



International
Labour
Organization



İsveç
Sverige

► Information Note

MORE AND BETTER JOBS FOR WOMEN PROGRAMME

► Progress Between
1 January and 31 July 2022



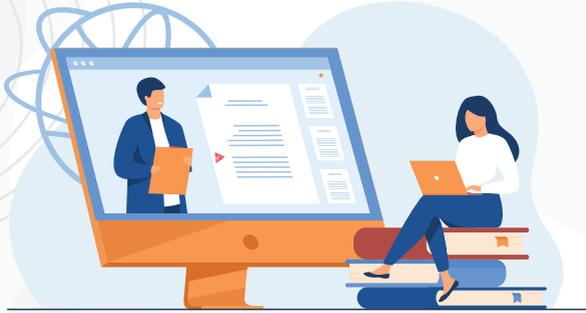
“MORE AND BETTER JOBS FOR WOMEN II” Programme (2019-2022), implemented by the International Labour Organization (ILO) Office for Türkiye with funding from Sweden, aims to increase the number of women working under decent conditions in Türkiye.

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



ADVOCACY INITIATIVE TO PREVENT VIOLENCE AND HARASSMENT AGAINST WOMEN IN THE WORLD OF WORK IN LIGHT OF C190

The ILO Office for Türkiye launched an Advocacy and Policy Initiative in March 2022 for sharing information and raising awareness in order to ensure that ILO Violence and Harassment Convention, 2019 (No. 190), adopted in 2019 to prevent violence and harassment in the world of work, be ratified, implemented and stand higher on the agenda of the public at large and social partners, and prevent violence and harassment against women at work in Türkiye.



Under the initiative executed by contributions from workers’ organizations, private sector and civil society organizations, a C190 Working Group was formed consisting of academicians and civil society representatives of various specialties to design and implement activities; meetings, experience-sharing forum and training sessions were held; and a cooperation protocol was signed with the Federation of Turkish Women Associations (TKDF). The initiative will continue by the end of 2022 with said experience-sharing forums, training sessions, and creation of knowledge/awareness-raising publications.

▶ C190 Working Group Formed

A working group was formed in the context of the advocacy initiative led by the ILO Office for Türkiye consisting of Dr. Ceyhun Güler, Dr. Seher Demirkaya, Canan Güllü, President of the Federation of Women Associations of Türkiye (TKDF), TKDF Legal Adviser and attorney-at-law Umut Şener Çiftçi, gender equality expert Birce Albayrak, representatives from the ILO Office for Türkiye, academicians and civil society representatives of various specialties.

Holding regular meetings, the Working Group works to create C190-compliant policy documents for workplaces, trade unions, an information guide to prevent violence and harassment against women in the world of work, and publications aiming to enhance knowledge and raise awareness..



▶ Preventing Violence against Women in the World of Work – Experience Sharing Forum” held and ILO Office for Türkiye called for ratification of C190

The ILO Office for Türkiye renewed its call for the ratification of ILO Violence and Harassment Convention, 2019 (No. 190) at the broad-based meeting of 31 March 2022 that brought together social partners, private sector and civil society working to implement C190 to prevent violence and harassment in the world of work.



At the hybrid-format event “Preventing Violence against Women in the World of Work – Experience Sharing Forum” organized in Ankara, participants discussed the efforts and next steps in Türkiye and in the world to implement C190 since its adoption in 2019 and prevent violence against women at work.

At the forum where Turkish labour unions, private sector and civil society organizations shared their activities and plans focusing on C190, the Bureau for Workers' Activities (ACTRAV) and Bureau for Employers' Activities (ACTEMP) of ILO HQ provided information on the roles and contributions of workers' and employers' organizations in the

ratifying countries and benefits of the Convention for workers and employers.

The Experience Sharing Forum constitutes the first step of the long-term process through which the ILO Office for Turkey aimed to ensure that C190 would be ratified and implemented, and stand higher on the agenda of the public at large and social partners.

▶ ILO and TKDF Joined Forces Against Gender-Based Violence at Work

Mr. Numan Özcan, Director of the ILO Office for Türkiye, and Ms. Canan Güllü, President of TKDF, met on 14 April 2022 at the ILO Office for Turkey in Ankara to sign a cooperation protocol in order to prevent gender-based violence and harassment at work, one of the biggest barriers to women's employment.

Such cooperation also constitutes an important part of the long-term campaign and activities to be undertaken by the ILO Office for Turkey which has already engaged in comprehensive work in Türkiye for the ratification and implementation of C190 .



The cooperation agreed between the ILO Office for Turkey and TKDF aims to raise awareness for prevention of gender-based violence and harassment, and enable victims of such violence and harassment to access support mechanisms. It is also aimed within this frame to make use of the TKDF HotLine.

Accordingly, representatives of workers' and employers' organizations and private sector cooperating with ILO and those exposed to or under risk of violence and harassment at work may call the TKDF HotLine in cases of violence and harassment, and receive legal advice and psychological counselling as needed and referral services to social support mechanisms.

The work will also involve the creation of communication materials to raise awareness on the matter and a series of communications and advocacy activities, as well as increase the recognition and visibility of TKDF's HotLine. Further joint work is planned so that counsellors at the HotLine are equipped to provide services under guidance from C190.

EV İÇİ ŞİDDET
ACIL YARDIM HATTI
UYGULAMASI



TÜRKİYE
KADIN BERNERLERİ
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► ILO Office for Türkiye delivered “Training for Change-Makers” for a world of work in line with C190

The ILO Office for Türkiye organized a training of trainers (ToT) on 27 June-1 July 2022 at Ankara for the representatives of confederations of workers' unions, public employees' unions, civil society organizations and academicians.

The training “Ending Violence and Harassment in the World of Work: A Training for Change-Makers” was delivered to the representatives of confederations of workers' unions, public employees' unions, civil society organizations and academicians with whom/which ILO worked and cooperated. The programme covered novelties introduced to the world of work by ILO Violence and Harassment Convention (No. 190) and accompanying Recommendation No. 206, information on international practice, and how to convey such experience and knowledge to other employees for sustainability.



The 5-day interactive training which was held in cooperation the International Training Centre (ITC-ILO) and delivered by ILO experts Francesca Biasiato and Carla Pagano included sessions that focused on sharing international experience and good practices as well as on practical exercises to improve certain skills for participants.

The training treated a wide range of topics including basic concepts concerning violence and harassment; inclusive, integrated, gender-responsive and victim-centred approaches; occupational risks relating to violence and harassment; occupational risks and psychosocial factors; learning the practice in terms of occupational safety and health; incorporating violence and harassment

issues into social dialogue and collective agreements; developing workplace policies to prevent violence and harassment; handling complaints of violence and harassment; elements of the theory of change; being an advocate etc. In addition, good practices from the private sector and trade unions were also shared.

The training aimed to equip participants with knowledge and skills enabling them to assume transformative roles both at policy level and in practice within their own organizations as well as with partners to prevent violence and harassment at work in line with C190.

► Various Publications Released in the Context of C190 Advocacy Initiative

The “Violence and Harassment in the World of work: A Guide on Convention No. 190 and Recommendation No. 206” prepared by the ILO Headquarters was translated into Turkish. The guide explains the definitions, fundamental principles and measures in the Convention and Recommendation. It lays down good practices from around the world on legislation, regulations, policies and other measures designed to prevent violence and harassment at work.



The brochure “Violence and Harassment Convention (C190) and National Legislation” connects the contents of C190 and R206 with the Turkish national legislation, and sheds light on the importance and contributions of C190 and R206 to preventing violence and harassment at work.

#RATIFY
C189

INFORMATION AND AWARENESS-RAISING CAMPAIGN FOR DOMESTIC WORKERS

A series of awareness-raising and advocacy activities were conducted under the Information and Awareness-Raising Campaign launched by the ILO Office for Türkiye to identify the socio-economic problems of domestic workers, explore solutions and enable them to work in decent conditions with the participation of relevant parties. Through the events and activities, ILO Office for Türkiye made calls for the ratification and implementation of Domestic Workers Convention, 2011 (No. 189).

The campaign was launched by the Office with the theme “Decent Work for Domestic Workers” in June 2021 on the 10th anniversary of the adoption of ILO’s Domestic Workers Convention (No. 189), which required that domestic workers should work under equal conditions and standards as other workers.

During the campaign carried out with the slogan “Let’s pay our impossible-to-pay dues to domestic workers”, online technical meetings were held. An event, which included the screening of short interviews recorded by three renowned actresses with three domestic workers and panel discussions was also held. The campaign also featured the release of a series of publications and communication materials to the relevant stakeholders and on digital platforms.



► Technical meetings continued under the Campaign for Domestic Workers

The meeting themed “Access to Decent Work and Work Conditions for Domestic Workers” for securing the rights of domestic workers was held online on 27 April 2022 with the participation of representatives from public agencies, workers’ organizations, civil society organizations and academia.

Domestic workers unions which worked for the rights of association

and access to social protection voiced their demands and proposals at the meeting, and called for the ratification and implementation of ILO “Convention concerning Decent Work for Domestic Workers (C190).”

At the meeting moderated by Ms. Ebru Özberk Anlı, Senior Programme Officer and Ms. Ayşe Emel Akalın, Gender and Social Dialogue Officer at ILO Office for Turkey, quantitative data on domestic workers employed in Turkey were shared with participants as computed by the ILO Office for Türkiye based on current statistics.

Kadınlar için Daha Çok ve Daha İyi İşler Programı -II

EV İŞÇİLERİ İÇİN İNSANA YAKIŞIR İŞLERE ERİŞİM
ve ÇALIŞMA KOŞULLARI
27 Nisan 2022



Mr. Koray Alper Akdemir, employment expert from the Turkish Employment Agency (ISKUR), provided information on the role of ISKUR for job search and recruitment of domestic workers, occupational matching system of ISKUR.

The representative of Association of Private Employment Agencies in Istanbul provided information on the role of private employment agencies in recruitment of domestic workers.

Participants also shared good practices from the world on domestic workers' access to jobs, remuneration, working hours and leave, and job descriptions in line with the Convention No. 189 concerning Decent Work for Domestic Workers. The representatives of EVIDSEN, İMECE and HİZMET-IS labour unions of domestic works offered recommendations for solutions to the current problems.

► Support from world of arts to the Campaign for Domestic Workers

At the event of 23 June 2022 at Beyoğlu Cinema Museum in Istanbul in the context of the awareness-raising campaign for domestic works, the ILO Office for Türkiye drew attention to domestic workers' problems, and called for support to ILO's Domestic Workers Convention (No. 189).

In the frame of its awareness-raising campaign for domestic workers, Burcu Biricik, Devin Özgür Çınar and Serdar Orçin, prominent personalities of the world of arts held interviews with three domestic workers to look into domestic work from their perspectives, and those interview videos were presented to viewers for the first time at the event in Istanbul.



At the special event moderated by Meliha Okur, a journalist of economics, and attended by ILO Türkiye Director Numan Özcan, DISK President Arzu Çerkezoğlu, actress Devın Özgür Çınar, labour unions that organize domestic workers, and domestic workers in person, journalists Ahu Özyurt and Elif Ergu participated in a panel discussing

the status of domestic workers in the world of work as well as visibility in the media. Domestic workers Sevgi Atmaca, Saliha Barış and Sultan Altuncevahir told about their conditions of work that were precarious, irregular and open to abuse, and wished to have job security and respect.



► A series of publications and communications materials were prepared for the Campaign for Domestic Workers

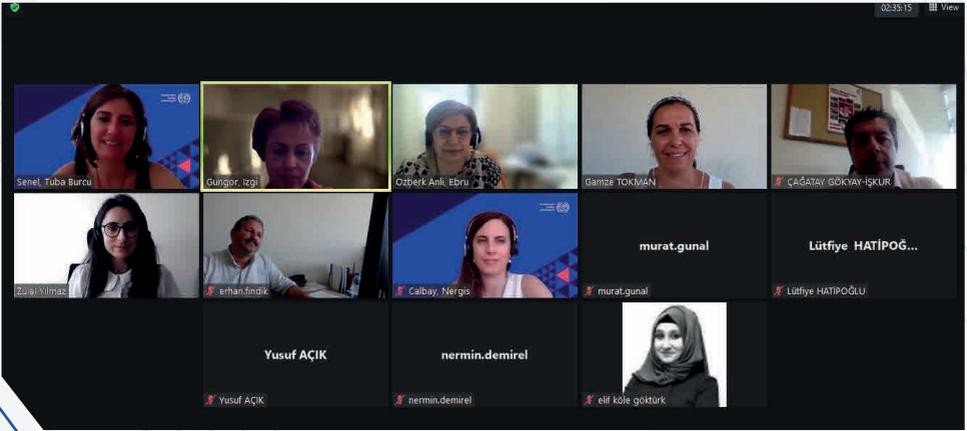
Two brochures namely “Useful Information for Domestic Workers” and “Useful Information for Employers of Domestic Workers” were crated to enhance knowledge and awareness on the social rights of domestic workers and obligations of employers under the national legislation; each was printed in 5,000 copies and disseminated the relevant institutions. The brochures were also translated into English and Arabic, the latter of which will soon be disseminated.



In addition, a brochure on “ILO Convention No. 189 concerning Decent Work for Domestic Workers” was created to explain how domestic workers would access decent work under C189, printed in 1,000 copies and disseminated to the relevant parties. In the framework of the campaign, “Video for Domestic Workers” and “Video for Employers of Domestic Workers” were also produced. All such materials were posted on the official website of ILO Office for Türkiye, and social media accounts of the programme.

A WORKSHOP HELD WITH ISKUR TO FINALIZE THE ACTION PLAN ON WOMEN'S EMPLOYMENT

A workshop was held on 27 July 2022 with ISKUR to effectively implement and monitor the first-ever Action Plan on Women's Employment in Türkiye focusing on women's employment and produced jointly by ILO Office for Türkiye and ISKUR for implementation by ISKUR and to finalize framework for the Action Plan.



WORK AT KARSAN COMPLETED AND FINAL REPORT PRODUCED

The work at KARSAN was completed and its Final Report was produced under the “ILO Gender Equality Model for Enterprises” developed by ILO Headquarters and implemented by the ILO Office for Türkiye to achieve gender equality in the world of work.

In the framework of the cooperation protocol signed by ILO and KARSAN in July 2019 to promote gender equality, a series of activities were conducted on the five main areas of the Model: voice equality, inclusive employment, equal pay for work of equal value, work climate and work-life harmony.

In the framework of cooperation, ILO delivered comprehensive training sessions to company employees on workplace practices to promote women's employment and gender equality; and carried out various online and face-to-face activities including meetings, seminars, visits, communication and advocacy activities.

In this context, a team consisting of equal number of female and male representatives from all positions was established in KARSAN to work on ensuring equality between women and men within the company, and this team was provided with comprehensive training. In addition, KARSAN employees were also given seminars of equality in language in order to transform all internal and external communications of KARSAN into a more egalitarian language, and "Zero Tolerance to Violence" training in the light of ILO's Convention No. 190 concerning the Prevention of Violence and Harassment in the World of Work.



In line with the training sessions provided by ILO, KARSAN took significant steps to become a gender-equality-responsive company and created the “Gender Equality Policy” for the purpose of making gender equality an integral part of the corporate work culture, and the “Zero Tolerance for Violence Policy” - the first workplace policy harmonized with ILO’s Convention No. 190 concerning the Prevention of Violence and Harassment in the World of Work - and KARSAN became the first company to adopt zero tolerance for violence as part of its corporate policy.

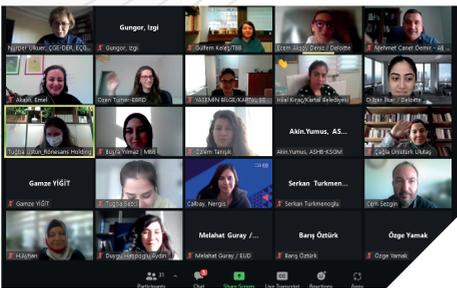
WORK CONTINUES UNDER THE PROTOCOL BETWEEN ILO, EBRD, UMT TO PROMOTE ECCE SERVICES BY MUNICIPALITIES

In the framework of the cooperation that commenced in June 2021 between the ILO Office for Türkiye, European Bank for Reconstruction and Development (EBRD) and Union of Municipalities of Turkey (UMT), a series of activities were conducted and the relevant legislation reviewed to enable municipalities to deliver Early Childhood Care and Education (ECCE) Services.

organizations, civil society organizations, private sector and academia to explore the areas for improvement in legislation and in practice. Considering the recommendations derived from such meetings and with contributions from experts, a document including proposals for legislation and rationale was developed for municipalities to deliver quality, affordable ECCE services. Advocacy efforts commenced to implement such recommendations.

ILO Office for Türkiye, EBRD, UMT visited Tuncay Morkoç, General Director of Primary Education of the Ministry of National Education (MoNE) on 30 May 2022 to share the recommendations for legislation and elicit MoNE views.

Similar visits to other public agencies are contemplated in the upcoming period.



Meetings of stakeholder were held including pilot municipalities and public agencies, workers’ and employers’

DIGITAL TRAINING SESSIONS CONTINUE TO MEET USERS OVER THE DIGITAL TRAINING PLATFORM OF THE ILO OFFICE FOR TURKEY

The ILO Academy, the Digital Training Platform of ILO Office for Türkiye, was launched for users following the completion of a series of digital training courses which were designed and developed during the pandemic to enhance the capacities of public agencies, workers' and employers' organizations and private sector.

The training programme includes such modules as “Joint Responsibilities for Women’s Access to More and Better Job Opportunities”, “Basic Labour Market Skills” and “Women in the World of Work in Turkey and World”. As of July 2022, 338 persons including 300 ISKUR employees were delivered “Women in the World of Work in Turkey and World”;

151 persons “Joint Responsibilities for Women’s Access to More and Better Job Opportunities”.

The first digital training of ILO Academy “Zero Tolerance for Violence” was launched in 2021 and successfully delivered to approximately 2,684 participants as of July 2022.

Other modules including “I Support Equality”, “Advocacy”, “More and Better Job Opportunities for Women through Social Dialogue” were added to the ILO Academy courses in August and September.

ILO Akademi
ANA SAYFA EĞİTİM PROGRAMLARIMIZ ILO HAKKINDA

ILO Akademi
Şiddete Sıfır Tolerans
Bu eğitim modülünde, hemen her gün haberlerde, çevremizde duyduğumuz, şahit olduğumuz şiddet konusunu bilgiler, örnekler ve videolarla sizlere aktarmaya çalışacağız.

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Temel işgücü Piyasası Becerileri Eğitimi, çalışma hayatının erken safhalarında yer alan kişileri uluslararası çalışma standartları ve ulusal çalışma mevzuatından kaynaklı olarak sahip oldukları hakları, istihdama geçiş ve çalışma esnasında alabilecekleri kamusal hizmetler ve karşılaşılabilecekleri belirli sorunların çözümü için başyürü yolları konusunda bilgilendirmeyi ve çalışma hayatına uyumu

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