

## COMMUNICATION ON ENGAGEMENT (COE) OF TISK

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Turkish Confederation of Employer Associations (TISK)

From: 25 November 2021 To: 25 November 2023

### Part I. Statement of Continued Support by the Chief Executive or Equivalent

25/11/2023

To our stakeholders:

I am pleased to confirm that Turkish Confederation of Employer Associations (TISK) reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact. We welcome feedback on its content.

In this Communication of Engagement, we describe the actions that our organization has taken to support the UN Global Compact and its Principles. We pledge to participate in and engage with the UN Global Compact in the following way: as a business and industry association, we aim to support the development of Global Compact Turkey Network by encouraging our member associations and their affiliated companies to join The Network and providing any other support Global Compact Turkey Network may need in its activities. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,  
**Akansel KOÇ**  
Secretary-General

## Part II. Description of Actions

Turkish Confederation of Employer Associations (TISK) is co-hosting organization of Global Compact Turkey Local Network (GCLN) since 2002 and acts as a member of its management board. During this reporting cycle, TISK has continued to support GCLN activities by dissemination of activities to its member companies and sectoral associations, to actively participate in working groups and to increase the number of members to the GCLN and Global Compact initiative.

TISK has encouraged and supported the membership process of third parties and its' member associations to the Global Compact initiative. In addition to the overall support provided to GCLN activities, TISK took lead of initiatives below which contributes to the promotion of 10 Principles of GC in Turkey:

### **“Be Part of Green” Project**

Under the scope of Joint Dialogue Forum (JDF) which has been realized with the participation of government, employer and trade union representatives in Turkey, the Project aims to promote active participation of social partners in reforestation and combating erosion in Turkey. Led by TISK, more than 1.5 million of trees were planted under the scope of this initiative thanks to the support and donations from the member associations and companies. This initiative has continued in coordination with the General Directorate of Forestry and in cooperation with TÜRK-İŞ (Confederation of Turkish Trade Unions) and HAK-İŞ (Trade Union Confederation). With this project, at least 2 million saplings for 2 million employees are planted in the soil every year.

### **Green Transformation of the Industry Project**

The "Making Turkish Industry Ready for Green Transformation" initiative, a dynamic collaboration between the TISK and the Confederation of Danish Industry (DI) initiated at the end of 2022, is set to continue its transformative efforts until 2025. The objective of the project is to “promote the transition to a low-carbon, resource-efficient and circular economy in line with the EU Green Deal” and more specifically “Making Turkish industry ready for the green transformation”. The means to an end being to solve the “lack of awareness or information on Green Deal and requirements for sectors” and “lack of policy & regulations” to “make Turkish industry ready for green transformation”.

The project activities are conducted for three pilot industries which are selected from metal, machinery, automotive consumer electronics, textile and cement industries based on the evaluations in the inception period. These sectors are prioritized for three years implementation period.

In the framework of the project an online learning platform is established including modules climate agenda (basics of the green transformation, EU Green Deal, CBAM, GHG inventory calculations, ESG etc.), guidance on the data collection for calculations, emissions calculator (Scope 1-2-3), initiatives for emission reductions. Online learning platform raises the awareness of the industry as a whole on green transformation agenda and provide them the basic skills needed to calculate their carbon footprint.

Sustainability assessments are implemented for pilot companies in order to develop roadmaps for the selected sub-industries (integrated steel producers, pipe and tube producers etc.) focusing more on company level and technology-specific actions. Successful case studies are created to motivate the companies to progress in their transformation journeys with concrete action plans/roadmaps based on detailed sustainability assessments.

Close dialogue between the pilot industry representatives and government which is critical in the process of transformation for the reflection of the needs of the industry is vital; therefore, series of meetings with the government representatives as a policy dialogue are initiated as part of TISK's efforts to guide the policy process in line with the needs of the industry on green transformation.

In conclusion, the project aims both preserving the competitiveness of Turkish industry in the short term and contributing to the alignment process in the long term by promoting transition to a low-carbon, resource-efficient and circular economy in line with the EU Green Deal. In addition, the project is expected to contribute notably to the 13th Sustainable Development Goal (SDGs), adopted in 2015 United Nations Summit, which requires taking urgent action to combat climate change and its impacts. Among others, this SDG aims to strengthening resilience and adaptive capacity to climate-related hazards and natural disasters in all countries, integrating climate change measures into national policies, strategies and planning as well as improving education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.

## Part II. Description of Actions Cont.

### **Youth Transformation Program**

By introducing the Future of Work to the agenda, TISK blazes a path in the sustainable pursuit of future trends which shall influence all work-related issues, leading projects that will prepare work life for the trends of the future. TISK focuses on policy making and developing the labor market maturity and employment ecosystem in Türkiye with exclusive rights to represent Turkish employers at various governing bodies in Türkiye and abroad. Accordingly, TISK implements various pilot projects in partnership with various national and international organizations focusing on women employment as one of the top priorities.

Firmly believing in the importance of contributing to the development of young business people through the process of digital transformation which will be taking over all sectors with industrial enterprises taking the lead, TISK has implemented the project "Young Transformation Program" with the collaboration of the Women in Technology Association (Wtech) and the financial support of the European Bank for Reconstruction and Development (EBRD) and the Confederation of Danish Industry (DI). The program aims to bridge the digital skills gap in Turkish labour market and increase women employment in IT jobs by delivery of free-of-charge digital skills trainings to young people, with a specific focus on young women.

The program targets strengthening the capacity of youth in the framework of digital transformation and future of work by covering training programs on Python, SQL, Mobile Developer, Data Science, RPA, Cyber Security, Test Engineering, Technology Law, Emotional Intelligence and Leadership in Informatics, E-Commerce, Transformation of Marketing and Sales Technologies, soft-skills trainings in personal skills, presentation skills, communication and negotiation skills, coaching and mentorship. TISK has also worked in partnership with the Confederation of Danish Industry further aiming increasing the employability of disadvantaged groups (i.e., refugees, women and disabled) by provision of trainings to enhance Future of Work (FoW) skills. The ultimate goal of the program is to equip unemployed and inexperienced youth having STEM backgrounds with digital skills required in the labor market in order to decrease skill mismatches, the youth unemployment rate, and support the efforts regarding the digital transformation. In the project, 461 young people received trainings and certified as well as 367 of them (80%) were employed (65% are women).

### **Ortak Yarınlar**

The Corporate Social Responsibility Award Program, which has been organized annually and made traditional by TISK since 2014 in order to raise awareness in the field of corporate social responsibility and encourage institutions in this regard, has touched the lives of 20 million people to date with all the awarded projects. Starting from 2020, it continues with the brand "Ortak Yarınlar", inspired by the Joint Dialogue Forum, which was first held in October 2019 with the motto "Possible Together".

This awards program consists of categories that support the 10 principles of the UN Global Compact. In the first category which is Possible Together category the award is given to the project that produces an innovative solution for the country/society/employee and implements it in cooperation with different stakeholders. Under the Diversity and Inclusion category "Benefit Creators for Women Award" is given to sustainable projects that support women's employment and entrepreneurship, work towards gender equality and are implemented to empower women in working life. The "Pathleaders for Youth Award" is given to sustainable projects that support young people's participation in employment, contribute to the personal and career development of young people, provide young people with new generation competencies and shed light on their future. The last award under the Diversity and Inclusion category is given to sustainable projects implemented to strengthen and support individuals such as children, the elderly and the disabled, among the social stakeholders that need special protection. Under the Digitalization category an award is given to a sustainable project that provides benefits by providing a creative and innovative digital solution. In another category Green Transformation Award is given to the project that is implemented to protect and improve the ecosystem, creates an impact on the environment and the world ecosystem for a sustainable world, and supports green transformation. Future of Work Award is given to projects implemented to strengthen business, business culture and workforce transformation within the scope of the professions/competencies of the future, in the light of the developments and changes taking place in the world and in our country, and by addressing the "Future of Work" focus. The last but not the least Occupational Health and Safety Special Award is given to a sustainable project that makes a difference by being implemented to achieve the goal of zero accidents within the scope of occupational health and safety and to spread awareness in this field.

As a result, this program supports businesses in promoting their work in the field of CSR and at the same time improving their development in line with the 10 principles of the UN Global Compact.

## **Part II. Description of Actions Cont.**

### **Joint Dialogue Forum (JDF)**

First realized in 2019 with social benefit as its primary focus, the Joint Dialogue Forum (OPF) brings together representatives of public institutions, workers, and employers, aiming to develop social dialogue between all parties engaged in working life. The second Joint Dialogue Forum was realized in 2020 and focused on topics such as Industry-Focused Workforce Transformation, Future of Women in the Future of Work, Digital Transformation in New Generation Unionism. Embracing the slogan “Together Possible Turkey” and the theme “Future of Work”, the Joint Dialogue Forum became a trailblazer by actualizing the event digitally – due to conditions dictated by the pandemic – with extended reality technology which was used for the first time in the world in the context of a forum. International organizations also support the motto “Possible Together” and distinguished participants from international organizations such as Mr. Guy Ryder, Director of the ILO, Mr. Markus J. Beyrer, Director General of BusinessEurope, and Ms. Biljana Radonjic Ker-Lindsay, Associate Director of the European Bank for Reconstruction and Development (EBRD), highlighted the importance of digitalization in the COVID-19 outbreak. JDF 2021 convened triple pillars of working life through participation of Minister of Labor and Social Security Prof. Dr. Mr. Vedat Bilgin, President of TÜRK-İŞ Mr. Ergün Atalay and HAK-İŞ President Mr. Mahmut Arslan. Distinguished representatives of international organizations of working life such as director of ILO, president of BusinessEurope, ITUC, etc. also joined the forum as it was in previous years. The forum focused on the Youth, Women and Formal Employment in Future of Work. In addition to that, it was held as carbon neutral and completed without harming the nature. JDF 2022 focused on “sustainability” in business life. Measures to be taken against the climate crisis, how to prepare our industry for a comprehensive transformation process with all its sectors and the twin transformation were discussed in depth. Also, the issues of how to manage the effects of twin transformation on working life and how to prepare for green jobs were held. As in the previous year, the Forum was completed as carbon neutral without harming nature.

### **Young Women Leaders Project**

The programme aims to foster a new generation of young women leaders who will carry forward the organizations they work for, help them improve their leadership skills and gain knowledge of and insight into professions of the future. This programme was developed in order to increase the ratio of women in leadership positions where there is a persistent lack of women, with women representing just 27% of all managerial positions according to the World Economic Forum Global Gender Gap Report 2021. 80 women has benefitted from the trainings provided under the scope of this programme.

### **TİSK Employee Support Line**

The Avita “Employee Support Line” was brought to life in April 2020 by TİSK and TİSK Microsurgery and Reconstruction Foundation for the employees and their families within our own ecosystem. Aiming to assist millions of employees and their families actively during the pandemic with this project, TİSK began to provide support through the means of Psychological Counselling, Medical Consultation, Healthy Eating Consultation and Technical Support Consultancy.

### **TİSK Academy**

“TİSK Academy: Online Development Platform” is a project for the employees of enterprises affiliated with member business associations. With the slogan “Development Is at Home and In Your Hands with TİSK Academy”, the employees and their families are supported. On this platform activated by Türkiye’s premier infrastructure solution in education, Occupational Health and Safety Trainings, over 30 modules of Personal and Professional Development Trainings and over 40 soft skills and IT Trainings can be accessed free of charge. More than 150 thousand users from many different industries especially metal, chemical, petroleum, rubber, plastic, cement, construction, pharmaceutical, mining and textile, and 700 different workplaces have been served so far. The total duration of training that users has received at TİSK Academy has exceeded 1 million hours. TİSK Academy contains valuable training content from nationally and internationally recognized experts and organizations in the fields of Occupational Health and Safety and Environmental Management, Personal and Professional Development and Informatics. In addition to trainings, TİSK Academy organizes award-winning competitions and webinars to provide benefits to all stakeholders of our business life. TİSK Academy facilitates meaningful engagement between its users and industry experts through monthly webinars focusing on crucial topics related to working. More than 5000 employees have attended these webinars so far, where critical topics including Leadership, Agile Management, Innovation, Green Deal and Green Transformation are addressed. The success of TİSK Academy was crowned with 5 awards from leading global award programs such as Stevies, International Business Awards and Brandon Hall in 2021.

## Part II. Description of Actions Cont.

### **Barrier-Free Development Academy**

The project is co-led by TISK, TÜRK-İŞ (Confederation of Turkish Trade Unions) and HAK-İŞ (Trade Union Confederation) to empower people with disabilities. TISK, undertaking the coordination and operation of the project carried out together with NGOs in the area of barrier-free living, Labor Confederations and İŞKUR (Turkish Employment Agency), offers personal development trainings and vocational trainings prepared by national and international experts on the platform to disabled individuals free of charge. Educational contents are also created for the Barrier-Free Development Academy with the support of technology to benefit the hearing and visually impaired people.

### **Take the First Step Green Crescent**

Take the First Step Green Crescent was an output of the Joint Dialogue Forum and was launched again during the Covid-19 pandemic. TISK shared on this program training content on addictions in collaboration with Green Crescent. TISK decided to continue this collaboration and created a seminar programme which would be a first step in combatting addictions. Organized with the aim to help society and employees adopt healthy living habits and raise awareness in the battle against addictions, Take the First Step seminars have so far reached out to 5000 people.

With these initiations and projects TISK not only contributes to the promotion of 10 Principles of GC but also supports to achieve UN SDGs especially for 3,4,5,8,9,10,13 and 17.

## Part III. Measurement of Outcomes

Please use the box below to include the most relevant qualitative and/or quantitative indicators to measure the outcome of the activities described in Part II above.

N/A