

Marmara Municipalities Union
Guide -2026/1

Care Policy Handbook for Local Governments



Prepared by:

Ayşe Göç Yalçinkaya

Contributors:

Merve Ağca

Büşra Yılmaz

Halenur Dönmez Genç

Layout:

Gamze Aydın

Publication Year:

2026

What is Care?

Care includes all activities that ensure the physical, emotional, and social well-being necessary for people to maintain their daily lives. These activities can take two forms: direct care and indirect care. Direct care consists of personal and relational activities such as feeding a child or supporting an elderly or sick person. Indirect care, on the other hand, consists of activities that are often unseen but indispensable for the continuity of life, such as cooking, cleaning, or household chores (ILO, 2018).

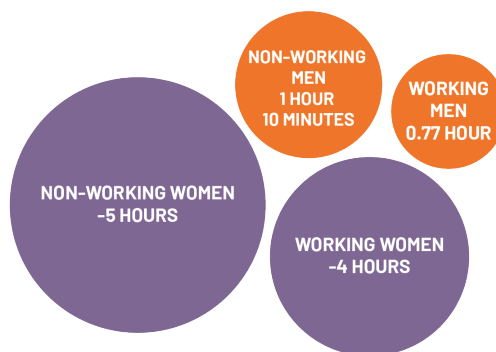
Care is a labor process at the heart of social reproduction, which enables the continuity of society, the economy, and intergenerational relationships. Social reproduction is defined as “all the activities, attitudes, relationships, and forms of emotional labor necessary for the maintenance of daily life and the continuity of society across generations.”

Care work within the household is largely informal and predominantly undertaken by women



Source: ILO, 2021

Daily time spent on household and family care in Türkiye (hours/day)



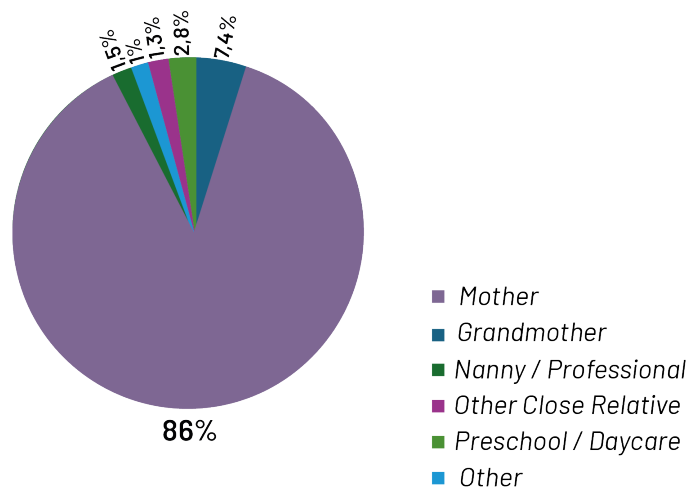
Source: TÜİK, 2015

Why care matters as a policy area?

Care is an area where multiple intersecting dimensions—such as gender, class, ethnicity, citizenship status, and age—converge, giving rise to profound inequalities. For this reason, care is a policy area that cannot be treated merely as an individual or household responsibility. Care policies serve a dual purpose: enhancing the quality of life and legal protections for caregivers, as well as guaranteeing equitable access to high-quality and adequate care for recipients.

The fact that unpaid care work is largely undertaken by women is one of the most visible and persistent forms of gender inequality. The perception that childcare, care of the elderly and sick are “naturally the responsibility of women” exacerbates women’s time poverty, severely limiting their access to opportunities for education, employment, and personal development and well-being.

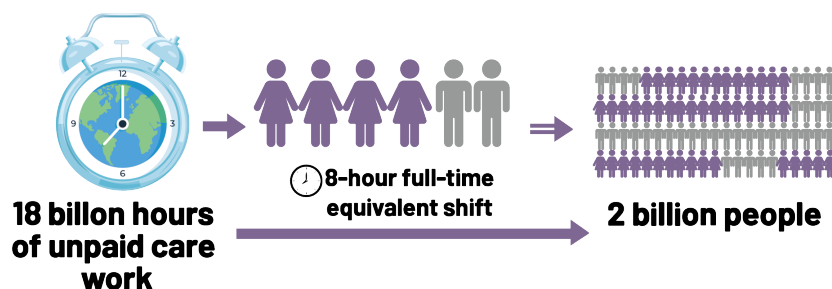
Primary Caregiver of Children in Türkiye



Source: TÜİK, 2016

This situation leads to outcomes such as women being unable to enter labor market, being confined to part-time or low-skilled jobs, and having their career advancement stunted. The consequences are particularly severe for women from low-income groups, those with limited access to social support, and vulnerable groups.

Unpaid care work is invisible but creates a massive workforce

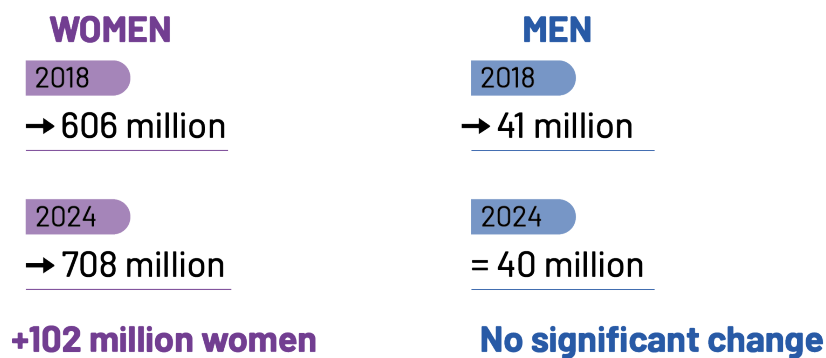


Source: ILO, 2018

According to International Labour Organization (ILO) data, unpaid care work remains the primary barrier to labor force participation for working-age women worldwide; in contrast, men cite education, illness, or disability as their main reasons for remaining outside the workforce. While unpaid care duties keep 708 million women of working age out of the global labor market, they affect only 40 million men, highlighting a profound gender disparity in labor participation (ILO, 2024).

Currently, 748 million people providing full-time unpaid care work constitute the largest group excluding from the labor market on a global scale. (ILO, 2024) Worldwide, unpaid care work is by far the leading reason women do not participate in the labor force across all income groups. In middle-income countries, 46.7% of women report care responsibilities as the reason for their non-participation in the labor force, while this rate is only 6.3% for men (ILO, 2018).

Population Excluded from Employment due to Care Responsibilities



Source: ILO, 2028 & 2024

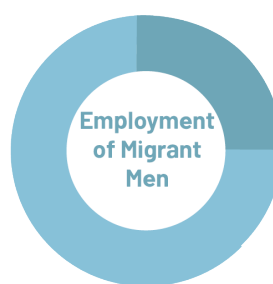
On the other hand, paid care work also represents a different dimension of inequality. According to ILO data, 381 million people worldwide are employed in the care sector, and women account for approximately two-thirds of these workers. (ILO, 2018).

The social perception of care work as “worthless” leads to professions in this field being met with low wages and limited social security. This labor, which is concentrated on education, healthcare, social services, and domestic care, often results in conditions such as low wages, long and irregular working hours, and low job security.

Furthermore, in many countries, the fact that migrant women are directed toward domestic care work exacerbates informality, exploitation, and the violation of rights. The ‘migrant woman = care worker’ stereotype creates an intersection of gender and legal status inequalities, fostering a global distribution of care work rooted in a hierarchy of class, ethnicity, and citizenship.



28,2% Care Sector
71,8% Other Sectors



12,5% Care Sector
87,5% Other Sectors

Source: ILO, 2024

Consequently, care serves as a pivotal policy area for ensuring women’s economic independence, social security, and equal participation in public life. Furthermore, it dictates the security of vulnerable groups—including migrants and low-income households—and determines their access to sustainable, high-quality care services.

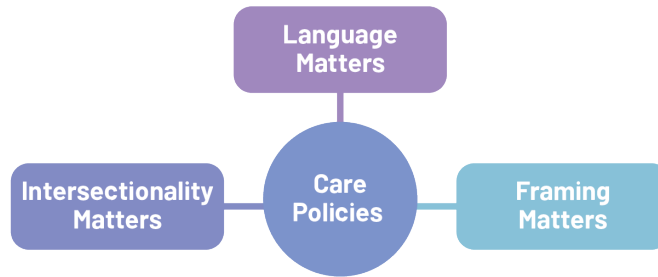
What is Care Crisis?

The care crisis refers to the inadequacy of existing resources to meet the growing need for care. This crisis is the result of factors such as rapidly aging populations, changes in household structures, and inadequate social policies. However, the care crisis is not merely a “shortage of caregivers” or “inadequacy in service delivery.” It also signifies a lack of the practices and resources necessary for caregivers to lead safe, meaningful, and high-quality lives. The growing demand for care and limited access to services, combined with the low pay and precarious conditions of care work, undermine both the quality of care and the well-being of care providers.

Toolkit for Understanding Care Policies

Understanding care policy frameworks requires specific analytical tools. How these policies are framed, whose needs they prioritize, and the language they adopt are critical factors. In this regard, UN Women’s three core principles provide an essential toolkit for analyzing care policies.

Care Policy Toolkit



Source: UN WOMEN, 2022

Language Matters

The concepts, definitions, and discourses used in the field of care directly influence how care is perceived and what value is attributed to it. Therefore, the language used in care studies should serve to make care visible, ensure its recognition, and foster an understanding of its social significance. Approaches that define care in terms of emotion, such as love or self-sacrifice, hide the vital economic and social aspects. To be truly equitable, care policy language must avoid reinforcing gender stereotypes and clearly demonstrate that care involves real labor, professional skill, and social responsibility. It is also essential to emphasize that care is a universal human need across all stages of life, ensuring an inclusive approach that reflects the diversity of care experiences.

What Should We Avoid?

- Phrases that define care as a **“burden,” “hassle,”** or **“sacrifice”**
- Language and assumptions that imply caregivers are naturally women
- Definitions that explain caregiving in terms of emotional and relational qualities such as love, compassion, and maternal instinct
- Discourses that define unpaid care work as **“help,”** or **“support”**
- Statements that portray care recipient as passive, dependent, or in need of help

Glossary

Care work

Care encompasses all activities that ensure the physical, emotional, and social well-being necessary for people to maintain their daily lives. It includes a wide range of areas such as food, shelter, hygiene and sanitation, health, companionship, and a healthy environment. Care work consists of both direct activities—such as feeding a baby, caring for a sick person, or supporting an elderly or disabled individual—and indirect activities, such as cooking and cleaning.

Caregiver

A caregiver is an individual who meets the care needs of others. This role can be filled by family members or individuals within a person's immediate circle providing care on a voluntary basis, or by professionally trained caregivers who work for pay.

Unpaid care work

This encompasses all non-remunerated care activities provided by individuals within a household or community to ensure the well-being and continuity of its members. It includes both direct personal care and domestic responsibilities. Common examples include cooking, cleaning, and caring for children, the elderly, the sick, or people with disabilities. It also extends to activities such as fetching water and fuel or providing emotional support.

Paid care work

This refers to care services provided for remuneration within a household or an institution. Paid care work spans both the public and private sectors and is performed within both the formal and informal economies.

Paid care worker

A person employed to address the physical, psychological and emotional needs of others. Paid care workers operate across a wide range of fields, including education, healthcare, social services, personal care, and domestic work.

Unpaid caregiver

An unpaid caregiver is someone who provides care or support within their own household or immediate circle without financial compensation. These individuals are typically family members or close relatives who assume caregiving responsibilities, often without access to public support.

Primary caregiver

A primary caregiver is the person who primarily assumes the main responsibility for care within a household or community and is primarily responsible for the continuity and coordination of care.

Care infrastructure

The care infrastructure refers to the entire set of institutional, physical, and social systems that enable the provision of care. It includes the systems, services, and facilities that support care activities, such as childcare centers, nursing homes, and health care facilities.

Care gap

A care gap refers to unmet needs in care services due to inadequate public services, unmet private services, or insufficient support for caregivers. In urban areas, particularly in low-income neighborhoods, significant care gaps often exist due to the unequal distribution of resources.

Intersectionality Matters

Care is not a policy area confined strictly to social services or support mechanisms. It is inherently intersectional, shaped by who assumes care responsibilities and under what conditions, as well as how care is integrated into public policy and service delivery.

Numerous public service domains—including education, healthcare, employment, housing, transportation, and social protection—are directly or indirectly linked to care needs. Consequently, care should not be treated as a narrow, isolated category; rather, it should serve as a cross-cutting lens through which diverse policy areas are viewed. Integrating a care perspective into the planning, delivery, and evaluation of public services ensures that these systems become more inclusive, accessible, and equitable for everyone.

Framing Matters

Within the framework of the Sustainable Development Goals (SDGs), the care emerges as a critical intersection of gender equality and decent work standards. This global framework seeks to make unpaid care work visible through robust public policies while simultaneously safeguarding the rights and improving the working conditions of care workers worldwide. Consequently, the SDG framework serves as a vital foundation for a comprehensive policy approach that integrates the economic, social, and societal dimensions of care

SDG 5: Achieve gender equality and empower all women and girls includes a critical target specifically dedicated to the care economy. Target 5.4 calls for the recognition and valuation of unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies. It further advocates for the promotion of shared responsibility within the household. By framing care as a collective public responsibility, this target stands as a key pillar in reducing women's time poverty and ensuring their equal access to socio-economic opportunities (ILO, 2018).

In alignment with this international framework, Türkiye's The Strategy Document and Action Plan on Women's Empowerment (2024–2028), prepared by the Ministry of Family and Social Services of Türkiye, outlines strategic policies to increase women's participation in economic and social life. The plan focuses on reconciling work and family life while alleviating the disproportionate care burden on women. Key priorities include strengthening social services that support women's workforce entry, mainstreaming gender-equitable policies, and enhancing coordination among public institutions.

Furthermore, SDG 8: Decent Work and Economic Growth provides the regulatory framework for the care economy. Specifically, Target 8.8 aims to protect labor rights and promote safe and secure working environments for all workers. This target is particularly crucial for those in precarious conditions, including migrant women and those employed in the informal sector, ensuring they are not left behind in the global transition to a fairer care economy. It requires the protection of workers' rights, the provision of

safe and healthy working environments, and the strengthening of decent work standards. Thus, SDG 5 and SDG 8 together lay the groundwork for a comprehensive care policy approach that both recognizes unpaid care work and safeguards the rights of the care workforce. (ILO, 2018)

The 5Rs of Care

The ILO's "Five Rs of Care" framework offers a comprehensive approach to developing care policies. Strongly aligned with SDG 5 and SDG 8, the 5R approach proposes policies that address the diverse forms of care work and the varied needs of both care providers and care recipients. This framework focuses on recognizing, reducing, and redistributing unpaid care work more equitably; and on fairly rewarding paid care work and strengthening the representation and voice of care workers..

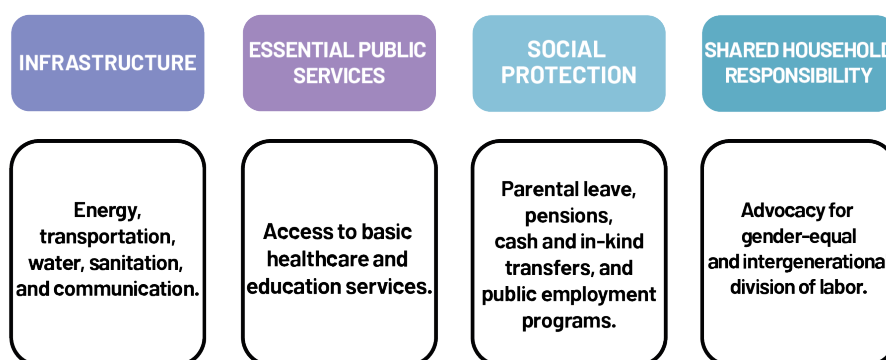
- 1. Recognize:** This encompasses policies aimed at acknowledging the economic and social value of unpaid care work. It requires that care work be recognized as an activity that demands time, labor, and skill and generates economic value, that it be measured through statistics, and that it be included in decision-making processes.
- 2. Reduce:** This involves developing services, technologies, and infrastructure that reduce the burden of unpaid care work. It requires policies that increase access to high-quality, accessible, and low-cost care services.
- 3. Redistribute:** This requires policies that ensure care responsibilities are shared more equitably between women and men; among families and communities; and between the public and private sectors.
- 4. Reward:** Aims to ensure that paid care work is valued appropriately through decent wages, safe working conditions, and social protection.
- 5. Represent:** Aims to strengthen the participation and representation of care workers and caregivers in decision-making processes. It proposes policies such as ensuring the right of care workers to organize, engage in social dialogue, and engage in collective bargaining.

Policy Recommendations for Local Governments

Local governments are public institutions that provide services directly impacting daily life; they are the closest to the citizens and are best positioned to respond swiftly to local needs. From access to water and transportation to childcare, services for the elderly and people with disabilities, social support, and the use of public spaces, local governments play a decisive role in shaping how care is organized within daily life.

The growing need for care, the unequal distribution of the care burden within households, and disparities in access to care services make it imperative for local governments to develop policies that strengthen care systems. Through their planning, service delivery, infrastructure development, and social support tools, local governments can contribute to the recognition of care needs, the reduction of the care burden, and a more equitable redistribution of care responsibilities.

Within this framework, care policies take shape at the local level across four complementary key areas: basic public services, infrastructure policies, social protection mechanisms, and regulations that promote a more equitable sharing of household care responsibilities. When these areas are addressed collectively, it becomes possible to establish a comprehensive local policy framework that treats care not as an individual burden but as a public responsibility (UN, 2015).



Source: UN, 2015

Municipality Law No. 5393 serves as the fundamental legal basis for the authorities and responsibilities of local governments in establishing and strengthening social service and care systems. By granting municipalities the authority to plan and provide services and support for groups in need of care, the law enables care to be addressed as a public policy area at the local level.

Article 60 of the Law (Municipal Expenditures) states that social services and assistance provided to low-income, poor, needy, and homeless individuals, as well as people with disabilities, are included among the expenditures that may be covered by the municipal budget. This provision clearly establishes that the financing of care services constitutes legal responsibility for local governments.

In addition to these frameworks, Article 14 of the Municipal Law outlines the duties and responsibilities of municipalities, charging them with overseeing social services, vocational training, and economic development, provided these activities remain local and communal in nature. This article

specifically authorizes municipalities to deliver or coordinate essential services, including health-care. Such powers provide a crucial legal basis for supporting caregivers and enhancing the quality of life for care recipients. Moreover, under the principle of municipal jurisdiction in Turkey, local authorities are empowered to extend these services to foreign residents. This legal framework, therefore, paves the way for inclusive care policies that specifically target migrant populations.

The basic municipal services listed in the same article—such as urban planning, water and sewerage, transportation, sanitation and solid waste management, municipal police, firefighting, emergency response and ambulance services, afforestation, parks and green spaces, and housing—are areas that directly impact the daily living conditions of both care providers and care recipients. Planning and delivering these services with a care-sensitive approach enables the reduction of the care burden, facilitates access to services, and enhances quality of life:

Strengthening the Care System Through Infrastructure

- Making transportation systems accessible to everyone
- Designing and creating public spaces with consideration for the experiences and needs of infants, children, older adults, people with disabilities, and caregivers
- Ensuring the uninterrupted and accessible provision of water, sanitation, and energy infrastructure
- Spatial planning decisions that facilitate access to care facilities and services

Provision of Public Services

- Providing services such as daycare centers, daycare homes, and early childhood care support
- Establishment of elderly care centers and day care homes
- Provision of home care and health services
- Establishing rehabilitation, assisted living, and day activity centers for people with disabilities
- Providing counseling, psychosocial support, education, and employment programs for caregivers

Social Protection and Support Mechanisms

- Sosyal uyum süreçlerinin desteklenmesi
- Kadına şiddetle mücadeleyle yönelik destek araçları ve merkezler oluşturulması
- Bakım verenlere yönelik ayni ve nakdi sosyal destekler geliştirilmesi
- Bakım verenlerin istihdama katılımının desteklenmesi

Promoting the Equitable Distribution of Care

- Organizing awareness-raising training focused on gender equality and the equitable distribution of care responsibilities
- Developing awareness and parenting programs for men
- Municipalities should develop practices that promote shared caregiving responsibilities within their own institutions

Best Practices: Care Agenda in Municipalities

Gerontological Architecture Service of Beşiktaş Municipality

Within the Beşiktaş district, the Gerontological Architecture Service is implemented to minimize fall risks and prevent domestic accidents for residents aged 75 and older who live alone or in senior-only households. This service is meticulously tailored to the specific health requirements of each individual and the structural conditions of their residence. Following a multidisciplinary assessment conducted by a gerontologist and an architect, necessary home modifications are proposed alongside expert consultation. To ensure social equity, the municipality fully subsidizes the costs of these interventions for individuals with limited financial means. The scope of the service encompasses a wide range of safety enhancements, including the removal of thresholds to eliminate tripping hazards, the installation of non-slip flooring and grabbing bars in bathrooms, the optimization of lighting systems, the securing of furniture, and the rounding of sharp corners to create a secure living environment.

Vefahâne Living Center | Bağcılar Municipality

The Vefahâne Life Center, established by Bağcılar Municipality, provides a comprehensive range of services dedicated to the physical, mental, and social well-being of older adults. Adopting a holistic care approach, the facility integrates specialized medical and therapeutic units—including a medical clinic, physical therapy and exercise areas, nutrition and dietetic counseling, and psychological support services. To foster lifelong learning and social engagement, the center features a dedicated seminar room, a library, and communal lounges designed for informal interaction.

Creativity and cognitive health are central to the center's mission; residents participate in diverse workshops ranging from handicrafts, jewelry-making, and painting to music and brain games, all aimed at preserving cognitive function and strengthening social ties. Furthermore, Vefahâne supports daily living activities through professional geriatric nursing, occupational therapy, and technology-assisted treatments, alongside essential personal care services such as bathing and hair salon facilities. With its dining hall, communal kitchen, and efficient administrative units, the center ensures that all care and social support processes are delivered seamlessly within a supportive, all-encompassing environment.

Home Care Services | Başakşehir Municipality

Başakşehir Municipality's Home Care Service is dedicated to addressing the health and care requirements of the elderly, individuals confined to bed, people with disabilities, and those unable to maintain their well-being independently. This service is available to residents aged 65 and older, as well as households where managing daily life is particularly difficult due to the presence of multiple family members with disabilities.

Following an initial application through the municipality's contact center, a social assessment is conducted to determine eligibility. Once identified, professional teams carry out home visits on a weekly, biweekly, or monthly basis. The program provides a comprehensive support package—including home cleaning, personal hygiene care, maintenance and repairs, and social assistance—with the ultimate goal of improving living conditions and fostering active participation in social life.

Bi'Mola Accessible Living Center | Küçükçekmece Municipality

The Bi'Mola Accessible Living Center offers a play-based developmental model designed to support the social, emotional, cognitive, linguistic, and physical growth of children with special needs aged 4 to 17. Operating as a comprehensive social service framework, the center integrates individualized education, group play, and art workshops with specialized interventions such as equine therapy, speech therapy, and nutritional counseling.

A key pillar of the center's work is its monitoring and assessment program, which facilitates the early identification of developmental delays and the creation of tailored intervention plans for every child. Beyond clinical support, social integration is fostered through organized outings and cultural activities. Simultaneously, the center is dedicated to alleviating the caregiving burden, providing families with essential respite and personal time. To ensure a holistic support system, psychosocial counseling and guidance services are also available to assist families in navigating their unique challenges.

Gonca Accessible Living Center | Kocaeli Metropolitan Municipality

Initiative by the Kocaeli Metropolitan Municipality, the Gonca Accessible Living Center is a premier facility dedicated to the social, psychological, and physical development of individuals with special needs and at-risk groups. Located on a 9,609 m² site within the İzmit Vinsan Campus, the center features 6,176 m² of specialized indoor space where it delivers a comprehensive service model that seamlessly integrates education, rehabilitation, and social support.

The facility is equipped with state-of-the-art individual and group special education classrooms, sensory integration zones, hydrotherapy pools, and modern gymnasiums, alongside various art and vocational workshops. These programs are delivered in tandem with psychological counseling services, ensuring that all support mechanisms are meticulously tailored to each individual's specific developmental requirements. While the center is committed to fostering social inclusion and active participation in community life, the Kocaeli Metropolitan Municipality places its core priority on empowering individuals with the essential skills for independent living.

YADEV – Life Support House | İzmit Municipality

YADEV (Life Support House) is a specialized educational model designed to empower individuals with various special needs—including autism, intellectual disabilities, and Down syndrome—by fostering their ability to meet personal and daily requirements. The program targets individuals from late childhood to young adulthood, who are grouped based on their adaptive capacities and

receive continuous support until they successfully complete the skills training phase. Sessions are structured into 3 to 4-hour periods, held two days a week for each group.

The curriculum focuses on three core pillars: self-care skills (hygiene, grooming, and dressing), daily living skills (kitchen proficiency, appliance use, and household management), and social living skills (safety, community navigation, shopping, and communication). To complement this practical training, YADEV integrates supportive activities such as gardening for nature-based relaxation, water and sand play for sensory engagement, and bocce or rhythmic music activities to enhance motor skills. This comprehensive framework not only strengthens the independent living capabilities of individuals with special needs but also provides much-needed respite for families, effectively reducing the overall caregiving burden.

MorBüs and Mobile Daycare Program | Avcılar Municipality

Launched by Avcılar Municipality, MorBüs—a name derived from the Turkish words for “Purple and “Bus”—operates as a mobile service vehicle and inclusive support hub. It is specifically designed to reach women who are unable to access traditional municipal services or women’s centers due to physical, social, or time-related barriers. By functioning as a “center on wheels,” MorBüs travels directly into neighborhoods to engage women whose participation in public life is otherwise limited. The project organizes on-site workshops, educational programs, and awareness activities that often evolve into vibrant, festival-style gatherings in public squares, inviting the participation of the entire community, including children.

To ensure that caregiving responsibilities do not hinder participation, the program includes a Mobile Daycare component. Dedicated play and childcare areas are established alongside the bus during events, allowing mothers to attend sessions without interruption. This integrated model is specifically designed to alleviate the time constraints placed on caregivers and to mitigate the restrictive impact of domestic duties on women’s public visibility. Inspired by the Istanbul Metropolitan Municipality’s Mor Otobüs (Purple Bus) initiative, MorBüs adapts this mobile outreach strategy at the district level, prioritizing accessibility for women in disadvantaged neighborhoods

IMM Women Social Support Model | Istanbul Metropolitan Municipality

IMM Women (Istanbul Metropolitan Municipality Women) operates as a comprehensive social support model that delivers integrated services for women under a single roof. Rather than offering direct care—such as home or personal care, the program focuses on reducing the burden of unpaid care work, ensuring care processes are sustainable, and enhancing women’s caregiving skills alongside their psychosocial resilience. Within this framework, psychosocial counseling supports the mental well-being of women bearing heavy caregiving responsibilities, while specialized counseling in nutrition, general health, and menstrual health—coupled with regular screening services—promotes a proactive and preventive approach to women’s health.

To further empower participants, legal counseling facilitates access to rights and combats gender-based violence and inequality. Meanwhile, career counseling and workforce workshops are specifically designed to reintegrate women who have exited the labor market due to caregiving duties, fostering their economic independence. The “Istanbul Bebek” (Istanbul Baby) initiative supports the journey from pregnancy to early childhood by strengthening mother-infant bonds, secure attachment, and essential parenting skills. Additionally, the Toy Library alleviates financial strain by providing free access to developmental materials for children. Through group education, creative workshops, and cultural activities, the model expands social support networks, significantly enhancing the overall well-being of women caregivers.

A Good Start | Sultanbeyli Municipality

A Good Start is a comprehensive program designed to foster early childhood development by prioritizing the empowerment of caregivers. The initiative aims to elevate the quality of childcare through a multi-faceted approach, encompassing home- and center-based family guidance, skill-building workshops, mobile playgrounds, and pre-marital education

Specifically, the program’s home-visit counseling for mothers of infants (0–12 months) has significantly increased awareness regarding mental health, infant nutrition, and physical care. Complementing this, center-based programs for toddlers (12–36 months) focus on critical developmental milestones. To ensure accessibility, mobile playgrounds provide safe play and learning environments directly within neighborhoods, while parent-oriented training strengthens caregiving competencies and intra-family communication. To guarantee long-term impact, the establishment of the Family Education Center has secured the model’s sustainability by fully integrating early childhood and care services into the municipality’s permanent social service infrastructure.

Early Childhood at Home Learning Program | Marmara Municipalities Union

The Early Childhood at Home Learning Program is a home-visit-based initiative dedicated to empowering caregivers of infants who are at risk due to socioeconomic disadvantages. Central to the program are the pillars of care, nutrition, secure attachment, and play—each a critical determinant of healthy development during the formative early years. By conducting regular home visits, particularly for mothers with children under the age of three, the program significantly strengthens maternal mental health, parenting competencies, and specialized knowledge of infant care. This supportive framework for caregivers, in turn, fosters the cognitive, emotional, and physical growth of the infants

Developed through a strategic collaboration between the Marmara Municipalities Union (MMU) and Bebek95, an organization founded on the principle that “every child has the right to a good start in life, regardless of circumstances” this initiative expands upon the Family Support module

of the Urban Early Childhood Education Program. By providing a scalable model, the program assists MMU member municipalities in establishing and enhancing their own home-visit-based early childhood services, ensuring that high-quality care reaches the most vulnerable households

References

International Labour Organization. (2018). Care work and care jobs for the future of decent work.

International Labour Office. (2021). Making decent work a reality for domestic workers: Progress and prospects ten years after the adoption of the Domestic Workers Convention, 2011 (No. 189). Cenevre: ILO. Eriřim adresi: https://www.ilo.org/sites/default/files/wcmsp5/groups/public/%40ed_protect/%40prot-rav/%40travail/documents/publication/wcms_802551.pdf

International Labour Organization. (2024). The impact of care responsibilities on women's labour force participation. <https://www.ilo.org/publications/impact-care-responsibilities-women%25s-labour-force-participation>

International Labour Organization. (2024). ILO Global Estimates on International Migrant Workers: International migrants in the labour force (4th ed.). ILO. Eriřim adresi: https://www.ilo.org/sites/default/files/2024-12/MIGRANT%20%E2%80%93%20ILO%20Global%20Estimates%20on%20International%20Migrant%20Workers_WEB_0.pdf

Republic of Turkey. (2005). Municipalities Law (Law No. 5393). Official Gazette.

Ministry of Family and Social Services of the Republic of Turkey. (2024). Women's Empowerment Strategy Document and Action Plan (2024–2028).

United Nations. (2015). Transforming our world: The 2030 Agenda for Sustainable Development (A/RES/70/1). <https://sustainabledevelopment.un.org/post2015/transformingourworld>

UN Women. (2022). A toolkit on paid and unpaid care work: From the 3Rs to the 5Rs.

