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“HEALTH AND EMPLOYMENT IS OUR BIGGEST PRIORITY”



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THE IMPORTANCE OF DIGITALIZATION IN THE COVID-19 OUTBREAK WAS HIGHLIGHTED

FUTURE OF WORK IS POSSIBLE TOGETHER



SECOND JOINT DIALOGUE FORUM, WHICH WAS ORGANIZED BY TURKISH CONFEDERATION OF EMPLOYER ASSOCIATIONS (TİSK) AND DESCRIBED AS DAVOS OF THE TURKISH BUSINESS LIFE, WAS HELD COMPLETELY IN DIGITAL PLATFORM. THE MESSAGE OF **"POSSIBLE TOGETHER"**

WAS GIVEN IN THE FORUM, WHICH FOCUSED ON "THE FUTURE OF WORK"

The future of working life and the importance of digitalization were discussed at the Joint Dialogue Forum 2020, which was broadcasted digitally and held with the participation of high-level representatives of the public sector, trade unions and employer associations with the focus on "Future of Work" this year on 15-16 October 2020. During the forum, participants were provided with the opportunity to experience extended reality. Speaking at the opening session of the forum presented under the moderation of journalist Didem Arslan Yılmaz, TİSK President Özgür Burak Akkol underlined the importance of solidarity. "Last year, as TİSK, we started out with the motto "Possible together" not knowing what tomorrow would bring like the rest of the world. As the public, employee and employer representatives, we have implemented very good projects, drawing strength from shared wisdom. In the wake of COVID-19 pandemic, it was further reinforced that we have set out in the correct path. We are all united with this spirit. We continue to produce in solidarity by preserving our spirit of unity and solidarity, even increasing it despite physical distances" Akkol said. In addition, he gave information about the projects implemented since last year.

JOINT PROJECTS WITH TEAMS ESTABLISHED BY EMPLOYEE AND EMPLOYER CONFEDERATIONS AND NGO COLLABORATIONS

HEALTH AND EMPLOYMENT IS OUR BIGGEST PRIORITY

Our country has mobilized all its means and successfully manages this process with all its institutions. Our priority was the protection of health and employment. We have implemented projects in a very fast manner to protect working life. We have continued to support our country and employees.



THE KEYWORD IS “COLLABORATION”



We conducted an analysis to reveal this with concrete figures and shared it with the public. We are confident that we can achieve it. The keyword is “collaboration” He said, “The government, the employee and the employer should listen to each other and walk arm in arm so that our country strategy will be fully realized”. Akkol said that the transformation is very rapid, so they set their focus not on the future of work, but on the “Tomorrow of Our Work” by looking much closer, adding that the human resource is needed to adapt to this transformation quickly and the statistics show that one out of every three employees is not ready for tomorrow of their work.

Akkol emphasized that a very challenging process is still continuing, that the same exam is given at the same time with the whole world, and at this very point, the perspective steps in, “Instead of acting as status quo, it is possible to see this process as an opportunity and to stand out in global competition by producing with determination. As TİSK, we have always believed in the potential of our country. The wind blows even stronger behind us in this period to become the production base of the world. The production deficit that will arise in China may return to our country.

He gave information about the important projects on training and incentives regarding this issue. At the end of his speech, Akkol said “I sincerely thank all our participants who are with us today in the two-day forum and who will contribute by saying ‘Possible together’ in the sessions tomorrow.” He concluded with “I would like to express my gratitude to our Minister, Mrs. Zehra Zümrüt Selçuk, who is with us today as always and for her support. I would like to thank Hak-İş President Mahmut Arslan and Türk-İş President Ergün Atalay for their constructive and solution-oriented cooperation at all times.”

“WE ARE READY TO BE A PART OF DIGITALIZATION AS HAK-İŞ”

Mr. Mahmut Arslan, President of Hak-İş, said, “With the Joint Dialogue Forum, which was held for the first-time last year, we started to be partners rather than competitors, talk about our problems, empathize by gathering around the same table, and as a result of these, we started to make common decisions. Undoubtedly, TİSK has a great contribution in providing this social dialogue environment. This role suited TİSK very well. We worked together with TİSK and Türk-İş in the extraordinary conditions of the pandemic at the same time with the whole world, and we published four joint declarations. It is very fortunate that we are getting stronger together.” He said that professions, offices and workplaces have changed all over the world and in our country, and it is necessary to understand that the globalization and the digitalization should be people-oriented while looking at “The Future of Work” “We have quickly recognized digitalization during the pandemic. On this occasion, I would like to state that; as Hak-İş, we support digitalization and we are ready to be a part of digitalization.” “We are looking at what we can do to achieve flexicurity,” said Arslan in his speech and also talked about the valuable projects they carried out for women, children, elderly people and the environment environment, which the union movement attaches importance.



PRESIDENT OF HAK-İŞ
MR. MAHMUT ARSLAN

“THE IMPORTANCE OF ORGANIZING IS UNDERSTOOD FURTHER. DIGITALIZATION IS OUR PRIORITY AFTER THE OUTBREAK”

Stating that the importance of organizing was understood during the pandemic, Türk-İş President Mr. Ergün Atalay said that at the beginning of the pandemic, on March 18, we held a meeting with the President of Turkish Republic. “We had the opportunity to share challenges faced in organized workplaces with the President of the republic and ministers. Important decisions were made for both the employers and the employee sides. During this period, we once again understood the importance of organizing. As the representative of organized employers, we can come together with Mr. Akkol and solve our problems easily. Indeed, TİSK strives to improve the employee-employer cooperation constantly and impeccably” said Atalay. He said that the unemployed and retirees paid the biggest price when looking at the working life during the pandemic. He added that there are employers who pay the price, but unfortunately some of them also use this to their own benefit, especially in nonunionized workplaces. He stated that the problems will continue as long as we do not reduce the rate of nonunionized employees to 50% and suggested that the Grand National Assembly of Turkey should initiate a mobilization for unionization. Atalay also emphasized the importance of democracy, freedom and law. He stated that when the pandemic agenda is over, they will give their full power to digitalization.



PRESIDENT OF TÜRK-İŞ
MR. ERGÜN ATALAY

“WE WILL WORK, MANUFACTURE AND WIN TOGETHER”

Mr. Vice President Fuat Oktay said that we are shaping Turkey as a production base of the new normal in this forum bringing representatives of public, employee and employer organizations and continuing our tradition of consultation and collaboration. “We are working in consensus to keep the negative effects of Covid-19 in the world of work to a minimum,” he said. “In the new normal we are trying to position the production somewhere between globalization and glocalization. We will work together with employees, employers and the public; we will produce and win together. I would like to invite you to act shoulder to shoulder with a qualified workforce and a human-centered approach in the new normal” he said.



MR. VICE PRESIDENT FUAT OKTAY

“MINISTRY WITH HIGH NEGOTIATION CULTURE”



Zehra Zümrüt Selçuk, Minister of Family, Labor and Social Services, stated that it is a forum that fully demonstrates the strength of the government, employee and employer tripartite dialogue for the development of our culture of social dialogue and solidarity, and mentioned the activities of the Ministry since last year, especially during the pandemic. She said that successful actions are possible with social dialogue. Selçuk continued by saying, “We were prepared for the situation long before the pandemic, our general health insurance is very comprehensive, health infrastructure is very strong, and the expertise and competence of our healthcare professionals are at high level. As soon as the first case occurred, a coordination meeting was held with the participation of all non-governmental organizations and trade unions. The economic development program announced after the meeting was actually the result of the action ‘Possible together’. Short-time working allowance and maintaining employment were the most important decisions. We try to protect both employees and employers. In the normalization support, we announced that we will net off social security contributions as much as short-time working allowance. We are in close cooperation with our confederations. The pandemic has accelerated the digital transformation, showed that working models need to change and flexible working models will increase all over the world. There are procedures to be determined and problems to be solved for remote working. We will work together on that. We attach great importance to women maintaining their work-family-life balance and strengthening women’s engagement in employment. Occupational accidents are in a declining trend, one would wish to never happen. However, we carry out important studies on occupational health and safety to reduce occupational accidents, and we must raise awareness in this area altogether. We are a Ministry with high negotiation culture.” “Let us believe in each other and reach our goals by working together with social dialogue for strong Turkey” she said.



“DIGITALIZATION PROVIDES OPPORTUNITIES FOR A BETTER FUTURE”



**Tom
Raftery**

Attending the first day of the forum as a special speaker, SAP Global Vice President and Futurist Tom Raftery gave an inspiring speech to the participants. In his speech, Raftery gave examples of topics such as green energy, environment, production of products and automation regarding how technology transforms our lives and business world. He underlined that the Covid-19 outbreak further accelerated the

digitalization of companies. Raftery emphasized that digitalization is a vessel for a better future; he continued that public institutions, employers and employees should be in cooperation to achieve it and he finalized his speech with the motto “Possible together Turkey.”

“TURKEY GIVES A SUCCESSFUL FIGHT AGAINST PANDEMIC”



**Dr. Irshad
Ali SHAIKH**

In the afternoon session, after Tanyer Sönmezler's presentation on Leadership in the New Normalization, Head of the World Health Organization (WHO) European Center for Preparedness for Humanitarian and Health Emergencies and WHO Office in Turkey Dr. Irshad Ali Shaikh mentioned the global effects of Covid-19. He said that we can use the lesson from COVID-19 that no one is safe until everyone is safe as one more reason for global cooperation and global solidarity, advance human spirit and cooperation. He also added that Turkey gives a successful fight against the COVID-19 and emphasized that responding to the pandemic is not a job for the health sector alone, it requires the Whole of Society and Whole of Government approaches which is something Turkey has also embraced.

INTERNATIONAL ORGANIZATIONS ALSO SAID “POSSIBLE TOGETHER”



**Guy
RYDER**



**Erol
KIRESEPI**



**Sharan
BURROW**



**Alvaro
RODRIGUEZ**

The afternoon sessions continued with speeches by high-level representatives of 8 regional and global organizations on Covid-19 outbreak and leadership. Giving the first speech of the session, ILO Director-General Guy Ryder emphasized the need to protect the most vulnerable groups in the Covid-19 crisis, and called for strong international cooperation and solidarity during the new normal process to give priority to a fair world for the benefit of all. In the second speech of the session, President of the International Organization of Employers (IOE) Erol Kiresepi emphasized the importance of strong cooperation and social dialogue with social partners. Kiresepi stated that the priorities in the new era should be employment, social security systems, developing competencies, creating effective occupational health and safety frameworks, and establishing a new economic framework focusing on environmental sustainability and climate change. In her speech, Sharan Burrow, Secretary General of the International Trade Union Confederation (ITUC), said that braver actions should be taken in matters such as

occupational health and safety, maximum working hours and minimum wage. Underlining the extremely critical role of social dialogue in this process, Burrow emphasized that a new social contract which is sensitive to people and the environment should be created with a model that covers everyone and uses the opportunities offered by technology.

In his speech, the United Nations (UN) Resident Coordinator in Turkey Alvaro Rodriguez said that the multilateral system should be strengthened in response to the COVID-19 crisis. He stated that the road map for getting out of the crisis is in the UN Sustainable Development Goals. Rodriguez emphasized that Turkey has given strong response to the crisis and added that UN in Turkey also responded swiftly to the crisis to support the efforts of the government and development partners in Turkey. He also emphasized that international cooperation should be strengthened within the scope of the UN Secretary General's call for “New Global Order” in order to build a better world.

THE IMPORTANCE OF DIGITALIZATION IN THE COVID-19 OUTBREAK WAS HIGHLIGHTED



**Markus
J. BEYRER**



**Biljana
RADONJIC
KER-LINDSAY**



**Murat
SÖNMEZ**

BusinessEurope Director-General Markus J. Beyrer said that Turkey which is the European Union's 5th largest trade partner played an important role throughout the crisis and he emphasized that Turkey has been a pioneer in the world in providing medical supplies to many countries. Beyrer underlined that the close cooperation between TİSK and BusinessEurope plays an important role in the development of economic relations. Another speaker of the session, World Economic Forum (WEF) Managing Board Member Murat Sönmez stated that digitalization gained more importance during the Covid-19 outbreak and emphasized the role of data sharing in digitalization. Sönmez mentioned that a data economy could be created and if this were to be done, new opportunities and income sources would be formed and the way for digitalization would be completely opened.

In the session, European Bank for Reconstruction and Development (EBRD) Associate Director Biljana Radonjic Ker-Lindsay stated that within the framework of the EBRD's inclusive approach, they aim to support women, young people, the elderly, the disabled and other disadvantaged groups who are affected from the crisis disproportionately. Referring to the Youth Transformation Project carried out in partnership with TİSK and the Women's Association in Technology, Radonjic stated that they will continue to support initiatives that provide young people with on-the-job training opportunities in the field of IT needed by the labor market.



IT IS POSSIBLE TO TURN THE CRISIS INTO OPPORTUNITY

TİSK Economics and Policy Studies Manager Ekrem Cunedioğlu and Prof. Dr. Şebnem Kalemlı Özcan spoke at the Global Economic Developments session on the change in global demand and supply during the Covid-19 period. Kalemlı Özcan said that every company is affected in this environment, but SMEs are the ones more affected. "On the other hand, when incomes were decreased due to the supply shock, one of the sectors that suffered the most was the service sector" she said. "In other respects, rapid financial expansion and debt increase continue in the world. The best thing to do in this process for countries is to maintain competitiveness and attract foreign investors to the country while keeping the virus under control. Developing countries which have solved the health problems, like Turkey, are able to turn the crisis into an opportunity if they can attract investment into the country" she said.



“EMPLOYMENT AND INNOVATION POLICIES SHOULD GO HAND IN HAND”

On the “Future of Work” session in the second day of the Forum, Mr. Blair Sheppard, Global Leader for Strategy and Leadership in PwC, elaborated what challenges the future will bring and possible strategies for solution. Mr. Deniz Karakaş, TİSK Deputy Secretary-General, stated “Transformation has different effects on each sector. That is why we have launched “Industry Focused Workforce Transformation Programme”. This is a very comprehensive programme which works on different layers of the transformation, such as the product, the production process, the services, the need for technology and



workforce profile. We aim to observe the transformation in production processes and targeted markets. Employment and innovation policies should go hand in hand. In this regard, we are trying to understand which skills to be needed in the future and aiming to develop the curriculum accordingly.”

Based on the “Future of Work: Turkey’s Talent Transformation in Digital Era” report which was published on January 2020, 8 million of workforce in Turkey should be reskilled or upskilled by 2030. In this session, the studies and efforts aiming to prepare the workforce for this transformation have been elaborated.

“AIMING TO MAINTAIN THE EMPLOYMENT BY PRESERVING THE COMPETITIVENESS AND AVOIDING WORKFORCE DEFICIT WHEN THE SECTOR IS TRANSFORMED”

There is a need for a strong vocational qualification programmes for the jobs to be transformed and emerged in the future. To meet this need, results-oriented efforts to produce concrete and measurable results should be put into force. Foreseeing the future job losses, these parts of the workforce should be directed to these new employment opportunities by reskilling and upskilling programmes. While the industry sector is being transformed, the main objective is to maintain the employment by preserving the competitiveness of the sectors and by avoiding workforce deficits and skill gaps. In order to achieve this, it is crucial to build more facilities and implement more programmes that are designed in line with national strategies. In addition to that, it is critical to create a model suitable for the changing needs of vocational qualification and technical skill infrastructure of our country, in collaboration with employers’ and workers’ organizations as well as the government.



NOT ONLY THE WORKFORCE BUT ALSO “LEADERSHIP” IS BEING TRANSFORMED

At the 3rd session, Mr. Blair Sheppard has explained the role of stakeholders in digitalization and designing of the future. Emphasizing the government investments on digital infrastructure, education systems and technologies, Mr. Sheppard has also highlighted the burning need for re-design of universities and schools and integration of those with business world. Concerning lifelong learning, the panelists underscored the individuals' skills on adaptation to and management of change. The panelists also shared their opinions on access to technology by all segments of the society and promotion of youth entrepreneurship and women employment.

Last but not least, the panelists touched upon the future of leadership. The participants emphasized that time of “servant leaders” has come – a leadership that devotes itself to work for the employees, possesses the skills to design the systems that carry their companies, themselves and their employees to the future.



WOMEN PARTICIPATION TO THE ECONOMY IS “A MUST” FOR SUSTAINABLE GROWTH



In the “Women in Future of Work” session, successful women leaders discussed the role and contribution of women in working life.

Ms. Tülin Akın, who reached out 1.5 million farmers by combining agriculture and technology and nominated as WEF Social Entrepreneur in 2018, explained the role of dreaming, taking action and patience in her success. She emphasized that the agriculture is the job of future, not past.

Ms. Hande Çilingir, co-founder of The Insider, shared her story on how a successful software companies can open up to the world by addressing the need for optimization in e-commerce sector.

Ms. Selda Tekman, Bursa Regional Officer of Turkish Metal Workers Union and Ms. Nevin Er, Discipline Board member of Hizmet-İş Trade Union, shared their experiences on male-dominated industries and trade union organizations in Turkey and emphasized the importance of increased representation of women in both industrial sectors and trade union organizations.

1% INCREASE OF WOMEN PARTICIPATION IN EMPLOYMENT RETURNS IN \$28 MILLION DOLLAR TO GLOBAL ECONOMY

Prof. Dr. Fatma Ayanoğlu, Women Studies Director of Marmara University, explained the effects of discouragement, social oppression and lack of capital on women entrepreneurship. She pointed out that 50% of women entrepreneurs establish their businesses by their own financial sources rather than bank loans, and the main reason behind is lack of information on KOSGEB (Small and Medium Industry Development Organization) programmes. Ayanoğlu said “1% increase of women participation in employment returns in \$28 million Dollar to the global economy. The productivity of women is much higher in digital-based jobs, and at this point, it is very important to support their education. Women's workload has immensely increased due to the changes in work-life balance during the pandemic. Whether it is teleworking or not, a division of labor on domestic work is a must.”

GENDER DISPARITIES IN BUSINESS LIFE SHOULD BE ADDRESSED

Ms. Zehra Öney, Chairperson of Women in Tech Foundation, pointed out that additional 300.000 of additional workforce will be needed in jobs based on engineering, technology and math competencies by 2023. In this regard, she maintained that education and training of girls in these areas have become a priority. Öney gave examples on effects of gender disparities on development. She stated that automation affects not only blue-collar jobs but also white-collar jobs and it is important for women to prepare for future of work through accelerated adaptation

to technology. As the outcome of the session, all parties and participants agreed on design and implementation of programmes to increase women's participation into all sectors and to enhance women's representation in leadership and executive roles. In addition, it is agreed to establish an interdisciplinary Women Committee with the participation of government, worker and employer organizations as well as NGOs active in these fields.



DIGITALIZATION, CIVIL SOCIETY AND NEW GENERATION UNIONISM SESSION



Digitalization, Civil Society and New Generation Unionism Session brought together prominent leaders of digitalized world. Dr. Uygar Özsesmi, Turkey Director for Change.org, explained how digitalization is reshaping the world through direct democracy and how these trends will affect the relationship between decision makers and public opinion.

Mr. Ozan Acar, member of Trendyol management board, mentioned that

digitalization is affecting every aspect of our lives and unionism is not an exception.

Mr. Serdar Turan, Chief Editor of HBR Turkey, pointed out that the unions need to reshape their organizational structure and communication between their sub units in order to remain relevant. He stated that, digitalization offers an opportunity for them to collaborate with other unions in foreign countries since digitalization facilitates interaction between parties in distant places.

Mr. Sezai Hasır, Chairperson of Habitat Foundation, mentioned the opportunities Covid-19 pandemic offers to developing countries in terms of accelerated transformation pace and chance to catch up with developed economies, despite the world was caught unprepared in various means.

Mr. Erdem Erkul, Deputy General Director for Public Sector and Public Investment of Microsoft, emphasized the role of civil society organizations, governments and private sector on providing access for all to technology.

TİSK MICROSURGERY FOUNDATION – OCCUPATIONAL HEALTH AND SAFETY PLENARY SESSION



At this session, Mr. Cafer Uzunkaya, Director General for Occupational Health and Safety of Ministry of Family, Labour and Social Services, mentioned the partnerships with TİSK and the government's efforts on Covid-19. Uzunkaya said "We built partnerships with all associations under TİSK's umbrella. I am pleased to see that our employers do not view OSH measures as an additional cost anymore. After the legislative changes in 2012 and 2013, we have managed to decrease the rates of accidents involving death or personal injury dramatically, albeit still above our targets. In order to achieve our targets, all parties involved should collaborate and work together on effective implementation of OSH measures."



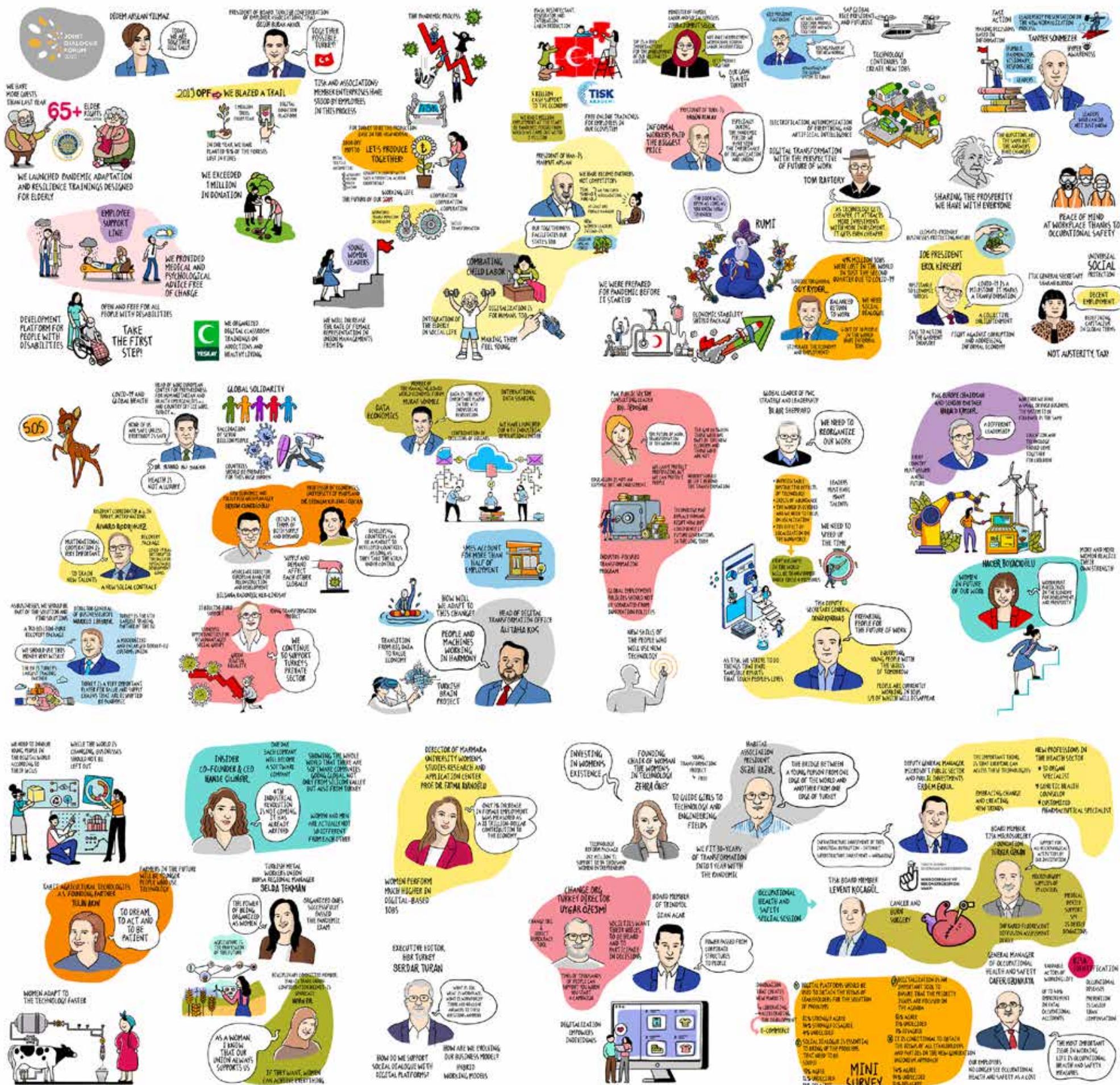
“DONATION OF 10.000 SAPLINGS IN 2 DAYS”

As a result of the joint decision taken in JDF 2019 regarding “Be Part of the Green” Project which aims to plant 2 million of seeds every year; we have collected individual and corporate donations through digital platforms equivalent to more than 1 million of saplings, thanks to our partnership with “Tohum” Foundation. Throughout the 2 days of JDF 2020, the participants have provided additional 10.000 seed donations through digital apps. We whole-heartedly congratulate all participants who become a part of our sapling donation project.

In the close of JDF 2020 event where government, employee and employer representatives shared the motto of “Possible Together”; Türk-İş, Hak-İş and TİSK identified tangible targets aiming to “Produce together to make Turkey an industrial base”.



WE LOOK FORWARD TO SEEING YOU IN JOINT DIALOGUE FORUM IN NEXT OCTOBER



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CURRENT SITUATION IN JDF 2019 DECISIONS

JOINT DIALOGUE FORUM (JDF) 2019 – ACTIONS TAKEN SINCE LAST YEAR



Under the leadership of TiSK, the first "Joint Dialogue Forum - JDF" was held in 11-13 October 2019. Bringing representatives from the government, trade unions and employer organizations together, the JDF is labelled as "The Davos of Turkish Working Life".

In line with its motto "Possible Together", the JDF brought 400 participants together to address the issues on environment, elderly, disabled people, women and children. Forming working groups for each topic, the participants developed action points aiming to produce tangible outcomes for these issues. The action points selected by the participants' votes were converted into projects and activities which has been jointly implemented by TiSK, the government and trade unions.

ENVIRONMENT

An online platform called "**Be Part of the Green**" was established to collect sapling donations via a dedicated website (www.yesileortakol.com). Businesses, NGOs, employer confederations and associations together with trade unions have been invited to donate saplings and be part of the green together. Moreover; individuals have been also called to donate saplings under cooperation with **#fidanla** (www.fidanla.org) campaign which also supports to set up artificial bird nests during tough winter period and provide food for animals in the wildlife. TiSK ecosystem, trade unions and individuals have already contributed to plant **2 million trees since JDF 2019**. The campaign is still in progress.



TiSK has donated saplings by promoting participation to important activities such as Young Transformation Training Program and Joint Dialogue Forum 2020. Each participant of these programs was awarded by saplings.

TiSK in cooperation with Fazla Gıda ("Surplus Food" - a technological platform aiming to canalize surplus food back into economy, environment and society) has promoted a project to decrease food waste, provide food security and protect the health of employees in workplaces under TiSK ecosystem. Feasibility and reporting studies have been conducted in cafeterias of the selected workplaces from different locations and sectors. After the studies are conducted, customized training modules for these workplaces will be created to reduce food waste and to protect the health of employees.



ELDERLY

TİSK in cooperation with Ankara University Center on Aging Studies Implementation and Research (YAŞAM) has arranged a free Webinar Program called "**Active and Healthy Aging Meetings in Pandemic Period**" for elderly and retired individuals. The objective is to raise awareness about how an individual should get older in an active and healthy manner.

Program is especially provided to the employees of trade unions and employer associations as well as their families.

TİSK also has **cooperated with 65+ Elder Rights Association** (65+ ERA), which is a small group of devoted volunteers composed of women and men, young and old amongst various segments aiming to develop social policies for elderly through research, pioneering practices and discussions and as well as aiming to raise awareness on age related individual and social issues. With this perspective, TİSK included 65+ ERA's training and instruction videos in its TİSK Academy Online Training Platform. This platform is devoted to employees and their families and provides free trainings not only on 65+ ERA program but also occupational health and safety, personal and professional development and informatics trainings. Elderly people can access these trainings anywhere and anytime online.

CHILDREN



TİSK in cooperation with Türk-İş Trade Union Confederation, Hak-İş Trade Union Confederation and the Green Crescent, has prepared a webinar program as a first step to tackle the types of substance addictions. "**Take the First Step**" webinars aimed to increase awareness of public and employees on fight against addiction and to help them adopt healthy habits, especially during pandemic. Trainings via this program have been delivered to 5.000 individuals under the ecosystem of TİSK and trade unions so far.

TİSK also included Addiction Trainings of the Green Crescent in TİSK Akademi online platform free of charge. More than 30.000 users of TİSK Akademi can access the trainings easily. Especially employees having children benefit from the training packages of the Green Crescent.



WOMEN

"**Young Transformation Training Program**" was launched in an effort to increase the expertise of young people in Information Technology (IT). The project initiated in cooperation with the Women in Tech Institution (WTech) in Turkey and with financial support of the European Bank for Reconstruction and Development (EBRD). Trainings on future jobs of IT sector (database analyst, job analyst, java/Phyton software specialist and data engineer) have been provided to students with relevant education backgrounds or fresh graduates and unemployed youth. Trainings are free of charge. Following the successful completion of trainings, employment of trainees will be facilitated in interested companies under TİSK and WTECH ecosystem. Especially young women have been prioritized in this training program.

TİSK also in cooperation with Yenibirlider Association (A New Leader Association) designed "**Young Woman Leaders Program**" to raise new generation woman leaders who will take their companies one step forward, to support young women make progress on leadership and to provide information on future jobs for their carrier. The program is composed of four main sections: Project Management, Carrier Management, Social Skill Management and Case Study. The Program will be held on December 2020 and open to the young women by free of charge.

One of the objectives set out during JDF 2019 was to increase the number of women representatives in the governance mechanisms of the employer organizations and trade unions, specifically in their general councils. A coordination & communication mechanism amongst these institutions has been established in order to monitor the progress achieved in this objective regularly.



PEOPLE WITH DISABILITIES

"Non-disabled Development Academy" has been put into service for People with Disabilities (PwDs) by TİSK in cooperation with Türk-İş and Hak-İş. This online platform provides free online Occupational Trainings, Personal and Professional Development

Trainings and Skillsoft Informatics Trainings. These trainings have been supported by special contents and technology peculiar to PwDs.

TİSK also encourages workplaces under its ecosystem to apply for the projects about PwDs and informs them about EU project calls and company-based award ceremonies.

