earn lower wages, even when they work in the same occupational categories," said Rosalia Vazquez-Alvarez, econometrician and wage specialist at the ILO and one of the authors of the report. "The wages of both men and women also tend to be lower in enterprises and occupations with a predominantly female workforce. To reduce gender pay gaps more emphasis therefore needs to be placed on ensuring equal pay for women and men, and on addressing the undervaluation of women's work," she said.

Another factor which weighs on the gender wage gap is motherhood. The report shows that mothers tend to have lower wages compared to non-mothers. This may be related to a host of factors, including labour market interruptions, reductions in working time, employment in more family-friendly jobs with lower wages, or stereotypical promotion decisions at enterprise level.

According to the report, a more equitable sharing of family duties between men and women would in many instances lead to women making different occupational choices.

Surprisingly, the evidence shows that even before women reach motherhood, there is already a pay gap. This suggests a need to combat stereotypes and discrimination at the point of entry into the labour market.

## In Combating Child Labour in Seasonal Agriculture Hand in Hand with Private Sector



**The International Labour Organization (ILO) and Ministry of Family, Labour and Social Services (MoFLSS) came together with the private sector in Istanbul on 21 December 2018 in the context of “2018 Year against Child Labour”**

The International Labour Organization (ILO) and Ministry of Family, Labour and Social Services (MoFLSS) came together with the private sector in Istanbul on 21 December 2018 in the context of “Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project” and 2018 Year against Child Labour. Hosted by ILO and MoFLSS, the workshop drew participation from hazelnut producing and exporting firms.

In his opening remarks for the workshop, Mr. Şeref Kazancı, Deputy General Director of Labour of the Ministry of Family, Labour and Social Security said: “We have come together today in relation to child labour in hazelnut agriculture. However, our goal as the Ministry is to combat child labour across all agriculture, not only hazelnut agriculture. In that sense, the project we are implementing jointly with ILO is a guiding light for what we can do to solve problems in other sectors”, and continued that “as the Ministry, we included serious actions against child labour in the National Employment Strategy. We also started the implementation of the National Programme on the Elimination of Child Labour. By 2023, we will continue to implement the measures in the National Programme, and add new measures. We as the Ministry engage in cooperation with all stakeholders in the sector to that end. We derive information from stakeholders in the field and social partners. We are here together today to discuss what we can do to scale up the combat against child labour in seasonal agriculture.”

as I have stated at the beginning, how we can scale up this top example of public-private cooperation in other fields of seasonal agriculture, and discuss the role of private sector on the particularity of hazelnut.”

At the workshop, the Ministry of Family, Labour and Social Services provided information on the relevant legislation and National Programme on the Elimination of Child Labour (2017–2023). Also explained to the participants were activities of the Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project. Experience and views were exchanged on the private sector’s role and experience in the sector in combating child labour, and ways of cooperation through discussions of the existing social work of firms, findings and recommendations on child labour.



### Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project

The efforts to eliminate child labour in seasonal hazelnut agriculture are scheduled to run until end of 2020 under the “Integrated Model for the Elimination of Worst Forms of Child Labour in Seasonal Agriculture in Hazelnut Harvesting in Turkey Project” which was first implemented in 2012–2015 in Ordu under the partnership of the General Directorate of Labour of the Ministry of Family, Labour and Social Services and the International Labour Organization (ILO) Office for Turkey, then expanded to the provinces of Düzce, Sakarya and Şanlıurfa in 2015–2018.



The project aims to contribute to the elimination of the worst forms of child labour in seasonal agriculture. It is also aimed that the strategic intervention model developed for this objective would contribute to policy development and implementation, public-private partnership, and serve as a platform of cooperation among all stakeholders.



Speaking at the opening of the workshop, Mr. Nejat Kocabay, Senior Programme Manager in the ILO Office for Turkey said: “We now see that the project, first of its kind in public-private partnership for the elimination of child labour in Turkey, jointly implemented by the Ministry of Family, Labour and Social Services and ILO with participation from many stakeholders has already matured. We are glad that at this stage we have already seen the fruits for policy development and implementation. Each hazelnut season we have worked in help us learn more, and we put such learning into good use by assessing and verifying the work, planning project activities for the upcoming year, and providing support to the scaling up and implementation of the policies developed by the Ministry. This year, following the close of the season, we evaluated the season at various venues with public and private sector representatives. We had the meeting of civil administrators with largest participation in Ankara last month. Such participation was important in showing that how the top administrators of the public sector owned the issue in the field and exchanged views with the Ministry. We view today’s meeting as a continuation of the process. We believe this is a venue where we specifically hear the experience, views and assessments of producers and exporting firms from the provinces, we provide information on the developments, and

## Pathways to Decent Work for Syrians and Their Host Community Members in Turkey



As part of its refugee response, ILO is implementing “Improving Labour Market Integration of Syrian Refugees and Host Communities in Turkey” project funded by Bureau of Population, Refugees, and Migration - US Department of State. The overall objective of the project is to enhance the livelihoods and social cohesion of Syrian refugees and host communities in Turkey by promoting labour market integration and inclusive economic growth underpinned by decent work principles.

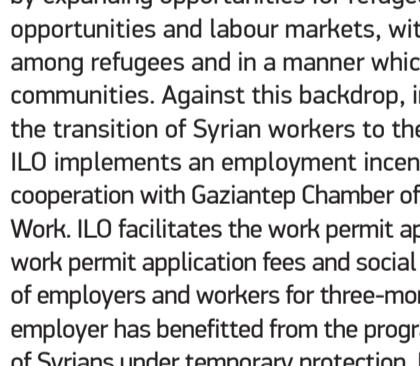
### Enhanced access to employment opportunities by improving vocational, language and labour market skills



To increase the availability of a skilled, competent and productive labour supply, ILO supported more than 70 different vocational trainings and reached more than 2000 Syrians and members from host communities between May 2018 and October 2018 in Adana, Ankara, Bursa, Gaziantep, Mersin and Şanlıurfa provinces. Among

these beneficiaries, more than 750 Syrian refugees have participated in Turkish language courses at A1 and A2 levels. Along with vocational training and language courses, participants also benefited from training on basic labour market skills, occupational safety and health as well as public employment services. ILO partners with chambers of industry, chambers of artisans and municipalities to improve skills in line with local labour market needs.

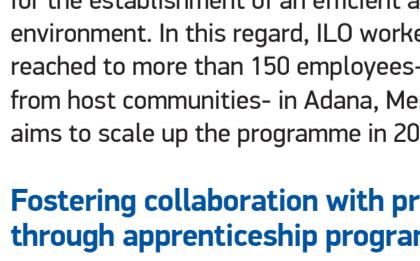
### ILO supports job placements and fosters opportunities for formal and decent work for Syrian refugees



ILO Recommendation on Employment and Decent Work for Peace and Resilience, 2017 (No. 205) recognizes that measures should be taken to foster self-reliance

by expanding opportunities for refugees to access livelihood opportunities and labour markets, without discriminating among refugees and in a manner which also supports host communities. Against this backdrop, in order to encourage the transition of Syrian workers to the formal economy, ILO implements an employment incentive programme in cooperation with Gaziantep Chamber of Industry and United Work. ILO facilitates the work permit application, cover the work permit application fees and social security premiums of employers and workers for three-months. In 2018, 72 employer has benefitted from the programme to employ 315 of Syrians under temporary protection. ILO will cooperate with Turkish Social Security Institution to scale up this employment incentive scheme in 2019.

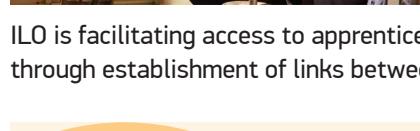
### Workplace mentorship programme supports workplace adaptation among Syrian and Turkish employees in their workplaces



ILO has developed and implemented a workplace mentorship programme with the aim of supporting workplace adaptation and orientation to

work culture, contributing to the labour peace and rapport among Syrian and Turkish workers in the same workplace for the establishment of an efficient and peaceful working environment. In this regard, ILO worked with 16 firms and reached to more than 150 employees-Syrians and members from host communities- in Adana, Mersin and Gaziantep. ILO aims to scale up the programme in 2019.

### Fostering collaboration with private sector through apprenticeship programmes



In close cooperation with Vocational Education Centres and Chambers of Merchants and Artisans in Adana, Ankara, Gaziantep and Mersin,

ILO is facilitating access to apprenticeship programmes through establishment of links between training centres

and industrial zones/the private sector for identification and referral of apprentices. To serve this purpose, ILO is directly in touch with SMEs and larger companies as well as Syrian refugees to inform them on the benefits of the apprenticeship programme. So far, more than 200 Syrian refugees have been referred to apprenticeship programmes.

### Entrepreneurship training and follow-up coaching offers Syrians and host community members the opportunity to establish their own businesses



ILO is supporting enabling environment for business development by stimulating entrepreneurship opportunities for Syrian and their host communities.

In close cooperation with Çukurova University Technology Transfer Office, 200 Syrians and 70 host community members have completed KOSGEB Applied Entrepreneurship Training in Adana and Mersin. 20 of these trainees have benefited from further business planning coaching and mentorships to benefit from the KOSGEB micro-grants for establishment of new enterprises.

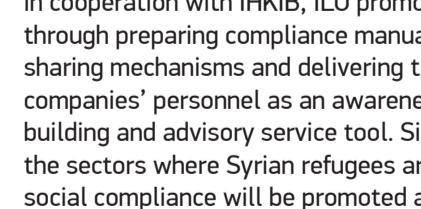
### Strategic partnerships with the Ministry of Justice and the Social Security Institute to train judges and social security auditors

ILO together with the Ministry of Justice carried out training on “Refugees, International Labour Standards and Labour Law” with participation of 118 judges in 2018. The training aimed at raising awareness including judges from the Court of Cassation and labour courts on the implementation of the Law on International Labour Force and Law on Foreigners and International Protection, and compliance with the International Labour Standards and National Legal Framework which protect refugees in the labour market. The training offered an opportunity for judges from largest refugee-hosting provinces to exchange information and to discuss court cases considering national and international legal framework. The training also included legal aid practice where refugees and foreigners under temporary protection could benefit. The training for judges will continue in 2019.



Together with the Social Security Institution, the ILO implemented a training series on registered employment of Syrians under temporary protection with the participation of 200 social security auditors in Adana, Bursa, Gaziantep, Kilis, Şanlıurfa, Hatay, Konya and İstanbul. The one-day training included capacity-building on work permit application procedures, refugees' social security rights as well as experience exchange between auditors and suggestions on how to decrease informal employment.

### Social compliance promoted in textile sector in cooperation with Istanbul Apparel and Textile Exporters' Association (IHKIB)



Creating a workplace where fundamental principles and rights at work are respected and cooperation between

management and workers' representatives is in place is key to support decent work/workplace environment. To that end, in cooperation with IHKIB, ILO promotes social compliance through preparing compliance manuals as knowledge sharing mechanisms and delivering training to textile companies' personnel as an awareness raising, capacity building and advisory service tool. Since textile is one of the sectors where Syrian refugees are mainly employed, social compliance will be promoted at company level among members of IHKIB in 2019.

Social compliance is a continuing process in which organizations endeavour to protect the health, safety, and rights of their employees, the community and environment in which they operate, and the lives and communities of workers in their supply and distribution chains. Evaluating, understanding, and reporting an organization's social and ethical performance is a key to achieve the decent work environment.

## ILO Organises a Multi-Lateral Conference on Combating Violence and Harassment Against Women at Work



The International Labour Organization (ILO) organised a "Conference on Prevention of Violence and Harassment against Women at Work" with participation of social partners on 6 December 2018 in Ankara under the project "More and Better Jobs for Women" funded by the Swedish International Development Cooperation Agency (SIDA).

Premised on the facts that violence and harassment against women at work were barriers to achieving gender equality at work, to women's participation and advancement in the world of work as well as causes of productivity drops, loss of reputation and thus higher costs for firms and employers, the Conference addressed the possible roles and contributions the social parties in eliminating violence against women at work, experience on the matter and how to strengthen the cooperation among partners.

### **"The link between gender and violence must be exposed"**

Delivering the opening remarks at the Conference, Mr. Numan Özcan, Director of the ILO Office for Turkey, said: "I emphasise that violence and harassment against women at work is a violation of human rights."

He continued: "Such acts are incompatible with decent work,

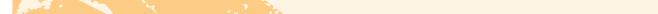
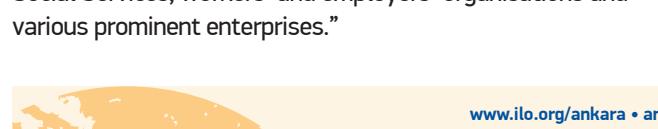
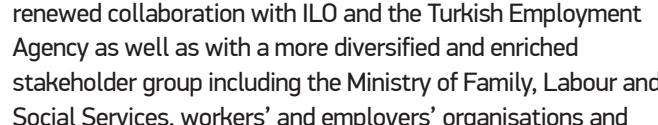
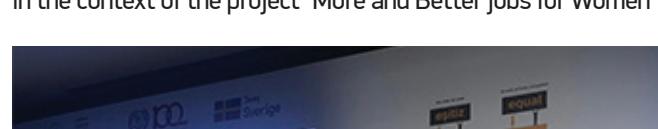
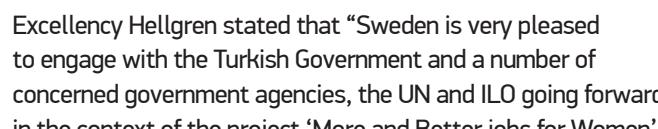
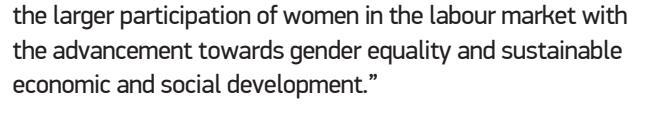
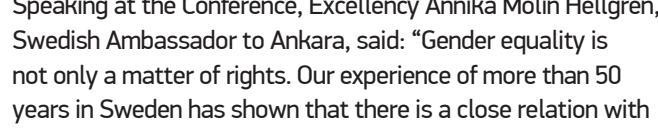
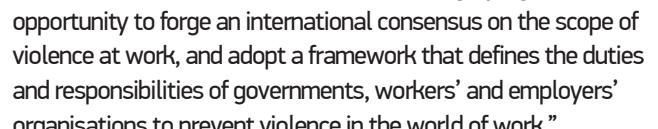
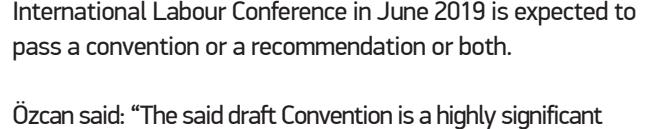
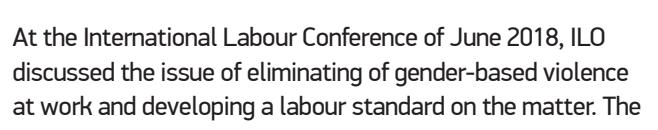
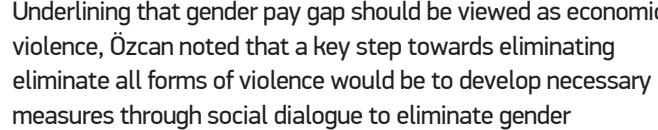
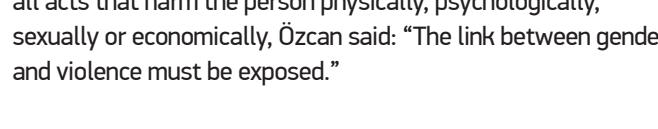
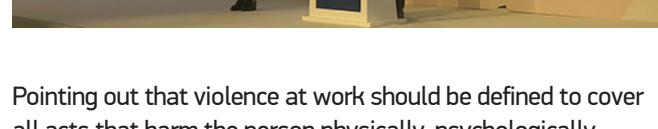
and make equal opportunities impossible in the world of work.

Violence adversely affects women's entry and long-term stay

of women in labour markets. Violence at work also adversely

impacts development of sustainable enterprises, work

productivity, workplace relations and enterprise reputation."



## The Istanbul Initiative for the Centenary Adopted by Constituents at ILO's 10th European Regional Meeting Adopted by ILO Governing Body

### 10th European Regional Meeting

2–5 Oct. 2017  
Istanbul,  
Turkey

**Director of the ILO Office for Turkey Özcan: “We are glad that the ILO Governing Body has adopted the Istanbul Initiative. Now formalised, the paper will be shared with member states”**

The Istanbul Initiative for the Centenary adopted by the constituents at ILO's 10th European Regional Meeting has been formalised upon adoption by the ILO Governing Body.

Mr. Numan Özcan, Director of the ILO Office for Turkey, indicated his happiness on the adoption of the Istanbul Initiative for the Centenary by the ILO Governing Body. Özcan said: “The Initiative enumerates comprehensive policies to reap the benefits and minimise the risks relating to the future of work, and emphasises that all policies should be based on strong social dialogue.”

Mr. Numan Özcan stated: “The Istanbul Initiative for the Centenary: Future for Decent Work for strong and responsible social partnership in Europe and Central Asia” adopted at the 10th European Regional Meeting on 2–5 October 2017 in Istanbul was adopted at the 334th meeting of the ILO Governing Body. Thereby formalised, the document will be shared by ILO with member states. We are happy with the outcome.”

“What future for decent work in Europe and Central Asia: Opportunities and challenges” was the theme of the 10th European Regional Meeting held in Istanbul with the participation of ILO Director-General Guy Ryder, then Prime Minister Binali Yıldırım, European Commissioner for Employment, Social Affairs and Inclusion, and representatives of governments, employers' and workers' organisations from 41 countries.

The said Initiative enumerated comprehensive policies to reap the benefits and minimise the risks relating to the future of work, and emphasised that all policies should be based on strong social dialogue.

The European Regional Meeting of the ILO brings together Government, Employer and Worker representatives of countries in Europe and Central Asia every four years.

## New ILO Figures Show 164 Million People are Migrant Workers



**Some countries of origin are losing the most productive part of their workforce, the study says**

The International Labour Organization (ILO) estimates that 164 million people are migrant workers – a rise of 9 per cent since 2013, when they numbered 150 million.

According to the 2nd edition of the ILO's [Global Estimates on International Migrant Workers](#), which covers the period between 2013 and 2017, the majority of migrant workers – 96 million – are men, while 68 million are women. This represents an increase in the share of men among migrant workers, from 56 per cent to 58 per cent, and a decrease by two percentage points in women's share, from 44 per cent to 42 per cent.

"While growing numbers of women have been migrating autonomously in search of employment in the past two decades, the discrimination they often face because of their gender and nationality reduces their employment opportunities in destination countries compared to their male peers," said Manuela Tomei, Director of the ILO Conditions of Work and Equality Department.

Nearly 87 per cent of migrant workers are of prime working age, between 25 and 64 years old. This suggests that some countries of origin are losing the most productive segment of their workforce. This, the report says, could have a negative impact on their economic growth.

### Regional trends

The report provides a comprehensive picture of the subregions and income groups in which migrants are working.

Of the 164 million migrant workers worldwide, approximately 111.2 million (67.9 per cent) live in high-income countries, 30.5 million (18.6 per cent) in upper middle-income countries, 16.6 million (10.1 per cent) in lower middle-income countries and 5.6 million (3.4 per cent) in low-income countries.

Migrant workers constitute 18.5 per cent of the workforce of high-income countries, but only 1.4 to 2.2 per cent in lower-income countries. From 2013 to 2017, the concentration of migrant workers in high-income countries fell from 74.7 to 67.9 per cent, while their share in upper middle-income countries increased. This could be attributed to the economic development of the latter.

Nearly 61 per cent of migrant workers are found in three

subregions; 23.0 per cent in North America, 23.9 per cent in Northern, Southern and Western Europe and 13.9 per cent in the Arab countries. Other regions that host large numbers of migrant workers – above 5 per cent – include Eastern Europe, Sub-Saharan Africa, South-Eastern Asia and the Pacific, and Central and Western Asia. In contrast, Northern Africa hosts less than 1 percent of migrant workers.



### Need for comprehensive data

The authors also highlight the importance of gathering more comprehensive and harmonized statistical data on migration at national, regional and global levels. The ILO is planning to produce global estimates on international migrant workers regularly, to better inform decision-making and contribute to the implementation of the Global Compact for Safe, Orderly and Regular Migration.

"International labour migration is a rising policy priority and there is a need to respond equitably to the interests of countries of origin and countries of destination, as well as to the interests of migrant workers," said Rafael Diez de Medina, Chief Statistician and Director of the ILO Department of Statistics. "To be effective, and aligned with international labour standards, policies must be based on strong evidence, including the number of international migrant workers involved, their characteristics and their employment patterns. Precisely because of this urgent demand, the [20th International Conference of Labour Statisticians](#) recently endorsed specific guidelines on how to better measure international labour migration worldwide. We are confident that through that countries will produce better data and therefore there will be increasingly accurate global estimations."

# Project Officially Launched



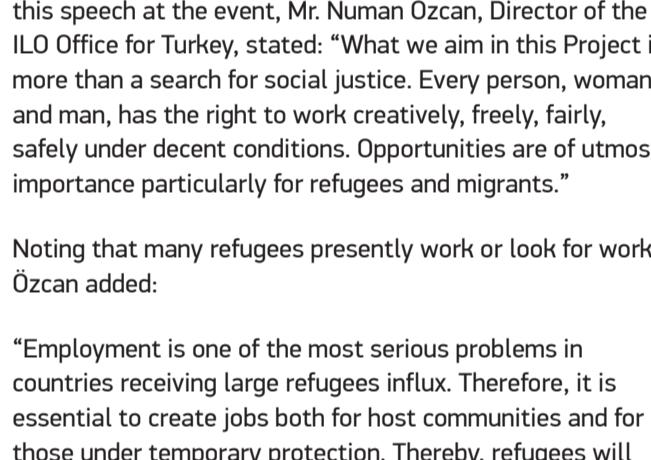
an event was held in Istanbul for the "Our Lives" Project funded by the European Union and by the International Labour Organization under the general coordination of

own feet? Should we enable them to stand on their own feet and at the same time contribute to social development?

We must assist them in the short term.

under the general coordination of  
General for International Labour Force  
Family, Labour and Social Services  
some activities jointly undertaken with the  
organisation for Migration (IOM).

Nurhan Özcan, Director of the ILO Office for Turkey; Mr. Erol Gvilava, Chief of Mission IOM Turkey; and Mr. Saadettin Akyıl, Director-General of International Labour Force of MoFLSS.



labour force and having an aim in life. On the issue of fair wages and other adversities in employment, ILO and other organisations are work both to support host countries and enable refugees to be self-sufficient. We see that the international community is of great importance.

**Chief of Mission IOM Turkey Gvilava: “We support labour market governance”**

Mr. Lado Gvilava, Chief of Mission IOM Turkey, emphasises the importance of the Project for Syrians under temporary protection in cooperation of Turkey and ILO which would enable Syrians to participate in the labour force.

Pointing that Syrians must integrate if they were to contribute to the Turkish society and economy, Gvilava said:

“The demonstrate their skills in countries to which they migrate, and are ready to make up for the deficits in the labour market. Through their entrepreneurial spirit, they even create their own job opportunities. We first expect to

Second is to promote opportunities to create jobs. In addition, we want to create entrepreneurship opportunities both for host communities and Syrians. We support labour market governance within the framework of development.

A photograph of Christian Michel, the European Commissioner for Neighbourhood and Enlargement Policies, speaking at a podium. He is wearing a dark suit and glasses. The background features a large banner with the text "HAYATA FIRSAT" in large letters, followed by "DAHA İYİ HAYATLAR İÇİN DAHA ÇOK FIRSAT" and "OPPORTUNITIES FOR LIVES". The banner also includes the logos of the European Union and Turkey, and a small text indicating the project is funded by the European Union. The date "15.11.2016" is visible on the podium screen.

## **Head of EU Delegation to Turkey Ambassador Berger: “We must assist them in the short term offer reasonable jobs and opportunities.”**

Ambassador Berger indicated that EU would continue to support Syrian citizens living in Turkey and said: "EU is discussing to provide another 3 billion Euros to the Turkish

Government. Negotiations are underway on what needs to be done. We are switching from humanitarian assistance to socio-economic assistance. Accordingly, we are about to sign the ‘second round’ of projects.”

or take a step further? I wonder if we should ensure socio-economic integration and enable people to stand on their own feet.

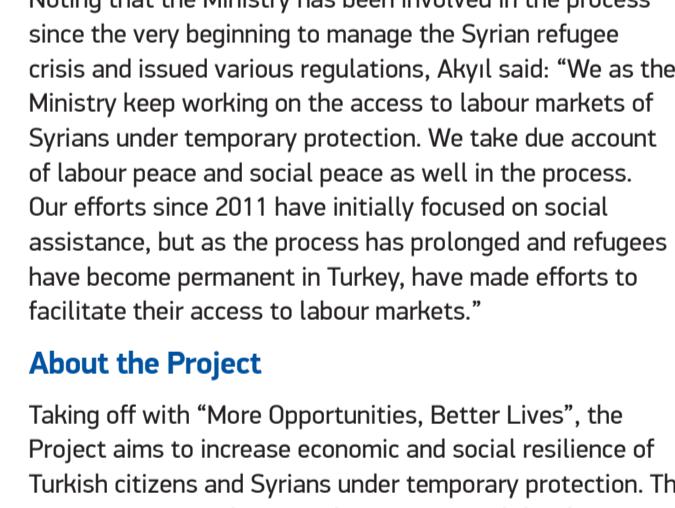
Noting that Syrians living in Turkey could contribute to the Turkish economy, Berger stated that political circles in Turkey had a consensus on this matter. Point out to the fact that EU was supporting Turkey in assisting Syrians. Berger

“We provide their basic needs. For example, the Emergency Social Safety Net (ESSN) delivers cash aid to 1.4 million people in need. EU will surely continue its support to Turkey. We enable refugees to get into work life by recognising their skills, seeing their potential. We highly care about the local projects undertaken in cities where large Syrian

Relating that EU provides support in various forms to collaborating with NGOs supporting refugees and other

Berger continued: “EU is discussing to provide another 3 billion Euros to Turkey. This will be the second round of support. The first round involved 3 billion Euros. Currently, 72 projects are underway. We work on three major areas: One is education, for which we are assisting the Turkish Government. We help all children in this country have access to education.”

underway on what needs to be done. We are switching from humanitarian assistance to socio-economic assistance. Accordingly, we are about to sign the 'second round' of projects. Of course, education will be at the top of this assistance. Then comes healthcare. At the end of this week, we will sign an agreement in Brussels for another aid of 400 million Euros for the education sector."

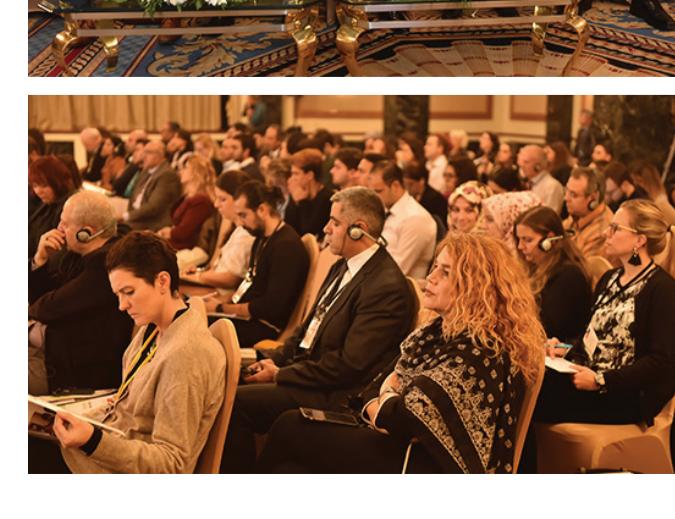


Under the full title “Job Creation and Entrepreneurship Opportunities for Syrians under Temporary Protection

and Host Communities in Turkey”, the Project will run for 24 months, delivering vocational, entrepreneurship and awareness training and promoting entrepreneurship through incentives in the target provinces identified as Ankara, Istanbul, Bursa, Konya, Gaziantep, Şanlıurfa, Adana, Mersin and Hatay.

The Project’s primary target group includes Syrians under temporary protection and Turkish citizens including

At national, local and provincial public agencies at central and provincial level, municipalities, workers' and employers organisations are also in the target group. The Project plans to reach out 13,000 Syrians under temporary protection, 5,000 Turkish citizens, 350 public officials from relevant agencies, 500 representatives and 500 businesses from workers' and employers' organisations as social partners.



## Cooperation Agreement Between ILO and KfW

**ILO and KfW signed a cooperation agreement to promote the transition to formal employment of refugees and host communities affected by migration**

International Labour Organization (ILO) and the German Development Agency (KfW) signed a cooperation agreement for the Project “Promoting Decent Jobs for Syrians under Temporary Protection and Host Communities” undertaken to promote the transition to formal employment of refugees and host communities affected by migration. The Project aims to support the transition of target groups to formal employment through incentives to employers as well as enable Syrians under temporary protection to benefit from on-the-job-training programmes and access public employment services through one-stop offices to be established in ten provinces.

The cooperation agreement signed in last December includes two phases covering the period from December 2018 through June 2023. KfW will provide a fund of 28m EUR to the Project to be implemented by ILO.

The Project “Promoting Decent Jobs for Syrians under Temporary Protection and Host Communities” under the “Refugee Response Programme” will be implemented by the support of many institutions in the provinces of Ankara, Şanlıurfa, Hatay, Gaziantep, Adana, Mersin, İstanbul, İzmir, Bursa and Konya to promote the transition to formal employment of refugees and host communities affected by migration through employer incentive programmes.

## ILO and SIDA Sign a Cooperation Agreement to Promote Women's Employment in Turkey



The International Labour Organization (ILO) and Swedish International Development Cooperation Agency (SIDA) signed a cooperation agreement for the programme “More and Better Jobs for Women – Phase II” to be implemented to promote women’s employment in Turkey. Signed by Mr. Numan Özcan, Director of the ILO Office for Turkey, and Ms. Malin Stawe, Head of Pre-Accession and Humanitarian Assistance at the Swedish Embassy in Ankara, the cooperation agreement will cover the period from January 2019 to December 2022. Through this agreement, SIDA will provide funds of 30 million Swedish Kronas to projects to be implemented by ILO in this field.

The programme “More and Better Jobs for Women – Phase II” to be implemented by SIDA funding support under the “Gender Equality at Work Portfolio” of the ILO Office for Turkey will execute projects in the provinces of Ankara, Bursa, Istanbul, Izmir, Kocaeli and Konya to promote women’s access to

employment opportunities and improve women’s working conditions in cooperation with multiple institutions.

SIDA and ILO, in partnership with the Turkish Employment Agency (ISKUR), had successfully implemented the Phase I of “More and Better Jobs for Women” to promote decent work for women in the period of 2013-2018. In the new period, the cooperation with ISKUR will be sustained in a stronger manner to support women who wish to participate in the world of work.

The ILO Office for Turkey will, under the programme “More and Better Jobs for Women”, engage in joint work with the General Directorate of Labour of the Ministry of Family, Labour and Social Services, employers’ and workers’ organisations, women’s organisations and private sector to improve women’s working conditions in textiles, trade and office, food, general services and metal sectors.

## SADA Women Development and Solidarity Centre's Second Tour of Seminars Successfully Completed



Seminars were organised with the participation of beneficiaries who completed the basic life skills and occupational training courses in the SADA Women Development and Solidarity Centre under the Project "Strengthening the Resilience of Syrian Women and Girls in Turkey" being implemented in Gaziantep jointly by UN Women, ILO and ASAM. The seminars were held on 06-20 November 2018 in the GESOB Events Hall and attended by 185 beneficiaries of Syrian, Afghan and Turkish nationality who completed the courses Turkish A1 and A2, Computer Operating, Basic Makeup, Hair-dressing and Packaging. Aiming to facilitate and promote the entry of women beneficiaries of the Project into labour markets, the seminars are organised every two months with participation from the related institutions and organisations.

### Role Models

The role model seminar, aiming to bring together successful business women with the Project's beneficiaries, was held on 06-07 November 2018 hosting Ms. Derya Karakuzu, who was the owner of the "Antep Lezzeti (Taste of Antep)" Local Home Dishes Restaurant and the sole woman operator at Gaziantep KÜSGET Organised Industry Zone. A local of Gaziantep, Ms. Karakuzu finished middle school and high school through distance learning by own efforts, learned how to use a computer by own efforts, passed the examinations for insurance representation, worked as an insurance agent for some time, then completed KOSGEB's entrepreneurship course and started own business. Once she narrated her life full of struggles, marriage experience at child age, and problems that she encountered in the work life, the listeners commented that "you are telling our stories". Participants had opportunities to tell own life stories in the seminar which concluded with a high applause for women who resolutely went on their way despite all challenges.

### Work Permits

At the seminar on 08-09 November 2018 with the participation of Mr. Fatih Volkan Yamaner, an Assistant Labour Expert from the Ministry of Family, Labour and Social Services, participants were informed on the legal procedures for the access to labour markets by foreigners granted Temporary Protection and International Protection, and on the recent work of the Ministry of Family, Labour and Social Services; then questions from participants on work permits were answered.

### Social Security Rights

At the seminar on 12-13 November 2018 with the participation of Mr. Mehmet Aliko, a Social Security Inspector from Gaziantep Provincial Directorate of Social Security, information was provided on the status of insuredness of foreigners achieved upon obtaining the work permit. Information was provided on the rights of insuredness particularly women's rights in the

social security system in terms of pregnancy, birth-maternity, and marriage. The seminar concluded with a question and answer session, and emphasis on the importance of insured work.

### ISKUR Active Labour Market Programmes

At the seminar on 13-14 November 2018 with the participation of Mr. Engin Güngördü, a job and vocational counsellor from Gaziantep ISKUR, information was provided to women beneficiaries of the Project on ISKUR's mandate and activities, courses and events offered, as well as how they could access Gaziantep ISKUR over the map, how to register, and job-seeking processes under ISKUR activities. Participants were also shown, using real participant information, how to register at ISKUR online system; then 84 women were registered at ISKUR who wanted to participate in the world of work and had requisite information and papers ready.

### Occupational Safety and Health

At the seminar on 15-16 November 2018 with the participation of Ms. Burcu Ünal, an expert of occupational safety and health, information was provided to participants, particularly in the context of occupational training provided under the Project, on measures that must be taken at work, occupational diseases, protection methods, equipment for occupational safety, and the legal obligations of employers and workers for protecting against work accidents.

### Gender Equality at Work

At the seminar on 03-04 September 2018 with the participation of psychologist Ms. Zehra Tosun, a part was organised to identify participants' abilities where participants told about their most favoured characteristics and abilities. The participating women most frequently stated such basic skills as cooking, dancing, stitching and childcare. Then, the gender-based problems experienced by women at work were discussed through real life examples. The seminar also addressed the necessity to send girls to schools and the psychological and sociological problems caused by child marriage; and included exercises on how to identify prominent features as applicants in the job interviews.



## A New Report Published under Social Dialogue Project

**Report on ‘Contribution of Social Dialogue to Economic Development and Growth’ has been published**

Newest report published under ‘Improving Social Dialogue in Working Life’ project, ‘Contribution of Social Dialogue to Economic Development and Growth’ is published both in Turkish and English. Copies of the report are to be sent to

social partners, stakeholders and relevant institutions. Link to e-copy of the report:

[Contribution of Social Dialogue to Economic Development and Growth 2018](#)

## News from ILO Staff

We welcome aboard **Gizem KARSLI VAROL**, **Ali Emre YILMAZTÜRK**, **İşıl BALTACIOĞLU** and **Bilge ÇOBAN** joining our team for our new projects. Meanwhile, **Can İZBUL** who has made valuable contributions to our office has left for his new post.

