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Özyeğin University, AÇEV and ILO Join Forces to Support Care-Responsive Workplaces in Türkiye

Özyeğin University, the Mother Child Education Foundation (AÇEV) and the International Labour Organization (ILO) Office for Türkiye have signed a cooperation protocol to advance workplace practices that support employees' care responsibilities and promote gender equality. Özyeğin University will contribute research on employees' care needs and the effects of care-supportive practices, helping translate findings into practical workplace solutions.

Özyeğin University, the Mother Child Education Foundation (AÇEV) and the International Labour Organization (ILO) Office for Türkiye have joined forces to promote more equal and care-supportive workplaces across Türkiye. The three institutions signed a cooperation protocol on 4 November 2026 at AÇEV's Office. The ceremony brought together Prof. İrşadi Aksun, Vice President for Research, Innovation and Impact at Özyeğin University, Nalan Yalçın, General Manager of AÇEV, and Yasser Ahmed Hassan, Director of the ILO Office for Türkiye.

The collaboration is part of "Care@Work Türkiye: Building Resilient and Care-Supportive Workplaces through Equality and Care", implemented by the ILO with the support and partnership of Sweden. It will contribute to the ILO Equality-Driven and Care-Supportive Workplace Model, which aims to help workplaces respond to employees' care responsibilities while advancing gender equality and decent work.

Connecting research with workplace practice

Through the collaboration, the three institutions will work with enterprises to understand employees' care needs and strengthen workplace policies that address them. Activities will encourage a more equal sharing of care responsibilities between women and men, while lessons learned and good practices will be shared more widely across the world of work.

Özyeğin University will bring its research expertise to the assessment of employees' care needs and the effects of care-supportive workplace practices. Drawing on its academic and business networks, the University will also support engagement with companies and help turn research findings into practical responses to employees' needs.

AÇEV will contribute its experience in fatherhood, equal parenthood and behavioural change. Its work will include programmes and awareness-raising activities encouraging men to take greater responsibility for care, alongside mentoring support for women returning to work after maternity leave.

Through social dialogue with workers' and employers' organizations, the ILO will help bring workplace experience to a wider audience. Collaboration among businesses, workers, academia and civil society will support the wider adoption of sustainable care-supportive practices that can be adapted to different workplaces across Türkiye.

"Our aim is to turn this combined expertise into practical, evidence-based solutions that help enterprises become more equal, inclusive and care-supportive, and that can be adopted more widely across Türkiye."

Yasser Ahmed Hassan, Director of the ILO Office for Türkiye, said:

"Care responsibilities continue to fall disproportionately on women, affecting their opportunities in the world of work. Through this collaboration, we are bringing together the ILO's expertise in workplace policies and social dialogue, AÇEV's experience in equal parenting and behavioural change, and Özyeğin University's research capabilities. Our aim is to turn this combined expertise into practical, evidence-based solutions that help enterprises become more equal, inclusive and care-supportive, and that can be adopted more widely across Türkiye."

"A life where care is shared equally is essential, both for how children develop and for a more equal society."

Nalan Yalçın, General Manager of AÇEV, said:

"Real equality at work requires an approach that supports women and men to share care equally, and it is one we must build together. At AÇEV, drawing on our experience in involved fatherhood and gender-transformative parenting, we are committed to encouraging men to take on a more active share of care responsibilities and to helping a care-friendly culture for parents spread across workplaces. A life where care is shared equally is essential, both for how children develop and for a more equal society."

"We aim to translate research findings into solutions that make a difference in employees' daily lives"

Commenting on the University's role in the collaboration, Prof. İrşadi Aksun, Vice President for Research, Innovation and Impact at Özyeğin University, said:

"Understanding employees' care needs and examining the effects of practices that respond to those needs provides a sound starting point for lasting change in the workplace. Özyeğin University will contribute its research expertise and the relationships we have built between academia and business. We aim to translate research findings into solutions that make a difference in employees' daily lives. In line with this goal, we also connect research with practice through the Care Equality Business Network, led by our University in cooperation with TÜSİAD. Now in its implementation phase with its first member companies, the Network supports the use of data to identify employees' needs relating to care work and mental load and to develop company-specific roadmaps. We see value in bringing the experience we gain through this work to our partnership to help care-supportive practices reach more workplaces. By bringing together AÇEV's experience in equal parenthood and behavioural change with the

ILO's expertise in the world of work, we believe this partnership will help guide companies in developing policies that take care responsibilities into account."

About ILO

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace. The only tripartite U.N. agency, since 1919 the ILO brings together governments, employers and workers of 187 Member States*, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.*

About AÇEV

Since 1993, the Mother Child Education Foundation (AÇEV) has worked to make sure every child is safe, healthy, happy, and learning. It develops and implements evidence-based educational programs for children, parents, and young women in need across the country. Beyond educational programs and field activities, it does awareness building and advocacy work to raise awareness and build support for its work. In fact, all of its activities center on quality education in early childhood, gender equality, the family's role in raising the next generation, and life-long learning; all of which are United Nations Sustainable Development Goals.

About Özyeğin University

Founded in 2007 by the Hüsnü Özyeğin Foundation, Özyeğin University is an entrepreneurial research university focused on global impact, student development and academic excellence. The University offers 23 undergraduate, 36 master's and 10 doctoral programs across seven faculties and three graduate schools. Özyeğin University aims to strengthen its research capabilities through rapidly growing research output, driven by its ambitious graduate programs and a dynamic academic community that fosters innovative, interdisciplinary collaboration. Internationally recognized, Özyeğin University ranks second among foundation and private universities established within the past 20 years in the Times Higher Education (THE) Young University Rankings. The University has ranked among Türkiye's top three foundation universities in the THE Impact Rankings for eight years. It also ranks first for graduate satisfaction in the 2026 Türkiye University Satisfaction Survey (TÜMA). For more information, please visit www.ozyegin.edu.tr/en.