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TECHNICAL ASSISTANCE FOR PROMOTING DECENT FUTURE OF WORK APPROACH WITH A FOCUS ON GENDER EQUALITY

(TREESP1.3. FoW/P-01)

TURKEY

**INTERVENTION 14: ESTABLISHMENT OF FUTURE OF WORK COMMISSION
REPORT OF THE 2nd MEETING OF THE FUTURE OF WORK COMMISSION
HELD ON 19 JANUARY 2022**

January 2022





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1. INTRODUCTION

This Report provides a summary of the 2nd Meeting of the Future of Work Commission Meeting, held on 19 January 2022, under Intervention 14 (Establishment of Future of Work Commission).

2. CONTEXT

2.1 Project ToR

The Project's Terms of Reference (ToR) for Intervention 14 require the following:

“Future of Work Commission will be established to discuss new strategies and legislations in accordance with the Future of Work approach. The Commission will be gathering 5 times on six-monthly basis during the implementation of the operation with the participation of stakeholders, social partners, academicians, professional vocational associations, representatives of private sector, etc. 50 participants will attend to each meeting and will last one day. 10 participants out of 50 will be outside of Ankara. After completion of each meeting, a detailed report will be prepared by the Contractor”.

2.2 MOLSS Focus

The Operation Beneficiary (OB) requested that the 2nd Meeting of the FoW Commission should focus on Women Employment and Care Services. A work document was prepared on this subject: “The relationship between women's employment and care responsibilities” (attached at Annex 1), which included, among other topics: The importance of women employment and main barriers; Care as a gendered issue and as a barrier for joining the labour force; Transformative care policies for the future of work with a gender perspective (increasing women employment); and a Brief analysis of some policies applied in Europe and Latin America (policies promoting a fairer distribution of care within households and policies supporting external solutions to care needs and their consequences).

3. DESCRIPTION OF THE EVENT

3.1 Venue

It was decided that the Workshop should be held as a physical event, allowable because of an easing of pandemic-related restrictions. The OB selected the Wyndham Hotel as it offered the space and facilities which were required for the event. The cost of arranging the event was an eligible item in the Project's Incidental Budget: the overall cost of the event was just over 10.281,24 EUR.

3.2 Agenda

TAT and OB worked together on the agenda for the Workshop: the final version was as follows:



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Time	Agenda Item
09.30-10.00	Registration
10.00-10.15	Opening Speech <i>Ms. Nurcan ÖNDER,</i> <i>General Director, General Directorate of Labour</i> <i>Ministry of Labour and Social Security</i>
10:15-10:30	Technical Presentation <i>General Directorate of Labour</i> <i>Ministry of Labour and Social Security</i>
10.30-11.00	Thematic Presentations Relation between Women Employment and Care Responsibilities (child, elder and disabled) <i>Dr. Deniz KEMİK</i>
11.00-11.15	Break
11:15-12:00	Thematic Presentations Transformative care policies for the future of work with a gender perspective (increasing women employment) <i>Dr. Deniz KEMİK,</i>
12.00-13.30	Lunch Break
13.30-15.00	Obtaining Participants' Evaluations on the Relations between Women's Employment and Care Responsibilities
15.15-15.30	Break
15.30-17:00	Obtaining Participants' Evaluations on the Relations between Women's Employment and Care Responsibilities
17.00-17.30	Closing Remarks

3.3 Participants

TAT drafted an e-invitation to the event which was distributed by OB. 67 participants joined the workshop, representing different organisations and institutions, of which 36 were public sector, 5 were private sector and 14 were other institutions/organisations. 5 MoLSS staff were present and 7 persons from TAT. (See Annex 2 for full list of participants).

From the total of participants, 10 participants were from out of Ankara, 50 participants from Ankara + 7 TAT.

3.4 Visibility

The Project's visibility materials were displayed:

- A 'spider' was used as a backdrop for the registration table.
- 2 sets of banners (Turkish flag; HRDOS logo; MoLSS logo) were hung in the meeting area;
- Visibility kits were issued to all participants comprising: bag; notepad; pen; factsheet; folder; USB stick; mug.



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4. CONTENT OF 2nd MEETING OF THE FUTURE OF WORK COMMISSION (FoWC)

In the 1st FoWC, OB presented an overview of the way in which the FoW Commission was expected to operate, bringing together a wide range of stakeholders, drawn from public sector, social partners, vocational organisations, NGOs, universities and private sector to discuss topics of interest and relevance within the context of a 'decent future of work'. Members of the Commission topics for future agendas of the FoW Commission. Between the wide range of topics proposed, for this 2nd meeting the topic selected was Care services.

As seen in the agenda, the meeting had 3 main focuses: i) Presentations from the authorities of the MoLSS; ii) two thematic presentations by a gender expert deployed by TAT; and iii) two participants' presentations. All presentations assessed the relations between women's employment and care responsibilities.

4.1 Introduction to the National Strategy and the Project 'Promoting Decent Future of Work with a Focus on Gender Perspective'

The representatives of the MoLSS noted that the world of work is undergoing a radical transformation as automation begins to sweep through sectors. Automation promises a new productivity revolution as robots and computers take over many routine physical tasks and men and women could experience significant improvements in their working lives, spending less time on repetitive routine tasks such as data processing and physical manual labour, thus freeing up time to use social, emotional, and higher cognitive skills instead.

At the same time, shifting population dynamics and growing incomes will drive increased demand for certain jobs. Navigating these transitions successfully could mean that many women would be well positioned for more productive, better-paid work, allowing them to maintain or even improve on their current share of employment. However, this positive outcome could be challenging for many women to secure. To make these transitions successfully, women will need different skills and more education, mobility to switch jobs easily, and access to technological capabilities that will not only be in demand, but can also open up new ways of working and new sources of economic opportunity. Women face persistent challenges on these three dimensions that will be needed to thrive in the automation era; these challenges have already slowed women's progress toward gender equality in work. But all of these challenges need to be stand by care policies that help women in the care of children, elders and PwDs, normally under their responsibility.

The MoLSS executes a range of activities having this in consideration as the National Strategy, providing feedback and support to private sector and considering the importance of women participation in the labour market. For this, new strategies are needed. Particularly because during the pandemic, inequalities between women and men in the world of work have been exacerbated and will persist in the near future. An ILO Study shows that during 2021 would be 13m fewer women in employment compared to 2019, while men's employment would have recovered to 2019 levels.

Hence the focus on women employment and care (in particular, on parental care and care services).

After a description of the components of the EU project 'Promoting decent Future of Work with a Focus on Gender Perspective', the MoLSS representatives highlighted the importance of building capacities for setting better policies on decent work incorporating gender equality.



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The presentation of the project included the importance of working with stakeholders and improving institutional capacity and awareness-raising of, *inter alia*, the fight against psychological harassment.

4.2. Thematic Presentations (Dr. Deniz Kemik) (see Annex 3)

4.2.1. Thematic Presentation 1: Relation between Women Employment and Care Responsibilities (child, elder and disabled)

- **General Characteristics of Female Employment:**
 - It has been more difficult for women to find jobs around the world than for men. Women mostly work in lower-paid, lower-quality jobs and in fragile conditions.
 - While most women of working age are out of employment in Turkey, many women work in the informal economy.
 - Most of the working women work as unpaid family workers in the agricultural sector or in the informal service sector in urban areas.
 - According to TUIK data, while the labour force participation rate of women was 30.8% in the period of July-September 2021, this rate is 68% for men.
 - For the same period, while the employment rate is 26.2% for women, this rate is 59.4% for men.
- There are some **barriers to women's participation** in the workforce: gender roles, work-family balance, lack of affordable care services, lack of transportation
- The Welfare State's Perspective on Women's Employment: A male breadwinner model (male head of household model); There is a sharp division of labour between men and women; income-generating male (productive job); woman taking on care work (non-productive work)
- The distinction between "paid work" and "unpaid work" in economics: Treating time spent outside paid work as "leisure time"; The idea is that paid men are "productive" and women who do housework and take care of children are not "productive",
- Care work equates to all work and activities undertaken to meet the basic physical and mental needs of people so that they can function in a socially acceptable capacity, comfortably and safely. Care work is gender-based, as it is mostly done by women around the world. (In the EU, 92% of women and 68% of men are regular care providers compared with 81% of women and 48% of men are day care providers (2021). Care work is seen as a woman's responsibility at home and is done for free.

Gender-based distribution of care work lies at the root of gender inequalities in the labour market.

- According to time use studies, women still devote more time to unpaid care work than men. The disproportionate undertaking of unpaid care work by women increases gender inequalities: gender-based female employment gap, gender pay gap, horizontal and vertical separations in the job market, underrepresentation of women in politics, time use differences based on gender.
- For working women in Turkey, it constitutes more than half of the total working time. (time-use research). Participation in the labour market places a greater workload on women, the sum of paid and unpaid work hours. This is one of the reasons behind the low female labour force participation rate in Turkey.
- **Women's Employment Policies in Turkey:** Discrimination based on gender is prohibited in the Labour Law No. 4857. The principle of equal share for the same job or an equivalent job has been adopted. Two important statements are:



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- “From the end of the postpartum maternity leave used pursuant to the first paragraph, for the purpose of caring for and raising her child, and provided that the child is alive, and female or male workers who adopt a child who has not completed the age of three, sixty days for the first birth, one hundred and twenty days for the second birth, upon their request, for subsequent births. unpaid leave, equal to half of the weekly working time, for a period of one hundred and eighty days. In case of multiple births, thirty days are added to these periods. In case the child is born with a disability, this period is applied as three hundred and sixty days. Provisions regarding milk leave shall not be applied within the period of benefiting from the provisions of this paragraph.” “This permission is given to one of the spouses or the adopter in case of adopting a child who has not completed the age of three.”
- The following statement has been added to the 13th article of the relevant Law: “After the expiry of the permits stipulated in article 74 of this law, one of the parents may request part-time work according to this article until the beginning of the month following the start of compulsory primary education. In case the employee who has been transferred to part-time work begins to work full-time, the employment contract of the employee who is hired will automatically ends.....In the event that one of the parents does not work, the working spouse cannot request part-time work. Those who adopt a child who has not completed the age of three, together with their spouse or individually, also benefit from this right from the date of actual delivery of the child.
- **On Women's Care Work:**
 - **Childcare:** it is an important area where women produce unpaid care work. In Turkey, when the number of children increases from one to two, the paid working hours of women decrease and the unpaid working hours increase. The fact that institutional services in the field of preschool child care are not widespread enough in Turkey is one of the important reasons for the low employment rate of women. Pursuant to Article 88 of the Labour Law No. 4857, workplaces employing 100-150 female workers are obliged to establish maintenance rooms, and those with more than 150 workers are obliged to open a nursery.
 - **Elderly care:** Life expectancy is getting longer in Turkey and the proportion of the elderly population is increasing. According to TUIK (2018) data, it is estimated that 65 years and over, which is defined as the elderly population, will be 10.2% in 2030. This increase in the elderly population brings along care problems. Elderly care is provided by state/state-controlled private institutions or family members. While women take care of the elderly in the family, professional caregivers in the market are mostly women. Home care pensions are paid to people who take care of both elderly and disabled individuals at home, depending on their income, mostly women. Home care salary increased from 1,798 TL to 2.706 TL in 2022.
 - **Care for PwDs,** while this is normally a woman’s responsibility, there are Official Residential Care and Rehabilitation Centres/Disabled Living Centres and Private Care Centres
- Women need care policies to enter in the labour market of the future. Women are not just out of employment; in line with the principle of "lifelong learning", they cannot participate in the training they need to develop skills suitable for the "jobs of the future" due to their care obligations.
- Effects of the Covid-19 Pandemic: With the closure of care centers during the pandemic, it has been understood that it is a prerequisite for people with care obligations to be able to work. Although, men's participation in unpaid care work has increased as they work less hours or work remotely. Maintenance workers have been adversely affected. Resident caregivers could not use their weekly and



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annual leave due to the pandemic, could not return to their countries, and had to be away from their homes and children for a long period.

4.2.2. Thematic Presentation 2: Transformative care policies for the future of work with a gender perspective (increasing women employment) (see Annex 4)

- **Definition of Care Policies:** Public policies that allocate resources in terms of money (salary), services and time (leave) to people who need care. Care policies support poverty reduction, women's participation in the workforce, job creation and empowerment of future generations; and covers education, health, employment and policies produced in different sectors.
- **Transformative Care Policies** are policies that protect the rights and well-being of care recipients as well as paid and unpaid care providers. It happens when a rights-based approach is adopted, political partnerships are established, and evidence-based policy design and monitoring is done.
- Different care policies are preferred in different contexts depending on demographic, economic, social and cultural dimensions: Care services, Labour market policies/ leave policies (maternity leave, paternity leave, etc.), Social protection policies/ Social benefits related to care (cash transfers, tax breaks), Working arrangements for work family balance, and Infrastructure suitable for maintenance.
- **Basic Principles of Transformative Care Policies:** Social Dialogue and Representation; Gender sensitive and human rights based; universality, competence and equity and the primary responsibility of the state
- **Care Services:** It is aimed to move the caregiver's care burden from the private to the public space. One of the policies is “Early Childhood Care and Education Services” (ECCE), with Programmes and services that support children's growth, development and learning and enable women to come to the labour market. ECCE can take place in the institution or at home: in France, there are collective (institutional) childcare and individual childcare (in the caregiver's own home or in the family's home). The costs of this application are covered by the social security system. On PwDs and elderly individuals; EU allows choice and access different services; the principle of “active aging” is adopted, which means that the elderly (65+) should manage their own lives for as long as possible without being dependent on anyone, and contribute to the economy and society. One issue directly related to this is to ensure the well-being of paid and unpaid caregivers.
- **Labour Market Policies/ Leave Policies:** It refers to taking time off from work to provide unpaid care work for family members. It includes: maternity leave (16 weeks in Turkey, 14 weeks in Germany, and 58 weeks in Bulgaria), paternity leave (short-term leave taken by fathers to support the mother in the postpartum period, to deal with the new born, older child and other administrative affairs; the EU prescribes a standard of 10 days and in Turkey, 5 days paternity leave is given) and parental leave (mothers take most of this benefit, which can be transferred between parents; in Germany, two months are paid as a bonus if both parents take at least 2 months of leave; Chile has introduced a Labour Law to support joint care between working parents). Long and very long maternity leave also burdens the mother with the care of the child in the first years. It creates an imbalance in the sharing of care between parents.
- **Social Protection Policies/ Social Assistance for Care:** Cash transfers for childcare are financial resources or vouchers paid directly to families to contribute to families' childcare costs. Families are given tax breaks or working parents are given tax credits when proof is presented that the child is a



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caregiver or attends day-care. Tax deductions and tax credits reduce the cost of hiring a babysitter and provide an impetus for outsourcing of childcare. To support families in Italy, children born after 1 January 2016 are given vouchers to attend public or private kindergarten.

- **Work Arrangements for Work Family Balance.** It includes: flexible hours (flexible start and finish times); job sharing; work from home/work online; as part time work. They are important possibilities to provide work and life balance but they cannot eliminate the negative impact of women's care obligations. The EU's Work-Life Balance Directive states that all parents with children up to the age of 8 and all employees with care responsibilities (elderly, disabled) must take advantage of flexible hour arrangements.
- **Infrastructure Suitable for Care.** Care policies require investments in infrastructure such as water, sanitation, electricity, roads and transportation to reduce women's unpaid care work in underdeveloped countries. Infrastructure deficiencies further increase the unpaid care work of women and children.
- **Improving Working Conditions and Wages to Increase the Quality of Care services.** Global chains of care – middle- and upper-class families migrating to do the housework and care for their children, leaving their own care responsibilities to their female relatives who stay in their country. The working and leave conditions of these women, who live a life apart from their children, should be legally regulated and improved.

4.3. PRESENTATION OF PARTICIPANTS AND EVALUATIONS ON THE RELATIONS BETWEEN WOMEN'S EMPLOYMENT AND CARE RESPONSIBILITIES

4.3.1. Presentation of GENÇ HAYAT VAKFI (NGO). “Works on employment with the focus of equal opportunities in education” (see Annex 5)

- Genç Hayat Vakfı was founded in 2008 and the target group was children and young people between the ages of 11-18 and all stakeholders who touch this group.
- The foundation has a focus on women entrepreneurs and share their opinions of care at home and compare with some international good practices and also some important experiences in Turkey as: Istanbul, Sarıyer (2016) Elderly Day Care Centre; Antalya, Konyaaltı (2018) Nursery for the Elderly; and Istanbul, Umraniye (2020) Nursery for the Elderly
- The foundation agreed with the best practices in women's entrepreneurship identified by the European Institute for Gender Equality (EIGE) on Women's entrepreneurship:
 - Cooperative model
 - Female business incubator
 - Providing financing
 - Creation of special funds
 - Network with public and private sector actors
- Genç Hayat Vakfı's experience provides to the women entrepreneurs with self-confidence; awareness; empowerment; 21st century skills; technology literacy and Involvement of all stakeholders



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4.3.2. Presentation of KEDV - Kadın Emeğini Değerlendirme Vakfı - Foundation for the Evaluation of Women's Work (see Annex 6)

- Since 1986, KEDV has worked to support women's efforts to improve their lives and strengthen their leadership in local development, in order to contribute to building a strong society free of poverty and inequalities. In this direction, it carries out programmes in the fields of individual and collective capacity building, cooperatives, economic empowerment and disaster/migration. KEDV's mission is to empower women to transform their lives, societies and the world.
- KEDV carries out studies in 3 main programme areas to achieve these goals: i) to support women's organisations and cooperatives against poverty around their common needs; ii) to promote women's leadership and economic empowerment in development and building resilient societies; and iii) to strengthen the role of women in disaster and migration management.
- Early Childhood Education: KEDV has developed community-based Women and Child Centres model that provide care and education services such as Neighbourhood Nursing Homes, Neighbourhood Motherhood, Game Rooms, Toy Libraries for children aged 2-6, in order to expand early child care and education services under the leadership of women to low-income groups .
- Women's Cooperatives. KEDV provides support for expanding women's cooperatives in various cities of Türkiye, improving their institutional capacities and increasing their visibility.
- Empowerment Programmes and Training. KEDV provides capacity building and training in areas such as Leadership, Financial Literacy, Entrepreneurship, Computer and Internet Education, Participation in Local Government Processes,
- New Product and Business Development: KEDV develops new products that women can produce with their existing skills, which are in demand in the market, and provides training and monitoring support for them to develop business ideas and establish joint businesses by researching local economic opportunities.
- Marketing Activities – NAHIL: KEDV improves the products of women from all over Turkey through NAHIL, which is an economic enterprise, and in NAHIL Shops in Istanbul, Mardin and Izmir. In addition to retail sales, it receives corporate orders (gifts/promotions, textiles, packaging, etc.) and develops corporate collaborations to diversify its sales channels and support the entry of women's products into supply chains.
- MAYA Micro Credit Programme: KEDV provides small (on average, around 1000 TL) loans to low-income women who want to start their own business, with a maturity of 6-12 months, , with Maya Micro Economic Support Enterprise, which it established in 2002. It has distributed over 14,000 loans so far. In addition, it has been organising the Micro Entrepreneur of the Year Award Programme with Citibank for 10 years.

5. PARTICIPANTS EVALUATIONS ON THE RELATIONS BETWEEN WOMEN'S EMPLOYMENT AND CARE RESPONSIBILITIES

The main issues discussed could be classified into 5 sections, 4 of them according to EIGE classification used in the thematic discussion and the 5th on Domestic workers that provides care services. The opinion of the stakeholders is presented first, and then some of the issues mentioned by the authorities of MoLSS:

5.1 Evaluations from the Stakeholders:



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5.1.1 Care Services

- It is important to have more Nurseries that offer care services affordable and accessible. Early child care centres will provide opportunities to women and also to men, this must be prioritized as a policy. Also, we must consider that 25% of the population will be old soon, so the care of the elder people also will have a big impact on employability. (*Yeliz Filiz ÖZTÜRK, KADININ STATÜSÜ GENEL MÜDÜRLÜĞÜ*)
- Care must be also distributed between employers and employees. The strategy also needs to have involved the Turkish municipalities to eliminate barriers on employment through care services (*Emel AKALIN – ILO*)
- Care services are the starting point on women employment but also on child adequate care, before the pre – school education. Rules of standardization are needed and the involvement of the municipalities is very important (*Melih AKIN – UNICEF*)
- Relating to care services, it is important not to think that the only solution is to transfer the work to other lady, contracting domestic work. For this, care services are needed (*Deniz ŞAHİN CİNOĞLU - SANAYİ VE TEKNOLOJİ BAKANLIĞI*)

5.1.2 Labour Market Policies/ Leave Policies

- Policies need to be reshaped to improve women employment, particularly in some sectors as agriculture (Seasonal agricultural workers) and Textile. This reshaping must include also a redesign of the minimum wage. Talking about the main barriers in women employers, many employers don't want to have centres for this don't employ women. For this the main solution is to have care centres related to the total of employees not the total of women employees. The other important contribution is the increment of parental leaves. (*Pınar ABDAL – TİSK*)
- One of the main inconveniences is the lack of Equal wage. The disparity between women and men affects the women employment (*Dr. Özgür BAŞYIĞIT - KIBRIS ADAKENT ÜNİVERSİTESİ*)
- A Positive discrimination of women is needed. The consideration of the level of education is also important, blue collars are different of white collars. May be the need of care giving is different. (*Prof. Dr. Yonca Deniz GÜROL - YILDIZ TEKNİK ÜNİVERSİTESİ*)
- Develop policies to facilitate women employment and the regulation of child care. The men involvement in care is also needed. Nurseries requirement at work places in the total number of workers instead the number of women
- Quality aspects of care givers: no standards in Turkey
- Many exploitations, unregulated area in all the care givers centres (*Tuba Gülpembelioğlu - HAK-İŞ*)

5.1.3 Work Arrangements for Work Family Balance

- There a need that women access to the decent future of work, considering the advance of the technology. For this education is needed (to encourage the girls and to provide all women with new skills) . VODAFONE has policies to facilitate the women employment: flexible work, paternal leaves (4 months), 1 day out without any cut in the salary. Another flagrant fact that needs to be resolved is the



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domestic violence suffered by many women in general and working women in particular. The beginning could be to change our language, eliminating some sexist words, (Sevil KAYAŞ – Vodafone)

5.1.4 Infrastructure Suitable for Care

- It is important to consider which interventions are needed for care services and who need to contribute (*Gokcen Durutas – KEDV*)

5.1.5 Domestic Workers Providing Care Services

- Trainings to care children elders and disabled will be published; exams to certificate, to defend the employment force, to fulfil the requirements: baby sitters at grade 3 and 4; many stakeholders involved: Education Ministry, social security institutions, (*Aylin RAMANLI –Mesleki Yeterlilik Kurumu*)
-
- To finish with informal unpaid care labour is important to access to decent future of work. Caregivers are an important part of this world. Remember on the ILO Convention No. 189 on domestic workers. It recognizes that real change in the lives of domestic workers requires building national capacities and institutions and facilitating social and attitudinal change, which are complex and long processes on domestic workers on care (Emel Akalin – ILO)
- Informal sector in Turkey must be eliminated. An important percentage of informal workers are involved on care activities. (Pinal Abdal – DISK)
- There are no standards in Turkey on care givers. Care givers centres are in an unregulated area where many exploitations existed. (*Tuba Gülpembelioğlu - HAK-İŞ*)

5.1.6 Evaluations from the MoLSS

- Importance of Social dialogue as a key instrument for good governance. It plays an important role by promoting harmonious labour relations, fair and decent working conditions, job creation, inclusive growth and competitiveness. All the actors are really important
- A major involvement of local governments in care delivery, creating the conditions for citizens to make choices and working with partners to promote well-being. And these services need to be standardised.
- A expansion of Centres to elders and PwDs are needed
- The Ministry is involved with different projects on employment, where all these problems are considered and a holistic intervention is prepared
- About Unregistered labour in agriculture and other sectors, if the employer registers a person as a worker, they fear to lose the social assistance. This is something to be removed.



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6. SOME POLICY RECOMMENDATIONS FOR THE FUTURE OF WORK WITH A GENDER PERSPECTIVE

Care policies are public policies that assign resources to care in the form of money (including income, transfers and subsidies), services and time. They range from payments and subsidies to caregivers or to people who need care and the direct provision of care services and regulations to complementary service provision, such as transportation, water and sanitation. They also include labour regulations, such as maternity protection and paternity leave and the regulation of paid working times, which assign time to care. Care policies therefore encompass policies developed by various sectors, including health and education, labour and social policy, and serve different objectives, including poverty reduction, enhanced labour force participation, employment creation and expansion of future generations' human capabilities.

After the main discussions of the 2nd FoWC, some care policies (with a gender perspective) were recommended:

6.1 Care Services (which redistribute some of the caregivers' workload from the private to the public sphere: early childhood development and care (ECDC) services plus care services for sick, disabled and older persons)

- **To expand the Care Services Centres into a national strategy with an ultimate policy target of universal access**, and simultaneously adopt the mutually reinforcing policy objectives of children's well-being. This also favours employment-generation, gender-equality, and poverty-alleviation effects establishing a solid economic rationale for an expansion of the Centres toward an ultimate target of universal access.
- **Care must be also distributed between employers and employees or other actors.** ILO in a Report of 2021 deals with three models to be developed under the leadership of employers, municipalities or trade unions: i) **OIZ (Organised Industrial Zones) model**, established through cooperation between multiple employers; ii) The **municipal model** is the one that enables the delivery of formal care services at the local level and thus responds to local needs (this model was undelined during the discussions) ; iii) **Trades' Unions model**, where Trades' Unions can play both a direct and an indirect role in providing care services. Their direct role is to operate a centre for union members and employees while their indirect role is to make sure that employers provide care services or contribute to the delivery of the services. During the discussions, the role of the municipalities was considered.

6.2 Labour Market Policies (which include maternity benefits and parental leave)

- **Policies that favour women employment** as active labour market policies, training in new skills for employability, entrepreneurship developed for women and equal access to finance, that can support the care policies
- **Statutory leave policies for working parents and other workers with care responsibilities.** Ensuring that mothers and fathers have adequate paid leave for the birth of a child should be priority for economic development. Studies show that adequate maternity leave can lead to lower infant mortality rates, health benefits for the mother, higher female labour force participation and increased breastfeeding rates. Paternity leave also has a wide range of benefits that can improve development outcomes, including health and economic benefits to the mother, more equitable division of household labour and increased child bonding. Researchers have linked fathers' use of leave with increased earnings for the mother, reduced mother-absenteeism due to sickness and higher female employment in private firms. Some characteristics are positively associated with gender equality, such as an



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individual entitlement for fathers. Others, including extended leave for mothers, have negative associations.

6.3. Work Arrangements for Work Family Balance

- **Flexible working arrangements (FWAs).** FWAs include flexitime (flexible start and end times), job sharing, telecommuting, working from home and part-time work, as well as 'time banking or working time accounts and annualised hours. Different types of FWAs have different effects on the work–life balance of workers. For example, telework can both decrease and increase work–life conflict. But for many countries, Flexible work is a paradox that only allows women to remain at home and it exists evidence of 'negative objective conditions and positive subjective evaluations' in women's flexible employment.

6.4. Social protection policies (which involves such policies as cash transfer programmes and public work programmes)

- **Conditional cash transfer programs** are important if a gender consideration is made. The fact that cash transfers are mostly made to mothers – on the assumption that they will spend the money for the needs of the children – does not make these programs more gender-neutral. Conversely, it reinforces gender expectations that mothers are primary caregivers. These Programmes need to be designed considering gender risks, inequalities, and dynamics; and fully integrate Gender into governance, monitoring, and evaluation of the Programmes.

6.5. Care-relevant infrastructure

- **To promote appropriate public and private investment in the care sector,** which has the strong potential not only to expand decent work opportunities – especially for women – but also strengthen the resilience of economies and societies and enable workers with family responsibilities to engage in employment. Investments in health that include long-term care, and in education that include early childhood care and education, have the potential of becoming integral to any gender responsive and job-rich recovery strategy, given their positive affect on generating decent work opportunities, for women in particular, but also for men. Investment in care services contributes to the integration of women into the labour market by redistributing care work.

6.6. On Care Workers

- **Improvements in working conditions for care workers,** to include wages, working time, safety and health at work, as well as proper representation and collective bargaining for care workers. Better working conditions for care workers improve the quality of care provided. This is to the benefit of care recipients and unpaid carers, who are mostly women. Better staffing levels and more training, with public funding leveraged to set standards for care work, can all contribute to improving working conditions, addressing staff shortages, and ensuring access to high quality long-term care.



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7. DESCRIPTION OF PROCESS

The stakeholder commitment and involvement in the Meeting was very obvious. After all the presentations, genuine discussion took place and many useful contributions were made by stakeholders on all agenda items. Some of the main issues considered were included in the Policy recommendations.

8. CONCLUSION

The second meeting of the Future of Work Commission and the processes of the Workshop on 19 January 2022 revealed MoLSS's particular focus on the decent future of work with a gender equity, and to collaborate their genuine desire to engage with stakeholders from all sectors to arrive at a consensus view of how to move forward to new measures achievement.

FoW TAT

January 2022

Attachments:

Annex 1: Participant List

Annex 2: Presentation of Dr. D. Kemik: "Relation between Women Employment and Care Responsibilities (child, elder and disabled)"

Annex 3: Presentation of Dr. D. Kemik: "Transformative care policies for the future of work with a gender perspective (increasing women employment)"

Annex 4: Presentation of GENÇ HAYAT VAKFI: "Works on employment with the focus of equal opportunities in education"

Annex 5: Presentation of KEDV





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