

## VIOLENCE AGAINST IMMIGRANT WOMEN

Turkey is among the countries, which value women's social and work life. Our ministry is the main institution that works to support women's employment by providing policies that are appropriate to changing and evolving conditions of working life.

The Ministry also examines complaints about psychological harassment by the Secretariat General of the Presidency (CIMER) through ALO 170 line and through individual petitions by employees.

Our Ministry has a comprehensive approach to all women in the country in all its work towards improving the working conditions of women.

Within the scope of this resolution, the activities are as follows:

Paragraph 3:

Our Ministry takes into account the provisions of the following EU Directives when regulating working life:

- Directive 2006/54 on the Implementation of Equal Opportunities and Equal Treatment between Men and Women on Employment and Work,
- Council Directive 79/7 / EEC on the progressive implementation of the principle of equality of treatment between men and women in social security matters,
- Council Directive 92/85 / EEC on the Determination of Minimum Measures for the Improvement of Health and Safety at Work for Pregnant, Maternity and Lactating Female Employees,
- Council Directive 2004/113 / EC on the Application of the Principle of Equal Treatment of Women and Men in Access to Goods and Services,
- Directive 2010/18 / EU on the Implementation of the Framework Agreement on Parental Leave,
- Directive 2010/41 / EU of the European Parliament and of the Council on the Application of the Principle of Equal Treatment of Men and Women to Women and Men Working on Their Account.

Paragraphs 7, 8, 9, 10, 11, 14, 24, 28:

The legislation on women's place in work life and gender equality is enshrined in our laws, regulations and in the Circular No. 2010/14. In addition to statutory regulations, international directives and conventions on gender equality are taken into account and joint efforts are carried out with national and international organizations. In this framework, efforts are made to strengthen women's socio-economic status, to ensure gender equality in women's social life, to increase employment of women in order to achieve sustainable economic growth and social development goals, to provide equal wages for equal work and to protect the rights of women in working life.

The Development Plans and the National Employment Strategy also include measures to remove barriers to women's participation in labor and employment.

Paragraphs 12, 15, 16, 17, 18, 23, 29, 30, 31:

According to the Article 5 of the Labor Law, which came into force on 10/06/2003, entitled "Principle of Equal Treatment", no distinction can be made in the employment relationship based on language, race, color, gender, disability, political thought, philosophical belief, religion and sect and similar reasons.

According to the same article, the employer cannot perform a direct or indirect operation on the basis of gender or pregnancy, when a worker is obliged to make a contract of employment, the creation, application and termination of his / her terms, unless the biological, or biological, nature of the work is required.

In addition to all these studies, the National Monitoring and Coordination Board on Women's Employment was established in accordance with the Circular No. 2010/14 to identify the current problems in the field of women's employment and to monitor, evaluate, coordinate and cooperate with all the relevant parties in order to eliminate these problems. The Board consists of representatives of relevant institutions and organizations within the Ministry.

The Council for the Fight against Psychological Harassment, which was established within the Ministry on 21/05/2012, contributes to the determination of policies throughout the country in order to prevent psychological harassment in the workplaces, coordinating the education and information activities, doing research and thinning on the subjects needed, making reports, contacts and information has been assigned to prepare documents and to carry out activities to raise public awareness.

In addition, our Ministry supports its activities with national and international partners:

- Promoting Gender Equality in Working Life Project (2010-2012)
- Risk Groups in Working Life - Gaining Professional Skills and Increasing Sensitivity Project (2010-2011)
- Project on Improving Social Integration and Employability of Disadvantaged Persons (2016-2017)
- Supporting Women Entrepreneurship Through E-Commerce Project (2019)
- Supporting Gender Equality Employment Policies (2019-2022)
- Operation of Improving the Quality of Public Employment Policies and Women's Professional Skills at the Focus of Decent Works of the Future (2020-2022)

All these studies were also reflected in the statistics; the labor force participation rate of women in our country was 26,6% in 2003 and 34,2% in 2018.

- In Article 4 of the Istanbul Convention; Parties shall take the necessary legislative and other measures to ensure and protect the rights of all individuals, especially women, in the public and private sphere, free from violence. " Accordingly, Article 1 of the Law No. 6284 on the Protection of the Family and the Prevention of Violence against Women; "With the Constitution of Turkey international conventions to which Turkey is a party, especially for the Prevention of Violence and Domestic Violence Against Women and the Council of the Convention on Combating and are based on other legal regulations in force." Situated provision. In this context, in accordance with the provisions of the Law, Violence Prevention and Monitoring Centers, Women's Guesthouse and Family, Ministry of Labor and Social Services, Provincial Directorates of the refugee and all foreign nationals who are victims of violence against women and domestic violence, can benefit.

- The main objectives of the Third National Action Plan on Combating Violence against Women, prepared under the coordination of KSGM and covering 2016-2020 are:

- Regulatory regulations

- Awareness-raising and mentality transformation

- Providing protective and preventive services and strengthening of victims of violence
- Regulation and implementation of health services
- Inter-agency cooperation and policy

The Action Plan includes activities to protect refugee women from all forms of violence and to ensure that they can benefit from the existing mechanisms effectively.

- The Working Group on Gender-Based Violence was created in cooperation with the Ministry of Family, Labor and Social Policies, Directorate General for Disaster and Emergency Management, Ministry of Interior Directorate General of Migration Management with the participation of representatives of UNFPA, UNICEF, UNHCR and other relevant institutions, civil society and international organizations. In the study group to mobilize on violence based on gender refugees in Turkey and to raise awareness on this issue, is aimed located at an early age and forced to share information related to marriage and to plan activities to build solidarity among women. Within the scope of the work of the working group, a booklet has been prepared and prepared as a brochure for Standard Working Procedures on Gender Based Violence to be used by UN agencies, intergovernmental organizations, non-governmental organizations and host country organizations that provide protection and assistance to refugees.

Actions Concerning Strengthening of Gender Equality and Migrant Women and Girls and Combating All Forms of Violence Against Women and Girls.

The Women Entrepreneurs in Development and Social Interaction” Conference was organized by the Ministry of Family, Labor and Social Services within the scope of empowerment of migrant women workers on 16 February 2016, in cooperation with Ankara Development Agency and the Syrian Friendship Association. In this conference; to reveal the link between social interaction and entrepreneurship in our country, entrepreneurs have embraced the social interaction approach is targeted to be announced synergies created by the Syrian women entrepreneurs under successful temporary protection who are successful in different areas of women entrepreneurs and the business in Turkey by setting up his own business as a successful role model examples, to transfer their knowledge and experience to the related parties.