



This project is co-financed by the
European Union and the Republic of Turkey

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

(TREESP1.3. FoW/P-01)

TÜRKIYE

**INTERVENTION 14: ESTABLISHMENT OF FUTURE OF WORK COMMISSION
REPORT OF THE 5th MEETING OF THE FUTURE OF WORK COMMISSION
HELD ON 31 MAY 2023**

JUNE 2023





This project is co-financed by the
European Union and the Republic of Turkey

Table of Contents

1. INTRODUCTION.....	4
2. CONTEXT	4
2.1 Project ToR	4
2.2 MOLSS Focus	4
3. DESCRIPTION OF THE EVENT	4
3.1 Venue	4
3.2 Agenda	5
3.3 Participants	5
3.4 Visibility.....	6
4. 5th MEETING OF THE FUTURE OF WORK COMMISSION (FoWC).....	6
4.1 OPENING REMARKS.....	6
4.2 OVERVIEW OF THE TEXTILE SECTOR IN TÜRKIYE	6
4.3 OPPORTUNITIES AND CHALLENGES	7
4.4 IMPACT ON WOMEN	8
5. PARTICIPANTS' CONTRIBUTIONS.....	8
6. CONCLUDING REMARKS	9
7. DESCRIPTION OF PROCESS.....	9
8. CONCLUSION.....	9



This project is co-financed by the European Union and the Republic of Turkey

1. INTRODUCTION

This Report provides a summary of the 5th Meeting of the Future of Work Commission Meeting, held on 31 May 2023, 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 a six-monthly basis during the implementation of the operation with the participation of stakeholders, social partners, academicians, professional vocational associations, representatives of the private sector, etc. 50 participants will attend 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 5th Meeting of the FoW Commission should focus on the impact of the future of work on labour-intensive industries, with a particular focus on the textile sector.

3. DESCRIPTION OF THE EVENT

3.1 Venue

The Meeting was held as a physical event at the Ankara Hilton Hotel on 31 May 2023. The event was an eligible item in the Project's Incidental Budget and the overall cost of the event was 4,358.44 EUR.



This project is co-financed by the European Union and the Republic of Turkey

3.2 Agenda

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

Time	Focus	Presenters
10.00-10.30	Registration and Coffee Break	
10.30-10.45	Opening Speech	Mr. Sadettin AKYIL, General Manager, Ministry of Labour and Social Security
10.45-11.45	An Overview of the Current Situation of the Textile Industry in Terms of Economic and Employment	i) Ms. Elif DOĞAN, Senior Engineer, Ministry of Industry and Technology ii) Mr. Adnan ATEŞ, Teksif Union; iii) Mr. Hakkı ŞEKERBAY, Deputy General Manager Ministry of Labour and Social Security.
11.45-12.00	Break	
12.00-12.30	Opportunities and Challenges for the Textile Industry in the Future Labour Market	i) Prof. Banu GÜRCÜM, Ankara Hacı Bayram Veli University; ii) Ms. Kübra ORAKÇIOĞLU KAZAN, Board Member, İHKİB.
12.30-14.00	Lunch	
14.00-14.30	Women's Employment in the Future of the Textile Industry	i) Dr. Öğr. Üyesi Işıl KURNAZ BALTAÇI, Ankara Hacı Bayram Veli University; ii) Ms. Ayşe AKALIN, Gender & Social Dialogue Expert, ILO (Türkiye).
14.30-15.15	Discussion Session	Moderation: Mr. Sadettin AKYIL, General Manager, Ministry of Labour and Social Security
15.15-15.30	Break	
15.30-16.15	Discussion Session (Continued)	Moderation: Mr. Sadettin AKYIL, General Manager, Ministry of Labour and Social Security
16.15-16.30	Closing Remarks	Mr. Sadettin AKYIL, General Manager, Ministry of Labour and Social Security

3.3 Participants

TAT drafted an e-invitation to the event which was distributed by OB. 62 participants joined the workshop, representing different organisations and institutions, of which 46 were public sector, 7 were the private sector, and 9 were other institutions/organisations. 15 MoLSS staff were present and 4 persons from TAT. (See Annex 1 for the full list of participants).

Of the total of participants, 49 participants were from Ankara, and 13 participants were from outside of Ankara.



This project is co-financed by the European Union and the Republic of Turkey

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: a bag; notepad; pen; factsheet; folder; USB stick; mug.

4. 5th MEETING OF THE FUTURE OF WORK COMMISSION (FoWC)

4.1 OPENING REMARKS

The General Manager of Labour, MoLSS, Mr. Sadettin AKYIL, opened the Meeting, welcoming all participants. He provided a context for the Meeting, stating it was the 5th in a series which had already embraced themes such as: youth employment; care services provision; green transformation; and the employment and economic needs in the aftermath of the February earthquakes. Continuing, he said that the world of work was changing, and labour-intensive industries, such as the textile sector, which were of significant value to the country, were changing too. Discussions during the meeting would contribute to MoLSS's ability to draft meaningful and relevant policies and strategies to influence these changes for the better.

4.2 OVERVIEW OF THE TEXTILE SECTOR IN TÜRKIYE

3 speakers then provided different insights into an overview of the textile sector:

i) Ms. Elif DOĞAN, Senior Engineer, Ministry of Industry and Technology, then provided an overview of the textile sector, emphasising the following:

- The global textile sector was forecast to increase to \$1.2tn by 2024 – an increase of some 25%;
- The Turkish textile sector was currently the 4th largest in the world, after China, India and the USA;
- Turkish exports had increased by 3 times in the period 2017-2021, while imports had increased by 2.5 times.

A PPT of the presentation is attached at Annex 2.

ii) Mr. Adnan ATEŞ, Teksif Union, continued to provide an overview of the sector from a union perspective, stating, *inter alia*:

- The textile/garment sector represented 8.8% of Turkish production, and 9.9% of added value;
- Women predominated in the textile sector workforce, of whom some 32% were assessed as working in the 'grey' economy;
- There were discrepancies in the sector between organised and unorganised work which was creating unequal competition between employers, and major concerns regarding health and safety practices;
- Some employers were resisting becoming unionized, fearing this would result in a loss of flexibility and profit, although, in reality, it was simply fostering poor working practices and working conditions.

A PPT of the presentation is attached at Annex 3



This project is co-financed by the European Union and the Republic of Turkey

- iii) Mr. Hakkı ŞEKERBAY, Deputy General Manager Ministry of Labour and Social Security, stated that it was important to anticipate future problems and to design current policies to combat them. To this end, research was planned for the sector which would help in identifying priorities, and the National Employment Strategy will be revised in line, and re-published in 2024. Steps already taken included the incorporation of EU legislation into national legislation thereby ensuring supply chain compatibility with EU standards and enhancing opportunities for exporting, and tackling forced and child labour, with penalties for non-compliance. Building on this, it was important to attract investment through transparent processes. Inevitably, challenges lay ahead, but MoLSS would be working closely with the Unions to address these in timely fashion.

4.3 OPPORTUNITIES AND CHALLENGES

2 speakers combined to present views on the opportunities and challenges facing the textile sector:

- i) Prof. Banu GÜRCÜM, Ankara Hacı Bayram Veli University, looked at opportunities and challenges and gave prominence to the following:
- Green technology was a growing trend within the textile sector globally;
 - Digitalisation was also gathering momentum, which could impact adversely on jobs in the sector in the short/medium-term;
 - Interestingly, climate change was impacting on traditional seasonal collections (e.g. warmer autumns dictated a different approach to the traditional 'Autumn Collection');
 - Production followed the cheapest labour – so, while china was currently the largest global exporter, cheaper production costs in Asia and Africa could change this.

A PPT of the presentation is attached at Annex 4.

- ii) Ms. Kübra ORAKÇIOĞLU KAZAN, Board Member, İHKİB, continuing the theme, contributed the following:
- The textile sector was the 3rd largest in Turkey with a value of \$21.2bn in 2022;
 - The sector had a number of key advantages:
 - Flexibility of approach;
 - Creative capacity within a young workforce;
 - Skilled labour.
 - Sustainability of production, and a growing emphasis on recycling were emerging trends within the sector;
 - Women's participation in the sector's workforce, while increasing, remained at just over 50%.

A PPT of the presentation is attached at Annex 5.



This project is co-financed by the
European Union and the Republic of Turkey

4.4 IMPACT ON WOMEN

2 speakers then explored the potential impact on women of changes under way and forecast in the textile sector:

- i) Dr. Öğr. Üyesi Işıl KURNAZ BALTACI, Ankara Hacı Bayram Veli University consider the impact on women of current and potential trends within the sector:
 - While figures showed that women were predominant in the textile labourforce, this did not reveal the full picture – women working with low technology at home (so-called ‘under-the-stairs’ work) were still economically active, although they were not officially on a payroll, and lacked any insurance or job security;
 - Those women who were more officially employed were still receiving low wages in the sector.

Speaking Notes of the presentation are attached at Annex 6.

- ii) Ms. Ayşe AKALIN, Gender & Social Dialogue ExpAert, ILO (Türkiye), continuing this theme, stated:
 - There was a gender gap of 36.3% in the Turkish workforce, taking account of, *inter alia*, employment status and pay;
 - Part-time work among women employees was increasing, and was greater for women (16.7%) than for men (6.7%);
 - While women were as capable of men at STEM-related subjects, women seemed less aware of the opportunities provided for careers in this field - this presented a risk in the textile sector where technology (digitalisation and robotisation) were likely to increasingly replace more mechanistic tasks (e.g. cutting and sewing);
 - The Global Commission’s ‘Report for Brighter Future’ stated that, while women continued to live in a man’s world, improvements could be achieved through:
 - Transparent pay policies;
 - Prevention of workplace violence and harassment;
 - Recognition of the financial value of currently unpaid caring services provided by women.

A PPT of the presentation is attached at Annex 7.

5. PARTICIPANTS’ CONTRIBUTIONS

Mr. AKYIL then invited contributions from participants, and the main points to emerge were as follows:

- Against a perception that women in the sector received less training than men, representatives from DİSK and TÜRK-İŞ stated that where vocational training had been provided, there was evidence of real change: consequently this should become more widespread, especially in a sector where women predominate in the workforce – this would also address complaints from some employers about a shortage of skilled workers.



This project is co-financed by the
European Union and the Republic of Turkey

- It was stated that the sector was flexible and could adapt to change. But, green transformation would lead to many job losses, which could be, to an extent, mitigated through training and re-skilling: while a costly process, this could be achieved only by the public and private sectors working together harmoniously.
- Various stakeholders suggested that the inspection processes into working conditions and rights were inadequate and were not able to provide an appropriate level of redress – there could be a need for a stronger, more independent inspection/auditing system.
- Positive discrimination in favour of women was probably an inevitable necessity at the current time. However, decent work should be the primary goal and the mindset of the sector needed to change to ensure that this became systemic, and not merely to fulfil the requirements of inspections and audits.
- The pay gap in the sector needed to be addressed, especially in the context of Türkiye being 133rd out of 155 countries with regard to pay gap.
- The basic rights of women (e.g. to maternity leave) needed to be protected, and further research was needed to assess the extent to which this was being honoured at grassroots level.
- International standards for the sector and for human rights needed to be the basis for all audits and inspections – without this approach, employers were likely to continue with unacceptable practices.

6. CONCLUDING REMARKS

Mr. AKYIL thanked all contributors for their valuable comments and insights which would, to the extent possible, be reflected in future policies.

7. DESCRIPTION OF PROCESS

The stakeholder's commitment and involvement in the Meeting were very obvious. After the scenario-setting Opening Remarks, a genuine and interactive discussion took place and many useful contributions were made by stakeholders.

8. CONCLUSION

The 5th Future of Work Commission Meeting again showcased MoLSS's interest in listening to the views of a wide range of stakeholders, as part of an active social dialogue, and indicated their commitment to incorporating relevant views into future policies and strategies.



This project is co-financed by the
European Union and the Republic of Turkey

ANNEXES

Annex 1: Attendance List and photographs;

Annex 2: PPT of presentation by Sn. Elif Dogan (Ministry of Science and Technology);

Annex 3: PPT of presentation by Sn. Adnan Ates (TURK-IS);

Annex 4: PPT of presentation by Sn. Prof. Dr. Banu Hatice Gurcum (Ankara University);

Annex 5: PPT of presentation by Sn. Kubra Orakcioglu Kazan (IHKIB);

Annex 6: Speaking Notes of presentation by Sn. Dr. Ogr. Uyesi Isil Kurnaz Baltaci (Ankara University);

Annex 7: PPT of presentation by Sn. Ayse Emel Akalin (ILO)

DRAFT





This publication was produced with the financial support of the European Union and the Republic of Türkiye. Its contents are the sole responsibility of the consortium led by WEglobal A.Ş. in consortium with WEglobal Italy, Archidata Srl, and Federation of Trentina Cooperatives (FTC) and do not necessarily reflect the views of the European Union and the Republic of Türkiye.