January 2026

European Social Charter (revised)

European Committee of Social Rights

Conclusions 2025

TÜRKIYE

This text may be subject to editorial revision.

The function of the European Committee of Social Rights is to rule on the conformity of the situation in States with the European Social Charter. In respect of national reports, it adopts “conclusions”; in respect of collective complaints, it adopts "decisions".

A presentation of this treaty as well as statements of interpretation formulated by the Committee appear in the General Introduction to the Conclusions.[1]

The European Social Charter (revised) was ratified by Türkiye on 27 June 2007. The time limit for submitting the 16th report on the application of this treaty to the Council of Europe was 31 December 2024and Türkiye submitted it on 22 January 2025. On 9 July, a letter was addressed to the Government requesting supplementary information regarding Articles 3§1, 3§2, 3§3. The Government submitted a reply on 1 September 2025.

The present chapter on Türkiye concerns six situations and contains:

– 0 conclusions of conformity

– 6 conclusions of non-conformity: Articles 2§1, 3§1, 3§2, 3§3, 4§3, 20

The next report from Türkiye will be due on 31 December 2026

[1]*The conclusions as well as state reports can be consulted on the Council of Europe's Internet site (www.coe.int/socialcharter).*

Article 2 - Right to just conditions of work

Paragraph 1 - Reasonable working time

The Committee takes note of the information contained in the report submitted by Türkiye.

The Committee recalls that for the purposes of the present report, States were asked to reply to targeted questions for Article 2§1 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

In its previous conclusion (Conclusions 2022), the Committee held that the situation in Türkiye was not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time can exceed 60 hours in flexible working time arrangements. The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions, including the previous conclusion of non-conformity as related targeted questions.

Measures to ensure reasonable working hours

In its previous conclusion (Conclusions 2022), the Committee held that the situation in Türkiye was not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time can exceed 60 hours in flexible working time arrangements. In the targeted question, the Committee asked for information on occupations, if any, where weekly working hours can exceed 60 hours or more, by law, collective agreements or other means, including information on the exact number of weekly hours that persons in these occupations can work; as well as information on any safeguards which exist in order to protect the health and safety of the worker, where workers work more than 60 hours.

In reply, the report states that, under Article 63 of Labour Law No. 4857, the maximum weekly working time is 45 hours. If the parties agree, weekly working hours can be distributed in a manner that daily working time does not exceed 11 hours. Reference period for such distribution is two months, with a possibility of extension to up to four months through a collective agreement. Overtime shall not exceed 270 hours per year.

The Committee notes that workers performing specific functions in certain sectors and in exceptional circumstances may be allowed to exceed 16 daily working hours limit or 60 weekly working hours limit during short periods. However, certain safeguards must exist (Conclusions 2025, Statement of Interpretation on Article 2§1 on maximum working time).

The report provides no information on whether weekly working time may exceed 60 hours in flexible working time arrangements. The Committee therefore considers that the situation in Türkiye is not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time may exceed 60 hours in flexible working time arrangements.

Working hours of maritime workers

In the targeted question, the Committee asked for information on the weekly working hours of maritime workers.

The report states that Article 26 of the Maritime Labour Law No. 854 provides that the working time is eight hours per day and 48 hours per week. Rest of at least 10 hours per day and 77 hours within a seven-day period must be provided. Exceptionally, the latter can be reduced to 70 hours but for not more than two consecutive weeks.

The Committee notes that, in order to be in conformity with the Charter, maritime workers may be permitted to work a maximum of 14 hours in any individual 24-hour period and 72 hours in any individual seven-day period. The maximum reference period allowed is one year. Adequate rest periods have to be provided. Records of maritime workers' working hours shall be maintained by employers to allow supervision by the competent authorities of the working

time limits (Conclusions 2025, Statement of Interpretation on Article 2§1 on working time of maritime workers).

Law and practice regarding on-call periods

In the targeted question, the Committee asked for information on how inactive on-call periods are treated in terms of work or rest time on law and practice.

In reply, the report states that, according to Article 14 of the Labour Law, work on-call is an employment relationship where workers perform their duties upon the employer's need, as specified in a written employment contract. Such arrangements qualify as part-time employment contracts based on work on-call. Periods during which workers have no active duties but remain at the employer's disposal are considered working time.

The Committee notes that, with regard to inactive parts of on-call period during which no work is carried out and where the worker stays at home or is otherwise away from the employer's premises, under no circumstances should such periods be regarded as rest periods in their entirety. However, there are two situations that need to be addressed. Firstly, the situation involves a worker who is on-call away from the employer's premises (at home or at another designated place by the employer) and who is under an obligation to be immediately available or available at very short notice and on a recurring basis to the employer, and where there are serious consequences in cases of the failure to respond. Such on-call periods, including where no actual work is performed (inactive on-call), must be classified as working time in their entirety and remunerated accordingly in order to be in conformity with the Charter. Secondly, the situation involves a worker who is away from the employer's premises (at home or at another place designated by the employer) and who has a certain degree of freedom to manage their free time and is allowed time to respond to work tasks (i.e. they do not have to report for work immediately or at a very short notice or on a recurring basis). In these circumstances, the inactive on-call periods amount neither to full-fledged working time nor to genuine rest periods. In such cases the situation may be considered as being in conformity with the Charter if the worker receives a reasonable compensation. The Committee will assess the reasonableness of the nature and level of such compensation on a case-by-case basis and will take into account circumstances such as the nature of the worker's duties, the degree of the restriction imposed on the worker and other relevant factors (Conclusions 2025, Statement of Interpretation on Article 2§1 on on-call periods).

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 2§1 of the Charter on the ground that the maximum weekly working time may exceed 60 hours in flexible working time arrangements.

Article 3 - Right to safe and healthy working conditions

Paragraph 1 - Safety and health regulations

The Committee takes note of the information contained in the report submitted by Türkiye and in the observations of Kaos GL Association and May 17 Association.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to targeted questions for Article 3§1 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

The Committee asked for information on the content and implementation of national policies on psychosocial or new and emerging risks, including in relation to: (i) the gig or platform economy; (ii) telework; (iii) jobs requiring intense attention or high performance; (iv) jobs related to stress or traumatic situations at work; (v) jobs affected by climate change risks.

General policies concerning psychosocial or new and emerging risks

The Committee recalls that new technology, organisational constraints and psychological demands favour the development of psychosocial factors of risk, leading to work-related stress, aggression, violence and harassment. With regard to Article 3§1 of the Charter, the Committee takes account of stress, aggression, violence and harassment at work when examining whether policies are regularly evaluated or reviewed in the light of emerging risks. The States parties have a duty to carry out activities in terms of research, knowledge and communication relating to psychosocial risks (Statement of Interpretation on Article 3§1 of the Charter, Conclusions 2013 and 2017).

The report notes the general obligation of employers, under Article 4 of the Law No. 6331 on Occupational Health and Safety (adopted on 20 June 2012), to take measures to ensure the health and safety of workers and prevent occupational risks. This is achieved by conducting a risk assessment in accordance with the Occupational Health and Safety Risk Assessment Regulation No. 28512 (Official Gazette dated 29/12/2012). All measures taken by employers in the workplace must be systematically planned based on general prevention principles, risk assessment and risk management. The report states that Law No. 6331 is structured in such a manner as to encompass the necessary arrangements to prevent all kinds of risks that may arise due to changes in the working environment and conditions.

The gig or platform economy

In response to a request for additional information, the report refers to the National Employment Strategy (NES) for the period 2025-2028, published at the beginning of 2025, which notes the challenges faced by workers of digital labour platforms in relation to working conditions and access to social protection. It emphasises the importance of developing regulatory measures that address the risks associated with digital economies and ensuring that digital platform workers are employed under safe and fair conditions. The NES also refers to digital agricultural platforms, to which farmers will have access, and envisages the promotion of training programmes aimed at expanding their access to technology and enhancing digital literacy. Moreover, the report notes that within the framework of the NES, programmes aimed at increasing awareness of occupational safety and health among workers in prominent green and digital transformation occupations are being developed in collaboration with academics specialising in relevant areas.

The report further notes the increased use of motorcycles by platform workers, and states that special importance has been given to the personal protective equipment (PPE) used by these

workers and that awareness-raising and inspection activities have been undertaken in this field.

The report also mentions the decision on couriers working on digital platforms which was issued by the Public Ombudsperson Institution (KDK) on 29 November 2024, following a submission by the Ankara Union of Chambers of Tradesmen and Craftsmen (ANKESOB). The KDK recommends, *inter alia*, that traffic accidents can be prevented by regulating the working hours of couriers and removing delivery time commitments. In addition, it recommends improving work equipment, promoting safe driving techniques, and establishing designated resting areas for couriers. The report notes that these recommendations are being evaluated in collaboration with the relevant institutions, including the Ministry of Transportation and Infrastructure and the Ministry of Labour and Social Security.

Telework

The report notes that Article 14/6 of the Labour Law No. 4857 (adopted on 22 May 2003) and Article 12 of Regulation on Remote Working No. 31419, dated 10 March 2021, require employers to inform employees of occupational health and safety measures, provide the necessary training, ensure health surveillance and take the necessary health and safety measures in relation to the equipment provided, taking into account the nature of the work performed by remote workers.

Furthermore, employers must inform teleworkers of potential health problems related to prolonged computer screen usage and implement measures to mitigate these risks. As per Article 5 of the Regulation on Health and Safety Measures in Working with Screened Devices, employers are required to "take into account the risks arising from the use of screened devices in work centres, especially the risks related to vision, physical problems and mental stress in the risk assessment to be caried out in the workplace, and to take different kinds of health and safety measures to eliminate or minimize the effects of these risks, the additional effects they may cause and the negative effects that may arise from the combination of risks."

The report specifies that, in the absence of specific legislation regarding occupational health and safety other than Article 12 of the Regulation on Remote Working, employers are also required to implement the provisions of Law No. 6331 on Occupational Health and Safety, along with the secondary legislation published on the basis of this Law.

The Committee refers to its statement of interpretation concerning telework (see Conclusion under Article 3§3) which provides, *inter alia*, that States Parties must take measures to ensure that employers comply with their obligations to ensure safe and healthy working conditions for their teleworkers, including providing information and training to teleworkers on ergonomics, the prevention of psychosocial risks (e.g. isolation, stress, cyberbullying, work-life balance, including digital disconnect and electronic monitoring) and the reporting process.

Jobs requiring intense attention or high performance

In response to targeted questions under Article 3§3, the report refers to Article 25 of Law No. 6331, titled "Shutdown of Work", which provides, *inter alia*, that work shall be stopped in workplaces where activities classified as highly dangerous are performed, such as mining, metal and construction work, and where work involving hazardous chemicals is carried out or where major industrial accidents may occur, unless a risk assessment has been carried out.

However, the report did not provide any information regarding the content and implementation of national policies on psychosocial or new and emerging risks in relation to jobs requiring intense attention or high performance.

Therefore, the Committee concludes that the situation in Türkiye is not in conformity with Article 3§1 on the ground that it has not been established that there are national policies on psychosocial or new and emerging risks in relation to jobs requiring intense attention or high performance.

Jobs related to stress or traumatic situations at work

The Committee takes note of the response to the targeted questions under Article 3§3, which states that Article 417 of the Turkish Code of Obligations (Law No. 6098 of 11 January 2011) requires employers to "protect and respect the personality of the worker in the employment relationship and to ensure order in line with the principles of honesty in the workplace," as well as to "to take the necessary measures to prevent psychological and sexual harassment of workers and to prevent further harm to those who have been subjected to such harassment."

Jobs affected by climate change risks

The report refers to the Climate Change Adaptation Strategy and Action Plan (2024-2030), which covers 11 sectors and contains specific goals and actions aimed at mitigating the risks to employees in businesses and sectors vulnerable to climate change impact. It envisages, *inter alia*, "incorporating the impacts of climate change on social life and measures into socio-economic development and ecosystem protection strategies at all levels (national, regional, local) and embedding the social development component into the climate change adaptation policy, planning and implementation processes of each sector" (Strategic Goal 1 under the Social Development Sector). The Ministry of Labour and Social Security and TurkStat are tasked with generating statistics to facilitate demographic and socio-economic analyses of employees in sectors impacted by climate change risks.

Furthermore, it is envisaged that the most climate-vulnerable sectors will be identified through studies by 2030, and sector-specific adaptation guidelines will be prepared to enhance resilience and ensure sustainability (Strategic Goal 4 under the Industry Sector). In addition, the Strategy and Action Plan aims to increase knowledge and awareness of adaptation to climate change, including through carrying out fair transition studies, determining and updating national occupational standards and national qualifications by determining the new qualifications and skill requirements that the adaptation process to climate change will reveal in employment, and conducting and disseminating examination and certification activities according to the determined national qualifications (Strategic Goal 3 under Cross Cutting Actions).

The report also mentions the Green Deal Action Plan (GDAP) of 16 July 2021, prepared following the announcement of the European Green Deal (EGD) in 2019, which established 20 different Specialised Working Groups, including the Specialised Working Group for Just Transition Policies, coordinated by various institutions and organisations.

Furthermore, the report notes that the 2025-2028 National Employment Strategy (NES) and Action Plan aim to provide permanent solutions to current labour market problems and develop forward-looking policies to promote decent work by anticipating the future of jobs. One of the four main policy areas of the NES is "green and digital transformation in labour markets and improving skills alignment", for which an action plan is currently being developed.

In response to a request for additional information, the report states that workers exposed to environmental risks receive specialised attention through comprehensive risk assessment, preventive measures, and mitigation strategies, all of which have been meticulously designed to prevent adverse health effects arising from environmental factors.

The Committee recalls its case law under Article 3 in relation to the protection against dangerous agents and substances (including asbestos and ionizing radiation), and air pollution (see Conclusions XIV-2 (1998), Statement of interpretation on Article 3). Further, the Committee notes the United Nations General Assembly Resolution A/RES/76/300 (28 July 2022) "The human right to a clean, healthy and sustainable environment".

The Committee notes that climate change has had an increasing impact on the safety and health of workers across all affected sectors, with a particular impact on workers from vulnerable groups such as migrant workers, women, older people, persons with disabilities, persons with pre-existing health conditions and youth. As noted by the United Nations

Committee on Economic, Social and Cultural Rights, rapid environmental changes, caused by climate change, increase risks to working conditions and exacerbate existing ones (General comment No. 27 (2025) on economic, social and cultural rights and the environmental dimension of sustainable development, UN Doc E/C.12/GC/27, §51). Hazards related to climate change include, but are not limited to, excessive heat, ultraviolet radiation, extreme weather events (such as heatwaves), indoor and outdoor workplace pollution, vector-borne diseases and exposure to chemicals. These phenomena can have a serious effect on both the physical and mental health of workers. (Ensuring safety and health at work in a changing climate, Geneva: International Labour Office, 2024).

States should take measures to identify and assess climate change risks and adopt preventive and protective measures. These risks and impacts should be addressed through appropriate policies, regulations, and collective agreements. Particular attention should be paid to vulnerable workers, such as migrant workers, persons involved in informal work, young and older workers, women, persons with disabilities and persons with pre-existing health conditions. States must effectively monitor the application of standards addressing climate-related safety and health risks, including through appropriate supervisory mechanisms, and should undertake these efforts in close consultation with employers' and workers' organisations.

Risk assessment and prevention/protection plans should include measures aimed at mitigating the effects of climate change on the safety and physical and mental health of workers (for example, provision of personal protective equipment, appropriate clothing, sun protection, hydration, ventilation, as well as the introduction of reduced or flexible working hours and the provision of mental health support and other support services, where appropriate).

The Committee further stresses the importance of providing guidance and training to employers and workers, as well as implementing awareness-raising activities, collection of data and carrying out of research concerning the impact of climate change.

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 3§1 of the Charter on the ground that it has not been established that there are national policies on psychosocial or new and emerging risks concerning jobs requiring intense attention or high performance.

Article 3 - Right to safe and healthy working conditions

Paragraph 2 - Safety and health regulations

The Committee takes note of the information contained in the report submitted by Türkiye and in the joint comments by the non-governmental organisations Kaos GL Association and May 17 Association.

The Committee recalls that, for the purposes of the present report, States were asked to reply to targeted questions for Article 3§2 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

The right to disconnect

In a targeted question, the Committee asked for information on the measures taken to ensure that employers put in place arrangements to limit or discourage work outside normal working hours, including the right to disconnect; and on how the right not to be penalised or discriminated against for refusing to undertake work outside normal working hours is ensured.

The report notes that Türkiye does not have any regulations on the right to disconnect. However, it refers to the relevant legal provisions on overtime, which are subject to judicial oversight.

The Committee recalls that, consistent with States Parties' obligations under Article 3§2 of the Charter, in order to protect the physical and mental health of persons teleworking or working remotely and to ensure the right of every worker to a safe and healthy working environment, it is necessary to fully enable the right of workers to refuse to perform work outside their normal working hours (other than work considered to be overtime and fully recognised accordingly) or while on holiday or on other forms of leave (sometimes referred to as the "right to disconnect") (Statement of interpretation on Article 3§2, Conclusions 2021).

The Committee concludes that the situation in Türkiye is not in conformity with Article 3§2 of the Charter on the ground that workers do not have the right to disconnect.

Personal scope of the regulations

In a targeted question, the Committee asked for information on the measures taken to ensure that self-employed workers, teleworkers and domestic workers are protected by occupational health and safety regulations; and on whether temporary workers, interim workers and workers on fixed-term contracts enjoy the same standard of protection under health and safety regulations as workers on contracts with indefinite duration.

Self-employed workers

The report notes that, while self-employed workers are excluded from the scope of the Occupational Health and Safety Act, those who are taxpayers, exempt from income tax because of their commercial earnings or from income tax but registered as tradespeople or craftspeople, members of the board of directors of corporations, partners of other companies and those engaged in agricultural activities are covered by statutory insurance for work accidents, occupational diseases, sickness, and maternity benefits. The Committee recalls that, under 3§2 of the Charter, all workers, including the self-employed, must be covered by occupational health and safety regulations, since employed and self-employed workers are normally exposed to the same risks (Conclusions 2003, Romania). It therefore concludes that the situation in Türkiye is not in conformity with Article 3§2 of the Charter on the ground that self-employed workers are not protected by occupational health and safety regulations.

Teleworkers

The report notes that teleworkers are protected by occupational health and safety regulations, which, among others, require employers to provide appropriate information and training, engage in health surveillance and ensure that work equipment is fit for purpose.

Domestic workers

The report provides information that previously enabled the Committee to conclude that the situation in Türkiye was in conformity with the Charter on this point (Conclusions 2021). Specifically, while domestic workers are excluded from the scope of the Occupational Health and Safety Act, they benefit from the relevant provisions of the Code of Obligations (No. 6098/2011), which require employers to ensure occupational health and safety and to provide compensation for work-related harm that is imputable to them. The Code of Obligations also contains provisions concerning employers' obligations towards live-in domestic workers, including the duty to provide sufficient food and suitable shelter or to cover healthcare costs, subject to conditions.

Temporary workers

The report notes that temporary workers and workers on fixed-term contracts enjoy the same standard of protection under occupational health and safety regulations as workers on contracts with indefinite duration and provides references to the relevant domestic law provisions.

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 3§2 of the Charter on the grounds that:

- workers do not have the right to disconnect;
- self-employed workers are not protected by occupational health and safety regulations.

Article 3 - Right to safe and healthy working conditions

Paragraph 3 - Enforcement of safety and health regulations

The Committee takes note of the information contained in the report submitted by Türkiye and in the comments submitted jointly by Kaos GL Association and May 17 Association.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to targeted questions for Article 3§3 of the Revised Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

In its previous conclusion, the Committee concluded that the situation in Türkiye was not in conformity with Article 3§3 of the Charter on the grounds that:

- accidents at work and occupational diseases are not monitored effectively;
- the labour inspection system does not have sufficient human resources to adequately monitor compliance with occupational health and safety legislation.

The Committee of Ministers in their Recommendation CM/RecChS(2023)16 on the application of the European Social Charter by Türkiye with respect to Article 3§§3 and 4 (period 1 January 2016 to 31 December 2019) (Conclusions 2021) recommended that Türkiye adopt all measures necessary to effectively monitor accidents at work and occupational diseases.

In a targeted question, the Committee asked for information on measures taken to ensure the supervision of the implementation of health and safety regulations concerning vulnerable categories of workers such as: (i) domestic workers; (ii) digital platform workers; (iii) teleworkers; (iv) posted workers; (v) workers employed through subcontracting; (vi) the self-employed; (vii) workers exposed to environmental-related risks such as climate change and pollution.

The assessment of the Committee will therefore concern the information provided by the Government in response to the targeted questions.

The report notes that Article 4 of Law No. 6331 on Occupational Health and Safety outlines the general obligations of employers regarding workers' health and safety, such as taking all necessary measures to prevent occupational risks, providing training, equipment and facilities, monitoring compliance with occupational health and safety measures, conduct risk assessments etc. The report provides information on the competence of labour inspectors, the procedure for inspections, and the duties and responsibilities of inspectors when conducting inspections in accordance with Law No. 6331, Section 4 and Labour Law No. 4857.

Domestic workers

The report indicates that domestic work is excluded from the scope of Law No. 6331 on Occupational Health and Safety as it is performed within private property. However, it states that the Code of Obligations provides for the obligation of employers to ensure occupational health and safety and to provide compensation for work-related harm that is imputable to them (Article 417/2 of Law No. 6098/2011). Moreover, the Code of Obligations contains specific provisions concerning employers' obligations towards live-in domestic workers, which include the provision of sufficient food and suitable shelter or the coverage of healthcare costs, subject to certain conditions (Article 418 of Law No. 6098/2011).

Digital platform workers

In response to a request for additional information, the report provides information in relation to activities related to platform work or the gig economy. These activities can be evaluated within the framework of the Ministry of Labour and Social Security Strategic Plan (2024-2028) Performance Indicators. The report states that within the scope of Indicator PG 3.3.3 of the Strategic Plan (number of activities aimed at accident prevention and improving working conditions), inspections of Personal Protective Equipment (PPE) products are carried out. The

report notes that special importance has been given to the PPE used by workers engaged in motorcycle-based platform work, and awareness-raising as well as inspection activities have been undertaken in this field.

Teleworkers

The report indicates that, within the scope of the Regulation on Remote Working No. 31419 of 10.03.2021, the employer is required to take measures to ensure occupational health and safety for teleworkers. In accordance with Article 12 (1) of the Regulation, the employer must inform the employee of occupational health and safety measures, provide the necessary training, ensure health surveillance and take the necessary occupational safety measures regarding the equipment used by the remote worker. The report further notes that employers must also inform teleworkers about potential health problems related to prolonged computer screen usage and implement measures to mitigate these risks in accordance with the Regulation on Health and Safety Measures in Working with Display Screen Equipment (Article 5).

The report notes that, in the absence of specific regulation regarding occupational health and safety other than Article 12 of the aforementioned Regulation on teleworking, the provisions of Law No. 6331 on Occupational Health and Safety in respect of employers' obligations apply to of teleworkers.

The Committee notes that, under Article 3 of the Charter, teleworkers, who regularly work outside of the employer's premises by using information and communications technology, enjoy equal rights and the same level of protection in terms of health and safety as workers working at the employer's premises.

States Parties must take measures to ensure that employers comply with their obligations to ensure safe and healthy working conditions for their teleworkers, such as: (i) assessing the risks associated with the teleworker's work environment; (ii) providing or ensuring access to ergonomically appropriate equipment and protective equipment; (iii) providing information and training to teleworkers on ergonomics, safe use of equipment, physical risks (e.g. musculoskeletal disorders, eye strain) and prevention of psychosocial risks (e.g. isolation, stress, cyberbullying, work-life balance, including digital disconnect, and electronic monitoring); (iv) maintaining clear documentation and records; (v) providing appropriate support through human resources or health and safety officers/services; and (vi) ensuring that teleworkers can effectively report occupational accidents or health and safety issues encountered during teleworking. States Parties must also take measures to ensure that teleworkers comply with the guidelines and regulations on health and safety and co-operate with employers and labour inspectorate or other enforcement bodies in this sense.

The labour inspectorate or other enforcement bodies must be entitled to effectively monitor and ensure compliance with health and safety obligations by employers and teleworkers. This requires to: (i) conduct regular and systematic supervision, including remote audits; (ii) review employers' risk assessments and training documentation; (iii) verify the appropriateness and effectiveness of preventive measures taken by employers; (iv) have adequate resources, legal authority, and clearly defined powers to issue corrective instructions and impose proportionate and dissuasive sanctions in cases of non-compliance.

Posted workers

In response to a request for additional information, the report provides information in respect of the regulations covering posted workers such as the Social Insurance and General Health Insurance Law No. 5510. However, the report does not provide information on the supervision of the implementation of regulations in respect of this category of workers, namely by labour inspectorates or other competent authorities. The Committee concludes that the situation in Türkiye is not in conformity with Article 3§3 on the ground that it has not been established that

measures have been taken to ensure the supervision of the implementation of health and safety regulations concerning posted workers.

Workers employed through subcontracting

The report provides no information on this point. The Committee concludes that the situation in Türkiye is not in conformity with Article 3§3 on the ground that it has not been established that measures have been taken to ensure the supervision of the implementation of health and safety regulations concerning workers employed through subcontracting.

Self-employed workers

The report indicates that self-employed individuals fall outside the scope of Law No. 6331 on Occupational Health and Safety. It states that they are covered by Social Insurance and General Health Insurance Law No. 5510, which provides that self-employed workers receive benefits related to work accidents, occupational diseases, sickness, and maternity insurance.

In response to a request for additional information, the report indicates that occupational safety and health inspections are carried out by the Guidance and Inspection Directorate within the framework of the provisions of Law No. 6331 on Occupational Health and Safety. The report states that self-employed workers are excluded from the scope of Law No. 6331 on Occupational Health and Safety.

The Committee notes that self-employed workers are not subject to supervision by the inspection authority. The Committee concludes that the situation in Türkiye is not in conformity with Article 3§3 on the ground that measures have not been taken to ensure the supervision of the implementation of health and safety regulations concerning self-employed workers.

Workers exposed to environment-related risks such as climate change and pollution

The report provides information on the general policies such as the Climate Change Adaptation Strategy and Action Plan (2024-2030) and the Green Deal Action Plan (see Article 3§1 of the report for more information). In line with Strategic Goal 1 of the Social Development Sector of the Action Plan 2024-2030, the Ministry of Labour and Social Security and TurkStat have been assigned the task of generating statistics that will facilitate the demographic and socio-economic analyses of employees in sectors vulnerable to the impacts of climate change. The report further notes that, under Strategic Goal 4 of the Industry Sector, by the year 2030 the most climate vulnerable industrial sub-sectors will have been identified, and sector-specific adaptation guidelines will have been formulated to enhance resilience and ensure sustainability.

In response to a request for additional information, the report states that workers exposed to environmental risks receive specialised attention through comprehensive risk assessments, preventive measures, and mitigation strategies. All of these actions have been meticulously designed to prevent adverse health effects arising from environmental factors.

The Committee recalls that States must effectively monitor the application of standards addressing climate-related safety and health risks, including through appropriate supervisory mechanisms, and should undertake these efforts in close consultation with employers' and workers' organisations.

Risk assessment and prevention/protection plans should include measures aimed at mitigating the effects of climate change on the safety and physical and mental health of workers (for example, provision of personal protective equipment, appropriate clothing, sun protection, hydration, ventilation, as well as the introduction of reduced or flexible working hours and the provision of mental health support and other support services, where appropriate). The Committee further stresses the importance of providing guidance and training to employers and workers, as well as implementing awareness-raising activities, collection of data and carrying out of research concerning the impact of climate change.

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 3§3 of the Charter on the grounds that:

- it has not been established that measures have been taken to ensure the supervision of the implementation of health and safety regulations concerning:
    - posted workers;
    - workers employed through subcontracting;
- measures have not been taken to ensure the supervision of the implementation of health and safety regulations concerning self-employed workers.

Article 4 - Right to a fair remuneration

Paragraph 3 - Non-discrimination between women and men with respect to remuneration

The Committee takes note of the information contained in the report submitted by Türkiye.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to the targeted questions for Article 4§3 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

The notion of equal work and work of equal value

In its targeted question the Committee asked the report to indicate whether the notion of equal work and work of equal value is defined in domestic law or case law.

The Committee recalls that under Article 4§3 in order to establish whether work performed is equal or of equal value, factors such as the nature of tasks, skills, educational and training requirements must be taken into account. Pay structures shall be such as to enable the assessment of whether workers are in a comparable situation with regard to the value of work. The value of work, that is the worth of a job for the purposes of determining remuneration should be assessed on the basis of objective gender-neutral criteria, including educational, professional and training requirements, skills, effort, responsibility and working conditions, irrespective of differences in working patterns. These criteria should be defined and applied in an objective, gender-neutral manner, excluding any direct or indirect gender discrimination.

The Committee considers that the notion of equal work or work of equal value has a qualitative dimension and may not always be satisfactorily defined, thus undermining legal certainty. The concept of “work of equal value” lies at the heart of the fundamental right to equal pay for women and men, as it permits a broad scope of comparison, going beyond “equal”, “the same” or “similar” work. It also encompasses work that may be of a different nature, but is, nevertheless, of equal value.

States should therefore seek to clarify this notion in domestic law as necessary, either through legislation or case law (Conclusions XV-2, Article 4§3, Poland). No definition of work of equal value in legislation and the absence of case law would indicate that measures need to be taken to give full legislative expression and effect to the principle of equal remuneration, by setting the parameters for a broad definition of equal value.

According to the report, equal work is defined as work of similar quality and difficulty, while work of equal value refers to jobs requiring similar skills, responsibilities, and working conditions, even when the specific job roles differ. These concepts ensure that workers receive fair and non-discriminatory treatment in terms of remuneration and benefits. The Labour Law provides that workers performing the same or equivalent work should receive equal pay. Employers are obligated to comply with these principles, ensuring fair treatment across all categories of workers. Discrimination in wages or social benefits, whether based on sex, title, or other unjustified factors, is strictly prohibited. According to the report, case law, particularly from the Supreme Court, further clarifies these concepts, emphasising that jobs requiring similar skills, responsibilities, and working conditions should also be remunerated equally.

The report provides examples of the case law of the Supreme Court in the period 2010-2024, concerning equal pay cases. The Committee notes that some of these cases relate to equal pay claims between female and male workers. In particular, in its 2016 Decision the Court determined that the employer had failed to present any credible justification for the pay disparity. The ruling affirmed that wage differences based on sex are unacceptable and held the employer accountable for ensuring equal pay for equal work. The report states that this decision further strengthened the legal framework prohibiting wage differences between male

and female workers, reinforcing the rights of workers to equitable treatment in the workplace. The report also refers to the 2021 Decision on Wage Discrimination (22nd Civil Chamber) in which the Supreme Court addressed wage differences between male and female workers. The Court ruled that female workers performing the same roles as their male counterparts must receive equal compensation, as any wage disparity based on sex constitutes discrimination. It highlighted that unequal pay for women in equivalent roles violates the principle of equality and is inherently discriminatory. The ruling emphasised that employers must provide concrete, objective, and valid reasons for any wage differentials. The Court reiterated that discrimination on grounds of sex in pay practices has legal consequences, as it contravenes workplace equality principles. This decision reinforced the prohibition of discriminatory wage practices and strengthened protections for women in the workforce.

According to the report, these rulings underscore the judiciary's role in interpreting and improving fair remuneration systems and addressing issues of gender discrimination, wage transparency, and the need for objective justifications for pay disparities in the workplace.

The Committee notes from the Country Report on Gender Discrimination (2022) of the European Network of Experts in Gender Equality and non-Discrimination that Turkish national law does not lay down any parameters for establishing the equal value of the work performed. Most employers in the private sector do not have job classification or job description schemes and have not made an evaluation of every profession or post for the purpose of defining what is the same work or work of equal value. More generally, there is a tendency to justify pay differences on budgetary grounds and by mere generalisations.

The Committee considers that although the legislation does not explicitly define work of equal value, the case law of the Supreme Court has clarified the notion.

Job classification and remuneration systems

In its targeted question the Committee asked the report to provide information on the job classification and remuneration systems that reflect the equal pay principle, including in the private sector.

The Committee considers that pay transparency is instrumental in the effective application of the principle of equal pay for work of equal value. Transparency contributes to identifying gender bias and discrimination and it facilitates the taking of corrective action by workers and employers and their organisations as well as by the relevant authorities. In this respect, job classification and evaluation systems should be promoted and where they are used, they must rely on criteria that are gender-neutral and do not result in indirect discrimination. Moreover, such systems must consider the features of the posts in question rather than the personal characteristics of the workers (UWE v. Belgium, complaint No. 124/2016, decision on the merits of 5 December 2019). Where gender-neutral job evaluation and classification systems are used, they are effective in establishing a transparent pay system and are instrumental in ensuring that direct or indirect discrimination on the grounds of gender is excluded. They detect indirect pay discrimination related to the undervaluation of jobs typically done by women. They do so by measuring and comparing jobs the content of which is different but of equal value and so support the principle of equal pay.

The Committee considers that States Parties should take the necessary measures to ensure that analytical tools or methodologies are made available and are easily accessible to support and guide the assessment and comparison of the value of work and establish gender neutral job evaluation and classification systems.

According to the report, job classification and remuneration systems in Türkiye are designed to uphold the principle of equal pay for equal work, with a strong emphasis on eliminating pay disparities both in the public and private sectors.

As regards the public sector, Law No. 657 and other relevant regulations ensure that salaries for public workers are determined based on objective criteria such as education, experience,

and job classification, without regard to sex. Positions are categorised according to duties, qualifications, and levels of responsibility, and pay scales are set through a combination of laws, collective bargaining agreements, and regulations. These scales are transparent, ensuring that public workers performing similar roles with comparable qualifications and responsibilities receive equal remuneration.

As regards the private sector, the approach to job classification and remuneration is more flexible, as companies have greater discretion in setting wages. However, all private sector employers are legally required to comply with the principles of equality and non-discrimination. Companies must ensure that they do not engage in discriminatory pay practices based on sex or other factors.

Many companies establish salary bands or scales that categorise jobs based on classification and performance-based pay, helping to ensure equitable pay for similar roles. Some private-sector companies have implemented job classification systems that assess roles according to responsibilities, skills, and working conditions. These companies establish salary bands for different job categories, ensuring that workers in similar roles receive equitable compensation.

Collective bargaining agreements (CBAs) play a significant role in shaping pay structures within the private sector. These agreements standardise wages for specific job classifications, ensuring that pay scales are equitable and reflect the value of the work performed, without discrimination on grounds of sex. CBAs often include provisions that promote equal pay and establish minimum salary standards across industries.

Overall, according to the report, Türkiye's job classification and remuneration systems, particularly through the integration of legal frameworks, collective bargaining agreements, and corporate initiatives, are moving toward ensuring that all workers receive equal pay for equal work, regardless of sex.

The report refers to the Metal Industry Job Evaluation System (MIDS) which is a framework developed to ensure the fair and objective assessment and remuneration of jobs within Türkiye’s metal industry. This system is particularly endorsed and implemented by the Turkish Employers’ Association of Metal Industries (MESS) and various employers within the sector.

MIDS is designed to evaluate jobs in the metal industry in a fair and comparable manner, aiming to create and implement remuneration policies based on this evaluation. The system takes into account various factors such as job complexity, level of responsibility, and the required knowledge and skills. These factors help determine the value of each job, which provides a foundation for fair wage scales.

One of the primary methods employed by MIDS is the point factor method, where jobs are scored based on predetermined criteria. These criteria typically include the level of education, experience, and technical knowledge required, the management, supervision, and decision-making responsibilities entailed, the physical and mental effort needed, and the working conditions under which the job is performed. MIDS also categorises jobs into specific grades based on their total scores. Each job is assigned a grade, such as I, II or III, which reflects its overall difficulty and responsibility level, and a corresponding wage scale is determined. Benchmarking is another important component of MIDS. The system compares job descriptions and wage levels that are widely accepted within the sector to maintain standardization in remuneration practices across different companies.

The Committee notes from the Country Report on Gender Discrimination (2022) of the European Network of Experts in Gender Equality and non-Discrimination that the job classification system is only regulated in the Civil Servants Act and it is used for determining the pay of civil servants. It is based on the same criteria for both men and women.

The Committee notes from the Direct Request (CEACR) - adopted 2022, concerning Convention N0.100 that the CEACR has asked the Government to develop and promote the use of objective job evaluation methods in all sectors; and to ensure that the principle of equal

remuneration for men and women for “work of equal value”, and not only for “equal work”, is made an explicit objective of the methods developed.

In addition, the CEACR requested the Government to provide updated information on:

- (i)the results of the review of the Metal Industry Job Evaluation System, which was based on the principle of “equal pay for equal work”, including details on the criteria established and any results obtained in terms of wage adjustments; and
- (ii)any other job evaluation system currently used or being developed in other sectors.

The Committee observes that apart from the Metal Industry Job Evaluation System (MIDS), there is no indication that there are other job evaluation and remuneration systems in the private sector. The report refers to the Turkish Civil Code No. 4721 which regulates the relationship between employers and workers, highlighting equality in the workplace and equal treatment for all workers. However, this is a general provision. The Committee considers that the situation is not in conformity with the Charter on this point.

Measures to bring about measurable progress in reducing the gender pay gap

In its targeted question the Committee asked the report to provide information on existing measures to bring about measurable progress in reducing the gender pay gap within a reasonable time.

The Committee considers that States are under an obligation to analyse the causes of the gender pay gap with a view to designing effective policies aimed at reducing it. The Committee recalls its previous holding that the collection of data with a view to adopting adequate measures is essential to promote equal opportunities. Indeed, it has held that where it is known that a certain category of persons is, or might be, discriminated against, it is the duty of the national authorities to collect data to assess the extent of the problem *(*European Roma Rights Centre v. Greece, Complaint No. 15/2003, decision on the merits of 8 December 2004, §27). The gathering and analysis of such data (with due safeguards for privacy and to avoid abuse) is indispensable to the formulation of rational policy (European Roma Rights Centre v. Italy,Complaint No. 27/2004, decision on the merits of 7 December 2005, §23).

The Committee considers that in order to ensure and promote equal pay, the collection of high-quality pay statistics broken down by gender as well as statistics on the number and type of pay discrimination cases is crucial. The collection of such data increases pay transparency at aggregate levels and ultimately uncovers the cases of unequal pay and therefore the gender pay gap. The gender pay gap is one of the most widely accepted indicators of the differences in pay that persist for men and women doing jobs that are either equal or of equal value. In addition, to the overall pay gap (unadjusted and adjusted, the Committee will also, where appropriate, have regard to more specific data on the gender pay gap by sectors, by occupations, by age, by educational level, etc (University Women of Europe (UWE) v. Finland, Complaint No. 129/2016, decision on the merits of 5 December 2019, §206).

The Committee has held that where the States have not demonstrated a measurable progress in reducing the gender pay gap, the situation amounted to a violation of the Charter (University Women of Europe (UWE) v. Finland, Complaint No. 129/2016, decision on the merits of 5 December 2019).

The Committee notes that the Gender Equality Action Plan (2024-2028) is a key initiative aimed at reducing gender disparities in the workplace. This plan includes measures to eliminate wage discrimination and ensure that all industries adhere to the equal pay principle.

The Committee notes that the statistical data communicated in the report concerning the gender pay gap concerns the period 2010-2018. It recalls in this respect that the collection of reliable and standardised data is indispensable to the formulation of rational policy that would aim at reducing the gender pay gap (UWE v. Ireland, complaint No Complaint No. 132/2016, decision on the merits of 5 December 2019 §192). The Committee considers that in the

absence of such information and therefore of indicators of measurable progress in recent years, it has not been established that the obligation to achieve measurable progress in reducing the gender pay gap has been fulfilled.

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 4§3 of the Charter on the grounds that:

- it has not been established that job classification and evaluation systems are applied in practice outside the metal industry;
- it has not been established that there has been a measurable progress in reducing the gender pay gap.

Article 20 - Right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex

The Committee takes note of the information contained in the report submitted by Türkiye.

The Committee recalls that in the context of the present monitoring cycle, States were asked to reply to the targeted questions for Article 20 of the Charter (see the appendix to the letter, whereby the Committee requested a report on the implementation of the Charter in respect of the provisions falling within Group 1).

The assessment of the Committee will therefore concern the information provided in the report in response to the targeted questions.

The Committee recalls that the right to equal pay without discrimination on the grounds of sex is also guaranteed by Article 4§3 and the issue is therefore also examined under this provision for States Parties which have accepted Article 4§3 only.

Women's participation in the labour market and measures to tackle gender segregation

In its targeted question the Committee asked the report to provide information on the measures taken to promote greater participation of women in the labour market and to reduce gender segregation (horizontal and vertical) as well as information/statistical data showing the impact of such measures and the progress achieved in terms of tackling gender segregation and improving women's participation in a wider range of jobs and occupations.

Under Article 20 States Parties should actively promote equal opportunities for women in employment, by taking targeted measures to close the gender gap in labour market participation and employment. They must take practical steps to promote equal opportunities by removing *de facto* inequalities that affect women's and men's chances. The elimination of potentially discriminatory provisions must therefore be accompanied by action to promote quality employment for women.

States must take measures that address structural barriers and promote substantive equality in the labour market. Moreover, the States should demonstrate a measurable progress in reducing the gender gap in employment.

In its assessment of national situations, the Committee examines the evolution of female employment rates as well as the gender employment gap and considers whether there has been a measurable progress in reducing this gap. The Committee notes, that according to Eurostat in 2025 the female employment rate in the EU 27 stood at 71.3%, up from 70% in 2023, compared to 81% and 80.3% for males, respectively, revealing a gender employment gap of around 10%.

As regards the measures taken to promote greater participation of women in the labour market and to reduce gender segregation the report refers to the Employment Strategy of Türkiye that encourages the participation of women in the labour market.

The report refers to a comprehensive legislative and policy-based commitment of Türkiye to promoting equal opportunities and treatment in employment and occupation without discrimination on the grounds of sex. The national legal framework, particularly article 5 of Labour Law No. 4857, provides for the principle of equal treatment. The article explicitly prohibits both direct and indirect discrimination based on sex or pregnancy throughout the employment relationship. Employers are not permitted to differentiate in the conclusion, terms, performance or termination of employment contracts, unless justified by objective biological reasons or the nature of the work itself. The law also enshrines the principle of equal pay for work of equal value, affirming that special protective provisions for women cannot serve as justification for lower remuneration. Labour inspectors are mandated to enforce these provisions and impose administrative sanctions in cases of violation, establishing a regulatory mechanism aimed at ensuring legal compliance.

Furthermore, according to the report, beyond the legal provisions, Türkiye has adopted a series of medium- and long-term strategic policy documents aimed at implementing gender equality in employment. The National Employment Strategy for the period 2014–2023 represented the first coordinated policy framework that embedded the objective of increasing women's participation in the labour force, addressing unregistered employment, and eliminating discriminatory practices. It integrated awareness-raising efforts and cooperative action among public institutions, the private sector, and civil society organisations to promote gender equality across sectors.

The Committee notes that according to the report, the Twelfth Development Plan (2024–2028) marks a significant evolution in national policy, situating gender equality not only as a labour market concern but as a cornerstone of inclusive development. Within this plan, the State commits to strengthening women's roles in the economy and public life, with specific numerical targets aimed at increasing the female labour force participation rate to 40.1% and the employment rate to 36.2% by the end of 2028. These targets are not only indicative of policy ambition but serve as performance benchmarks through which progress can be evaluated.

The report refers in the Women's Empowerment Strategy Document and Action Plan for 2024–2028, issued by the Ministry of Labour and Social Security that seeks to align gender-responsive employment policies with evolving labour market dynamics, including the digital and green transitions.

The Committee notes that despite measurable progress, statistical data provided in the report reveal persistent gender gaps in participation and employment. According to data in the report provided by TurkStat, the female labour force participation rate rose from 27.9% in 2002 to 37.3% in 2024, and the female employment rate from 25.3% to 32.9% in the same period. While these trends are positive, they also underscore that parity has not yet been reached, and structural barriers continue to exist.

The Committee further notes that a wide array of national projects further supports the implementation of gender equality commitments. The policies "Supporting the Decent Jobs of the Future" (2021–2024) and "Supporting Gender Equality-Sensitive Employment Policies" (2019–2024), developed in partnership with the International Labour Organization, have addressed the policy and institutional dimensions of equality. These initiatives have included training programs, legal analysis, awareness campaigns, and strategic planning. Additional efforts, such as those aimed at strengthening women's cooperatives and encouraging female entrepreneurship, indicate an effort to integrate gender equality into broader socio-economic development.

The report refers that as a result of the implementation of the above policies a number of 45.000 individuals have been reached and support has been provided for the establishment of 1207 new women's cooperatives.

The report further refers to several projects implemented in order to enhance women's participation in the labour market and promote gender equality in economic life. Artificial Intelligence and Data Science Development Program, aimed to equip women with digital skills relevant to emerging sectors. Similarly, the Financial Literacy and Women's Economic Empowerment Seminars, focused on core financial management skills and informed participants about support schemes and incentives available for women's economic empowerment.

In the manufacturing sector, the Model Development Project for Women's Empowerment, prioritizes women's employment while integrating the broader goals of digital and green transformation. One hundred companies are participating in the project, offering state-supported employment to women in the first year. The campaign "Cooperatives are Stronger with E-Commerce" further supports women's cooperatives by improving their access to digital markets.

The Committee notes from Eurostat that in 2023 the female employment rate amounted to 37.6% and to 39.2% in 2025. The Committee notes that despite a small increase, this rate remains very low and the gender employment gap is very high at 37.8% in 2025, significantly higher than the EU average. Therefore, the situation is not in conformity with the Charter.

Effective parity in decision-making positions in the public and private sectors

In its targeted question, the Committee asked the national report to provide information on measures designed to promote an effective parity in the representation of women and men in decision-making positions in both the public and private sectors; the implementation of those measures; progress achieved in terms of ensuring effective parity in the representation of women and men in decision-making positions in both the public and private sectors.

Article 20 of the Revised European Social Charter guarantees the right to equal opportunities in career advancement and representation in decision-making positions across both public and private sectors. To comply with Article 20, States Parties are expected to adopt targeted measures aimed at achieving gender parity in decision-making roles. These measures may include legislative quotas or parity laws mandating balanced representation in public bodies, electoral lists or public administration.

The Committee underlines that the effectiveness of measures taken to promote parity in decision-making positions depends on their actual impact in closing the gender gap in leadership roles. While training programmes for public administration executives and private sector stakeholders are valuable tools for raising awareness, their success depends on whether they lead to tangible changes in recruitment, promotion, and workplace policies. States must demonstrate measurable progress in achieving gender equality by providing statistical data on the proportion of women in decision-making positions.

In its assessment of national situations, the Committee examines the percentage of women in decision-making positions in parliaments and ministries and considers whether a measurable progress has been made in increasing their share. The Committee notes from EIGE that 32.5% of the members of Parliaments were women in the EU27 in 2023 and 32.8% in 2025.

According to the report Türkiye has adopted a series of constitutional, legislative, and policy measures to promote gender equality in decision-making processes across the public and private sectors. Notably, the constitutional amendments of 2004 and 2010 created the legal basis for positive discrimination in favour of women, thereby supporting their access to leadership and decision-making roles. The prohibition in Article 68 of the Constitution, which previously restricted political parties from establishing women's branches, was abolished by Law No. 4121 dated July 23, 1995, thereby enabling political parties to create additional channels for female participation. Law No. 4121 of 1995 and Article 83 of Law No. 2820 on political parties reinforce the commitment to non-discrimination, ensuring that political organisations do not pursue goals contrary to the principle of equality before the law.

In line with this legal framework, the Twelfth Development Plan includes specific policies and measures aimed at increasing the representation of women, who comprise half the population, in decision-making mechanisms across politics, public administration, and the private sector. The Women's Empowerment Strategy Document and Action Plan (2024–2028), coordinated by the Ministry of Family and Social Services, provides the main strategic framework for this effort. The plan includes five overarching objectives, 20 strategies, and 83 targeted activities, with leadership and participation in decision-making being a central axis. Under this axis, the goal is to strengthen women’s presence in national and local political and administrative leadership by improving institutional capacities, promoting social awareness, and establishing regulatory frameworks that facilitate women's active involvement in governance.

The Committee notes that the statistical data provided in the report reflect both progress and persistent disparities in women’s representation. In politics, the number of female members of parliament increased from 24 in 2002 to 119 in the 2023 general elections, corresponding to

19.83% of total parliamentary seats. Despite this progress, representation in executive roles remains low: only one of the 17 ministers in the cabinet is a woman (5.88%), and just six of 70 deputy ministers are women (8.57%). At the local level, only five of 30 metropolitan mayors (16.67%) and 73 of 1,356 total mayors (5.38%) are women. These figures illustrate a gap between formal access to political life and actual parity in decision–making.

In academia and the judiciary, women's representation is generally higher, particularly in mid-level and entry positions. As of December 2023, 9.31% of university rectors are women, while 21.6% of deans and 34.52% of professors are female. Women constitute more than half of all lecturers, research assistants, and doctoral faculty members, indicating strong representation in the early and middle academic career stages. In the judiciary, women make up 46.28% of judges and 47.61% of lawyers, pointing to significant gender parity in the legal profession.

The Committee notes that participation of women in decision-making positions remains low and there is insufficient measurable progress. Therefore, the situation in Türkiye is not in conformity with Article 20.

Women's representation in management boards of publicly listed companies and public institutions

In its targeted question the Committee asked the national report to provide statistical data on the proportion of women on management boards of the largest publicly listed companies and on management positions in public institutions.

The Committee considers that Article 20 of the Charter imposes positive obligations on States to tackle vertical segregation in the labour market, by means of, inter alia, promoting the advancement of women in management boards in companies. Measures designed to promote equal opportunities for women and men in the labour market must include promoting an effective parity in the representation of women and men in decision-making positions in both the public and private sectors (Conclusions 2016, Article 20, Portugal). The States must demonstrate a measurable progress achieved in this area.

In its assessment of national situations, the Committee examines the percentage of women on boards and in executive positions of the largest publicly listed companies and considers whether a measurable progress has been made in increasing their share. The Committee notes from EIGE that the percentage of women on boards of large publicly listed companies amounted to 33.2% in 2023 and 35.1% in 2025 in the EU 27. As regards the percentage of female executives, it stood at 22.2% in 2023 and 23.7% in 2025.

The Committee notes that the report provides no information as regards women's representation in management boards of publicly listed companies and public institutions. Therefore, it considers that it has not been established that there has been a measurable progress in promoting the representation of women in management boards of publicly listed companies

Conclusion

The Committee concludes that the situation in Türkiye is not in conformity with Article 20 of the Charter on the grounds that:

- the gender employment gap is very high;
- there is insufficient measurable progress in promoting effective parity in decision-making positions.
- it has not been established that there has been measurable progress in promoting the representation of women on management boards of publicly listed companies.