



Türkiye

Progress towards SDG Target 8.7

2024



TABLE OF CONTENTS

Annual progress on roadmap priorities.....	3
1. Since May 2024, what progress has been made to your #1 national roadmap priority “Increase effectiveness of protective and preventive mechanisms established with a sectoral approach by strengthening cooperation and coordination at national and international levels via social dialogue to prevent child labour”? *	3
2. Since May 2024, what progress has been made to your #2 national roadmap priority “Encourage works on promoting responsible business conduct and due diligence via social dialogue to ensure decent work standards at both national and international levels”? *	9
3. Since May 2024, what progress has been made to your #3 national roadmap priority “Strengthen national and international partnerships to accelerate progress in combatting labour exploitation, forced labour and human trafficking”? *	12
Progress on the identified next steps	15
4. What's the status of your next step #1 “...”	15
5. What's the status of your next step #2 “...” ?	15
6. For the period from January to December 2025, what are the priorities for your country to achieve the roadmap? *	16
7. Which challenges would you anticipate in this process?.....	17
8. Do you need more support in the implementation of your Roadmap? If so, please describe in which way and from whom.	18
Overall progress between May and December 2024.....	19
9. How would you rank your progress made on your roadmap priorities?.....	19
10. Considering the progress on your national priorities and next steps (you have reported) between May 2024 and December 2024 what would you like to highlight on your country’s Pathfinder Country profile page on the Alliance 8.7 website and reports? *	19
11. Were there any other meaningful successes as a result of efforts made to achieve target 8.7? Please also consider aspects of SDG 8.7 that are not covered by your roadmap (i.e., child labour, forced labour, human trafficking, and modern slavery).....	21
12. What were these meaningful successes?	21
13. What challenges did you face when implementing your roadmap priorities and next steps? *	22
14. How did you overcome the challenges? What are the lessons learned?	23
Assessment of achieved progress in the last months	24
15. Which of the following formal evaluation tools and/or other evidence were used to assess the progress of your national priorities? Please select all that apply.	24
16. If applicable, please tell us more about the formal evaluation tools and/or other evidence that you used to assess the progress of your national priorities.	24



17. Please tell us the challenges you have encountered (if any) in gathering evidence to assess your progress.....	25
18. Please specify the names of other stakeholders (e.g., government agencies, social partners, civil society organizations) and their involvement, if any, in assessing your progress. What was the level of involvement (information shared, consulted, involvement in implementation, validation of results)?	25
Collaboration with international partners	26
19. Did you collaborate with any international partners? *	26
20. Please specify the name and describe the collaboration with your international partners.	26
21. Have you supported any sub-regional/regional/global initiatives, including South-South initiatives, on the elimination of child labour, forced labour, human trafficking, and modern slavery? * .	27
22. Please tell us more about the sub-regional/regional/global initiatives you've supported.	27
Collaboration with domestic partners.....	27
23. Did you collaborate with any domestic partners? *	27
24. Please specify the name and describe the collaboration with your domestic partners.	28
25. Compared to last year, do you think there was increased collaboration with domestic stakeholders? *	28
26. Please tell us what has improved in your collaboration with your domestic collaborator(s) and efforts. 28	
27. Was the pathfinder process considered useful? *	29
28. If yes: How would you describe the impact of the Pathfinder Process in your country?	29
Future prospects.....	30
29. Is there a need to revise your country's roadmap priorities? *	30
30. What needs to be updated? Please select all that apply.	30



PROGRESS ON SDG TARGET 8.7 OF TÜRKİYE

You are invited to share the progress of **Türkiye** in achieving SDG Target 8.7 between **May 2024 and December 2024**. Your answers will be used in the annual progress report 2024.

This questionnaire includes both open- and close-ended questions. All submitted questionnaires will be reviewed by the SDG 8.7 Monitoring Working Group. The final progress reports will be uploaded on < [Alliance 8.7 \(alliance87.org\)](https://alliance87.org) >.

If you have any questions, please contact the Secretariat <info@alliance87.org>.

** Required*

Annual progress on roadmap priorities

Let's look at i) your national priorities to eliminate child labour, forced labour, human trafficking, and modern slavery, and ii) the next steps outlined in your Pathfinder Country Report from last year.

Editing notes: Please just report progress that is relevant and aligned to the Roadmap. The progress should be from the reporting period between May 2024 and December 2024. Focus should be on results rather than processes. If progress has been made towards a specific result, even if the result has not been achieved yet, it should be clearly stated. For example, a submission such as “training on child labour for government representatives” would not suffice and require further information, such as the dates of the training and number of participants.

**If you provided more than 3 roadmap priorities in the last Report, all your roadmap priorities will show up in this section.*

1. Since May 2024, what progress has been made to your #1 national roadmap priority “Increase effectiveness of protective and preventive mechanisms established with a sectoral approach by strengthening cooperation and coordination at national and international levels via social dialogue to prevent child labour”? *

1.1. New Presidential Circular on Seasonal Agricultural Workers

"Presidential Circular No. 2024/5 on Seasonal Agricultural Workers was prepared through a participatory approach, incorporating the views and suggestions of all relevant stakeholders. The circular aims to improve the working and living conditions of seasonal agricultural workers and their families, who play a vital role in Türkiye's agricultural sector. This comprehensive directive seeks to



ensure that public services—including health, education, social services, and security—are delivered in a more effective and systematic manner."

The Presidential Circular No. 2024/5 foresees both preventive and remedial mechanisms. At the provincial and district levels, Monitoring Boards have been established to oversee the implementation of the Circular and to identify deficiencies in working and living conditions of seasonal agricultural workers. These boards are mandated to coordinate with relevant public institutions to take corrective measures when problems are detected.

In addition, existing complaint mechanisms remain accessible to workers and their families. Seasonal agricultural workers can submit complaints or requests via the national hotline "ALO 170," which directly informs the Ministry of Labour and Social Security for follow-up. Provincial Directorates of Labour and Social Security and local authorities are also responsible for receiving and acting upon complaints, including those related to child labour, unsafe working conditions, or insufficient provision of public services.

Through these monitoring and complaint mechanisms, the Circular ensures that both preventive actions and remedial responses are in place to uphold decent work standards and safeguard the rights of workers and their families.

In addition to supporting the sustainability of the agricultural sector, the Circular aims to ensure that seasonal agricultural workers are employed under conditions that meet decent work standards. In this context, its key components include:

- **Inclusive Service Model:** A strengthened coordination mechanism is envisioned for the provision of services at both central and local levels. The goal is to facilitate access to education, healthcare, and social services in temporary settlement areas.
- **Temporary Settlement Areas:** The establishment of areas equipped with electricity, water, and sewage infrastructure to meet the basic needs of workers.
- **Monitoring Boards at Provincial and District Levels:** The creation of monitoring boards at both provincial and district levels to coordinate and oversee local activities.
- **Education Services:** Implementation of social, educational, and development-oriented programs for the children of seasonal agricultural workers in order to reduce the risk of child labour and ensure uninterrupted education is among the main objectives of the circular. In this regard, it is planned to establish education centres in temporary settlement areas and to use these centres for school-age children to continue their education. It is envisaged that supportive curricula will be implemented to compensate for learning losses, and various activities will be organized to improve children's social skills as well as their academic achievements. In addition, guidance and psychosocial support services aim to meet the emotional and social needs of children. These efforts aim to prevent children from dropping out of education and to create a healthier developmental environment.



- **Health and Safety:** Innovative approaches have been adopted, such as the creation of mobile health teams and the provision of safe transportation services. The Circular introduces a set of innovative health and safety measures specifically designed to protect seasonal agricultural workers and their families. Mobile health teams have been assigned to provide on-site preventive and primary healthcare services in temporary settlement areas, including vaccination, maternal and child health monitoring, and emergency interventions.

In addition, provincial health directorates are tasked with coordinating regular inspections of settlement areas to monitor hygiene, sanitation, and access to clean water. Awareness-raising activities on occupational health and safety, especially concerning pesticide use and heat stress, are also foreseen as part of the implementation framework. These measures collectively aim to minimize occupational risks, protect vulnerable groups such as women and children, and improve the overall wellbeing of seasonal agricultural workers

- **Units for Combatting Child Labour:** It is aimed that Units for Combatting Child Labour work more effectively and that these units take an active role at every stage of the processes. The Circular explicitly emphasizes strengthening the role of the Units for Combatting Child Labour in seasonal agriculture. These units are mandated to take an active role in every stage of the process—from risk identification to monitoring, referral, and follow-up. Their effectiveness will be increased through closer coordination with Provincial and District Monitoring Boards, ensuring that cases of child labour identified in temporary settlement areas are promptly addressed.

The units are also tasked with developing localized action plans, conducting regular field visits, and working in close collaboration with schools, social service providers, and labour inspectors. By integrating data from these various actors, the units will help build an early warning and response system. Additionally, they will be directly involved in awareness-raising activities for families and employers, ensuring that the preventive measures foreseen in the Circular are fully implemented at the local level.

Through these responsibilities, the Circular ensures that Units for Combating Child Labour shift from a primarily reactive role to a proactive, field-based role, thereby enhancing the overall effectiveness of efforts to eliminate child labour.

1.2. Information Workshops on Presidential Circular No. 2024/5

Workshops were organized in Bursa, Bolu, Sivas, Mersin, Ordu, Konya, Izmir and Şanlıurfa to raise awareness and capacity for the implementation of Presidential Circular No. 2024/5. In these workshops, Provincial Directors of Labour and Social Security, Provincial Directors of Family and Social Services, Coordinators of Units for Combatting Child Labour and relevant stakeholders were informed in detail, and activities to be conducted under the circular, coordination mechanisms and monitoring processes were discussed. In addition, it was aimed to strengthen the implementation processes by discussing the difficulties encountered in the field and solution proposals.

1.3. New Circular by the Ministry of National Education on Access to Education for Children of Seasonal Agricultural Workers and Migrant and Semi-Migrant Families



The Ministry of National Education has issued Circular No. 2024/52 titled “Access to Education for Children of Seasonal Agricultural Workers and Migrant and Semi-Migrant Families.” This Circular aims to ensure that children of families engaged in seasonal mobile agricultural work, as well as nomadic and semi-nomadic lifestyles, benefit from uninterrupted access to education in the regions to which they temporarily migrate. It emphasizes the need to eliminate learning losses and support children's social and emotional development. The Circular mandates cooperation among public institutions, organizations, and social assistance foundations to provide the necessary support for housing, education, healthcare, security, and community integration. Circular No. 2024/52 monitors the access to education of seasonal agricultural workers' children within a framework of prevention, detection, follow-up, and educational recovery. Cooperation with other public institutions and organizations is sought within the scope of the Circular and it foresees a layered reporting mechanism: school-level committees report issues via e-Okul and e-METİP, which are then reviewed by district and provincial executive committees. Unresolved cooperation problems are escalated to the Provincial Monitoring Boards and, if necessary, to the Ministry for corrective action. Furthermore, there is no obstacle to addressing any issues encountered in relation to coordination within the METİP Provincial and District Coordination Committees.

1.4. Draft of New National Employment Strategy (2025–2028)

The Ministry of Labour and Social Security (MoLSS) has initiated the preparation of a new National Employment Strategy for the 2025–2028 period, aligned with the Twelfth Development Plan. The strategy will be prepared by taking into account the current needs of the labour markets and future expectations, under the coordination of the MoLSS, with the contributions of all relevant public institutions and organizations, social partners, professional organizations, non-governmental organizations, and university representatives.

The draft strategy is structured around four main policy areas:

- Improving Skill Matching with Green and Digital Transformation in Labour Markets,
- Developing Inclusive Employment,
- Strengthening the Social Protection-Employment Relationship and
- Developing Sustainable Employment in Rural Areas.

In the draft of new National Employment Strategy, which is being prepared in line with the previous National Employment Strategy, measures to combat child labor are included within the scope of protecting fundamental rights in working life and supporting decent work in order to strengthen the relationship between social protection and employment. Once the strategy is finalized, collaborative efforts will begin with relevant institutions to implement the proposed measures.

1.5. Capacity Building Training on Combating Child Labour

The training program, which was held on 27-31 May 2024 in Ankara with the contributions of ILO International Training Centre (ITCILO) experts, comprehensively addressed the issues of mainstreaming social protection policies and combating child labour. This five-day event brought together 50 participants, including representatives from employers' and workers' organizations, the



Government of Türkiye, the General Directorate of Labour, the Directorate of Guidance and Inspection, and key institutions working on decent work and social protection policies.

The workshop aimed to explore the linkages between social protection extension strategies and child labour elimination outcomes, as well as to increase awareness and knowledge of the obstacles and opportunities for constituents to enhance the efficacy of social protection systems in addressing child labour. Moreover, it also aimed to foster discussions on ongoing and necessary institutional and policy changes to facilitate responsible business conduct and adapt solutions to eradicate child labour.

1.6. Closing Event of the National Programme on the Elimination of Child Labour

The closing event was held on 8 July 2024 under the motto “Future Vision for Children” and evaluated the progress achieved during the 2017–2023 period. During the event, participants reviewed achievements in combating child labour and enhancing social protection, and shared recommendations for sustaining these gains. Moreover, a roadmap for future steps was discussed, and a comprehensive evaluation was made with the contributions of the participants.

1.7. Study Visits to Pathfinder Countries

Study visits were organized to the Netherlands (August 19-23, 2024) and France (September 16-21, 2024) to share Türkiye's experience as a lead country and to observe best practices in combating child labour. During these visits, Türkiye's efforts and experiences during the pathfinder country process were shared. Furthermore, successful approaches and legal arrangements implemented in these countries on child labour, social protection policies and promotion of decent work conditions and RBC were examined. Insights gained from these visits are being used to inform and strengthen national policy development.

1.8. Workshop on Child Labour Risk Monitoring System Model

On 9 October 2024, a model for establishing an effective monitoring and evaluation mechanism to combat child labour was presented at the workshop held in Ankara. Representatives of public institutions, NGOs and international organizations participated in the workshop and a comprehensive exchange of views was held to improve the model and increase its applicability. The presented model aims to adopt a more effective approach in the processes of preventing child labour, monitoring risk factors, and developing sustainable solutions.

1.9. Child Labour Monitoring and Tracking System Mobile Application

A mobile application has been developed to facilitate real-time monitoring and reporting of child labour cases. Designed with an intuitive interface and innovative features, the app enables public officials and stakeholders to quickly identify high-risk areas, particularly those with concentrations of seasonal agricultural workers and children and to report data on these areas.

Currently in the testing phase, the application will be optimized and put into practice in line with the feedback obtained from user experiences. This innovative tool supports the development of



more effective and sustainable solutions by contributing to monitoring, evaluation, and intervention processes in the fight against child labour.

The Child Labor Risk Monitoring and Tracking System was designed and developed as a system that allows for comprehensive inter-agency integration, enabling a single-point monitoring of child labor risks, facilitating the intervention of relevant institutions, and enabling online communication with Child Labor Units.

The mobile application aims to facilitate access to public services for seasonal agricultural workers and their children by instantly plotting field surveys by our local units on a map, providing a general overview of the province and identifying temporary settlement areas and density. This will enable public service providers, such as education, healthcare, transportation, security, and social services, to conduct focused research in their respective regions. Application improvement efforts are ongoing.

1.10. World Day for the Elimination of Child Labour Activities

On June 12, 2024, awareness raising and social activities were organized in the METİP living space in Sarioba Neighbourhood, Polatlı, as part of the World Day for the Elimination of Child Labour. The events were planned to raise public awareness on the prevention of child labour and were organized with the participation of local communities, seasonal agricultural workers, civil society organizations and public representatives. In this context, posters with the theme 'Let's not leave our children without a future' were sent to 81 provincial directorates to raise awareness.

1.11. Local Media Meetings

To raise public awareness and increase media support in the fight against child labour, meetings were organized with the participation of local media representatives in Bursa on 12 August 2024 and Mersin on 8 October 2024. In these meetings, the importance of combating child labour was emphasized and accurate information messages were conveyed to media representatives. These efforts also sought to increase the sensitivity of the media on child labour and to encourage publications that will raise public awareness.

1.12. Inspection and Guidance Activities

Programmed inspections are conducted in 19 areas and sectors implemented by the Directorate of Guidance and Inspection. The Ministry's Directorate of Guidance and Inspection has conducted programmed inspections across 19 sectors and thematic areas. Child labour and the protective provisions for child and young workers, as defined by national legislation, were identified as primary focus areas.

When labour inspectors conduct inspections and encounter child or young workers employed in violation of the law, administrative fines are imposed on the employers, and relevant institutions and organizations are notified about the issue. According to the Regulation on Labour Inspections, labour inspectors have the authority to request that children employed unlawfully in workplaces be prevented from working through local administrative authorities. Additionally, efforts to combat



child labour are being carried out through cooperation between national and international institutions.

When children are found to be unlawfully employed, labour inspectors impose administrative fines on the employers and notify the relevant local administrative authorities to ensure that the children are prevented from continuing to work. In this context, labour inspection serves a facilitating role by triggering the involvement of the competent institutions. Any subsequent support or services provided to the children fall under the authority and responsibility of these institutions.

Moreover, due to the fact that human trafficking is recognized as a crime under the Turkish Penal Code, labour inspectors, who carry out inspection and supervision activities on behalf of the State, notify the relevant Public Prosecutor's Offices in accordance with Article 279 of the Turkish Penal Code. Furthermore, the Regulation on Combating Human Trafficking and Protecting Victims, requires them to also notify the Presidency of Migration Management and law enforcement authorities when they encounter indications of forced labour during inspections.

On the other hand, within the framework of the work plan of the project "Supporting The Development of a Labour Inspection Guidance Model to Contribute to Binding Human Rights Due Diligence Regulations for Supply Chains in Türkiye", activities such as reporting based on analysis of comparisons between EU member states, training, workshops, study visits, etc. have been carried out. In general, it is planned to focus on children's rights in the process of due diligence in enterprises and companies that are in the position of supply chains. In this context, a training of trainers' activity was held in Ankara on May 20-21, 2024, with the participation of 40 labour inspectors.

1.13. Regional Meetings

Under the projects running with the cooperation of MoLSS, ILO and the private sector in the elimination of child labour in seasonal agriculture, coordination mechanisms were enhanced through a series of multi-stakeholder regional meetings in Ordu and Sakarya (December 2024), involving 125 institutional representatives. Additionally, numerous teachers received training on monitoring child labour, improving school-level monitoring mechanisms. Five comprehensive field visits within these projects were carried out with national-level stakeholders, ensuring strong follow-up on implementation and consultation with actors in the field. This work directly supports child labour prevention through localized, cross-sectoral action.

2. Since May 2024, what progress has been made to your #2 national roadmap priority "Encourage works on promoting responsible business conduct and due diligence via social dialogue to ensure decent work standards at both national and international levels"? *

2.1. Study Visits to Pathfinder Countries

During the study visits to the Netherlands on 19-23 August 2024 and to France on 16-21 September 2024, assessments were made on national and international policies to promote responsible business conduct, due diligence and decent work standards. During the visits, successful examples implemented in these countries were examined on site. In particular, the focus was on policies on due diligence practices in supply chains, protection of labour rights and sustainable business



models. These experiences served as an important reference for the development of national strategies to strengthen Türkiye's RBC policies.

In addition, a series of study visits were conducted in Germany and the Netherlands between 21-25 October 2024 within the framework of the project “Supporting The Development of a Business Inspection Guidance Model to Contribute to Binding Human Rights Due Diligence Regulations for Supply Chains in Türkiye”. The purpose of these study visits was to exchange information on the human rights due diligence obligation and to examine good practice examples on site. In this context, the German Federal Ministry for Economic Cooperation and Development (BMZ), the German Federal Ministry of Labour and Social Affairs (BMAS), the German Federal Office for Economic Affairs and Export Control (BAFA), the Dutch Labour Inspection Agency (NLA) and the Dutch National Contact Point (MFA) were visited.

2.2. 13th Meeting of the Labour Assembly

The meeting was held in Ankara on 29-30 April 2024 with the theme "The Labour Life in the Centenary of the Turkish Republic: The Future of Labour, Unionisation, and Employment". Within the framework of the vision of the Türkiye's Century, the recommendations developed by the Labour Assembly, by bringing together social partners, provide a framework that strengthens the responsibilities of both employers and employees. In the panel titled "Decent Work in Labour Life", the social and environmental obligations of enterprises are increased, while protecting the rights of employees and promoting decent work standards. Dialogue and cooperation processes developed in this context also support Türkiye's alignment with the Sustainable Development Goals.

2.3. Sector Meetings Program

It is of major significance for sectors to maintain and increase their competitiveness by adapting to green and digital transformation processes, raise their productivity levels, and maintain sustainable growth and employment. Achieving these goals requires investments in research, infrastructure, new technologies, improved operations and production management, and new skills. In this context, it is critical to increase skills development and up-skilling programs for the existing workforce, and to align programs at the vocational and technical education and higher education levels with changing market demands to support sectoral development and maintain employment at both national and regional levels. In order to meet this requirement in the most effective and sustainable manner, it is vital to strengthen public-sector cooperation.

In this framework, within the scope of the “1st Sector Meetings Program” held on 11 June 2024, the general outlook of the Textile, Ready-to-Wear and Leather sectors in terms of employment was evaluated; in this direction, issues like green transformation and dissemination of responsible business culture were among the prominent topics addressed. The “2nd Sector Meetings Program”, which is a continuation of the sectoral consultation process, was held on 9 December 2024, and in these meetings, opinions were exchanged in areas such as labour policies, skills matching and public-private sector collaborations to increase the adaptation capacity of sectors to transformation processes.



2.4. Work on the New National Employment Strategy

The Ministry has initiated the preparation of a new National Employment Strategy for the 2025–2028 period, aligned with the Twelfth Development Plan. The strategy will be prepared by taking into account the current needs of the labour markets and future expectations, under the coordination of the MoLSS, with the contributions of all relevant public institutions and organizations, social partners, professional organizations, non-governmental organizations and university representatives.

The draft strategy is structured around four main policy areas:

- Improving Skill Matching with Green and Digital Transformation in Labour Markets,
- Developing Inclusive Employment,
- Strengthening the Social Protection-Employment Relationship and
- Developing Sustainable Employment in Rural Areas.

2.5. Trainings and Awareness Raising Activities

Initiated by the United Nations Development Program (UNDP), “Business and Human Rights: Promoting Responsible Business Behaviour” project aims to create a global partnership to promote human rights in business, support companies to respect human rights in their global supply chains and to implement the United Nations Guiding Principles on Business and Human Rights (Guiding Principles) to contribute to a fair and sustainable global business environment. Within this framework, capacity-building and awareness-raising activities were carried out in cooperation with public, private and civil society stakeholders to support the implementation of the Guiding Principles and the development of a National Action Plan on Business and Human Rights (NAP) or similar framework documents for a similar purpose and impact. Accordingly, awareness-raising trainings were held on February 16, 2024, and February 23, 2024, for administrators and labour inspectors of the Directorate of Guidance and Inspection.

The Ministry of Industry and Technology, responsible for promoting the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, held five meetings, one workshop, and one training session, each having attendance between 50 and 100 participants, with several stakeholders such as Amfori Stakeholder Roundtable on Access to Remedy, The launch event of Responsible Business Helpdesk (RBH) initiative by TURKONFED and GIZ (İstanbul/Türkiye), OECD MENA and Türkiye Regional Program (MENA+T) awareness raising event on RBC for businesses, (MENA+T) and awareness raising and capacity building event on RBC for government officials, Öz İplik-İş Trade Union Training Program. To improve accessibility, Turkish translations of the OECD Recommendation on the Role of Government in Promoting RBC and the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector were also published.

In partnership with UNICEF, the Ministry of Labour and Social Security increased the capacity of labour inspectors to combat child labour and drafted a recommendation report on new Labour Inspection Model building, supporting government and business efforts to align with EU Human Rights Due Diligence regulations. A workshop titled "Supporting the Development of a Labour



Inspection Guidance Model to Contribute to Binding Human Rights Due Diligence Regulations for Supply Chains in Türkiye" was held on May 20-21, 2024, in Ankara with the participation of 45 labour inspectors. The focus was on training of trainers (ToT) methodology.

Within the scope of the projects running with the cooperation of MoLSS, ILO and the private sector in the elimination of child labour in seasonal agriculture, two RBC-focused seminars were held in Ordu and Sakarya in December 2024, targeting private sector actors, chambers of commerce, and unions, with over 50 participants in total. These seminars focused on the ILO MNE Declaration, the UNGPs, and the EU Corporate Sustainability Due Diligence Directive (EU CSDDD). Six tripartite stakeholders were also provided with the ITC-ILO training on RBC and child labour due diligence in September–October 2024. Discussions focused on institutional frameworks, sectoral approaches, and alignment with international labour standards to enhance policy coherence and support the implementation of responsible business practices. Participants emphasized the need for capacity development, stakeholder engagement, and continuous technical support to navigate evolving regulatory frameworks, especially in relation to global supply chains.

"Responsible Business Conduct and Decent Work Workshop" was held on July 31, 2024, in Istanbul, with a total participation of 54 individuals, including inspectors and relevant MoLSS units, social partners, representatives from the private sector, and expert academics on the subject. The workshop aimed to bring together various stakeholders in the labour market, including the Directorate of Guidance and Inspection, Ministry of Labour and Social Security units, employer and worker organizations, multinational and national enterprises, non-governmental organizations, and academics, to discuss the promotion of decent work through responsible business conduct and to explore sustainable interventions for the future.

3. Since May 2024, what progress has been made to your #3 national roadmap priority “Strengthen national and international partnerships to accelerate progress in combatting labour exploitation, forced labour and human trafficking”? *

3.1. Inspection and Guidance Activities

In 2024, the Directorate of Guidance and Inspection issued an Internal Order requiring all labour inspections—both programmed and unprogrammed—to include checks for indications of human trafficking in workplaces. If any signs of trafficking are identified based on predetermined criteria, relevant judicial and administrative authorities are promptly notified.

In addition, programmed inspection activities are carried out in 19 areas and sectors implemented by the Directorate of Guidance and Inspection. Human trafficking for the purpose of forced labour has been identified as a priority risk and inspection issue in the programmed inspections conducted by the Directorate of Guidance and Inspection.

The Presidency of Migration Management identified a total of 65 victims of human trafficking during the reporting period. Of these, 24 were male and 41 were female. In terms of exploitation types: 12 cases of sexual exploitation, 5 cases of slavery-like practices, 2 cases of domestic servitude, 29 cases of labour exploitation, 13 cases of involvement in criminal activities, 2 cases of forced



marriage and 2 cases of mixed exploitation (cases involving more than one type of exploitation) were detected during the reporting period.

3.2. National Action Plan for Combating Trafficking in Human Beings

Within the scope of combating trafficking in human beings, two action plans were implemented in 2003 and 2009 under the coordination of the Ministry of Foreign Affairs, and the preparations for the 3rd National Action Plan are currently being carried out under the coordination of the Presidency of Migration Management. The 3rd Draft National Action Plan consists of 3 objectives, 14 strategies, 82 activities and a monitoring section under the headings of prevention, protection, investigation and prosecution within the scope of combating trafficking in human beings. The said action plan covers the years 2025-2030. Monitoring and evaluation of the III National Action Plan will be carried out by the Human Rights and Equality Institution of Türkiye (TIHEK). The preparation process of the Third Draft Action Plan on Combating Human Trafficking has been finalized. The Action Plan encompasses strategies and activities across various areas, including inter-agency cooperation, with a focus on the objectives of prevention, protection, prosecution, and investigation. The Action Plan not only gives importance to the roadmap priority in its contents but also took the priority into consideration in its drafting process.

The activities organized under the 3rd Draft National Action Plan (NAP) process included multiple thematic and stakeholder-specific events:

3rd Draft NAP Workshops were held three times in Ankara, with a total of 54 male and 59 female participants, reaching 113 participants in total.

3rd Draft NAP Provincial Meetings were organized three times in Eskişehir, Mersin, and Van, with 101 male and 36 female participants, totalling 137 participants.

Provincial Awareness-Raising Meetings took place twice in Mardin and Şanlıurfa, with 59 male and 28 female participants, totalling 87 participants.

Training of Trainers (ToT) was held once in Ankara with 7 male and 19 female participants, totalling 26 participants.

NAP Expert Working Group Workshops were organized twice in Ankara, with 37 male and 13 female participants, totalling 50 participants.

The Secondary Legislation and Shelters Workshop was conducted once in Ankara with 7 male and 20 female participants, totalling 27 participants.

Judiciary Workshops were held twice in Sakarya and İstanbul, with 55 male and 25 female participants, totalling 80 participants.

Trainings on Combating Human Trafficking were provided to law enforcement and migration personnel:



- The Gendarmerie received training four times in Antalya with 129 male and 5 female participants, totalling 134 participants.
- The Police were trained twice in Antalya with 63 male and 5 female participants, totalling 68 participants.
- The Provincial Directorates of Migration Management (PDMM) participated in four training sessions held in Antalya and İstanbul, with 77 male and 58 female participants, totalling 135 participants.

3.3. Activities for Shelters

There are currently two shelters for victims of human trafficking: one in Ankara with a capacity of 30, and one in Kırıkkale with a capacity of 12. These facilities provide a combined capacity of 42 individuals. Plans are underway to open two additional shelters in Kütahya and Mardin. The addition shelters are expected to be operational mid 2025 and one of them are planning to be used only by male victims. Once operational, the total capacity is expected to reach approximately 100 individuals. Efforts are also ongoing to improve the operation of shelters through partnerships with non-governmental organizations.

A Circular is being prepared to determine the procedures and principles regarding the coordination between institutions and the procedures and principles regarding the fight against trafficking in human beings, the protection of victims of trafficking in human beings and the execution of victim support services in our country.

3.5. Awareness Raising and Training Activities

In 2024, workshops and meetings were held with stakeholders such as the Ministry of Family and Social Services, the Ministry of National Education, the Ministry of Justice, the Ministry of Labour and Social Security, the Ministry of Foreign Affairs, the Social Security Institution, law enforcement agencies, the Ministry of Family and Social Services, the Ministry of National Education, the Ministry of National Education, the Ministry of Justice, the Ministry of Labour and Social Security, the Ministry of Foreign Affairs, the Social Security Institution, and law enforcement agencies. These events aimed to strengthen the training and awareness of personnel working in public institutions, non-governmental organizations, and frontline services.

As part of the “Implementation of 4P (Prevention, Protection, Prosecution, and Partnership) Actions Against Human Trafficking (P-ACT) Project” jointly conducted by the International Centre for Migration Policy Development (ICMPD) and the Presidency of Migration Management of the Ministry of Interior, a workshop titled "Combating Human Trafficking in Turkish Law" was held in İstanbul from December 9-11, 2024.

In cooperation with the Presidency of Migration Management, the UN Migration Agency, and the Department of Judicial Support and Victim Services, a “Workshop on Combating Human Trafficking for Judicial Interview Room Personnel” was held in Gaziantep province on January 28-29, 2025, for the head of Directorate of Judicial Support and Victim Services, deputy directors, and judicial support staff working in the provinces most affected by human trafficking.



A panel on 'Protecting Human Dignity: Combating Trafficking in Human Beings' was organized on 30 July 2024 Anti-Trafficking in Human Beings Day by the Human Rights and Equality Institution of Türkiye (TIHEK) that is the National Rapporteur Institution to monitor and report on the activities carried out in the field of combating human trafficking.

Within the scope of the Human Rights and Equality Campus Project, a training program titled Combating Human Trafficking in the Context of National and International Law was held in June and September 2024 and 230 university students were trained on combating human trafficking by TIHEK.

In October 2024, 20 newly appointed labour inspector assistants at the Directorate of Guidance and Inspection of the Ministry of Labour and Social Security were trained on forced labour and human trafficking by specialists in these areas as part of the Labour Inspector Assistant Training Program.

As part of a joint project with ICMPD and the Presidency of Migration Management, labour inspectors delivered training in May 2024 to gendarmerie personnel regarding the Directorate of Guidance and Inspection's approach to trafficking for forced labour. Similar training was given to law enforcement personnel in October 2024.

Progress on the identified next steps

In your 2022-2023 annual report, the following next steps were identified for the period May 2023-December 2023.

**Questions 4-5 are not applicable for countries reporting for the 1st time.*

**If you provided more than 3 next steps in the last Report, all your next steps will show up in this section.*

4. What's the status of your next step #1 "..."

☐ Not achieved

☐ Planned

☐ Ongoing

☐ Completed

Comments:

5. What's the status of your next step #2 "..."

☐ Not achieved

☐ Planned



☐ Ongoing

☐ Completed

Comments:

6. For the period from January to December 2025, what are the priorities for your country to achieve the roadmap? * ,

6.1. Designation of a National Focal Point under the ILO MNE Declaration: As discussed during the Tripartite Workshop organized by the ILO Office for Türkiye in February 2025, the formal identification of a national focal point would mark a significant step toward strengthening the coordination of responsible business conduct efforts. This structure is expected to facilitate the alignment of national policies with international labour standards and enhance coherence in implementing due diligence across sectors.

6.2. Supporting National Working Groups: In 2025, priorities to be maintained and strengthened include continuing to support the inclusive and effective functioning of existing national working groups. Operating with more active and systematic involvement of public institutions, social partners and civil society, these structures will promote multi-stakeholder dialogue, improve monitoring and accountability processes and continue to strengthen inter-agency cooperation at both national and local levels.

Moreover, a more active role of workers' and employers' organizations in the implementation of the roadmap is critical to ensure the feasibility, social legitimacy and sustainability of the measures taken. In this context, the institutionalization of their involvement in awareness-raising, capacity building, and policy development will be further reinforced through structured social dialogue mechanisms. Additionally, roadmap priorities will continue to be aligned with broader policy frameworks, such as the National Employment Strategy and National Action Plans to Combat Child Labour, to ensure policy coherence.

6.3. Strengthening Monitoring, Evaluation, and Data Systems: Developing and utilizing context-specific, gender-sensitive, and disaggregated indicators to monitor progress at local and national levels is essential. Enhancing institutional capacity for data collection and analysis will improve evidence-based decision-making and increase transparency in tracking progress toward SDG Target 8.7.

6.4. Strengthening the National System in Combatting Child Labour: Developing a new national policy and programme framework on combating child labour, informed by sectoral child labour prevalence analyses and the impact assessment of the previous national programme, is crucial. Standard operational procedures for provincial units tasked with addressing child labour issues will be developed to ensure a coordinated and effective response. Additionally, the creation and



implementation of local action plans will strengthen efforts at the community level, ensuring that interventions are context-specific and sustainable.

6.5. Strengthening the Capacity of Non-Governmental Stakeholders in Combatting Child Labour in All Forms and Sectors: Building the monitoring, prevention, reporting, and response capacities of civil society organizations (CSOs), business stakeholders, professional organizations, and universities is key to a holistic approach against child labour. To this end, sector-specific guidance materials will be developed and disseminated to support the active involvement of these stakeholders. Additionally, technical and financial assistance will be provided to CSOs and social partners to enhance grassroots-level initiatives and foster effective multi-stakeholder collaboration.

6.6. Promoting Responsible Business Conduct and Due Diligence: Promoting responsible business conduct and integrating due diligence principles across sectors will be prioritized to enhance decent work standards and address root causes of forced labour and child labour. Identifying the roles and responsibilities of key stakeholders, raising awareness through targeted campaigns, and piloting sector-specific studies will contribute to building a culture of corporate accountability. Strengthened cooperation among public institutions, social partners, and private sector actors will ensure the effective implementation of responsible business practices aligned with international standards.

6.7. Strengthening Measures Against Forced Labour and Human Trafficking: Strengthening national frameworks and partnerships to combat forced labour and human trafficking will remain a critical priority. Key measures include the finalization and implementation of the National Action Plan on Combating Human Trafficking, increasing stakeholder awareness, and reviewing legal frameworks to improve victim protection and support services. Enhanced coordination between national bodies and international organizations will further strengthen prevention mechanisms and ensure protection for vulnerable groups. The prioritization of human trafficking in workplace inspections by the Directorate of Guidance and Inspection will be maintained to increase enforcement and detection.

7. Which challenges would you anticipate in this process?

While significant progress has been made in establishing institutional frameworks and strengthening multi-stakeholder collaboration, several challenges may arise in the process of implementing the national roadmap:

7.1. Limited institutional capacity of social partners: The effective and sustained engagement of workers' and employers' organizations in roadmap implementation may be hindered by capacity gaps, particularly at the local level. Targeted support and institutional strengthening will be essential to enable social partners to play an active and strategic role in awareness-raising, advocacy, and monitoring efforts.

The Roadmap explicitly recognizes the need to strengthen the institutional capacity of workers' and employers' organizations, particularly at the local level. Under Priority 1 (Eliminating Child Labour), Priority 2 (Promoting Responsible Business Conduct), and Priority 3 (Combating Human Trafficking and Forced Labour) targeted support measures are planned, including training programs, technical



assistance, and capacity-building workshops for social partners. These activities will be carried out in cooperation with international and national institutions to ensure that trade unions and employer organizations can play an active and strategic role in awareness-raising, advocacy, and monitoring efforts.

7.2. Insufficient awareness and commitment among private sector actors: Despite growing recognition of responsible business conduct principles, a considerable number of private sector actors, particularly SMEs, remain insufficiently informed or engaged in due diligence practices related to child labour and forced labour risks. Enhancing outreach efforts and tailoring engagement strategies to sector-specific realities will be necessary to mobilize broader support.

To address this challenge, the Roadmap foresees several steps:

- Raising awareness on responsible business conduct and due diligence among all relevant stakeholders.
- Conducting sector-specific pilot studies to identify risks in supply chains and develop tailored engagement models for different industries.
- Establishing a coordination mechanism with chambers of commerce, industry associations, and exporters' unions to integrate child labour prevention into corporate sustainability agendas.

These steps aim to mobilize broader private sector commitment and promote responsible business conduct.

8. Do you need more support in the implementation of your Roadmap? If so, please describe in which way and from whom.

Yes.

8.1. Support for strengthening inter-institutional coordination: Enhanced technical assistance would be beneficial to improve coordination between national-level institutions and provincial mechanisms, particularly in aligning roles, responsibilities, and information flows.

8.2. Capacity building for local actors and social partners: Further investment is needed in building the capacities of local authorities, child protection systems, and social partners to ensure the delivery of effective, context-specific responses at the provincial level. Tailored training programs and sustained mentoring are key for promoting ownership and local leadership in roadmap implementation.



Overall progress between May and December 2024

9. How would you rank your progress made on your roadmap priorities?

- ☐ no progress
- ☐ little progress
- ☒ some progress
- ☐ great progress

10. Considering the progress on your national priorities and next steps (you have reported) between May 2024 and December 2024 what would you like to highlight on your country's Pathfinder Country profile page on the Alliance 8.7 website and reports? *

Editing notes: Are all these highlights meaningful enough to be considered worth "highlighting"?

Türkiye has demonstrated strengthened national ownership and multi-stakeholder engagement in advancing its commitments under Alliance 8.7. Key developments include:

Two peer sharing activities to the Netherlands (August 2024) and France (September 2024) to promote mutual learning were organized. These exchanges provided valuable insights into formalization of agricultural labour, inspection practices, and inter-agency coordination. During these visits, Türkiye shared its experiences as a Pathfinder Country and reviewed successful approaches in child labour elimination, social protection, and responsible business conduct (RBC) in host countries. These insights directly informed the refinement of national policies and practices.

The preparation of the 3rd National Action Plan on Combating Human Trafficking was completed in 2024. Throughout this process, close and effective cooperation was maintained with key stakeholders, including public institutions, NGOs, international organizations, academia, and the private sector. This collaborative approach is intended to continue throughout the implementation phase. Notably, the Plan includes activities to strengthen the role of international organizations and NGOs in prevention efforts and in victim protection and support services.

A new Secondary Legislation on Combating Human Trafficking and Victim Protection was developed in 2024 and is scheduled to enter into force in 2025. The legislation aims to enhance Türkiye's response to human trafficking by fostering coordination with all relevant stakeholders mentioned above and improving the effectiveness of victim support services. As part of this process, the involvement of international organizations and NGOs in prevention and victim support has been notably strengthened.



Another key achievement in 2024 was the expansion of shelters for trafficking victims. The number of shelters has increased from two to four, and their capacity has doubled from 50 to 100 individuals. These efforts were supported by international organizations, particularly in the renovation and furnishing of the Kütahya and Mardin shelters. Moreover, under a protocol signed with the Turkish Red Crescent, a local NGO, additional support will be provided to victims residing in these shelters.

In the past year, Türkiye National Contact Point (NCP) of Türkiye for promoting the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct has made a serious effort to increase its prominence and engagement with both governmental and non-governmental stakeholders; the human resources of NCP have been strengthened, a new more user-friendly website was launched, more promotional events were organized. As a result of these efforts, awareness of the OECD's Guidelines and Due Diligence Guidance on specific sectors has substantially increased across both government and non-government stakeholders.

Between May and December 2024, Türkiye has made meaningful progress across its three roadmap priorities, demonstrating strengthened national commitment and enhanced multi-stakeholder collaboration in combating child labour, forced labour, and human trafficking.

One of the key achievements was the finalization of the Third National Action Plan on Combating Human Trafficking (2025–2030). The Plan was developed through a participatory and inclusive process involving multiple stakeholders, including public institutions, NGOs, international organizations, and social partners. It incorporates 3 strategic objectives, 14 strategies, and 82 activities covering prevention, protection, investigation, prosecution, and partnership dimensions. It represents an important step towards a more coordinated and victim-centred national response.

Significant efforts were also made in capacity building across the three priority areas. In total, over 40 trainings, workshops, seminars, field visits, and awareness-raising activities were organized during the reporting period, reaching approximately 1,200 participants, including labour inspectors, public officials, private sector representatives, teachers, and civil society actors. These efforts supported the strengthening of institutional capacity at both national and provincial levels, with a particular focus on child labour monitoring, forced labour detection, responsible business conduct, and due diligence practices.

Türkiye also strengthened child labour monitoring and tracking mechanisms. A mobile application for the Child Labour Monitoring and Tracking System was developed and piloted to enhance early detection, data collection, and field-level response to child labour cases, particularly in seasonal agriculture. A workshop was organized to introduce a new Child Labour Monitoring System Model, fostering participatory dialogue with key stakeholders to improve applicability and effectiveness. Additionally, field-based monitoring was enhanced through METİP living spaces and expanded local coordination networks.

The Child Labour Risk Monitoring Module aims to monitor the risk of child labour from a single point and to facilitate prevention efforts by reporting it to the relevant institutions through the establishment of new protocols with the Ministry of National Education, the Ministry of Family and



Social Services, and the General Directorate of Turkish Employment Agency and the updating of existing protocols.

The software for the Child Labour Risk Monitoring Module has been completed and inter-institutional integration work is ongoing. With the completion of the integration processes, user definitions will be made for users to be determined in the provinces to use the system and it will be able to be used in field studies.

In the area of responsible business conduct (RBC), Türkiye delivered a national tripartite workshop, sector-specific awareness-raising activities, and training sessions targeting both public and private stakeholders. Progress was also made towards establishing a national focal point under the ILO MNE Declaration to strengthen policy coherence and alignment with international RBC standards.

Türkiye maintained strong international collaboration, particularly with Alliance 8.7 Pathfinder Countries (France, the Netherlands, Germany) and international organizations such as the ILO, OECD, UNDP, and UNICEF, supporting mutual learning and policy development efforts.

Overall, Türkiye's progress during the reporting period reflects an integrated, cross-sectoral, and participatory approach to advancing SDG Target 8.7, while setting a solid foundation for future actions aligned with human rights, decent work, and sustainable development objectives.

11. Were there any other meaningful successes as a result of efforts made to achieve target 8.7? Please also consider aspects of SDG 8.7 that are not covered by your roadmap (i.e., child labour, forced labour, human trafficking, and modern slavery).

☒ Yes

☐ No

☐ not applicable

12. What were these meaningful successes?

12.1. Enhanced Policy and Legal Frameworks: A meaningful success has been achieved through the Ministry's strategic efforts to strengthen the link between social protection and employment while promoting decent work and safeguarding fundamental rights at work. In line with the Twelfth Development Plan, preparations for the new National Employment Strategy (2025–2028) have been initiated, with a strong emphasis on the protection of fundamental rights in working life and the promotion of decent work as key policy areas. Activities supporting the implementation of these priorities have also been integrated into the strategy. Additionally, a significant milestone was reached with the finalization of the Third National Action Plan on Combating Human Trafficking (2025–2030), developed through a participatory and inclusive process involving public institutions,



NGOs, international organizations, and social partners. With three strategic objectives, 14 strategies, and 82 concrete activities, the Plan provides a comprehensive framework across prevention, protection, investigation, prosecution, and partnership areas. Together, these strategic documents represent a meaningful step toward a more coordinated, whole-of-government response to tackling the root causes of child labour, forced labour, and human trafficking.

Presidential Circular No. 2024/5 sets out a comprehensive framework for improving the working and living conditions of seasonal agricultural workers. It also introduces robust and coordinated measures to prevent and eliminate child labour in the sector. Ministry of National Education Circular No. 2024/52 establishes a detailed roadmap for eliminating child labour through education-focused strategies and ensuring the continued access of children to quality education, especially those at risk of entering the labour force prematurely. Both circulars represent a strong institutional commitment and provide a long-term policy framework to combat child labour, particularly in the context of seasonal agriculture.

12.2. Promoting Responsible Business Conduct: Efforts to promote responsible business conduct (RBC) have contributed to meaningful progress in achieving Target 8.7. Awareness-raising activities, stakeholder engagement, and information-sharing efforts have played a key role in building a common understanding of RBC principles among public institutions, employers, workers, and civil society. These initiatives have not only helped to enhance cooperation among key actors but also supported the mainstreaming of RBC as a cross-cutting priority in labour market policies and business practices.

12.3. Establishment of Judicial Support and Victim Services: The Directorate of Judicial Support and Victim Services, established in courthouses and expanded nationwide, is a dedicated unit where experts are assigned to inform victims about their rights, guide them according to their needs, and provide specialized services to vulnerable groups. These directorates work to strengthen access to justice for individuals involved in the judicial process and offer various services to victims from vulnerable groups, such as children, who are determined to be more affected by crime due to their individual characteristics. In this context, awareness has been raised regarding the provision of services to children involved in the judicial process, particularly related to 'child labour in seasonal agriculture.' Additionally, the participation of representatives from various government agencies in field visits and meetings has contributed to increasing awareness of 'child labour and human trafficking' and fostering cooperation.

13. What challenges did you face when implementing your roadmap priorities and next steps? *

13.1. Limited operational engagement of social partners: Despite increasing involvement of workers' and employers' organizations in policy dialogue, their limited contribution to field-level implementation—such as community outreach, awareness-raising, and monitoring—continues to be limited due to technical and financial constraints.

13.2. Private sector engagement challenges: Awareness of and commitment to responsible business conduct among private sector actors—particularly in informal or high-risk sectors—



continues to be limited. Further efforts are needed to mainstream due diligence approaches and strengthen incentives for compliance with decent work standards.

13.3. Limited awareness: During the inter-institutional consultation process for drafting the National Action Plan, it became evident that many stakeholders had limited familiarity with the current national legal and institutional framework on human trafficking. This knowledge gap necessitated the integration of awareness-raising and information-sharing activities throughout the consultation process.

"National stakeholders' awareness and understanding of responsible business conduct frameworks remain uneven and require further strengthening. As actions in this field require a strong multisectoral approach, enhancing knowledge of international standards—based on the UN Guiding Principles and supported by instruments like the OECD Guidelines and ILO normative framework—is essential to align with global developments and ensure effective implementation.

13.4. Legislative uncertainties: As a member of the Customs Union, Türkiye is closely monitoring the European Green Deal (EGD) legislation and adopted its own Green Deal Action Plan in July 2021 to guide and coordinate national efforts in the green transition. Responsible business conduct and decent work standards form an integral part of the EGD framework. Accordingly, the links between these principles and supply chain competitiveness have been communicated to key stakeholders in Türkiye. At this stage, one of the main challenges has been the legislative uncertainties—particularly around how the EU will implement the provisions of the Corporate Sustainability Reporting Directive (CSRD) and the Corporate Sustainability Due Diligence Directive (CSDDD) or other EGD legislation that include similar provisions, how these will be applied at the national level, and when it would be appropriate for businesses to take concrete action. These uncertainties have, at times, affected stakeholder confidence in the process and reduced their willingness to engage proactively.

14. How did you overcome the challenges? What are the lessons learned?

14.1. Limited awareness: An internal work plan was developed to organize Intersectoral Policy Dialogue Meetings to facilitate regular multi-stakeholder coordination by bringing together government, private sector, civil society, trade unions, and academia. Thematic briefings and informative sessions will be integrated into these dialogue meetings.

To address limited familiarity with the current national legal and institutional framework on trafficking in human beings, numerous meetings, workshops, and official visits were organized in parallel with the consultation process to ensure that all stakeholders developed a shared understanding of the issues. This experience enabled us to assess the overall level of public and institutional awareness regarding trafficking in human beings. As a result, the need for a stronger focus on awareness-raising was incorporated into the National Action Plan, secondary legislation, and the routine work of the Department for the Protection of Victims of Trafficking within the Presidency of Migration Management.

14.2. Legislative uncertainties: To address the challenge of legislative uncertainty surrounding the implementation of key European Green Deal (EGD) legislation, we focused on building awareness,



fostering dialogue, and maintaining transparent communication with stakeholders across sectors. Targeted seminars, webinars, and workshops to provide up-to-date information on EU legislative developments were organized and stakeholders actively participated in them. These platforms helped clarify the content and expected impact of EGD-related directives, including CSRD and CSDDD, and encouraged active engagement. Compliance with EGD standards is framed not only as a regulatory necessity but as a strategic advantage for businesses aiming to maintain and expand their presence in international markets, particularly within the EU. While legislation is in the preparatory stage, stakeholders are encouraged to take preparatory steps, such as reviewing internal practices, improving sustainability reporting, and investing in due diligence systems. This proactive mindset has helped mitigate the risks of last-minute compliance pressures.

By overcoming these challenges, it has been seen that even when regulations are not fully finalized, initiating dialogue and preparing stakeholders early helps manage uncertainty and resistance.

Assessment of achieved progress in the last months

15. Which of the following formal evaluation tools and/or other evidence were used to assess the progress of your national priorities? Please select all that apply.

- ☒ Surveys
- ☒ Case studies
- ☒ Focus group discussions
- ☐ Interviews
- ☐ Anecdotal evidence
- ☒ Information from third parties
- ☐ Not applicable
- ☐ Other, namely: _____

16. If applicable, please tell us more about the formal evaluation tools and/or other evidence that you used to assess the progress of your national priorities.

In the reporting period, surveys and risk assessment tools were utilized within the “Promotion of Children’s Rights” project coordinated by the Ministry of Family and Social Services. A comprehensive model was created that includes a risk assessment tool, psychosocial needs analysis and assessment tools, and psychosocial support programs for the identification of children in vulnerable conditions. Within the scope of the project activities, quantitative and qualitative risk assessment forms were created to identify children under vulnerable conditions and validity and reliability studies were also conducted for the child risk assessment form. Additionally, a Psychosocial Support Program was developed to help children cope with various problems they



face. This Program consists of individual, group and family counselling modules and aims to support children within their own environment.

Focus group discussions were organized with representatives from social partners, local authorities, and NGOs during workshops and regional meetings, particularly in the provinces of Ordu, Sakarya, and Ankara. These dialogues contributed to contextualizing implementation challenges and validating monitoring findings. Moreover, international organizations such as the ILO, OECD, and UNICEF contributed with technical input and external validation during the assessment and policy development phases.

Additionally, the Human Rights and Equality Institution of Türkiye (TIHEK), acting as the national rapporteur for combating trafficking in human beings, played a critical role in the evaluation. TIHEK systematically collects and analyses institutional implementation reports from responsible ministries on an annual basis. It prepares periodic national-level reports (short-term, medium-term, long-term) based on these inputs. These reports are submitted to the Coordination Board and made publicly available via TIHEK's official website, thus promoting transparency and enabling independent oversight.

17. Please tell us the challenges you have encountered (if any) in gathering evidence to assess your progress

One of the key challenges has been the limited data sharing among institutions, partly due in part to data privacy laws and the absence of integrated systems. Access to disaggregated data (especially at provincial and district levels) continues to be limited, which affects the ability to track and evaluate impact comprehensively. In addition, field-level data collection is frequently hampered by limited resources and inconsistent local capacity. These gaps hinder efforts to measure the effectiveness of interventions and limit timely, evidence-based decision-making.

18. Please specify the names of other stakeholders (e.g., government agencies, social partners, civil society organizations) and their involvement, if any, in assessing your progress. What was the level of involvement (information shared, consulted, involvement in implementation, validation of results)?

Throughout 2024, Türkiye engaged a wide range of stakeholders in assessing progress and advancing the implementation of its national roadmap priorities. Key government agencies, including the Ministry of Justice, Ministry of Family and Social Services, Ministry of Labour and Social Security, Ministry of Foreign Affairs, Ministry of Interior, Ministry of Health, Ministry of Treasury and Finance, and Ministry of Trade, were regularly consulted and actively involved in the design, implementation, and monitoring of relevant activities.

Affiliated institutions such as the Directorate General of Migration Management, the Turkish Employment Agency (İŞKUR), the Social Security Institution, and the Guidance and Inspection



Directorate contributed directly to the implementation of field-level interventions, including inspections, victim identification, and service provision. Coordination with the Human Rights and Equality Institution of Türkiye (TIHEK), the Directorate General of Security, the General Command of Gendarmerie, and municipalities played a key role in awareness-raising and strengthening protection mechanisms, and their engagement ranged from information sharing to active participation in implementation.

The Turkish Red Crescent (Türk Kızılayı) was involved in both implementation and service delivery, particularly in expanding shelter capacity and providing support to victims of human trafficking. Social partners, including workers' and employers' organizations, were consulted through sectoral dialogues and played a role in delivering awareness seminars and trainings on responsible business conduct and due diligence. Private sector actors were informed and engaged in targeted activities—such as those carried out in cooperation with the Automotive Industry Association on the EU Corporate Sustainability Due Diligence Directive. Together, these collaborative efforts reinforced a comprehensive, multi-stakeholder approach to addressing child labour, forced labour, and human trafficking in Türkiye.

Collaboration with international partners

19. Did you collaborate with any international partners? *

Please select all that apply.

- ☒ Other Alliance 8.7 Pathfinder countries. See more [Pathfinders | Alliance 8.7 \(alliance87.org\)](https://alliance87.org).
- ☒ ILO
- ☒ United Nations Agencies (other than ILO)
- ☐ International civil society organizations
- ☒ other, namely: OECD

20. Please specify the name and describe the collaboration with your international partners.

Example:

20.1. Other Alliance 8.7 Pathfinder Countries: Türkiye engaged in extensive collaboration with other Alliance 8.7 Pathfinder countries, notably France and the Netherlands. This collaboration focused on the exchange of best practices and technical expertise in the elimination of child labour,



particularly in seasonal agriculture. Study visits to both countries facilitated the sharing of knowledge and experiences regarding formalizing agricultural labour, preventing and monitoring child labour, and improving working conditions in the agricultural sector.

20.2. ILO, UNICEF, UNDP, OECD and other international organizations: Within the scope of the activities carried out by the MoLSS, the Ministry has cooperated with various international organizations. Throughout this process, technical assistance, capacity-building activities and policy development efforts have been implemented. In addition, in order to ensure the involvement of all stakeholders within the framework of social dialogue, a range of activities such as training programs, workshops, and forums have been organized to ensure inclusive, multi-stakeholder participation

21. Have you supported any sub-regional/regional/global initiatives, including South-South initiatives, on the elimination of child labour, forced labour, human trafficking, and modern slavery? *

- ☐ Yes
- ☒ No
- ☐ Don't know

22. Please tell us more about the sub-regional/regional/global initiatives you've supported.

Collaboration with domestic partners

23. Did you collaborate with any domestic partners? *

Please select all that apply.

- ☒ Private sector
- ☒ Employers' organizations
- ☒ Workers' organizations
- ☒ Local civil society organizations
- ☒ Ministries within your government
- ☐ Survivor organisations and networks



24. Please specify the name and describe the collaboration with your domestic partners.

Example:

National statistical office: [...]

Ministries: [...]

The Ministry of Labour and Social Security worked in close collaboration with a broad range of domestic partners throughout 2024 to advance the implementation of its national roadmap priorities. In this context, cooperation was strengthened with key ministries, including the Ministry of Justice, the Ministry of Family and Social Services, the Ministry of Foreign Affairs, the Ministry of Interior, the Ministry of Health, the Ministry of Treasury and Finance, and the Ministry of Trade. Strong partnerships with affiliated institutions such as the Directorate General of Migration Management, the Turkish Employment Agency (İŞKUR), the Social Security Institution, and the Directorate of Guidance and Inspection were crucial in operationalizing activities on child labour elimination, forced labour prevention, and combating human trafficking. Coordination with the Human Rights and Equality Institution of Türkiye (TIHEK), the Directorate General of Security, the General Command of Gendarmerie, and municipalities contributed to enhanced field-level inspections, awareness-raising, and victim protection efforts. The Turkish Red Crescent (Türk Kızılayı) also emerged as a key partner, particularly in expanding shelter capacity and support services for victims of human trafficking. Engagement with private sector actors and employers' and workers' organizations was strengthened through sectoral consultations, awareness-raising seminars, and trainings on responsible business conduct and due diligence standards. In addition, partnerships with organizations such as the Automotive Industry Association supported targeted awareness activities on the EU Corporate Sustainability Due Diligence Directive. These collaborative efforts have significantly contributed to strengthening Türkiye's national response to child labour, forced labour, and human trafficking challenges.

25. Compared to last year, do you think there was increased collaboration with domestic stakeholders? *

☒ Yes

☐ No

Please describe: _____

26. Please tell us what has improved in your collaboration with your domestic collaborator(s) and efforts.

Example:

We have strengthened our cooperation with the Ministry of the Interior by introducing new laws to combat human trafficking.



It was observed that significant improvements were made in collaboration with domestic partners during the reporting period. Inter-institutional coordination has been strengthened through the establishment of more structured communication and consultation mechanisms, particularly with the Ministry of Justice, the Ministry of Family and Social Services, the Ministry of Labour and Social Security, the Ministry of Foreign Affairs, the Ministry of Interior, the Ministry of Health, the Ministry of Treasury and Finance, Presidency of Migration Management, the Ministry of Trade and the Human Rights and Equality Institution of Türkiye (TIHEK). The signing of new cooperation protocols, such as the one between the Presidency of Migration Management and the Turkish Red Crescent (Türk Kızılayı) on victim protection, has enhanced operational collaboration on the ground. Joint planning and implementation of awareness-raising campaigns, trainings, and field monitoring activities have become more systematic, supporting a more coherent and integrated national response to child labour, forced labour, and human trafficking. Moreover, cooperation with private sector actors, employers' and workers' organizations, and local municipalities has been expanded through targeted outreach, sectoral meetings, and multi-stakeholder workshops focusing on responsible business conduct and decent work principles. As a result, ownership among domestic stakeholders has increased, implementation of roadmap actions has accelerated, and technical capacities at both national and local levels have been strengthened.

27. Was the pathfinder process considered useful? *

☒ Yes

☐ No

28. If yes: How would you describe the impact of the Pathfinder Process in your country?

The Pathfinder Process has had a transformative impact on Türkiye's efforts to eliminate child labour, forced labour and human trafficking. It has provided a structured and coherent framework that helped align national priorities with international commitments under SDG Target 8.7. Through the process, inter-agency coordination has been significantly strengthened, and partnerships with domestic and international stakeholders have deepened. It facilitated the development and finalization of strategic policy documents such as the Third National Action Plan on Combating Human Trafficking, enhanced child labour monitoring mechanisms, and promoted responsible business conduct across key sectors. Peer learning activities with other Pathfinder Countries have enabled Türkiye to benefit from international good practices, while capacity-building activities have strengthened institutional capabilities at national and local levels. The Pathfinder Process has also reinforced multi-stakeholder dialogue, leading to broader engagement of private sector actors, civil society organizations, and social partners in roadmap implementation. Overall, it has accelerated Türkiye's progress towards achieving decent work, human rights protection, and sustainable development objectives, while fostering a culture of proactive and evidence-based policymaking.



Future prospects

29. Is there a need to revise your country's roadmap priorities? *

☐ Yes

☒ No

☐ If you answered “yes” to this question, specify the nature of the change you wish to apply to your roadmap priorities: _____

30. What needs to be updated? Please select all that apply.

☐ Need to update the priorities

☐ Need to update roadmap goals/targets

☐ Other, namely: _____

Thank you!