

Data Collection Survey on Protection of Vulnerable Workers in Response to the COVID-19 Crisis

Draft Country Survey Report

Turkey

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Appendix: Record of interviews and workshop

1. Background and Purposes

The key topics covered in this survey are a) Prevention of child labor and forced labor, b) Prevention of the discrimination regarding employment and treatment of women and foreign workers, c) Grievance mechanism, d) Industrial health and safety to prevent the spread of infectious disease, e) Other key issues on workers' rights related to the dignity and life. These key topics will be analyzed in the context of the social vulnerabilities brought to light by COVID-19, and the study will collect and analyze necessary basic information to identify the areas in which JICA can contribute through the cooperation to developing countries such as the development and operation of legislation related to labor, employment, social security and education, the development and operation of judiciary/non-judiciary grievance mechanisms, sharing and dissemination of good practices related to these, and collaboration and cooperation with other companies and civil society. Survey team will also consider matters related to the protection of human rights of foreign workers that Japan accepts from developing countries. This country report is prepared reflecting the field information collection in Turkey.

2. Impact of COVID-19 on Labor and Employment

2.1 Impact on Employment and Labor

About 7 million workers in Turkey could lose their jobs due to the pandemic. It was found that the textile industry, accommodation and construction industries were particularly affected. TUIK (The Turkish Statistical Institute) has officially announced that as of September 2020, the number of people who have lost their jobs due to the pandemic has exceeded 4 million. TUIK (The Turkish Statistical Institute) officially announced that as of September 2020, the number of people who have lost their jobs due to the pandemic has exceeded 4 million. It also indicated that 31.3% of the workforce is unregistered workers working without any social security, and that the percentage of young people in informal employment is 26.1%. Turkey has one of the highest rates of informal employment in Western Europe, with additional 2 million people reported to be out of work. Temporary workers such as those in the construction industry are likely to lose their jobs suddenly, with 1.8 million people, or about 40%, reported to have lost their jobs¹. It is also reported that after the outbreak of the pandemic, canned fish companies detained infected workers and forced them to work in order to secure production volume².

¹ Arab News. Turkish youth lose hope in labor market amid harsh pandemic conditions. April 2021

<https://www.arabnews.com/node/1732501/business-economy>

² IUF News. Turkey: Canned fish company held workers captive in production after COVID-19 outbreak. August

2020 <https://iuf.org/news/turkey-canned-fish-company-held-workers-captive-in-production-after-covid-19-outbreak/>

2.2 Vulnerable workers in the country

According to BBC, Syrian refugees are being forced to work in jeans factories in Turkey for more than 12 hours a day without protective equipment, being exposed to a spray of toxic chemicals. Some of the refugee workers are forced to work for less than the minimum wage and in harsh conditions. It has been pointed out that some refugee workers are illegally working in the garment industry without work permits³.

Foreign workers at Turkish Airlines are being threatened with dismissal amid the COVID-19 pandemic and rampant labour "nationalization" strategies – government pressure to ax foreign workers before dismissing Turkish local workers⁴. Many of the 3.7 million Syrian refugees working in the informal sector were the first to be laid off as the pandemic stalled the economy and reduced remittances from abroad⁵.

Syrian refugees are not considered as refugees under the Law on Foreigners and International Protection, but are subject to "temporary protection". Under the law, they are eligible for work as well as for social and free medical services. However, it has been reported that some Syrian refugees do not have work permits, their movement within the country is restricted, and they are not even allowed to have a driver's license. Syrian refugees are living on precarious conditions due to the employment situation in Turkey, and are reportedly forced to work long hours and low wages in the informal sector, which accounts for 1/3 of the country's population. It is estimated that one quarter of the urban population and half of the rural population do not have access to hospitals and clinics⁶.

The table below shows the share of informal sector workers and informal non-agricultural workers in the non-agricultural sector in the total number of employed persons in the country based on the ILO report. The informalization rate in the non-agricultural sector is about 20%, which is considerably lower than the average for emerging economies (58.8%). In addition, the informalization rate of women is relatively high compared to that of men.

³ Sustainable Japan (January 2017). "[Human Rights] Child Labor by Syrian Refugees in Turkey, Responding with Corporate Initiatives - Latest CSR Trends in Europe by Mr. Takeshi Shimotaya". Retrieved from <https://sustainablejapan.jp/2017/01/09/human-rights-violation-in-turkey/25043>

⁴ Business & Human Rights Resource Centre. Foreign workers at Turkish Airlines threatened with dismissal amid covid-19 and rampant labour "nationalisation" strategies. August 2020 <https://www.business-humanrights.org/en/latest-news/threats-over-dismissal-of-foreign-workers-at-turkish-airlines-amid-covid-19/>

⁵ Open Democracy. COVID-19 and the global addiction to cheap migrant labour. October 2020 <https://www.opendemocracy.net/en/pandemic-border/covid-19-and-global-addiction-cheap-migrant-labour/>

⁶ Diplo Japan (May 2020). "Covid-19 and refugee crisis limit Erdoğan's options: Tensions in Turkey over its Syrian guests". Retrieved from <http://www.diplo.jp/articles20/2007-02syriens.html>

Table Error! No text of specified style in document.-1 Percentage of Informal Workers (Turkey)

Share of informal employment (%)	Total				Men				Women			
	Total	In the informal sector	In the formal sector	In households	Total	In the informal sector	In the formal sector	In households	Total	In the informal sector	In the formal sector	In households
in total employment (%)	34.8	32.0	2.4	0.4	28.9	27.7	1.2	0.0	48.3	42.0	5.0	1.2
Share of non-agricultural informal employment in non-agriculture (%), SDG 8.3.1	21.9	19.3	2.2	0.5	20.6	19.6	1.0	0.0	25.6	18.3	5.5	1.8

Source: Prepared by ERM based on the ILO Women and Men in the Informal Economy: A Statistical Picture Third Edition. Country data is retrieved from the 2015 survey.

2.3 Child Labor and Forced Labor

(1) Goods produced by child Labor and forced Labor

Table Error! No text of specified style in document.-2 Goods produced by child labor and/or forced labor (Turkey)

Child Labour		Forced Labour		Child Labour and Forced Labour	
number of goods	Goods	number of goods	Goods	number of goods	Goods
10	Citrus Fruits, Cotton, Cumin, Footwear, Furniture, Garments, Hazelnuts, Peanuts, Pulses (legumes), Sugar Beets				

Source: 2020 List of Goods Produced by Child Labor or Forced Labor (Department of Labor, USA)

(2) Realities of Forced Labor

According to “2020 Trafficking in Persons Report Turkey” issued by U.S. Department of State⁷, following information is reported.

“Trafficking victims in Turkey are primarily from Central and South Asia, Eastern Europe, Azerbaijan, Indonesia, Morocco, and Syria. Of the 134 victims identified in 2019, most were

⁷ <https://www.state.gov/reports/2020-trafficking-in-persons-report/turkey/>

Uzbeks (44), followed by Syrians (31), Moroccans (28), Kyrgyz (26), and Indonesians (11). The world's largest refugee population of approximately four million displaced Syrians and more than 350,000 refugees of other nationalities resided in Turkey. Refugee groups in certain areas remain vulnerable to trafficking and exploitation. Some Syrian and other refugees, including children, are vulnerable to forced or exploitative labor, including street begging.”

(3) Realities of Child Labor

According to “2020 Trafficking in Persons Report” issued by U.S. Department of State⁸, following information is reported.

“Children in Turkey engage in the worst forms of child labor, including commercial sexual exploitation and recruitment by non-state armed groups. Children also perform dangerous tasks in seasonal agriculture and in small and medium manufacturing enterprises.”

(4) Child Labor and education

Table Error! No text of specified style in document.-3 Child Labor statistics (Turkey)

Children	Age	Percent
Working (% and population)	6~14	2.6 (320,254 children)
Working children by sector	6~14	
Agriculture		57.1
Industry		15.8
Services		27.1
Attending School (%)	6~14	92.4
Combining Work and School (%)	6~14	1.6
Primary Completion Rate (%)		92.5

Source: 2019 Findings on the Worst Forms of Child Labor (U.S. Department of Labor)

Table Error! No text of specified style in document.-4 Education in Turkey

Compulsory education (years)	Primary	4
	Lower secondary	4
	Upper secondary	4

⁸ <https://www.state.gov/reports/2020-trafficking-in-persons-report/turkey/>

Age group	6 to 12
Tuition fees for compulsory education	Tuition and textbooks are free. The annual cost of public primary schools, including stationery and uniforms, is approximately 200 Turkish liras.

Source: School Conditions in Other Countries and Regions (Ministry of Foreign Affairs of Japan)

(5) Realities of Child marriage

Table Error! No text of specified style in document.-5 Child marriage statistics (Turkey)

Girls married by 15 years (%)	2%
Girls married by 18 years (%)	15%
National strategy or plan	No
Age of marriage without consent or exceptions taken into account	Minimum legal age of marriage below 18 years

Source: Girls Not Brides

According to the description regarding Turkey based on UNICEF's data by Girls Not Brides⁹, following information is reported.

“According to 2018 Demographic and Health Survey conducted among Syrian people in Turkey, 45% of Syrian girls in Turkey were married before the age of 18, and 9% before the age of 15. Available data may not be representative of the scale of the issue, both for Turkish nationals and Syrian refugees, since many child marriages are unregistered and take place as unofficial religious ceremonies.

A 2017 study shows that many Turkish girls are married off to cover up abuse. Some girls choose to marry in order to escape violence in their homes.”

2.4 Gender

(1) Gender gap

Table Error! No text of specified style in document.-6 Gender gap score and ranking (Turkey)

Global Gender Gap Index (Rank: out of 153 countries Score: 0.00= imparity, 1.00=parity)	2006		2021	
	Rank	Score	Rank	Score
Overall	105	0.585	133	0.638
Economic participation and opportunity	106	0.434	140	0.486

⁹ Girls Not Brides <https://www.girlsnotbrides.org/where-does-it-happen/atlas/turkey>

Education attainment	92	0.885	101	0.975
Health and survival	85	0.969	105	0.967
Political empowerment	96	0.052	114	0.123

Source: Global Gender Gap Report 2021(World Economic Forum)

Table Error! No text of specified style in document.-7 Women's participation and leadership at work (Turkey)

Work participation and leadership (2021)	Female	Male	F/M
Labor force, million people	10.44	21.21	0.33
Unemployed adults, % of labor force (15-64)	16.73	12.60	1.74
Workers employed part-time, % of employed people	32.56	18.67	1.74
Proportion of unpaid work per day, female/male	-	-	3.64
Boards of listed companies,% board members	18.10	81.90	0.22
Firms with female majority ownership, % firms	11.30	88.70	0.13
Firms with female top managers, % firms	3.90	96.10	0.04
Share of workers in informal sector, % workers	n/a	n/a	n/a

Source: Global Gender Gap Report 2021(World Economic Forum)

(2) Legal framework related to the prevention of discrimination against female workers

Table Error! No text of specified style in document.-8 Status of regulations against discrimination of female workers (Turkey)

Questions	Status
Is there at least some explicit legislative prohibition of workplace discrimination based on sex?	Yes
Is there at least some explicit legislative prohibition of workplace discrimination based on parenting status?	Yes, for both mothers and fathers
Is there at least some explicit legislative prohibition of workplace discrimination based on marital status?	Yes
Is there at least some explicit legislative prohibition of workplace discrimination based on pregnancy?	Yes
Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly prohibit discriminatory workplace harassment on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly guarantee equal pay on the basis of sex?	Guarantees equal pay for work of equal value based on sex
Does legislation explicitly prohibit discrimination in terminations on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly prohibit discrimination in hiring or recruitment on the basis of pregnancy?	Yes, pregnancy status-specific prohibition
Does legislation explicitly prohibit discrimination in promotions and/or demotions on the basis of pregnancy?	No prohibition
Does legislation explicitly guarantee equal pay on the basis of pregnancy?	No guarantee

Does legislation explicitly prohibit discrimination in terminations on the basis of pregnancy?	Yes, pregnancy status-specific prohibition
Does legislation explicitly prohibit discrimination in access to employer-provided training on the basis of pregnancy?	No prohibition
Does legislation explicitly prohibit indirect discrimination on the basis of sex?	Yes, sex-specific prohibition
Does legislation explicitly prohibit retaliation for reporting workplace discrimination based on sex?	Explicit prohibition of retaliation
Is sexual harassment explicitly prohibited in the workplace?	Yes, for both women and men
Does the constitution explicitly guarantee equality or non-discrimination across sex and/or gender?	Constitution explicitly guarantees equality or non-discrimination based on sex or gender.

Source: WORLD Policy Analysis Center

(3) Impacts of COVID-19

According to “Rapid Gender Assessment of COVID-19 implications in Turkey” conducted by UN Women and Sverige in June 2020¹⁰, impacts of COVID-19 on gender can be summarized as follows.

“The survey reveals that considerable negative economic consequences for both women and men, in terms of reduced hours of paid work, loss of jobs and financial worries. However, while paid hours reduction affected men more, women lost their jobs to a higher extent.

Women are less employed full-time than men, significantly more likely than men to be economically inactive, i.e. not looking for a job, and significantly less represented among business owners.

The gender difference in job loss is high in overall for women (18.8%) compared to men (14.2%). The difference in job loss is noted to be higher in the sub-category of the surveyed people who own a business and employ other people, where the 20% of the women compared to 8.7% of the men in this category stated job loss.

Women took more leave of absence from work compared to men. Since the start of COVID-19, one third of women and one quarter of men took leave from their work (paid, partially paid, or unpaid). For half of the women who went on leave, the leave was unpaid (15.7%), exceeding the share for men (11.2%).”

3. Domestic Laws and Regulations and International Standards

3.1 Basic laws and competent authorities

The basic laws are Labour Act NO.4857 of May 22, 2003¹¹ and the Occupational Safety and

¹⁰ Rapid Gender Assessment of COVID-19 implications in Turkey (UN Women, Sverige, Jun.2020) <https://www2.unwomen.org/-/media/field%20office%20eca/attachments/publications/2020/06/rapid%20gender%20assessment%20report%20turkey.pdf?la=en&vs=438>

¹¹ Labour Act No. 4857 of May 22, 2003 (ilo.org) https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/64083/77276/F75317864/TUR64083_English.pdf

Health Act No. 6331. The Ministry of Labour and Social Security is the competent authority.

3.2 Wages and Other Working Conditions

Article 40 of the Labour Act stipulates that an employee who cannot work or who is not engaged in work due to the reasons set forth in subsections III of Articles 24 and 25 (i.e., force majeure) shall be paid, up to one week, half his or her wages for each day. Thus, "[i]f compelling reasons occur that cause work to stop in the workplace or prevent the employees from working for more than 1 (one) week, the employment contract is suspended for this 1 (one) week and the employee is paid half salary during this period..." A compelling reason, according to the established jurisprudence of the Supreme Court, is circumstances that occur around the employee and prevent the employee from working.

Regarding COVID-19, it is interpreted that the curfew of people over 65, or employees in quarantine falls under such "compelling reason".

Workplaces such as theatres, cinemas, show centers, bars, sports halls, Turkish baths, and indoor playgrounds are shut down by the Ministry of Internal Affairs Circular. Therefore, there is a compelling reason for these workplaces.

Pursuant to Article 25(3) of the Labour Act, "the employer may terminate the employment contract for just reason in the event of a compelling reason preventing the employee from working at the workplace for more than a week." A Turkish law firm considers that this article should be applied carefully by employers.¹² In case of termination pursuant to Articles 24(3) or 25(3) of the Labour Act, although notice period allowance is not required, severance payment and buying-out of unused annual leave are required.

Pursuant to subparagraph (b) of Article 25(1) of the Labour Act, if the Health Committee has determined that the suffering is incurable and incompatible with the performance of the employee's duties, the employer has the right to terminate the employment contract for good reason.¹³

Article 23 of the Unemployment Insurance Law No.4447 ("Law No. 4447") was amended by the Law on the Amendment of Certain Laws No.7226 ("Law No. 7226") dated March 6, 2020. In order to be qualified for the Government's subsidy to compensate for shortening working time due to COVID-19, employers should comply with the prohibition of termination during the short-

¹² The Impact Of The Coronavirus Outbreak On Labour Law Practices - Coronavirus (COVID-19) - Turkey (mondaq.com) <https://www.mondaq.com/turkey/operational-impacts-and-strategy/1007542/the-impact-of-the-coronavirus-outbreak-on-labor-law-practices>

¹³ The Impact Of The Coronavirus Outbreak On Labour Law Practices - Coronavirus (COVID-19) - Turkey (mondaq.com) <https://www.mondaq.com/turkey/operational-impacts-and-strategy/1007542/the-impact-of-the-coronavirus-outbreak-on-labor-law-practices>

time work period.^{14 15}

An employer that wishes to shorten working-time must primarily notify in writing the Turkish Employment Agency and the union at the workplace that is a party to the collective agreement.¹⁶

3.3 Taking Paid Leave

Pursuant to the Labour Act, the employer cannot unilaterally oblige employees to take unpaid leave without consent of the employee. Based on Law No. 7244, an exception to this rule is allowed during the Termination Prohibition Period. The employers may oblige their employees to take unpaid leave unilaterally without obtaining consent of the employee.¹⁷

3.4 Redundancy

Pursuant to Amendment of Certain Laws No. 7244 published in the Official Gazette No. 31102 and dated April 17, 2020, an employment agreement may not be terminated by the employers for three (3) months starting from April 17, 2020 until July 17, 2020 (“**Termination Prohibition Period**”) except for terminations due to disciplinary actions. The amendments introduced by Law 7252 of 2020 granted the President an authority extend the period. The Termination Prohibition Period was extended until March 17, 2021 as of January 2021.¹⁸

Exceptions to the termination ban are as follows:

- Terminations for ‘just cause’ arising from the situations of employee misconduct and poor performance, etc.;
- Expiry of fixed-term employment contracts;
- Closure of the workplace for any reason and the subsequent termination of an employer’s activities; and
- Termination of work performed in relation to service procurements and construction conducted under the relevant legislation.

3.5 Occupational Safety and Health

¹⁴ Measures Introduced by Law No. 7244 on Turkish Employment Relations Due to Covid-19 (Corona Virus) Pandemic (admdlaw.com) http://www.admdlaw.com/measures-introduced-by-law-no-7244-on-turkish-employment-relations-due-to-covid-19-corona-virus-pandemic/#.XsJTa-TsbmI?utm_source=Mondaq&utm_medium=syndication&utm_campaign=LinkedIn-integration

¹⁵ Employment protection measures extended in Turkey - Ius Laboris <https://iuslaboris.com/insights/short-time-working-allowance-unpaid-leave-and-termination-ban-extended-in-turkey/>

¹⁶ <https://www.globallegalinsights.com/practice-areas/employment-and-labour-laws-and-regulations/turkey>

¹⁷ Measures Introduced by Law No. 7244 on Turkish Employment Relations Due to Covid-19 (Corona Virus) Pandemic (admdlaw.com) http://www.admdlaw.com/measures-introduced-by-law-no-7244-on-turkish-employment-relations-due-to-covid-19-corona-virus-pandemic/#.XsJTa-TsbmI?utm_source=Mondaq&utm_medium=syndication&utm_campaign=LinkedIn-integration

¹⁸ Turkey extends ban on layoffs for 2 more months (aa.com.tr) <https://www.aa.com.tr/en/economy/turkey-extends-ban-on-layoffs-for-2-more-months/2169283>

Article 4 of the Occupational Health and Safety Law¹⁹ provides as follows:

Article 4 (1) the employer shall have the duty to ensure the safety and health of workers in every aspect related to the work. In this respect, the employer shall;

- Take the measures necessary for the safety and health protection of workers, including prevention of occupational risks and provision of information and training, as well as provision of the necessary organization and means, and shall ensure that these measures are adjusted taking account of changing circumstances and aim to improve existing situations.
- Monitor and check whether occupational health and safety measures that have been taken in the workplace are followed and ensure that nonconforming situations are eliminated.
- Carry out a risk assessment or have one carried out.
- Take into consideration the worker's capabilities with regard to health and safety where he or she entrusts tasks to a worker.
- Take appropriate measures to ensure that workers other than those who have received adequate information and instructions are denied access to areas where there is life-threatening and special hazards.

Article 13 of the Occupational Health and Safety Law stipulates the right to abstain from work as follows:

Article 13 – (1) Workers exposed to serious and imminent danger shall file an application to the committee or the employer in the absence of such a committee requesting an identification of the present hazard and measures for emergency intervention.

3.6 Grievance Mechanisms

Article 91 and following articles of the Labour Act provide as follows:

The State shall follow up, supervise and inspect the implementation of labour legislation governing working conditions.

In case termination is invalidated by the court, employers shall pay a notice period allowance, severance payment and reinstatement compensation.

3.7 Informal Employment

According to the Japan International Labour Foundation (JILAF), Turkey's labour market is characterized by a high proportion of workers in informal employment. The Turkish Statistical Institute (TurkStat) reported that 33.9% of the entire labour market were engaged in informal employment.²⁰

3.8 List of Laws

¹⁹ Occupational Health and Safety Law, Law No. 6331

<https://www.ilo.org/dyn/natlex/docs/MONOGRAPH/92011/106963/F1028231731/TUR92011%20Eng.pdf>

²⁰ <https://www.jilaf.or.jp/rodojijyo/mideast/mideast/turkey2020.html>

- Labour Act, Law No. 4857 of 2003²¹
- Law on Reducing the Effects of the Novel Coronavirus (COVID-19) Pandemic on Economic and Social Life and the Law on the Amendment of Certain Laws No. 7244²²

²¹ Labour Act No. 4857 of May 22, 2003 (ilo.org)

<https://www.ilo.org/dyn/natlex/docs/ELECTRONIC/64083/77276/%20F75317864/TUR64083%20English.pdf>

²² Published in the Official Gazette No. 31102 and dated April 17, 2020.

17 Nisan 2020 CUMA (resmigazete.gov.tr) <https://www.resmigazete.gov.tr/eskiler/2020/04/20200417-2.htm>

4. Target Industry Analysis

A draft list of potential Target Industries was prepared based on the Industries of strong ties to Japan and Japanese companies taking into account the associated human rights risks. The result of analysis is shown in the section 4.1 and 4.2. From the selected Target Industries in Table 4-1, the three industries (01_Agriculture, Forestry, Fisheries, 03_Food Production, and 04_Textiles) were further extracted as the focus industries for Turkey after some initial local survey.

Table 4-1 Selection of Target Industries (Turkey)

Evaluation	Proposed target industries for study
○	01_Agriculture, forestry, fisheries
○	03_Food production
○	04_Textiles
△	11_Transportation machinery and equipment
△	14_Wholesale and retail business

4.1 Industries with strong ties to Japan and Japanese companies

Industries that have close relationship with Japan and Japanese companies were selected by using the following methodology.

- 1) The following information has been sorted according to the industry/sector: (A) Number of identified Japanese companies in each industry, (B) Amount of sales (profit) of the Japanese companies in each industry, and (C) Number of workers employed by the Japanese companies in each industry. All the figures of A, B, C were added to give a score to each industry. Then the top two to three industries with the highest scores are considered as industries closely related to Japanese companies.
- 2) Export from Target Countries and production with Japanese investment were reviewed to supplement the information collected above to analyse the relationships with Japanese companies. If there is a large amount of export to Japan from a subsidiary of a Japanese company or from the upstream of the supply chain of a Japanese company, the industry is considered as an industry closely related to Japan and Japanese companies. These industries have been marked with a circle. Production with Japanese investment is also considered and put a triangle mark if such investment is confirmed.
- 3) By referring to the "Industry Structure" of the UN statistical data and the basic country data issued by the Ministry of Foreign Affairs of Japan, major the construction industry has been marked with a circle if the ratio of the construction industry to gross domestic product (GDP) is higher than or equal to the global average. Priority has been given if the relationship with Japan or Japanese companies could be confirmed through the data of 1). and 2). above. Construction industry comprised 6.5% of the nation's GDP in 2018, which was lower than the global average (7.2%), thus priority was low.
- 4) The 'Priority' ranking for industries with strong ties to Japanese industries was evaluated with the scores and D and E ratings.

Table 4-2 Industries with strong ties to Japan and Japanese companies (Turkey)

Score Ranking	Industry	Score ※ 1	Rating			D Exports to Japan ※ 2	E Industry structure	Priority based on relationship with Japan ※ 4	Notes ※ 5
			A Number of companies	B Profit	C Number of employees				
6	01_Agriculture, forestry, fisheries	16	6	5	5	○		Priority	Key export to Japan (food, fish) Values for B and C are unknown (agriculture)
14	02_Mining and quarrying	24	14	5	5				
10	03_Food production	20	10	5	5	○		Priority	Key export to Japan (food products) Values for B and C are unknown (Food processing)
14	04_Textiles	24	14	5	5	○		Priority	Key export to Japan (garment)
14	05_Lumber/wood products/furniture products	24	14	5	5				
14	06_Pulp/paper products	24	14	5	5				
6	07_Chemicals/plastics/petroleum/coal products	16	6	5	5				Values for B and C are unknown (inorganic chemicals, final chemical products)
3	08_Rubber, leather, and ceramics	8	4	2	2				
10	09_Steel, non-steel metals, and metals	20	10	5	5				Values for B and C are unknown (cast-forged products, etc.)
5	10_Machinery and electrical products	14	4	5	5				Values for B and C are unknown (industrial equipment, appliances, etc.)
1	11_Transportation machinery and equipment	4	2	1	1	○		Priority	Key export to Japan (automobile parts)
6	12_Publication and printing	16	6	5	5				
14	13_Construction	24	14	5	5		○※3		
2	14_Wholesale and retail business	7	1	3	3			Priority	Top score
14	15_Financial/insurance/real estate brokerage	24	14	5	5				
10	16_Electricity, gas, and water	20	10	5	5				Values for B and C are unknown (electricity, gas, water)
10	17_Transportation and postal services	20	10	5	5				Values for B and C are unknown (railway, other transportation, etc.)
6	18_Communications	16	6	5	5				Values for B and C are unknown (communication)
4	19_Other	11	3	4	4				

※1 The category '19_Other' is excluded from the priority ranking because it includes a broad range of service industries.

4.2 Selection of Target Industries by reviewing risks to human rights

The selection of target industry was conducted by using the information about both the strength of the industry's relationship to Japanese companies and risk to human rights and it is summarized as “Table 4 3 Selection of Target Industries (Turkey)”.

Among industries categorized as “Priority” in Section 4.1, any industry identified to have risk to human rights such as impact on employment, child labor, forced labor, or migrant/foreign workers have been marked with a circle in the column “Selection as a Designated Industry for Study”. In addition, industries with a substantial level of human rights risks have been marked with a triangle in the same column of the table.

Each human right risk of Turkey considered in the selection is described below.

Impact on employment: The study team summarized the impact of COVID-19 in each industry using data from the ILO Monitor 7th Edition and evaluated the impacts referring to the “At risk status” (High, Medium, Low). The study team also evaluated the trends referring to the improvement of working hours and employment security from the second to third quarter, 2020. Industries which had experienced significant impacts such as impacts on accommodation, food and drinks, transportation and postal services were marked with a circle. Industries which had not been impacted or those which had been positively impacted have been marked with “x”. Other industries which experienced moderate impacts have been marked with a triangle. Industries marked with circle and triangle are considered to be related to human rights risks because impact to working hours and employment poses a risk to the protection of workers. In addition, the study team summarized the impact of COVID-19 by referring to publically available information. Sources are as follow: World Bank's "Jobs at risk in Turkey: Identifying the impact of COVID-19", ILO Report, Arab News, and the "Impact of the COVID-19 Outbreak on Turkey's Economy and a Policy Alternative for Protecting Labour Income" prepared by a local research institute. The sectors that were significantly affected by COVID-19 are marked with a circle.

Child labor: The study team identified industries which are prone to child labor by referring to the “Global Estimates of Modern Slavery,” “Global Estimates of Child Labor,” and “Global Estimates of Forced Labor” issued by the ILO. Industries that pose a risk of hazardous activities to children have been marked with a circle while those that pose other risks to children have been marked with a triangle.

Forced labor: Similar to child labor, the study team identified industries which are prone to forced labor by referring to “Global Estimates of Modern Slavery,” “Global Estimates of Child Labor,” and “Global Estimates of Forced Labor” issued by the ILO. Industries that pose a risk of forced labor have been marked with a circle.

U.S. Department of Labor’s 2020 List of Goods Produced by Child Labor or Forced Labor: The U.S. Department of Labor publishes the “List of goods produced by child labor and forced labor” each year. Industries that are included in the list have been marked with a circle.

Migrant/Foreign Worker: According to UNICEF International Migration Statistics, there was an influx of 6.05 M international migrants, of which 3.58 M are refugees from neighboring

countries. International immigrants come from European countries (e.g. Bulgaria, Germany and Macedonia), Arab countries, Central Asia, Afghanistan, Iran, China, etc. while refugees come from Syria, Iraq, Iran, Somalia, etc. According to the ILO's (Turkey Office) "2020 Syrian Refugee Report", many refugees are working in textiles, footwear, leather and other manufacturing, construction, accommodation/food, wholesale and retail, and agriculture. The industries that employ migrant and foreign workers are marked with a circle.

Table 4-3 Selection of Target Industries (Turkey)

Score Ranking	Industry	Sector	Score	Priority based on relationship with Japan	Impact on employment (global) ※ 1	Impact on employment (Turkey) ※ 2	Child labor ※ 3	Forced labor ※ 4	US DOL-List of goods produced by child and forced labor ※ 5	Migrant/foreign workers ※ 6	Selection as a designated industry for study ※ 7
6	01_Agriculture, forestry, fisheries	Agri/forestry/fishery	16	Priority	△	○	○	○	○	○	○
14	02_Mining and quarrying	Mining	24		x	○	○	○			
10	03_Food production	Manufacturing	20	Priority	△		△	○	○	○	○
14	04_Textiles	Manufacturing	24	Priority	△	○	△	○	○	○	○
14	05_Lumber/wood products/furniture production	Manufacturing	24		△	○	△	○	○	○	
14	06_Pulp/paper products	Manufacturing	24		△	○	△	○		○	
6	07_Chemicals/plastics/petroleum/coal production	Manufacturing	16		△	○	△	○		○	
3	08_Rubber, leather, and ceramics	Manufacturing	8		△	○	△	○		○ (Leather, Footwear)	
10	09_Steel, non-steel metals, and metals	Manufacturing	20		△	○	△	○		○	
5	10_Machinery and electrical products	Manufacturing	14		△	○	△	○		○	
1	11_Transportation machinery and equipment	Manufacturing	4	Priority	△	○	△	○		○	△
6	12_Publication and printing	Manufacturing	16		△	○	△	○		○	
14	13_Construction	Construction	24		△	○	○	○		○	
2	14_Wholesale and retail business	Wholesale/retail	7	Priority	△	○	△	○		○	△
14	15_Financial/insurance/real estate brokerage	Service	24		x	○					
10	16_Electricity, gas, and water	Service	20		x	○					
10	17_Transportation and postal services	Service	20		○	○	△				
6	18_Communications	Service	16		x	○					
4	19_Other	Service	11		○ (Hotel, Restaurant)	○ (Hotel, Service, Tourism)	△	○		○ (Hotel, Food/drinks)	

5. Measures taken by private companies

The following sections describe the measures taken by private companies for a) Prevention of child labor and forced labor, b) Prevention of the discrimination regarding employment and treatment of women and foreign workers, c) Grievance mechanism, d) Industrial health and safety to prevent the spread of infectious disease, e) Other key issues on workers' rights related to the dignity and life.

5.1 Construction Industry

The study team had an interview with to the workshop to collect the information about measures taken in Cote d'Ivoire. In addition,

[explanation of measures taken by the companies]

Table 5-1Company in Turkey

Type	[Type of company]
Scale	[Number of employees/offices/subsidiaries]
Measures to protect workers	[Explanation of measures]

Source:

Table 5-2Company

Type	[Type of company]
Scale	[Number of employees/offices/subsidiaries]
Measures to protect workers	[Explanation of measures]

Source:

Table 5-3Company

Type	[Type of company]
Scale	[Number of employees/offices/subsidiaries]
Measures to protect workers	[Explanation of measures]

Source:

5.2 Agriculture Industry

[Turkey and agriculture industry]

The study team had interviews with to collect information about measures taken in Turkey. In addition, the study team conducted a specific research on which is well known in Turkey.

Table 5-4 Local Coffee Industry in Turkey

Type	[Type of Industry]
Scale	[Scale/subsidiary]
Measures to protect workers	[Explanation of measures]

Source: JICA Study Team

Table 5-5 Local Agricultural Industry in Turkey

Type	[Type of Industry]
Scale	[Scale/subsidiary]
Measures to protect workers	[Explanation of measures]

Source: JICA Study Team

Case Study BOX 1: [famous relevant case]

6. Development and Operation of Policy, Laws and Regulations and Challenges

The following sections describe the policy, laws and regulation challenges on the survey items, a) Prevention of child labor and forced labor, b) Prevention of the discrimination regarding employment and treatment of women and foreign workers, c) Grievance mechanism, d) Industrial health and safety to prevent the spread of infectious disease, e) Other key issues on workers' rights related to the dignity and life.

6.1 Policy and Plan

The following comments and opinions are collected from the interviews and workshop. Turkey does not have any policy or national action plan that specifically corresponds to the United Nations Guiding Principles on Business and Human Rights yet.

Table 6-1 Challenge/Opportunity of Policy and Plan

Policy/Plan	Challenge/Opportunity
National Program on the Elimination of Child Labor (2017–2023)	<p>The Program was launched with the aim of eradicating child labor, particularly its worst forms.²³ It identifies seasonal migratory agriculture, street work, and work in small and medium industrial enterprises as priority sectors for government efforts to combat child labor. It also outlines a series of nationwide interventions aimed at eliminating child labor, including combating poverty, inclusive education, and increasing social awareness.</p> <p>Although the Program has been launched since the 2017, child labor remains an issue due to the high informality, especially in the agricultural sector.²⁴</p>
National Employment Strategy (2014–2023) ²⁵	<p>The Strategy aims to identify and solve labor market issues with the goal of job creation and sustained economic growth, which includes the prevention of child labor, especially hazardous work in agriculture, as a focus of the plan, and advocates for increased access to education and strengthened social services as a means of preventing child labor.²⁶</p> <p><i>[No further information available online]</i></p>

6.2 Laws and regulations

The following comments and opinions are collected from the interviews and workshop.

²³ [Findings on the Worst Forms of Child Labor - Turkey | U.S. Department of Labor \(dol.gov\)](#)

²⁴ [World Bank Document \(rightsindevelopment.org\)](#)

²⁵ <http://extwprlegs1.fao.org/docs/pdf/tur175309.pdf>

²⁶ [Turkey - Delta 8.7 \(delta87.org\)](#)

Table 6-2 Challenge/Opportunity of Laws and regulations

Policy/Plan	Challenge/Opportunity
Forced and compulsory labor	<p>Act No. 2709, Constitution of the Republic of Turkey (1982)²⁷</p> <p>Article 18. “No one shall be forced to work. Forced labour is prohibited. Work required of an individual while serving a sentence or under detention provided that the form and conditions of such labour are prescribed by law; services required from citizens during a state of emergency; and physical or intellectual work necessitated by the needs of the country as a civic obligation shall not be considered as forced labor.”</p> <p>While the law generally prohibits all forms of forced labor, the law enforcement is uneven where penalties for violations were not consistently commensurate with those for other serious crimes.²⁸ The cases of forced labor are not common in the country, but some local and refugee families required their children to work on the streets and in the agricultural or industrial sectors to supplement family income.</p>
Child labor	<p>Act No. 4857, Labour Act (2003)²⁹</p> <p>Article 71. “Employment of children who have not completed the age of <u>fifteen</u> is prohibited. However, children who have completed the full age of <u>fourteen</u> and their primary education may be employed on light works that will not hinder their physical, mental and moral development, and for those who continue their education, in jobs that will not prevent their school attendance...”</p> <p>The law enforcement for child labor laws remains weak and insufficient.³⁰ While penalties for violations were sufficiently stringent compared with those for other serious crimes, the government lacks the resources to effectively monitor and enforce prohibitions against the use of child labor. In the absence of a complaint, inspectors did not generally visit private agricultural enterprises that employed 50 or fewer workers, resulting in enterprises vulnerable to child labor exploitation.</p> <p>Cases of illicit child labor, including in its worst forms, persist especially involving a large number of Syrian refugees and family members who are affected by the pandemic. Child labor in the country primarily took place in seasonal agriculture (e.g., hazelnuts), street work (e.g., begging), and small or medium industry (e.g., textiles, footwear, and garments).</p>
Labor relations ³¹	The law provides for workers’ rights to:

²⁷ [Turkey - Act No. 2709, the Constitution of the Republic of Turkey. \(ilo.org\)](#)

²⁸ [Turkey - United States Department of State](#)

²⁹ [Turkey - Labour Act No. 4857 of 22 May 2003. \(ilo.org\)](#)

³⁰ [Turkey - United States Department of State](#)

³¹ [Turkey - United States Department of State](#)

Policy/Plan	Challenge/Opportunity
	<ul style="list-style-type: none"> ● form and join independent unions (Prohibits antiunion discrimination and discourages employers for terminating workers involved in union activities. In particular, the law requires employers to either reinstate a worker fired for participating in union activity or pay a fine equal to one year of the affected worker's salary. Some public-sector employees, such as senior officials, magistrates, members of the armed forces, and police, may not form or join unions.) ● bargain collectively/conduct legal strikes (except for public sector workers who are responsible for safeguarding life and property as well as essential workers in sector such as coal mining/petroleum, hospitals, banking, urban transportation, etc. While some essential workers are allowed to strike (bankers/municipal transport workers), they are mainly required to resolve disputes through binding arbitration rather than strikes/collective bargaining. <p>While the above law is in place, the informality in many workplace allows loopholes in the enforcement. Service-sector union organizers reported that private-sector employers sometimes ignored the law and dismissed workers to discourage union activity. Many employers hired workers on revolving contracts of less than a year's duration, making them ineligible for equal benefits or bargaining rights.</p> <p>In light of COVID-19: The government instituted a ban on lay-offs during the COVID-19 crisis that in some cases resulted in the employees being compelled to take leave without pay or earn less than minimum wage. Some companies instituted COVID-19 precautions, including prohibiting workers from leaving and returning to a worksite for extended periods of time. In April workers at a Cengiz Holding construction site of a railway in Diyarbakir staged a protest after reportedly being prohibited from leaving the worksite for more than 15 days and compelled to work 14-hour days during the outbreak.</p>
Gender Equality ³²	<p>While both women and men enjoy the same rights by law, societal and official discrimination are widespread, including in employment.</p> <p>The constitution permits measures, including positive discrimination, to advance gender equality. To encourage the hiring of women, the state paid social services insurance premiums on behalf of employers for several months for any female employee older than 18. Laws introduced as a gender justice initiative provided for maternity leave, breastfeeding time during work hours, flexibility in work hours, and required childcare by large employers. Rights organizations contended, however, that these changes in the legal framework discouraged employers from hiring women and negatively affected their promotion potential.</p>

³² [Turkey - United States Department of State](#)

Policy/Plan	Challenge/Opportunity
Migrant Worker	OSH laws and regulations are applicable for both contract and unregistered workers, but Turkey hosts approximately more than 3.7 million registered Syrian refugees and 500,000 Afghans refugees (as of September 2021) ³³ who mainly work in the informal sector. Which makes many migrant workers remain particularly vulnerable to substandard work conditions in a variety of sectors, including seasonal agriculture, industry, and construction.

7. International Organizations and Bilateral Donors

The major activities by international organizations and bilateral donors are summarized below.

Table 7-1 Activities by International Organizations and Bilateral Donors

Name	Activities
EU	EU is the biggest donor in the country. In 2016, EU has a landmark agreement with Turkey in regards to Syrian refugees. This includes the EU Facility for Refugees, which is in charge of managing a total of €6 billion in two tranches, provides for a joint coordination mechanism, designed to ensure that the needs of refugees and host communities in Turkey are addressed in a comprehensive and coordinated manner. The Facility focuses on humanitarian assistance, education, migration management, health, municipal infrastructure, and socio-economic support. ^{34,35}
Germany	GIZ has been providing the country with significant financial and technical assistance as German-Turkish partnership is based on a long-standing tradition. GIZ' selected focus areas include forced displacement and migration; energy and climate. In regards to employment and skills development, GIZ has SRHC Cluster that creates and improves employment opportunities for both refugees and vulnerable members of the host community. The Cluster projects facilitate access to labour market services, provide skills trainings and increase awareness about Turkish labour market regulations and employment opportunities.
ILO	Turkey is one of the six countries that joined the International Programme on the Elimination of Child Labour (IPEC) which was spearheaded by ILO back in 1992. After several political commitments through ratifications of ILO's conventions, Turkey created National Time-Bound Policy and Programme Framework for Worst Forms of Child Labour (2005-2015), which turned into the National Programme on the Elimination of Child Labour (2017-2023). In that context, forms of work that required immediate response were defined, and a new, multi-dimensional, multi-lateral approach to combating child labour was developed that would consider the children along with their social environment. The year 2018 was declared the Year for the Elimination of Child Labour in Turkey. Recently, ILO has also set ILO's

³³ [Turkey 'working with UN' to return Syrian refugees - InfoMigrants](#)

³⁴ [Article: The EU-Turkey Deal, Five Years On: A Fray.. | migrationpolicy.org](#)

³⁵ [The EU Facility for Refugees in Turkey \(europa.eu\)](#)

Name	Activities
	<p>Programme On The Elimination Of Child Labour In Turkey (2021-2025), which aims to focus on quality education as the key strategy to eliminate child labour including primarily the worst forms in Turkey, and continue to support the national partners by effective enforcement of legislation, expanding social protection and social dialogue support.³⁶</p>
UNICEF	<p>UNICEF implementation plan in Turkey (2021)³⁷</p> <p>UNICEF Turkey's multi-sectoral work on child labour builds on the following pillars:</p> <p><u>Child-Sensitive Social Policies:</u> Supporting integrated social protection systems for vulnerable individuals and households, coupled with appropriate education and child protection measures; allowing children to remain in education and protecting the most vulnerable families against socio-economic shocks.</p> <p><u>Education and Skills-Training:</u></p> <p>Increasing the quality and accessibility of relevant vocational training and skills formation for adolescents through schools, vocational training centres and decent workplaces.</p> <p><u>Business Practices Upholding Child Rights:</u></p> <p>Promoting the enforcement, adoption and wholistic implementation of business practices aligned with child rights and wellbeing.</p> <p><u>Social Norms:</u></p> <p>Addressing stereotypes and assumptions normalizing and perpetuating child labour in society and economy.</p> <p><u>Evidence-Based Policy Development:</u></p> <p>Supporting data and evidence generation on child poverty, deprivations, vulnerabilities and child labour risks in Turkey and translating evidence into policy and programme design at national and local levels. Identifying implementation gaps and strengthening the operational capacity of the multiple stakeholders targeting child labour.</p>

³⁶ [wcms_774757.pdf \(oit.org\)](#)

³⁷ <https://endchildlabour2021.org/wp-content/uploads/2021/06/UNICEF-Turkey-Country-Office.pdf>

8. Good Practice and Challenge

Good practice and challenge are extracted from the previous sections from the following perspectives.

8.1 Government Sector

[national action plan..?]. And Turkey has the following government agencies related to the survey items.

Table 8-1 Good Practice and Challenge of Government Sector

Item		Good Practice and Challenge
National Action Plan	Good Practice	<ul style="list-style-type: none"> National Action Plan (NAP)...
	Challenge	<ul style="list-style-type: none">
Grievance Redress Mechanism (GRM)	Good Practice	<ul style="list-style-type: none">
	Challenge	<ul style="list-style-type: none">
Labor Law	Good Practice	<ul style="list-style-type: none">
	Challenge	<ul style="list-style-type: none">
Child Labor/ Forced Labor	Good Practice	<ul style="list-style-type: none">
	Challenge	<ul style="list-style-type: none">
Discrimination of women and foreign workers	Good Practice	<ul style="list-style-type: none">
	Challenge	<ul style="list-style-type: none">
Infectious Disease	Good Practice	<ul style="list-style-type: none">
	Challenge	<ul style="list-style-type: none">

Private Sector

Good practice and challenge of private sector are summarized below.

Table 8-3 Good Practice and Challenge of Private Sector

Item		Good Practice and Challenge
NAP for Business and Human Rights	Good Practice	<ul style="list-style-type: none"> • National Action Plan (NAP) covers.... •
	Challenge	<ul style="list-style-type: none"> •
International Standards	Good Practice	<ul style="list-style-type: none"> •
	Challenge	<ul style="list-style-type: none"> • •
Grievance Mechanism	Good Practice	<ul style="list-style-type: none"> • •
	Challenge	<ul style="list-style-type: none"> •
Compliance	Good Practice	<ul style="list-style-type: none"> •
	Challenge	<ul style="list-style-type: none"> •
Child Labor/ Forced Labor	Good Practice	<ul style="list-style-type: none"> •
	Challenge	<ul style="list-style-type: none"> •
Discrimination of women and foreign workers	Good Practice	<ul style="list-style-type: none"> •
	Challenge	<ul style="list-style-type: none"> •
Infectious Disease	Good Practice	<ul style="list-style-type: none"> •
	Challenge	<ul style="list-style-type: none"> •

Points

1. Global Trend

1) Global Supply Chain and International Certificates

2) Global Business and Compliance with UN Guiding Principles for Business and Human Rights/ESG/CSR MPESA

Compliance or Beyond Compliance

2. Local Practice

- 1) Local companies seeing the Business and Human Rights as a business opportunity including the tool to attract investors or customers

3. Challenge - Implementation of NAP

-
- The following companies are recommended for Best Practice.

- [name of companies]

-

Attachment - Record of Interviews and Workshop

(1) International Organizations

1) [org name]

Meeting name

Date and time

Venue

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

2.

AGENDA

- Introduction
- Current Situation
- Challenges around NAP
- Recommendations and Best Practice
- Q&A
- AOB

MINUTES

No.	Item/ Description
1	Introduction
1.1	
2	Planned Workshop
2.1	
2.2	
2.3	
2.4	
3	Q&A
3.1	
3.2	

3.3	
3.4	
4	Q&A
4.1	
4.2	
4.3	
4.4	
4.5	
4.6	
4.7	
4.8	
4.9	
4.10	
5	AOB
5.1	1.

(2) Ministries

1) [name of ministry]

Meeting name

Date and time

Venue

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

2.

MINUTES

No.	Item/ Description
1	Purpose of meeting
1.1	
2	Current Situation
2.1	
2.2	
2.3	
3	Challenges
3.1	
3.2	
3.3	
3.4	
3.5	
3.6	
4	Recommendations
4.1	

4.2	
4.3	
4.4	
5	Q&A
5.1	
5.2	
5	AOB
5.1	

(3) Companies

1) [company name]

Meeting name

Date and time

Venue

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

2.

AGENDA

3. Introduction

4. Policies in place that protect Human Rights of the workers.

5. GOK NAP – Challenges

6. Efforts. Best Practice towards NAP and Business and Human Rights

MINUTES

No.	Item/ Description
1	Introduction
1.1	
1.2	
1.3	
1.4	
1.5	
2	Policies that protect Human Rights of the workers
2.1	
2.2	
2.3	-
2.4	

2.5	
2.6	
2.7	
2.8	
3	Challenges
3.1	
3.2	
3.3	
4	Q&A
4.1	
4.2	
4.3	
4.4	
4.5	
5	AOB
5.1	

(4) Industrial Associations

1) [name]

Meeting name

Date and time

Venue

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

AGENDA

MINUTES

No.	Item/ Description
1	Introduction
1.1	
2	Current Situation
2.1	
2.2	
2.3	
2.4	
3	Challenges
3.1	
3.2	
4	Q&A
4.1	
4.2	

4.3	
4.4	•
4.5	
4.6	
4.7	
4.8	
5	AOB
5.1	

(5) NGOs/CBOs and experts

1) [org name]

Meeting name

Date and time

Venue

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

AGENDA

- Introduction
- Current Situation
- Challenges around NAP
- Recommendations and Best Practice
- Q&A
- AOB

MINUTES

No.	Item/ Description
1	Introduction
1.1	
1.2	
2	Current Situation
2.1	
2.2	
2.3	
2.4	
3	Challenges for the NAP
3.1	
3.2	

3.3	
3.4	
3.5	
4	Recommendations & Best Practice
4.1	
4.2	
4.3	
5	Q&A
5.1	
5.2	
5.3	
5.4	
5.5	
5.6	
5.7	
5.8	
5.9	
5.10	
5	AOB
5.1	

(6) Results of Workshop

Meeting name _____

Date and time _____

Venue _____

ATTENDEES

Name

Designation

1. [name] [title, company/organisation]

AGENDA

- Introduction
- Current Situation
- Challenges around NAP
- Recommendations and Best Practice
- Q&A
- AOB
-

MINUTES

No.	Item/ Description
1	Introduction
1.1	
1.2	
1.3	
	•
2	Workshop
2.1	
2.2	•
2.3	<i>Child Labor</i> • •
2.4	<i>Automation</i> •

	•
2.5	<i>International Funding</i> • •
2.6	<i>COVID 19 Government Interventions</i> • •
6	WRAP UP
6.1	
6.2	