**ANNEX 2**

**INTERVENTIONS 10 AND 11**

**PRELIMINARY MEETINGS WITH STAKEHOLDERS**

**MEETING NOTE**

1. **Introduction**

In December 2021, a series of preliminary meetings was conducted to gain stakeholder insights and to start to focus the direction of the questionnaires for the eventual field studies. This short report brings togher the views of those stakeholders and TAT’s senior experts’ ideas.

1. **Intervention 10.2 Conducting interviews and meetings with officials and other institutions and NGOs**

**Objective of the study**: The intervention aimed at examining the root causes of mobbing and the response by national mechanisms available in Turkey. For this purpose, 6 online stakeholder meetings were organised with the following institutions.

Ombudsman Institution

Republic of Turkey Directorate of Communications

MoLSS Press and Public Relations Consultancy

Human Rights and Equality Institution of Turkey

Ministry of Justice (Mediation Department and EU Projects Department)

MoLSS (Department of Guidance and Inspection)

**Methodology**: During the interviews, a semi-structured questionnaire was used to explore the current mechanism for dealing with mobbing cases. Interviews lasted for 90 minutes in average. The participants were experts from related departments and the level of expertise was high so almost all questions were answered during the interviews. The participants also agreed to provide additional information such as statistics and other data after the online meetings.

**Findings from the study are summarised below:**

* There is still a lack of uniform understanding on the definition of mobbing both among the employers and employees. This also creates confusion for the officers dealing with complaints that they have to categorize some of the complaint files according to whether it is a mobbing case or not.
* There is lack of combined database and the data sometimes is not desegregated by gender, age, or other parameters. This prevents efficient reporting and analysis of the mobbing cases. Gender desegregated data is needed to conduct in-depth analyses of mobbing cases from a gender sensitive perspective. Also, there is need to collect sector-based data to reveal any outstanding sectors in terms of mobbing to propose corrective policies.
* Almost all participants agreed that there should be a separate and independent commission on mobbing, a more specific legislation, and awareness should be increased through communication activities and social media. Many people are not aware that there are mechanisms where they can apply if they are exposed to mobbing.

1. **Int. 11.2: Conducting interviews and meetings with officials and other institutions and NGOs**

**Objective of the study:** The intervention aimed at examining the impact of legislation on increasing women’s employment, to identify indicators and bottlenecks in implementation. For this purpose, 5 online stakeholder meetings were organised with the following institutions:

SSI

ISKUR

TÜRK-İŞ (Confederation of Turkish Trade Unions)

TİSK (Turkish Confederation of Employer Associations)

TOBB (The Union of Chambers and Commodity Exchanges of Turkey)

**Methodology**: During the interviews, a semi-structured questionnaire was used to explore the current mechanism for dealing with mobbing cases. Interviews lasted for 90 minutes in average. The questionnaire included questions on the provisions of Labour Law; on the implementation of employer obligations such as day care or breastfeeding facilities at the workplace; any recent lawsuit and data regarding labour disputes; suggestions of legislative improvements, and so on. (The details of the questionnaire are available in relevant reports under the project)

**Findings from the study are summarised below:**

* The most influential provisions of the Labour Law were stated as Articles 5, 72, 73, 74, and 104 which specifically refers to anti-discrimination, working leaves, maternity leaves, maternal insurance for 4/A workers.
* There is lack of scientific research and data to determine the actual impact of the law in increasing women’s employment.
* The legislative provisions also created a burden on the demand side which should be shared by the government side to prevent a decrease in the demand for female labour force.
* The discussion around flexible work seems to continue among the triple dialogue mechanisms. The unions, the employers, and the government view of flexicurity seems to differ from each other.
* In overall, care work is the most important factor that should be considered in the policies for increasing women’s employment.

These findings from the two set of meetings under 10.2 and 11.2 were incorporated into the root case analysis desk study by the Key Expert. The next steps include preparation of the questionnaires for the field studies and conducting face to face interviews to validate the findings.

**FoW TAT**

**December 2021**