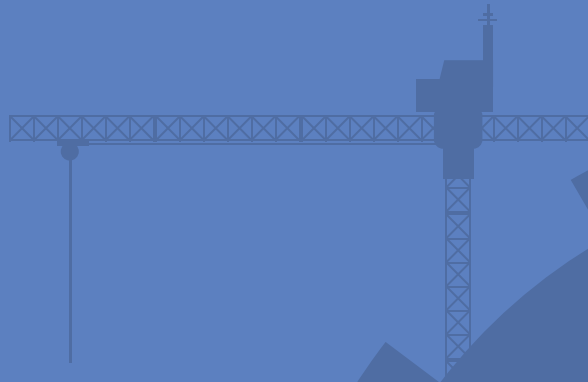


EARLY CHILDHOOD CARE AND EDUCATION SERVICES IN ORGANIZED INDUSTRIAL ZONES

Diyarbakır Model Study with
Supply and Demand Analysis



Early Childhood Care and Education Services in Organized Industrial Zones: Diyarbakır Model Study with Supply and Demand Analysis

© All rights reserved. United Nations Development Programme (UNDP), Ankara, November 2023.

This publication can be used and reproduced for educational and other non-commercial purposes without the copyright holder's written permission, provided that the source is fully acknowledged. This publication cannot be reproduced in any way for sales and commercial purposes without the copyright holder's permission.

United Nations Development Programme (UNDP)

Address: Oran Mah.,
Mustafa Fehmi Gerçeker Sokak,
No:12, 06450, Çankaya, Ankara / Türkiye
Phone: 0 (312) 454 11 00
<https://www.undp.org/turkiye>

Project Team:

UNDP Türkiye
Mustafa Ali Yurdupak, Inclusive and Sustainable Growth Portfolio Manager
Arzu Karaarslan Azizoğlu, Local Economic Development Projects Coordinator
Aslı Çoban, Gender Equality Specialist
Mehmet Murat Candemir, Field Coordinator
Merve Özdemir, Diyarbakır Field Facilitator

Prepared by:

Prof. Dr. Saniye Dedeoğlu

Contributer:

Research Assistant Betül Ergün

Design:

carnavale.com.tr

Citation:

Early Childhood Care and Education Services in Organized Industrial Zones: Diyarbakır Model Study with Supply and Demand Analysis, United Nations Development Programme (UNDP), November 2023, Ankara.

Early Childhood Care and Education Services in Organized Industrial Zones: Diyarbakır Model Study with Supply and Demand Analysis Study has been prepared within the scope of "Building Community-Based Models for Earthquake Recovery through Vocational Training, Social Services, and Employment Project" implemented by the United Nations Development Programme (UNDP).

This report reflects the findings of the literature review, field visits, and field research. This report has no purpose other than to present the research findings. The findings expressed are not binding on UNDP and do not reflect organizational preferences or views.

EARLY CHILDHOOD CARE AND EDUCATION

SERVICES IN ORGANIZED INDUSTRIAL ZONES

Diyarbakır Model Study with
Supply and Demand Analysis







Contents

Foreword	2
Introduction	5
Research Methodology and Diyarbakır Field Study	6
1. OIZ Daycare Model in Türkiye: Current Developments, Legal Regulations and Cost Analysis	7
1.1 OIZ Daycare Model in Türkiye	7
1.1.1 Ministry of National Education and One Daycare for Each OIZ Protocol	8
1.1.2 OIZ Daycare Examples	8
1.2 Criteria for Opening a Daycare Center and Daycare Center Operating Costs in Türkiye	10
1.2.1 Procedure for Opening a Daycare Center in Türkiye	10
1.2.2 Costs of Opening and Operating a Daycare Center	12
2. Supply and Demand Conditions for Daycare Services in Diyarbakır OIZs: Implementation Model	15
2.1 Supply Conditions for Daycare Services	15
2.1.1 Business and Labor Structure	15
2.1.2 Activities to Open Daycare and Preschools	16
2.1.3 Employers' Attitudes towards Daycare Services	17
2.2 Conditions of Demand for Daycare Services	19
2.2.1 Socio-Demographic Characteristics of Employees	19
2.2.2 Findings on Working Life: Full-time Employment, Security, Short-Term Employment	21
2.2.3 Conditions Determining The Early Childhood Care and Education (ECCE) Service Demand	23
2.2.4 Employees' Perceptions of the Daycare Center to be Opened in the OIZ	29
3. Conclusion and Policy Recommendations	31
References	33



Foreword

This study will serve as an up-to-date contribution to the numerous initiatives and studies that have been ongoing for many years to open daycare centers and kindergartens in organized industrial zones.

The main purpose of this feasibility study is to reveal the conditions under which daycare centers and kindergartens that can be opened in organized industrial zones across Türkiye are supported by employers and preferred by employees, and what kind of a model can be agreed upon, by looking at the Diyarbakir model. Within the scope of the research, a total of 117 surveys were conducted for employees working in 20 firms located in Diyarbakir Textile Specialized Organized Industrial Zone and Diyarbakir Organized Industrial Zone (OIZ) and interviews were made with employers. Through surveys and interviews, data were collected on the profiles of man and woman employees regarding their domestic responsibilities, their attitudes and demands for institutional childcare services, and the employer's policies and attitudes towards OIZ daycare centers and kindergartens.





Why did we focus on OIZ daycare centers and kindergartens?

OIZ daycare centers and kindergartens should not be seen as a stand-alone solution to the provision of institutional care and preschool education services for children, but rather as one of the possibilities available to us and a formula that fits the needs of industrial workers. OIZ daycare centers do not constitute an alternative to neighborhood daycare centers and kindergartens, workplace daycare centers, home-based care, or services and community-based care provided by the public and private sectors. On the contrary, all these models should be promoted together and in diversity, depending on the conditions and needs of different social groups. Within this spectrum, OIZ daycare centers and kindergartens represent a special context and need, as well as a current opportunity: The growth in industrial production and the increasing trend in the number of industrial zones across Türkiye represent a historical opportunity to strengthen women's participation and sustainability in employment in this field. With OIZ daycare centers and kindergartens, we can utilize this opportunity more effectively and make it widespread.

The representation of women in the manufacturing industry workforce has reached a remarkable level, rising from 14.9 to 16.6 between 2015 and 2022. However, significant barriers to achieving gender equality in employment continue to persist. Women are still considered temporary in the labor market. Indeed, at 19 years, women's length of tenure in the labor force is only half that of men's (39 years). For women, employment is fragmented and suspended during the period between the birth of children and the preschool years of the children. This makes career development difficult and leads to the assumption that women's employment is temporary, and employers are reluctant to place women in qualified jobs and positions where strategic training and experience will increase labor productivity and contribution to the company. Similarly, women find it difficult to access good jobs and careers in industry, and the distinction between jobs that are suitable for women and those that are not suitable for women continues to have an impact. The reason is that the jobs that are willing to employ women are not satisfactory in terms of payment, working conditions, and career opportunities, thus women can easily withdraw from work and even the labor market.

To break this vicious circle, we need to transform the assumption that women's employment is temporary. How can we sustain the employment of women?

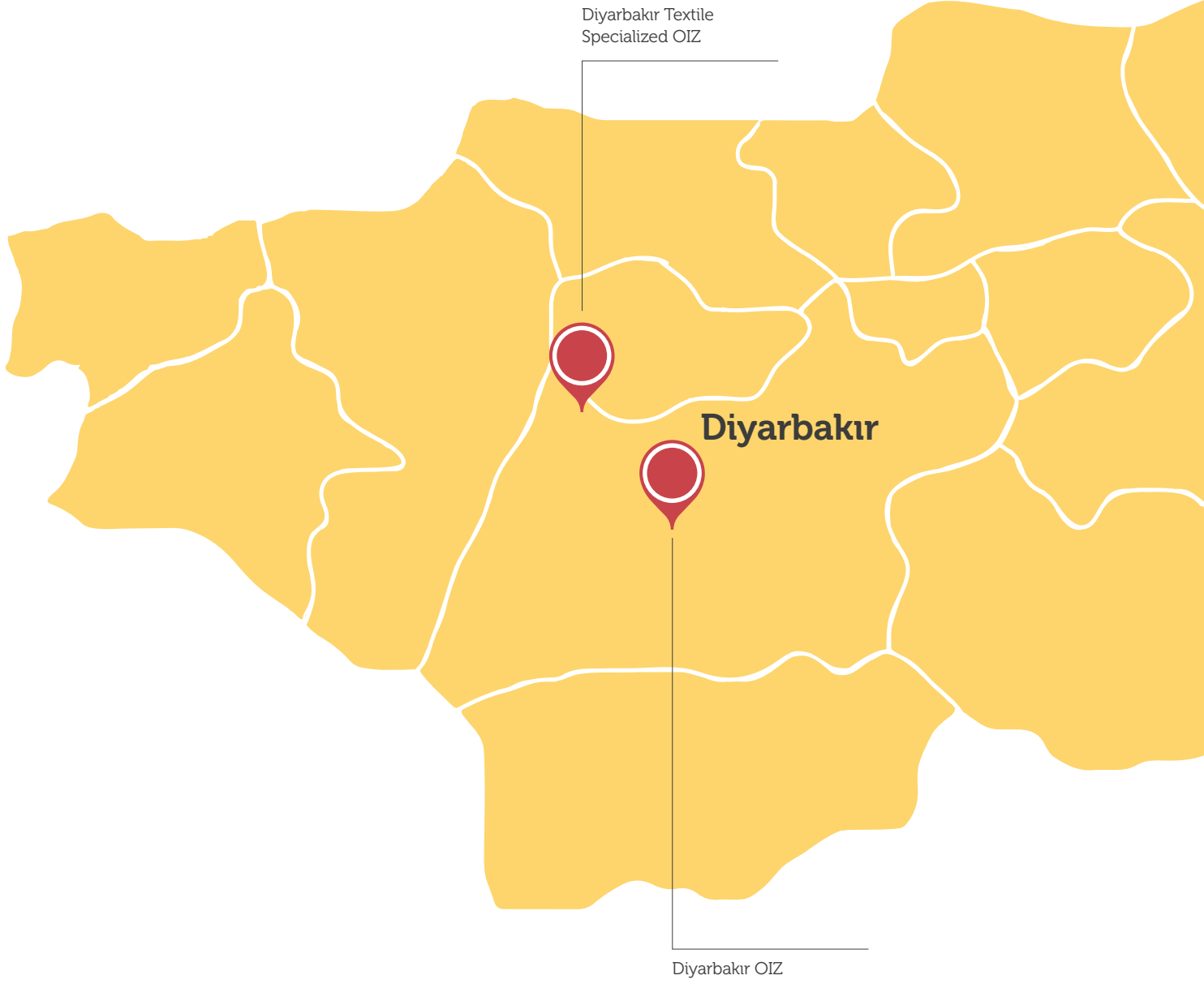
The best way forward is to reduce unpaid domestic care burdens to a level that does not force women to withdraw from employment: Supporting equal share of childcare between mothers and fathers in the household, which women often have to undertake alone, and ensuring accessible, quality childcare and early childhood education services.

Daycare centers and kindergartens located in organized industrial zones and providing services that meet the needs of OIZ employees will lead to greater, continuous, and regular participation of women in industrial employment and a more balanced distribution of jobs, tasks, and specializations available in the sector, increasing women's access to decent work. For employers, it will expand their talent and skill pools, thus making it more possible to place the most suitable people in jobs, increasing labor productivity and reducing turnover and absenteeism rates. In addition, it should be taken into consideration that preschool education all over the world increases the competencies, education, and income levels that children can reach in adulthood, contributes to their psychosocial development, and thus mitigates inequalities between various social segments that originate at an early age and extend to all life stages.

It should also be noted that not only the children of women but also the children of man employees should benefit from daycare and kindergarten services, as this is a necessary condition for the realization of the equality-promoting effect of preschool education and the strengthening of positive values based on egalitarian and responsible fatherhood in the family. Moreover, this is critically important in terms of preventing discrimination that might target women in employment as if they are the only ones who need daycare services.

The United Nations Development Programme (UNDP) recognizes accessible and quality care services as one of the requirements for gender equality and social justice in education. Efforts to expand these services will continue based on developing diversified solutions for different contexts and needs.

We would like to once again thank Prof. Dr. Saniye Dedeoğlu for conducting the study, Deputy Secretary General of Diyarbakir Chamber of Commerce and Industry, Ms. Meryem Özdemir Ok, UNDP Field Coordinator, Mr. Mehmet Murat Candemir, and UNDP Diyarbakir Field Facilitator Ms. Merve Özdemir for their support in conducting the surveys.



Introduction

Promoting women's employment and making businesses woman friendly is important in terms of social responsibility and economic opportunity. Within this context, childcare services play a critical role in especially increasing the participation of women in the workforce and ensuring work-life balance. As a rapidly growing and developing city, especially in the industrial sector, Diyarbakir offers a basis for increasing women's employment and for businesses to provide support to woman employees.

Diyarbakir is located in Region 6, which receives the highest incentives in the country, and has a young and dynamic population. In recent years, investments in labor-intensive sectors such as textiles have increased rapidly, and it is observed that international brands have shifted their apparel production to this region. This has increased the economic growth and employment potential of the region.

However, enterprises in Diyarbakir Organized Industrial Zone and Diyarbakir Textile Specialized OIZ have not yet taken sufficient steps to provide childcare services or offer support to their employees. It is essential to provide support to enterprises to help women employees achieve work-life balance and to ensure that they become woman friendly enterprises.

This report aims to assess the supply and demand conditions of daycare¹ services in Diyarbakir OIZ and Textile Specialized OIZ. It is important to facilitate the accessibility of childcare services and access to labor for enterprises operating or will operate in Diyarbakir, to promote woman friendly enterprises, and to promote decent work opportunities.

The rapid increase in industrial investments in Diyarbakir suggests that this region could become a model for the expansion of daycare services in OIZs. This report aims to encourage businesses to take steps to facilitate access to a continuous, permanent, and qualified workforce by positively affecting the work-life balance of employees.

Early Childhood Care and Education Services in Organized Industrial Zones: Diyarbakir Model Study with Supply and Demand Analysis Report has been prepared within the scope of "Building Community-Based Models for Earthquake Recovery through Vocational Training, Social Services, and Employment Project" implemented by the United Nations Development Programme (UNDP). The report consists of two main chapters. In the first chapter, to support future studies in this field, the OIZ daycare models in Türkiye, and the procedures and costs of establishing a daycare are discussed. In the second chapter, the characteristics of the supply and demand conditions for daycare services in Diyarbakir OIZs are discussed by compiling field findings.

¹ Daycare is used throughout the report to refer to Early Childhood Care and Education (ECCE) services for children aged 0-6 years before compulsory education.



Research Methodology and Diyarbakır Field Study

A two-stage field study was conducted for the feasibility study on daycare services in OIZs in Diyarbakır. The first of these was interviews with different stakeholders in the province between 12-15 July 2023 to analyze the supply aspect of these services.² These interviews were conducted both to assess the activities of daycare services in the province and to examine which institutions have roles and responsibilities in this field. Interviews with different institutions in the province showed that there are serious efforts to expand daycare services.

Following this, a survey was administered to men and women working in enterprises operating in the OIZ to understand the demand for ECCE services, and face-to-face interviews were conducted with business owners/managers to assess their employees' access to daycare services.³ Between 9-21 October 2023, a survey was conducted in 20 enterprises, 13 in the Diyarbakır Organized Industrial Zone and 7 in the Textile Specialized Organized Industrial Zone. In the enterprises, firstly, the owner of the enterprise or the official directed by the owner - mainly the human resources official - was interviewed. In the interviews, opinions were mostly taken on the need for daycare services for their employees and possible support in their enterprises. In addition, a survey was conducted with 5 to 7 employees in each enterprise based on the number of employees and the suitability of the working conditions of the enterprise. Especially in the textile and apparel sector, surveys were conducted quickly and with a smaller number of people since they were made during the break times/rest breaks of the employees. Since withholding employees from the production line also affects other stages of production, it was necessary to proceed in this way.

It has been observed that the number of women working in enterprises and having young children is quite low. In each enterprise, women and men with children aged 0-6 years were first asked and those who were eligible were interviewed. Then, women and men who had children or were preparing for marriage were interviewed. Thus, a total of 115 employees, married, single, or divorced women (76 people) and men (36 people) with or without children, were interviewed. Since the main objective of this study is to focus on the relationship between woman employment and care services and to highlight the experiences and needs of woman employees, the number of women is higher than that of men.

² Annex-1: List of Interviews

³ Annex-2: Employee survey and employer questions

1. OIZ Daycare Model in Türkiye: Current Developments, Legal Regulations and Cost Analysis

In this chapter of the report, the current situation of daycare services in OIZs in Türkiye is addressed in light of current developments, and both the legal regulations and procedures for opening a daycare and the costs and cost items required for the establishment of a daycare with 5-6 classes are analyzed.

1.1 OIZ Daycare Model in Türkiye

Organized Industrial Zones have an important place in terms of employment as well as production and investments in Türkiye. As a matter of fact, as of 2021, employment in the industrial sector in Türkiye for the age 15+ was 6 million 143 thousand, while employment in OIZs was 2 million 290 thousand in the same year, corresponding to 37.27 percent of total industrial employment (TurkStat database, 2023). Accordingly, new OIZs are being established and new enterprises are being opened in existing OIZs. As a result, the demand for workforce in OIZs is increasing and efforts are being made to make OIZs attractive in terms of labor supply to meet this demand. In recent years, OIZs have been experiencing problems in accessing the required workforce and have therefore been trying to attract labor from different groups to OIZs, such as women and migrants. In this sense, it is observed that daycares⁴ are prominent in OIZs operating in different parts of the country.

The strong relationship between childcare responsibilities and the fact that, in Türkiye, women are perceived to be responsible for providing care and childcare in particular, leads women workers, especially low-educated and blue-collar women workers, to leave the labor market after marriage and childbirth⁵. For this reason, especially in sectors where women are predominantly employed, problems such as high labor turnover rates, absenteeism due to childcare, and frequent leaves are considered obstacles to the realization of optimum profitability targets of enterprises. In this context, daycare services for preschool children are also on the agenda of employers. However, employers are reluctant to undertake the responsibility of running daycares because these services are costly and unrelated to the core business. In this context, OIZ daycares are considered an example of good daycare practice due to attractive factors such as the fact that the costs are shared by the employers and the responsibility of running the daycare is not with the employer.



4 In this study, the concept of OIZ daycare is used to refer to ECCE centers established to provide services to children between the ages of 0-6 years.

5 In 2020, while the employment rate of women (25-49 years old) with children aged 3 years and under is 25.2%, this rate is 50.7% for women without children.



1.1.1 Ministry of National Education and One Daycare for Each OIZ Protocol

Although there are different discussions on the suitability of the OIZ daycare centers for children, it stands out as the most practical daycare model that can be disseminated with the cooperation of social parties in the studies conducted (Dedeoğlu et al., 2021). It is seen that serious steps have been taken in this direction in our country. For example, in recent development plans, it has been brought to the agenda that pre-school education will be included within the scope of compulsory education and early childhood education will be provided even for one year before compulsory education. In addition, it is observed that OIZ daycare centers have been added to the action plans of many OIZs, rather than just being a proposal on paper⁶. As the first step towards these plans, a cooperation protocol was signed between the Ministry of National Education (MoNE) and the Ministry of Industry and Technology on 2 September 2022. Within the scope of this protocol, it is aimed to open daycare centers in 100 OIZs (meb.gov.tr, 2022). This protocol covers the plan to open OIZ daycare centers in cooperation with the Ministry of National Education, starting with the slogan of one daycare center in each OIZ.

According to the protocol signed between the Ministry of National Education and the Ministry of Industry and Technology, the land, construction, and furnishing costs of the daycare centers will be provided by the OIZs under the coordination of the Ministry of Industry and Technology. The same protocol states that the personnel to be employed in OIZ daycare centers will be employed by MoNE, i.e. their appointments will be made by MoNE (meb.gov.tr, 2022). Following the signing of this protocol, OSBÜK (Supreme Board of Organized Industrial Zones) sent a letter to the OIZs to initiate efforts for a daycare center to be opened within their premises. Minister of National Education Mahmut Özer stated on his social media account on 23 May 2023 that they have included the construction of daycare centers in 10 OIZs in Samsun within the investment program⁷. Thus, within the scope of the protocol, which aims both to spread preschool education and to increase employment in OIZs, the work on OIZ daycare centers has been rapidly initiated and is ongoing.

1.1.2 OIZ Daycare Examples

Although OIZ daycare centers have only recently become operational in Türkiye, it is observed that there are three different practices within the OIZ. One of these is the Borusan example, where a daycare is established in cooperation with an external organization, the Ministry, and the OIZ management. The second is the example of the Bursa Demirtaş Organized Industrial Zone (DOSAB), which was opened and operated in cooperation with the OIZ management and companies. The third and more recent example is the Diyarbakir Textile Specialized OIZ MoNE daycare.

Borusan Adiyaman Daycare

In 2012, in cooperation with the former Ministry of Family and Social Policies and the Ministry of Science, Industry, and Technology, the “My Mom’s Job Is My Future” project was launched to increase women’s employment in the industry and to support women’s empowerment. Within this scope, it is planned to open daycare centers and kindergartens for children aged 0-6 in 10 OIZs in 10 provinces under the name “Borusan Joy Factory”. Within the scope of the “My Mom’s Job Is My Future” Project, the first Borusan Joy Factory was opened in the Adiyaman Organized Industrial Zone in 2013. The second of the Borusan Neşe Factories started offering services in Afyonkarahisar in September 2014. In 2016, Balıkesir and Malatya daycare centers were opened in 2016 and 2017, respectively.

The ECCE Centre in Adiyaman OSB, which was opened in 2013 and officially opened in 2014, is an EU-funded project daycare center. The project was realized when a volunteer industrialist allocated land and Borusan undertook the construction and material costs of the daycare and built a turnkey daycare center. The daycare center, which has a total capacity of 75 children, served 65-68 children in the 2-6 age group when it was operating at full capacity. In the daycare center, the children of woman employees are enrolled first, followed by the children of families with working parents. However, if the capacity of the daycare center is sufficient, the children of man employees are also enrolled in the daycare center.

For the first two years of its operation, the daycare center provided services free of charge; however, due to situations that could disrupt the service process, it continued to provide services for a low fee. Apart from this daycare fee, parents who are employees of the OIZ do not have to pay any expenses. Since OIZ companies also provide support for other expenses, the daycare fees, although low, are sufficient to cover the

⁶ Bringing together OIZs and education is not a new practice. In fact, technical high schools and vocational colleges have been opened in OIZs for many years to meet the need for intermediate staff, and students studying in these schools are provided with internship opportunities in OIZ enterprises and an education model that guarantees employment after graduation is implemented.

⁷ The Minister’s statement is as follows: “As a result of the priority we give to preschool education, we have included the construction of 10 daycares in 10 Organized Industrial Zones in Samsun in the investment program. Until the end of 2023, we will be opening daycares in all OIZs in Türkiye. May it be fruitful.” (meb.gov.tr, 23 May 2023).

costs. It was also stated by the manager of the daycare center that some of the companies also cover the daycare and service fees, while others cover only the daycare fee. The salaries and other expenses of the staff of 7 people, including the director, serving in the daycare center are covered by the OIZ management. In addition, expenses such as electricity, water, and natural gas are also covered by the OIZ management.

The working hours of the daycare center are planned to match the working hours of the parents, so that the care and education needs of the children can be safely met while they are traveling to work and while they are at work. The children's transport to and from the daycare center is provided by a special shuttle service paid for by the parents. However, the fact that the daycare management inspects the facilities offered by the shuttle service and the criminal record of the driver shows that the safety of the children is one of the prioritized matters.

Bursa DOSAB Daycare

It is an OIZ daycare center affiliated with the Ministry of Family and Social Services, providing services for children ages 2-6. The daycare center is open between 07:00-18:30, 5 days a week, all year round. The capacity of the daycare center is 198 children as of 2023 and the occupancy rate varies between 180-190 children. The daycare center has a capacity of 10 classrooms and a total of 32 personnel. Of these 32 personnel, 10 are teachers and 10 are care personnel. According to the Ministry's regulations, there must be one teacher and one care personnel in each classroom. In addition, there is 1 English teacher, 1 principal, 1 vice principal, 4 cleaning staff, 1 security, and 4 catering staff for service procurement.

Parents are largely responsible for transporting children to and from the daycare center. Due to the fact that there are students from every region of Bursa and the cost of this service, it is not possible to provide a shuttle service to the houses. The daycare center provides transport of 15-20 children to the company within the OIZ and these children are transported home by the shuttle service of the parent's workplace.

A part of the businesses operating within the OIZ (those that comply with the legal requirements or not) cover the daycare fees of their woman employees and, in some businesses, the daycare fees of their man and woman employees for children aged 2-6 years at 100 percent or a certain rate. However, in DOSAB, the businesses that do not cover daycare fees are in the majority. The ratio of businesses that contribute is 1/3. In this case, working parents pay the daycare fees themselves. For the year 2023, the DOSAB daycare center price was determined as 4,340 TL including VAT. This price was determined by taking into account approximately 30-40 percent of the minimum wage. These prices are calculated by the OIZ management with a minimum increase every year and then determined by the general assembly decision. However, low prices also jeopardize the sustainability of OIZ daycare centers. As a matter of fact, in the DOSAB interview, it was stated that the cost of operating a daycare center for one child (excluding rent and bills) is 7,620 TL.

MoNE Preschool in Diyarbakir Textile Specialized OIZ

It started operating for the first time in the 2023-2024 academic year with 16 students. The building of the daycare center was constructed and furnished by the OIZ management, and its management was transferred to the Ministry of National Education. Near the entrance of the OIZ, a preschool building with 10 classrooms, a garden, a playground, and classrooms were built following the standards. Since it was transferred to the management of the MoNE, education in the preschool starts at 08:30 and ends at 17:00. Education in the preschool category of the MoNE continues until noon, and then education under the name of after-school courses continues until 17:00. The OIZ management provides the children's lunches, while parents provide simple foods such as fruit for their afternoon breakfast.

The children are brought to the OIZ by the shuttle buses of the families' workplaces, but since the parents' working hours start half an hour before school, the children stay at their workplaces until school starts, and are dropped off at school by the parents when the time comes and are brought from school to their workplaces by the teacher in the evening. To align the opening and closing hours of the school with the working hours of the employees, it was determined that hiring a teacher would be necessary for 17,000 TL per month, which means a cost of 1,000 TL per family per month. However, this has not been introduced because the cost is too high for families. The MoNE preschool experience in Diyarbakir OIZ is a new implementation, and it needs to be monitored to see how it evolves over time and how care and education services will be shaped according to the needs of employees and children.

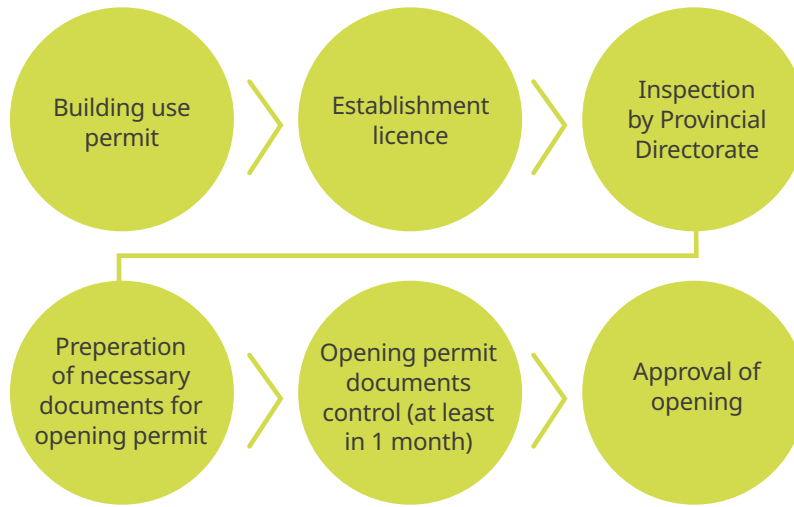


1.2 Criteria for Opening a Daycare Center and Daycare Center Operating Costs in Türkiye

1.2.1 Procedure for Opening a Daycare Center in Türkiye

The procedures for opening a daycare center in Türkiye vary according to the age group the daycare center will serve. The target group and the age group of the children are taken into consideration when determining which regulation the daycare center will be subject to. While MoNE-accredited institutions serve children aged 36-66 months, the age group served in daycare centers affiliated with the Ministry of Family and Social Services (MoFSS) covers a wider age range of 0-36 and 37-66 months⁸.

Figure 1: Procedures for opening a daycare center



The contents of the regulation, which can be summarized under four main headings, namely “physical features and safety”, “human resources”, “administrative management” and “educational content”, detail the minimum qualifications that daycare centers must fulfill to receive accreditation from the MoFSS⁹.

Physical features and safety: Considering the criteria for the daycare center building, it must have a building use permit. The suitability of the conditions of the building is checked by at least two social workers within 15 days of the application to the provincial directorate for permission for establishment. If the building is deemed suitable, various documents are required for the opening application. These documents include the document¹⁰ showing the size and measurement of the rooms of the building where the daycare center or kindergarten will be opened and the approved architectural project, the title deed if the building belongs to the applicant, the original of the lease agreement for at least one year if it is to be rented or a copy approved by the provincial directorate, a sample of the unanimous decision of the floor owners if the building and common garden will be used, the report to be obtained from the provincial or district police directorate regarding the suitability of the building in terms of location, the technical report¹¹ stating that the building is safe and durable, the report issued by the provincial or district community health centers regarding the suitability of the building and its surroundings in terms of health, and a sample of the layout plan of the building. After the submission of these documents, the eligibility status is evaluated within 10 working days by the social workers in the provincial directorate. After the determination of the eligibility of the documents, the real or legal person applying is requested to furnish the daycare center or kindergarten within one month at the latest.¹² In addition, according to Regulation No. 29342, daycare centers are expected to be equipped with the items and educational equipment specified in the educa-

⁸ The MoFSS regulation on workplace daycare centers deals with the standards applicable to daycare centers for the children of employees (0-60 months) in businesses with more than 150 woman employees.

⁹ MoFSP Regulation on the Principles of Establishment and Operation of Private Daycare Centers and Kindergartens and Private Children's Clubs <http://www.resmigazete.gov.tr/eskiler/2015/04/20150430-4.htm>

¹⁰ The criteria for the buildings that can be used for daycare centers require daycare centers to be established in a detached single or multi-story building or on the ground floor of an apartment building or several floors in connection with this floor, where there is no danger in terms of traffic, where it is quiet, where it is convenient to play with all kinds of playground equipment, where it is convenient for transportation, where there is no air pollution or where it is at a level that is not harmful. It should also have a garden providing 2 m² of green space per child. The center should be planned and established in such a way that breastfeeding, crawling and diaper changing for infants and play children can be allocated separately, the rooms should be well-lit, easily ventilated, and at least 2 m² to 6 m² of air for each child and one toilet bowl and one washbasin for every 10 children.

¹¹ This report should be prepared by the Provincial Directorates of Environment and Urbanization, project developers of the building, or authorized free project offices or relevant departments of universities.

¹² <https://www.resmigazete.gov.tr/eskiler/2015/04/20150430-4.htm>



“The contents of the regulation, which can be summarized under four main headings, namely “physical features and safety”, “human resources”, “administrative management” and “educational content”, detail the minimum qualifications that daycare centers must fulfill to receive accreditation from the MoFSS”

tion program of the MoNE. There is a requirement to create sections of blocks, dramatic play, books, music, art, science learning centers, sand, and water tables in line with the education programs for different age groups.

Human resources and administrative management: Regarding the standards for the management of the daycare centers, according to the procedure of the MoFSS, a senior manager should be appointed. If the daycare capacity is over 100 children, a vice-principal must also be assigned to the centers. For the persons to be appointed as director and vice director, it is required to have at least a faculty degree or a higher education degree and working experience in a similar position in public or private organizations. The principal is responsible for the management of the daycare center and the principal carries out all administrative, financial, and technical affairs of the daycare center as per the legislation and ensures communication with the administrative unit to which they report on such matters.

Responsible and assistant teachers in daycare centers include graduates of child development and education programs of universities and graduates of child development and education programs of vocational high schools for girls (Article 26/1). Their task is to implement programs that follow the standards of the relevant ministry based on the age groups of the children and to ensure that the children are fed and cleaned healthily. In daycare centers offering services to different age groups (0-6 years old), classroom instructors are responsible for the creation and implementation of an education program that is appropriate for the developmental period of each age group. Care personnel are responsible for carrying out activities to assist in the self-care of children aged 0-6 years with different self-care competencies. Care personnel are required to have graduated from the compulsory education required for their respective education period and to have a childcare certificate issued by the MoNE. However, the relevant regulation states that high school graduates will be prioritized and no certificate requirement will be sought for graduates of girls' vocational high schools (Article 28/1) To ensure the quality of service, classes for children aged 3-6 years should have at least one responsible teacher and one assistant teacher for 20 children. In classes for children aged 0-3 years, there should be at least two people, one responsible and one assistant carer for 10 children. In addition to classroom teachers or responsible persons, daycare centers also have administrative and technical support staff responsible for guidance, health, cleaning, catering, repairs, and transport.

Education content: Education services in the daycare center follow the curriculum planned by the MoNE for preschool education. Accordingly, depending on the age groups they offer services to, daycare centers adopt education programs for children aged 0-36 months and preschool education programs for children aged 37-66 months. Education programs for children are structured as a monthly education program, a daily flow, and an activity program. A separate form is issued for each child for the implemented programs and these forms are preserved for audits (Article 36/1). Daycare center instructors are responsible for issuing, implementing, and preserving the forms related to the education programs (Article 27/1-b, c). In addition, the daycare principal ensures that the forms in the education programs are issued individually for each child by the instructors and approves these programs (Article 24/1-e). The implementation of the training programs is audited at least once every six months by a committee consisting of the provincial director, deputy provincial director, or branch director, and at least three social workers appointed by the provincial directorates of the MoNE. The flaws and deficiencies identified during the audit are notified to the provincial directorate and the



provincial directorate notifies the daycare center in writing about the said flaws and deficiencies related to the training program and requests them to be corrected within one month.

1.2.2 Costs of Opening and Operating a Daycare Center

The net costs of childcare and education services for parents vary depending on the country. Net childcare and education costs are more than one-third of the average woman earnings in the Turkish Republic of Northern Cyprus and the Czech Republic. Net childcare costs for couples with average incomes also tend to be high in Ireland, the Netherlands, and Finland. High costs in the Czech Republic and Finland are associated with the loss of generous home care allowances. In Türkiye, the cost of childcare to parents is almost equal to the monthly net earnings of a mother earning the minimum wage. The quality of care and education services is not above the market average. Therefore, this situation makes it more profitable for women with relatively low qualifications and low wages not to work. Indeed, it is known that women in Türkiye have a high tendency to withdraw from employment after having children (Dedeoğlu and Ekiz Gökmen, 2021). Although there is a tendency to increase the participation of women in the workforce in Türkiye, cultural norms and costs of access to childcare continue to remain an obstacle. Therefore, the costs related to early childhood care and education (ECCE) services become important both for those who operate these centers and for those who demand these services.



According to a 2019 analysis conducted by the Istanbul Metropolitan Municipality in collaboration with AÇEV experts, the annual cost of a daycare center with a total capacity of 80, which provides services to children aged 3-6 between 08:00-20:00 for 12 months, where children can receive services for 22 days in a month, was calculated as 2,081,214 TL for the year 2019. This cost is equivalent to a monthly cost of 2,168 TL per child in the scenario where the capacity of the daycare is reached for all 80 children. Considering the average USD exchange rate in 2019 (1 USD=5,68 TL); 2,081,214 TL amounts to 366,410 USD. Considering that 1 US dollar is approximately 28 TL today, the current cost of a daycare center with the same criteria is calculated as approximately 10,259,000 TL. With the same calculation method, the monthly cost of a child is calculated as 10,687 TL today. This cost includes items such as personnel wages, educational materials, food expenses, transport expenses, invoice expenses, communication expenses, kitchen and cleaning expenses, social expenses, etc. Among these, personnel expenses represent the highest cost item.

Personnel Expenses: The approximate cost calculation for a daycare center operating under MoFSS with three classrooms and a capacity of approximately 50 students is as follows. According to the MoFSS legislation, there is an obligation to employ one daycare teacher and one assistant sister in each class. In addition, two cleaning staff, a two-person team for catering, a security guard, an English teacher, a principal and a vice-principal are employed. Accordingly, personnel salaries for 2023 are as follows:

- The lowest salary of a daycare principal subject to Law No. 657 is 30,500 TL as of 2023.
- The lowest salary of a daycare vice-resident subject to Law No. 657 is 29,800 TL as of 2023.
- The lowest salary of a daycare teacher subject to Law No. 657 is 23,300 TL as of 2023.
- The lowest salary of an English teacher subject to Law No. 657 is 22,450 TL as of 2023.
- The lowest salary of a daycare assistant sister subject to Law No. 657 is 21,000 TL as of 2023.
- Security guard salary (over minimum wage) is 11,500 TL as of 2023.
- Cleaning staff salary (over minimum wage) is 11,500 TL as of 2023.
- Catering staff salary (based on minimum wage) is 11,500 TL as of 2023.

**Table 1.1: Monthly Daycare Personnel Expense Calculation¹³**

	Wage	Number	Total
Daycare center principal	30,500 TL	1	30,500 TL
Daycare center vice-principal	29,800 TL	1	29,800 TL
Daycare teacher	23,300 TL	3	69,900 TL
English teacher	22,450 TL	1	22,450 TL
Assistant sister	21,000 TL	3	63,000 TL
Security guard	11,500 TL	1	11,500 TL
Cleaning staff	11,500 TL	2	23,000 TL
Catering staff	11,500 TL	2	23,000 TL
Total		14	273,150 TL

According to this table, the monthly personnel expenses in a three-classroom daycare center providing services to approximately 50 children can be calculated as 273,150 TL in total.

Operating Costs Excluding Personnel Expenses: The calculation of the operating costs of a daycare center excluding personnel expenses was calculated based on the November 2019 dollar exchange rate and the November 2023 dollar exchange rate, taking into account the daycare center operating cost analysis conducted by AÇEV in 2019¹⁴. Operating expenses, excluding personnel expenses, were incurred for a daycare center with a capacity of 50 children and 14 employees. Food costs are calculated by considering the breakfast and lunch required for a child to have a balanced nutritional diet. In addition, food costs were calculated by taking into account that the daycare center will provide service for 20 days a month on average. Electricity, gas, and water expenses were calculated based on the total area usage of 507 square meters for a daycare center with a capacity of 50 children and 14 employees. Social expenses consist of expenditures for meetings and ceremonies based on the number of events organized.

Table 1.2: Operating Expenses Excluding Personnel Expenses (TL, approximately)

Education costs	10,342
Food expenses	66,194
Electricity, gas, and water expenses	7,518 (Electricity 3,421 TL gas 2,372.-TL, water 1,725.-TL)
Communication expenses	1,231
Cleaning expenses	7,673
Social expenses	1,970
Total	94,928 TL

Expenses for Opening a Daycare Center: The areas where a daycare center can be opened are; a detached single building, an independent villa-type building, floors integrated with the ground in a complex, educational buildings, and commercial buildings. A daycare center can be opened on the ground floor or the floors adjacent to the ground floor of multi-story buildings, in buildings within the boundaries of a complex, and in buildings with common-use areas such as gardens by obtaining a permission letter.

Cost items for opening a daycare center: Building expenses, accounting expenses, rental expenses, renovation expenses if necessary, daycare materials (kitchen, dining area, classroom cost, principal's room, entrance reception area, garden area, workshop, indoor playground, office supplies), procedure expenses (technical report, fire department report, disabled transport equipment cost).

13 The salaries used in these calculations are approximate, taking into account the salaries of civil servants subject to Law No. 657.

14 November 2019 dollar exchange rate is calculated as 5.75 TL and November 2023 dollar exchange rate is calculated as 28.32 TL.



For the year 2022, according to a daycare center opening expert's calculation of the costs of opening a daycare center, the cost to be undertaken for opening a daycare center with a capacity of approximately 50 children is 683,000 TL, taking into account the above cost items (Yılmaz, 2022). When we calculate these costs for November 2023¹⁵ based on the dollar exchange rate, the following table is obtained.

Table 1.3: Preliminary Preparation Expenses for the Cost of Opening a Daycare (TL, approximately)

Accounting expenses	3,393
Rental expenses	42,420
Layout plan expenses	8,484
Total	54,297

Table 1.4: Material Expenses for the Cost of Opening a Daycare (TL, approximately)

Kitchen and Cafeteria	118,777
Classroom equipment (3 classrooms)	190,892
Principal room supplies	42,420
Entrance reception area	84,841
Garden area	84,841
Workshop	42,420
Indoor playground	25,452
Office supplies	50,904
Total	640,547

Table 1.5: Procedural Expenses for the Cost of Opening a Daycare (TL, approximately)

Technical report	8,484
Fire department fees	1,696
Disabled transport equipment	16,968
Total	27,148

Table 1.6: Total Expenditure for the Cost of Opening and Operating a Daycare (TL, approximately)

Preliminary preparation expenses	54,297
Material expenses	640,547
Procedural expenses	27,148
Total	721,992 TL
Personnel expenses (monthly)	273,150
Operating expenses excluding personnel expenses (monthly)	94,928
Total	368,078 TL

¹⁵ Calculated based on the 30 June 2022 dollar exchange rate of 16.69 and the November 2023 dollar exchange rate of 28.32.

2. Supply and Demand Conditions for Daycare Services in Diyarbakir OIZs: Implementation Model

Our study in Diyarbakir OIZ and Diyarbakir Textile Specialized OIZ aims to assess the supply and demand conditions of existing or planned daycare services in these regions. OIZs operating in Diyarbakir make it important for employees to have access to daycare services to facilitate access of businesses to the workforce and to become woman-friendly businesses. The recent industrial investments in Diyarbakir and the rapid increase in the number of companies in OIZs have the potential to make the region a model for OIZ daycare services. The steps to be taken in this framework will positively affect the work-life balance of employees and facilitate enterprises' access to a continuous, permanent, and qualified workforce.

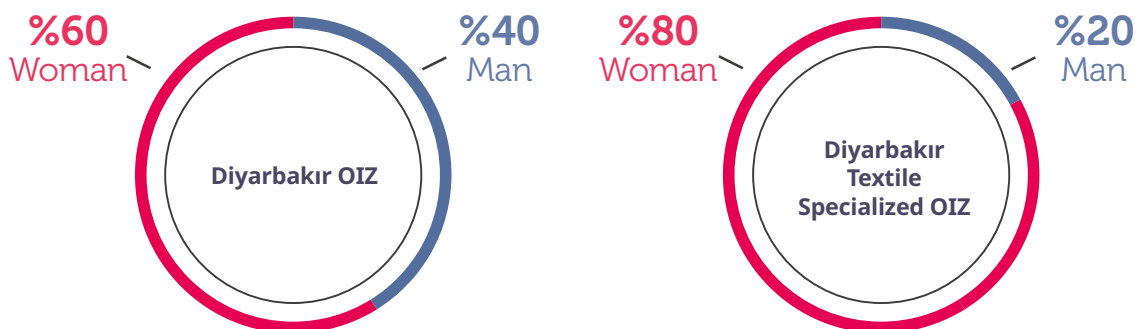
The field study conducted in July 2023 to assess the potential for daycare services in Diyarbakir includes the views of various social actors. The survey conducted in September and October with 115 employees from 20 businesses operating in Diyarbakir OIZ and Textile Specialized OIZ aimed to address the demand conditions for daycare centers. Since the majority of the employees who participated in the survey were women, the number of woman employees in the sample was increased to understand the relationship between daycare services and women's employment in Diyarbakir, which is the main objective of the study. As a result, the childcare needs of women were examined in more detail.

2.1 Supply Conditions for Daycare Services

2.1.1 Business and Labor Structure

One of the most important factors determining the provision of childcare services in businesses or in production complexes where businesses are located together is the quality of the workforce needed by the businesses. Childcare services and the need for these services are more dominant in businesses where woman employment is widespread or in businesses and sectors that want to change their workforce stock in favor of women. It can be said that the structure of businesses operating in Diyarbakir OIZs also shows a tendency in this direction.

When the sectoral distribution of the 388 businesses¹⁶ operating in Diyarbakir OIZ is examined, sectors with high demand for woman labor, such as textiles and food, constitute approximately 34% of all companies. Approximately 25 thousand people are employed in this OIZ. Diyarbakir Textile Specialized Organized Industrial Zone has a total of 64 companies. Although exact numbers of employees in OIZs with high labor turnover rates cannot be given, interviews indicate that 60 percent of all employees in Diyarbakir OIZ and almost 80 percent in Textile Specialized OIZ are women. These data show that OIZs account for a significant portion of industrial employment in Diyarbakir province. In the interviews conducted in the province, it was stated that the number of businesses will increase further in the coming years within the framework of the existing investment plans, and in addition to these, efforts to establish a new OIZ are also being carried out.



In the survey conducted in the OIZ, interviews were made with 20 businesses through purposive sampling (Table 2.1). Of these companies, 13 were selected from Diyarbakir OIZ and 7 from Textile Specialized OIZ. Considering that the companies interviewed during the field study are a prototype of Diyarbakir OIZ and Textile Specialized OIZ, it is seen that 55% of the interviewed companies operate in the textile sector, while 5% are in the food

16 Annex 3: Table of company and sector distribution of OIZs.



sector. It is known that these two sectors are labor-intensive and their tendency to employ women is higher than both other sectors that are considered to require physical strength and the technology-intensive chemical and metal sectors (Dedeoğlu and Şahankaya Adar, 2023). Accordingly, it can be said that companies operating in Diyarbakir have a high demand for a woman workforce.

Table 2.1: Distribution of Interviewed Businesses by Sector

Sector	Number of Companies	%
Textile	11	55
Food	1	5
Metals	2	10
Chemistry	1	5
Other	5	25
Total	20	100

A total of 3,226 people work in the 20 companies with which interviews were conducted. Approximately 1,500 of these employees are women. It can be observed that woman employment rates are high in the businesses where the surveys were conducted, and it is understood that this will increase the demand for childcare services.

2.1.2 Activities to Open Daycare and Preschools

In interviews with childcare providers and OIZ managers in Diyarbakir, it was reported that activities to open daycare centers and preschools in OIZs are ongoing. It was reported that the construction of a daycare center in Diyarbakir OIZ is ongoing and that the construction costs of the daycare center were covered by a philanthropic employer. No final decision has been made on the method by which the daycare center will be run. Meetings at the OIZ indicated that the daycare center could be delegated to the Municipality and that the various costs of the daycare center could be covered with the fees to be collected from employers.

During the field study conducted in July 2023, it was observed that there was a preschool in the Textile Specialized OIZ, the construction of which had been completed, many of its furnishings had been purchased through tenders, and it had been delegated to the management of MoNE but had not yet started operating. There are 14 classrooms in the preschool, which has been delegated to the management of the MoNE and is preparing to offer services to children in the 3-6 age group.

In the 2023-2024 academic year, the preschool became operational and 16 students were enrolled. This is approximately one or two classes of students. The biggest problem with the management of MoNE preschools in OIZs is the scheduling inconsistency with the operating hours of the school. MoNE's preschools generally operate on a half-day basis, starting at 08:00 in the morning and ending at noon, and in the afternoon, if there is going to be a school activity, it can be in the form of club activities. With club activities, education in preschools ends at 17:00. In the interviews, workers stated that





their shifts started at 07:30, they took their children to school at 08:00, the teacher brought the children to the factory at 17:00, and when the workers left work at 18:00, they returned home with the teacher on the shuttle bus. The monthly cost for children to stay at the school until 18:00 is 17,000 TL. Since this is 1,000 TL per parent, workers stated that they would cover this cost.

2.1.3 Employers' Attitudes towards Daycare Services

During the survey of the employees, an interview was also conducted with the owners or managers of the businesses. The main objective of these interviews was to explore the profile of woman employees in businesses and what kind of support employers can provide in terms of providing daycare services (Table 2.2). The main factors that determine the general attitude of businesses in this regard are the prevalence of single woman employees and the high turnover rates in the woman workforce. The majority of companies state that there is a high turnover of woman employees in the workplace because woman employees leave their jobs when they get married. Due to the constant turnover of workers, businesses have so far not considered how the provision of daycare services would affect the retention of woman employees. There is also a widespread perception that woman employees with children are more likely to have their children taken care of by family elders.

The distance from the places where employees live to the OIZ is a factor affecting the daycare services offered in the OIZ. The fact that OIZs are far from city centers may cause employees to be reluctant to bring their children to OIZs. Some of the employees come from the central districts of Diyarbakir such as Bağlar and Yenişehir. There are also employees in OIZs coming from distant districts such as Ergani. In interviews with workers from many districts of the city and nearby villages, Bağlar, one of the closest districts to the OIZ, was considered to be the district with the highest number of workers. It is seen that shuttle services are available in almost all businesses.

Employers emphasized that they could support the opening of a daycare center in OIZ in several different ways. Many businesses expressed positive views on this issue, but except for one or two businesses, they do not currently have a support program in place. In short, it appears that employers will support activities and awareness raising in daycare centers and that employers are ready to take any action to alleviate the childcare burden of their employees.

**Table 2.2: Summary of Employer Interviews**

	Number of employees	Shuttle Service Status	Places from where workers come	Childcare Need	Support Status
Business 1	600	Shuttle available	Bağlar and Yenişehir Districts	Family elders provide care/single women	Shuttle and personnel support are available.
Business 2	132	Shuttle available	From central districts	Unmarried people predominate	Shuttle support is available. Daycare support can be provided.
Business 3	120	Shuttle available	From every region of the city - Ergani district	Family elders provide care	Shuttle support is available. Daycare support can be provided.
Business 4	300	Shuttle available	From central districts and Ergani district	Family elders provide care	Shuttle support and scholarships for girls. Transportation expenses for children of employees can be subsidized.
Business 5	50	No information	From Bağlar, Ergani districts and villages	No information	Daycare support can be provided if requested.
Business 6	57	Shuttle is not available	From Bağlar and Ergani districts	Family elders provide care/single women	Daycare support can be provided if requested.
Business 7	79	No information	From Dağkapı, Ofis, Bağlar, 500 Evler, Huzurevleri, İplik and from neighboring villages	Mostly single women	Women with children have higher salaries. Daycare support can be provided.
Business 8	100	Shuttle available	From 6 routes in the city center	No information	Shuttle support
Business 9	49	Shuttle is not available	From Bağlar, Ergani and villages	Family elders provide care	Transportation and daycare support can be provided.
Business 10	530	Shuttle is not available	No information	No information	Diapers, marriage, and education support are provided. Support can be provided for daycare.
Business 11	350	Shuttle available	From the city center and Bağlar district	Family elders provide care	There is shuttle service support, daycare support was previously provided, but no results were achieved. Daycare support can be provided.
Business 12	17	Shuttle is not available	From Bağlar and Kayapınar districts	No information	Daycare support can be provided.
Business 13	52	No information	From Ergani and central districts	No information	Daycare support can be provided.
Business 14	75	Shuttle available	From Bağlar, Dörtüyol, Şehitlik, and Eğıl districts	Family elders/daycare/single women	Shuttle support is available. Daycare transportation support can be provided.
Business 15	65	No information	From the city center	No information	Daycare support can be provided.
Business 16	220	Shuttle available	From the city center, Ergani district and villages	No information	Shuttle support is available. Daycare support can be provided.
Business 17	185	Shuttle available	From the villages around Bağlar, OSB	No information	Shuttle support, shuttle transportation for those who request a daycare center, and support is provided for those with children and women in special conditions.
Business 18	55	No information	From the city center	Unmarried people predominate	No dedicated daycare support.
Business 19	80	No information	No information	Single women work	Daycare support can be provided if requested.
Business 20	110	Shuttle available	From the city center	Family elders provide care/majority are single women	Shuttle support is available. Daycare support can be provided.

*All of the businesses that stated that they would support daycare centers stated that they would support the OIZ directorate for daycare centers rather than individual daycare center support.

Efforts are currently underway to provide and establish daycare services in Diyarbakir OIZs. It is observed that employers are willing to support the efforts to be made regarding daycare centers. In addition, the fact that companies operating in OIZs are generally in labor-intensive sectors, the demand for women's labor and the increasing demand for labor in general positively affect this attitude.

In light of the data obtained in Diyarbakir, although the supply of daycare services has been slow, it is possible to say that it has gained momentum in recent years, but demand is as important a factor as the supply of daycare services. In the following sections of the report, the conditions of demand for daycare services will be analyzed through the findings of employee surveys.

2.2 Conditions of Demand for Daycare Services

The determinants of demand for daycare centers in OIZs include age, sex, marital status, and presence of children. Moreover, the main criterion that determines the demographic characteristics and qualifications of employees is the sectors in which businesses operate, and the division of sectors into labor-intensive and technology-intensive determines the demand for man and woman workforce. The next section of the report discusses the nature of demand for daycare centers by employees in Diyarbakir.

2.2.1 Socio-Demographic Characteristics of Employees

A total of 3,226 people work in the 20 companies interviewed during the field study. Approximately 1,500 of these employees are women. The woman employment rate of around 50 percent is quite high¹⁷. During the field study, 66% (N:76) of the 115 employee surveys were administered to women and 34% (N:39) to men to better reflect the profile of the woman workforce.

When the educational status of OIZ employees is analyzed, it is seen that both women and men are most likely to have graduated from high school or vocational high school (Table 2.3). The second most common level of education for women (22.37% - N:17) is 4-year university education, while the number of men graduating from this level of education was only 12.82%. Those who did not finish school and primary school graduates make up 27.63% of woman employees, while this rate is 15.38% for men. The educational status of men is concentrated in the average range of educational status such as high school or vocational secondary school, while women are either highly educated or have very low levels of education. This indicates that some of the women interviewed are blue-collar workers and some are white-collar workers.

Table 2.3: Education Status of Employees

	% Woman	% Man
Not Graduated from a School	11,84	0
Primary school	15,79	15,38
Primary/Secondary or Vocational Secondary School	9,21	25,64
High school or vocational high school	26,32	28,21
2 or 3 years of higher education	11,84	17,95
4-year higher education or faculty	22,37	12,82
Master's degree/including 5 or 6-year faculties	2,63	0
Total	100	100

When the age range of OIZ employees is analyzed, it is seen that 50.43% of the employees are between the ages of 25-34 (Table 2.4). This age group is followed by the 35-44 age group with 32%. The lowest age ranges are 15-24 and 45-64 age groups with 8.70% each. Considering that the average age in Türkiye is 32, OIZ employees have a relatively young age composition. The young age composition shows that the interviewees still have heavy childcare responsibilities and have the highest needs in this regard. People aged 40 and above may have older children and have different care needs.

¹⁷ In 2020, the woman employment rate in Türkiye was 26.3% and the rate of women working in industry was 16%.

**Table 2.4: Age Range of Employees**

Age Range	Number of employees	% Distribution
15 and Younger	0	0
15-24 Years	10	8.70
25-34 Years	58	50.43
35-44 Years	37	32.17
45-64 Years	10	8.70
65+ Years	0	0
Total	100	100

Of the 76 women interviewed, 41 were married (53.95%), 14 (18.42%) were divorced, 21 (27.63%) were single and had never been married (Table 2.5). Among 39 man employees, 36 were married (92.31%), 1 was divorced and 2 were never married. The data on the marital status of the employees show that the majority of the men are married, while only a little more than half of the women are married. There is a noticeable difference in the marital status of working women and men. The proportion of single women constitutes almost 1/3 of all working women.

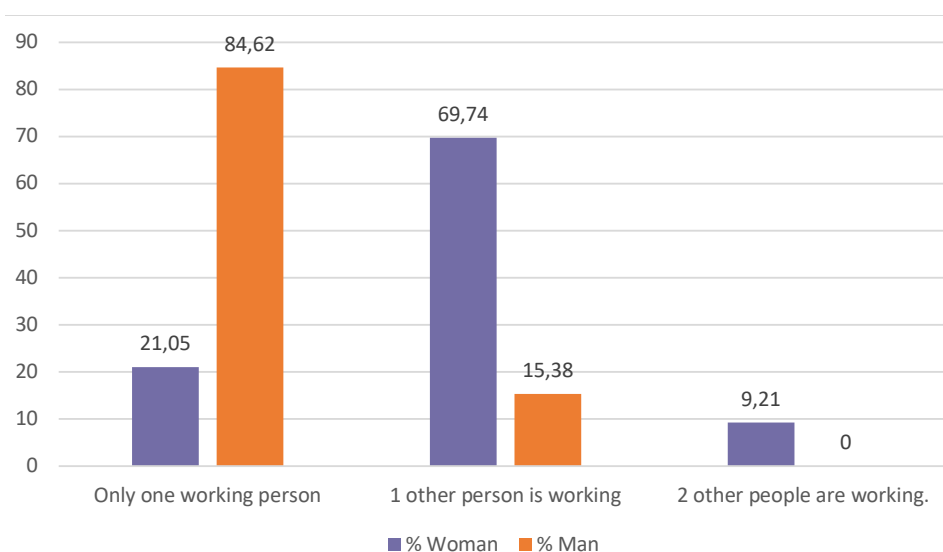
The fact that single women outnumber men shows that the common phenomenon in labor-intensive sectors, where woman employees continue to work until marriage and then quit their jobs, is also common in Diyarbakir. However, the proportion of single women is now lower than that of married women, and married women have higher childcare demands than single women. In addition, almost 1/5 of women are divorced, and considering that this category of women raise their children alone, it can be argued that the demand for daycare centers among working women is high.

Table 2.5: Marital Status of Employees

	% Woman	% Man
Never Married	27.63	5.13
Married	53.95	92.31
Divorced	18.42	2.56
Spouse Died	0	0
Total	100	100

When the employment status of the husbands of married women is analyzed, it is stated that only one husband of 41 women is unemployed, while the husbands of 40 women work in the same workplace, municipality, private sector, construction or as self-employed. Of the 39 man employees who participated in the field study, 36 were married, and 29 of the 36 had a spouse who was a housewife. The spouses of 7 man employees work in the public or private sector. The fact that only 7 of the men interviewed have spouses who are employed is noteworthy. This situation also means that there is a woman at home to take care of the children of men.

The number of persons earning an income in the household is the most emphasized aspect of the household structure of employees (Table 2.6). While a significant proportion of men (84.62%) are the sole income earners, this rate is 21.05% for women. The proportion of two-income households corresponds to half (51%) of total employees. While a significant proportion of men are still single-income earners, the majority of women's households have one additional income earner (69.24%). The fact that women are more likely to live in households with two income earners may increase the demand for daycare services and may also indicate that they may have more budgetary means to cover certain costs related to daycare. In this respect, it is more difficult for men to afford the additional daycare budget.

Table 2.6: Number of Persons Earning Income in the Families of Employees

Another finding regarding the household structure of the employees is that 65% of the employees live in nuclear households (Table 2.7). While the majority of men (82.05%) live in nuclear households, more than half of women (56.58%) live in nuclear households. Considering the high number of single women, the statement of these women (S:22) that they live with their families is reasonable.

Table 2.7: Status of Employees Living with Family Elders in the Household

	% Woman	% Man
Grandmothers live with the family	9.21	12.82
Siblings live with the family	5.26	0
Lives with their own family	28.95	5.13
Lives with their spouse and/or their children, there is no elder family member	56.58	82.05
Total	100	100

When the cohabitation status of the interviewed workers with their elders was analyzed, it was found that 7 women (9.21%) lived with their elder family members, while 43 (56.58%) lived with their spouses and children without elder family members. The number of men living with a family elder is 5 (12.82%), while the number of those living with their spouse and children without an elder family member is 32 (82.05%). Even if we assume from the data that there is a predominance of workers living in nuclear households, families in Türkiye can live close to each other, sometimes even on different floors of apartment buildings as an extended family. The close location of relatives is a social capital, a support mechanism that workers can utilize for childcare.

The findings on the demographic data of the employees show that employees are generally married, middle-aged, and have a high school education or equivalent, women are either single or live in dual-earner households, while men are married and live in nuclear households. In addition to demographic characteristics, the relationship that employees establish with their working lives is also an important factor in the demand for daycare centers.

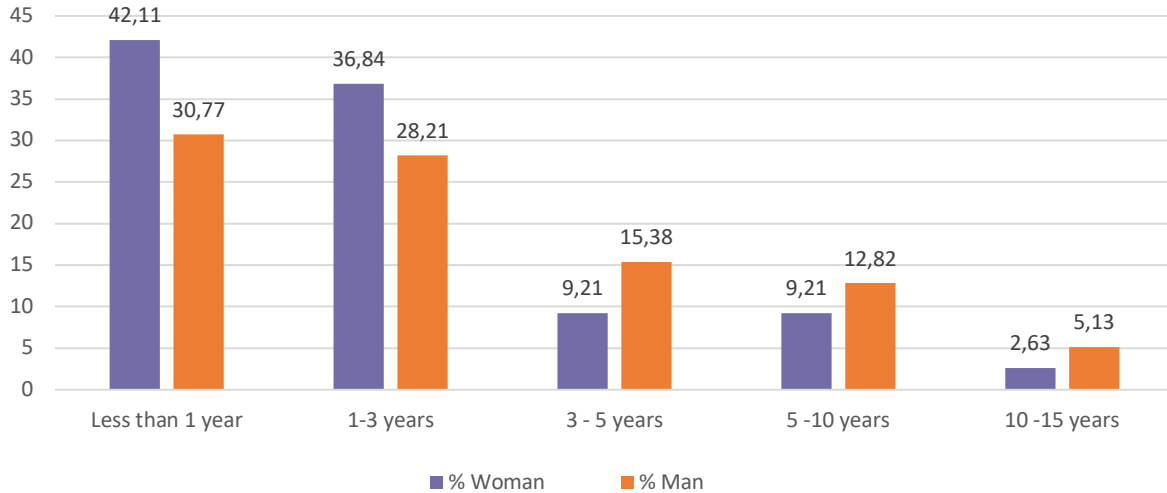
2.2.2 Findings on Working Life: Full-time Employment, Security, Short-Term Employment

According to the results of the survey conducted with employees working in Diyarbakir OIZs, all workers are covered by the Social Security Institution (SSI), except for one person who is on a probationary period and therefore has not been entered into the SSI. This shows that firms operating in OIZs have an important role in the development of registered employment. Supporting this finding, it was also observed that all 115 interviewed employees work full-time. There is also additional overtime according to the production conditions in the business.



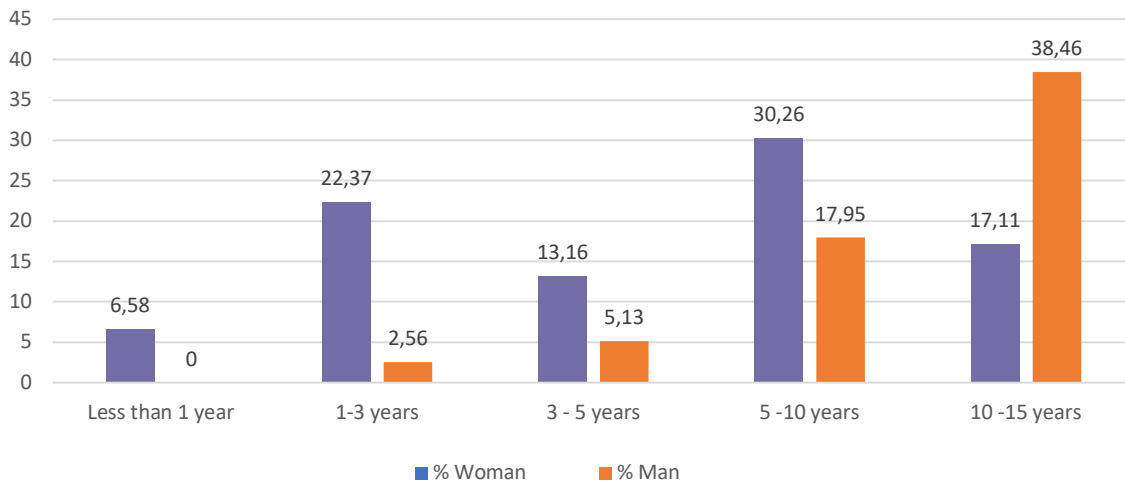
One of the most important characteristics of employment in OIZs, especially in sectors such as textiles, is short employment cycles (Table 2.8). This phenomenon was also observed to be prominent in Diyarbakir data. There are findings that worker takeover rates are high. For example, 32 women (41.11%) out of 76 have been working for less than one year, while 28 women (36.84%) have been working between one and three years. The number of working women with more than three years of employment is only 16. The number of man employees working less than one year is 30.77%. It is observed that the proportion of men is higher among those who have been working in businesses for more than three years.

Table 2.8: Employment Duration of Employees in the Business



Despite the short employment duration that existed in the businesses they were working in at the time of the interview, it is observed that employees tend to have longer working experience (Table 2.9). The number of working women with three or more years of work experience is 54. The number of men is 38. In terms of ratio, the rate of man employees with more than three years of work experience is 97.44%. It is possible to infer from this that men continue to work without a break.

Table 2.9: Total Work Experience of Employees



During the interviews, employees were also asked questions about why they took a break from work if they did. Of the 39 men interviewed, 25 stated that they took short breaks in their working life due to military service and job changes. However, 21 of the 76 women interviewed had taken a break from working. 12 women stated that they stopped working for childcare. 11 women stopped working for less than three years and one woman stopped working for five years for childcare. One woman stated that she stopped working after getting married, while eight women stated that they stopped working due to a change of city or job. Women predominantly started working after marriage and their children reached a certain age. As can be seen from this, women have much longer breaks compared to men. The majority of firms state that the entry and exit cycle of woman employees is higher due to the fact that woman employees leave their jobs when they get married.

How workers get to the OIZ and the distance between the OIZ and their residential area closely affect their lives. Of the interviewed employees, 109 go to work by commuter service. This shows that businesses provide their employees with commuter services. While some of the employees come from the central districts of Diyarbakir such as Bağlar and Yenişehir, some companies also have employees from distant districts such as Ergani. Interviews conducted with employees from many districts of the city and nearby villages reveal that most employees come from Bağlar, one of the districts closest to the OIZ.

2.2.3 Conditions Determining the Early Childhood Care and Education (ECCE) Service Demand

Interviews conducted with employees in Diyarbakir aimed to examine the demand for daycare services and the nature of this demand. As determinants of demand factors, having children and child age, hours of daycare service demand, daycare prices, prevalent social norms regarding care, and access conditions and distances to daycare are discussed in the following section.

2.2.3.1 Having Children and Age of Children

Certain factors determine the conditions for demand for daycare services in OIZs, one of which is the status of employees having children and the age range of these children. 30.4% of 115 employees do not have children, while 25% have only one child. While the rate of employees with two children is 24.3%, the rate of those with three children is 13%. The rate of having two children among men is the highest at 41.03%, while the rate of having no children among women is the highest at 36.84%, followed by the rate of having one child at 26.32% (Table 2.10).

Table 2.10: The Number of Children of Employees

	% Woman	% Man
Without children	36.84	17.95
With 1 child	26.32	23.08
With 2 children	15.79	41.03
With 3 children	13.16	12.82
With 4 children	0	2.56
With 5 children	5.26	2.56
With 6 children	2.63	0
Total	100	100

The age range of children is a determining factor in the demand for daycare services as much as the number of children. 22 (21.15%) of the children of the interviewed women employees were between the ages of 0-5. This means that 22 children are either in a preschool institution for care or need the support of elderly family members for care. 26.92% of women have children aged 0-6 years. This ratio has a low share of the total. The main reason behind this is the high tendency of woman employees to be single. On the other hand, man employees have a higher rate of having children in the 0-6 age group with a rate of 61.21% compared to woman employees. Among man employees, the number of children between the ages of 0-5 is 35, which is equivalent to 52.25%. Based on the information that 36 (92.31%) of the 39 man employees interviewed were married and 29





of them were married to housewives, it would not be wrong to establish a direct proportion between the number of preschool-aged children and the number being married to housewives.

Considering child ages, the rate of man employees is higher than woman employees who need pre-school education and care services. However, since men's wives are primarily responsible for child care at home, the group that needs child care and education services the most are woman employees with children aged 0-6. Although a significant portion of the total employees (88%) have children between the ages of 0-6, the lack of demand for daycare services in OIZs can be seen as a result of the widespread phenomenon of housewifery in Türkiye.

How employees meet the care needs of their preschool-aged children is an important factor in terms of the demand for OIZ daycare centers. Of the 25 women with children aged 6 years and younger, 17 of these children are cared for by relatives, mainly mothers and aunts. 6 women (6%) send their children to private daycare centers. 2 women's husbands work in shifts, and when women work, their husbands take care of the children. Of the 31 men with children aged 6 years and younger, 27 of these children are taken care of by spouses. 3 men send their children to private daycare centers, 1 man's wife works and his wife's mother takes care of the child.

While man employees' preschool child care is mainly provided by their spouses, it is seen that woman employees adopt various options to care for their preschool children.

The rate of children attending daycare is only 14% of the figure, which is relatively very low. The fact that the wives of man employees are housewives significantly reduces the demand for childcare among man employees.

When we look at the ages at which employees need childcare for their children, it is observed that there is a greater need for childcare for the children aged between 3-6. Behind the fact that this age group is more in need of institutional care is the basic attitude that the mother should take care of the child between the ages of 0-3, and if the mother is working, the elders of the family should take care of the child. In the interviews, woman employees predominantly stated that if they, as mothers have the opportunity to take a break from work, she should raise her child until the age of 3.

Table 2.11: Which Age Group of Children Do Employees Need Care for?

	% Woman	% Man
0-3 years old	4	3,03
3-6 years old	81,33	72,73
Both age groups	14,67	24,24
Total	100	100

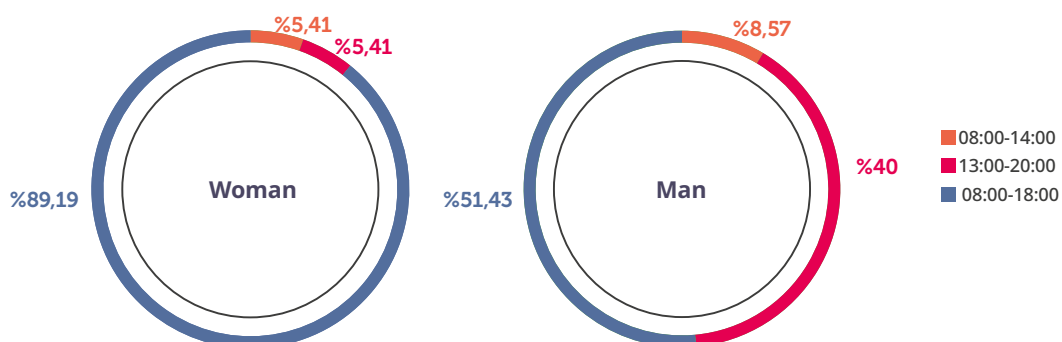
The data on the demand for daycare centers for the children of employees indicate that men are more likely to have preschool-aged children, and their children are cared for by their spouses who are at home. This phenomenon also points to a serious care need and implies that men's employment is made possible by the fact that their wives are housewives.

2.2.3.2 Relationship between Working and Daycare Hours

There must be a certain coherence between working hours and the hours of operation of the daycare center. One of the biggest problems experienced in the kindergarten opened in the Textile Specialized OIZ is the inability of the daycare center to adapt to working hours and the need for different and more flexible arrangements. Education in the kindergarten starts after parents' working hours and ends before the end of working hours. Parents are expected to cover these extra hours by hiring private tutors. This issue was addressed in the good examples of Adiyaman OIZ and Bursa DOSAB daycare centers, where teachers worked longer hours as the daycare centers were managed by the OIZ management. However, providing such flexibility in preschools run by the MoNE requires different solution mechanisms.

Regarding this issue, in the questionnaire survey, to understand the hours during which employees' childcare needs are concentrated, those with children under the age of 6 were asked during which hours they need childcare more. The need for all-day daycare services for children of employees is 89.19% for woman employees and 51.43% for man employees. It is observed that women's childcare needs are extended over their working period. Women demand childcare during the time they are actively working. Among man employees, 40% would like care to be provided between the afternoon and 20:00 (Table 2.12). It can be said that man employees' hours of need for care are shaped more according to their wives' activities during the day.

Table 2.12: At which hours do interviewees with children aged 6 and under need care services?



2.2.3.3 Daycare Prices



Another factor affecting workers' demand for daycare services is the prices paid for these services. The fact that the services provided by private daycare centers in the market are offered for high prices is one of the biggest obstacles to women's employment. In 2023, private daycare prices vary between 7 thousand and 10 thousand TL. Among the employees interviewed, 9 people who send their children to private daycare centers pay monthly fees ranging between 3,500 - 6,500 TL. The 9 interviewees who stated that their relatives took care of their children stated that they pay between 3,000 - 8,000 TL in return for care. Some employees stated that they do not pay any fee as their relatives take care of their children.

In addition, 35 interviewees with children aged 6 and under who said that they could send their children to the daycare center in the OIZ were asked how much they would pay for daycare, 7 said they could pay 2,000 TL or less, 6 said they could pay between 2,000 - 5,000 TL, and the other interviewees said that they did not have the financial capability to pay for daycare and transportation.

The respondents were asked to express some attitudes about how care services should be provided and the fees to be paid for these services. When respondents were asked about the attitude that childcare services should be provided free of charge by the state, almost all of the respondents strongly agreed or somewhat agreed. Respondents whose earnings are around or slightly above the minimum wage, the majority of whom are blue-collar workers, find it difficult to afford daycare fees and support the free provision of these services by the state.

Table 2.13: Preschool Daycare Services Should Be Provided Free of Charge by the State

	% Woman	% Man
I Strongly Agree (5)	78,95	84,62
I Agree (4)	17,11	15,38
I Am Indecisive (3)	2,63	0
I Disagree (2)	1,32	0
I Strongly Disagree (1)	0	0
Total	100	100

In addition, when respondents were asked about the statement 'everyone should be provided with daycare support for children of daycare age', the level of agreement was again very high. Both women and men were most in favor of 'I Strongly Agree' with 82.89% and 79.49%, respectively 'I Agree'.

**Table 2.14: Everyone should be provided with daycare support for children of daycare age**

	% Woman	% Man
I Strongly Agree (5)	82,89	79,49
I Agree (4)	11,84	17,95
I Am Indecisive (3)	5,26	0
I Disagree (2)	0	0
I Strongly Disagree (1)	0	2,56
Total	100	100

Similarly, to assess the employees' attitudes towards the provision of daycare services by employers, respondents were asked whether they agreed or disagreed with the statement 'the provision of daycare services for employees' children should be an obligation of employers'. On average, 49% of man and 49% of woman employees agree with the statement 'agree'. This statement is strongly agreed with by 18% of women. The rates of woman (19.74%) and man (17.95%) employees who disagree with the statement are close to each other.

Table 2.15: Employers should be obliged to provide daycare services for their employees' children

	% Woman	% Man
I Strongly Agree (5)	18,42	10,26
I Agree (4)	48,68	48,72
I Am Indecisive (3)	11,84	20,51
I Disagree (2)	19,74	17,95
I Strongly Disagree (1)	1,32	2,56
Total	100	100

According to these results, it is seen that if low-cost daycare services are provided to employees, a significant portion of employees would benefit from these services. In this respect, thinking of daycare centers as an extension of compulsory schooling and expanding them in this way is the most preferable option for many people.

2.2.3.4 The Social Norms Regarding Childcare



Social norms provide important clues about the way childcare is organized and provided. In this context, Türkiye has strong traditional social norms and a clear division of labor between men and women. There is a clear norm that men are responsible for providing income for the family, while women take care of the home and care. This view was expressed by workers during the fieldwork, especially concerning the care of children between the ages of 0-3.

In the interviews, the respondents were asked about the idea that "mothers should take care of preschool-aged children and that children should not grow up in daycare centers". 14.47% of women and 35.90% of

men stated that they strongly agreed with this statement. The highest rate among women is the "agree" statement with 27.63%, followed by the "strongly disagree" statement with 23.68%. Among men, the highest rate is for the statement "strongly agree". Among working women, it is notable that the highest rate is for the statement "agree" (Table 2.16).



Table 2.16: Mothers should take care of their preschool-aged children, children should not grow up in daycare centers

	% Woman	% Man
I Strongly Agree (5)	14,47	35,90
I Agree (4)	27,63	17,95
I Am Indecisive (3)	13,16	10,26
I Disagree (2)	21,05	25,64
I Strongly Disagree (1)	23,68	10,26
Total	100	100

Although there is a certain difference between men and women, a significant proportion of employees support the idea that children should be cared for by their mothers. The men were observed to be more conservative in this regard and to think that mothers are the main ones responsible for childcare. In the survey interviews, employees used similar expressions. For example, it was stated that mothers should take care of children between the ages of 0-3 themselves and that woman employees would leave their jobs and take care of their children when they get married and have children.

0-3 years old children should be cared for by their mothers!

"Between the ages of 0-3, the mother should take care of the child so that there is no distance between mother and child."

"Women should take a break from working for a while when they have children. My wife will take a break too!"

"I'm a newlywed, I'd quit my job if I had a child. But it is hard to survive on one salary!"

"My spouse was working when we first got married. She took a break when we had a child. After the child turns 3, she can work. That's why it would be good to have a daycare center for children after the age of 3."

"The child needs a mother when it is a newborn. If the mother cannot take care of the child, the grandparents should do so."

"I'll keep working after I get married. I'll leave work when I have kids. When the child turns 4, I'll start working again."

"There should be daycare centers for the children of working women. But I think children should go to kindergarten after the age of 5. I don't want my spouse to work."

"I will get married in a few months. I'm considering taking a break when we have a child. I can start working again after the child turns 3."

2.2.3.5 Distance of OIZ to Settlements and Transportation to the Daycare Center

One of the most important issues affecting the demand for daycare centers among OIZ workers is that OIZs are located outside the city and children sometimes travel long distances to reach daycare centers. For example, in Diyarbakir, OIZs are generally located 20-25 km from the city center. Workers often commute to work on shuttle services and spend a certain amount of time each day on the road. This requires children to be provided with services to reach OIZ with their parents. Both distance and shuttle services can have a mitigating effect on workers' demand for OIZ daycare centers.

Some of the employees state that it is more convenient for their children to be in daycare centers located in their neighborhoods. In addition, it was also stated that it was appropriate for children to be transported to school on a separate shuttle service. In the case of Adiyaman OIZ, it was stated that since this OIZ is located closer to the neighborhood where workers live, children are taken to the daycare center by their private shuttle services. One of the most important concerns about children attending OIZ daycare centers is that the working hours of the employees are sometimes extended with overtime shifts, and there is concern about the children's transportation home and the availability of caregivers when they get home.



To test the views on this issue, employees were asked to what extent they agree with the statement 'having daycare centers in the neighborhoods where employees live makes it easier for families'. 60.53% of woman employees disagreed with this statement. On the other hand, 41.03% of men stated that they agreed with this statement. The difference in views between women and men is noteworthy (Table 2.17). This difference may be based on the fact that men have wives who take care of children at home and therefore the increasing presence of daycare centers in the neighborhood provides a more practical childcare service for them.



Table 2.17: The Availability of Daycare Centers in Neighborhoods Where Employees Live Provides Convenience for Families

	% Woman	% Man
I Strongly Agree (5)	5,26	38,46
I Agree (4)	23,68	41,03
I Am Indecisive (3)	7,89	2,56
I Disagree (2)	60,53	15,38
I Strongly Disagree (1)	2,63	2,56
Total	100	100

In response to the statement given above, respondents were asked whether they agreed or disagreed with the idea that 'having daycare centers in OIZs provides convenience for families'. While 96.05% of women chose the 'I Strongly Agree' and 'Agree' options, 28.21% of men chose the same options. The opinion that having daycare centers in OIZs provides convenience for families is mostly positively received by women (Table 2.18).

Table 2.18: The Availability of Daycare Centers in OIZ Provides Convenience for Families

	% Woman	% Man
I Strongly Agree (5)	63,16	28,21
I Agree (4)	32,89	28,21
I Am Indecisive (3)	1,32	15,38
I Disagree (2)	2,63	20,51
I Strongly Disagree (1)	0	7,69
Total	100	100



Based on these data, it can be said that there are significant sex-based differences in employees’ perceptions of daycare centers. This difference may be attributed to the fact that men tend to contribute less to childcare at home and therefore the expansion of daycare centers in the neighborhood is more important for them. On the other hand, it can be interpreted that women mostly undertake childcare, and therefore a daycare center within the OIZ may be more practical for families.

2.2.4 Employees’ Perceptions of the Daycare Center to be Opened in the OIZ

Certain statements of attitudes were used to learn the opinions of the employees about the daycare centers operating and being opened in the OIZ. However, in the previous survey, employees were asked whether they would send their children to a daycare center if there were one in the OIZ. The responses to this question are as follows: 69 out of 76 women (90%) stated that they would consider sending their children to daycare centers when their children are daycare age in case a daycare center was opened in the OIZ. The other 7 women stated that a daycare center in an OIZ is not suitable for their children due to reasons such as air pollution and distance. On the other hand, 21 out of 39 men (53%) stated that they would not send their children to a daycare center to be opened in OIZ when their children were of daycare age, while 18 (47%) stated that they would consider doing so. These rates clearly reflect the differences in the needs of man and woman employees for daycare services.

Explaining the reasons for not sending their child to a daycare center in OIZ, the respondents indicated reasons such as the distance from home, already having a caregiver, the child already attending a daycare center, and not wanting to use the shuttle service. On the other hand, respondents who were considering sending their children to a daycare center in the OIZ stated that they preferred it for reasons such as proximity to the workplace, the opportunity to visit their children during lunch breaks, affordability, and positive contributions of the daycare centers to child development.

In general, to assess employees’ attitudes towards preschool childcare and education services, man and woman employees were asked whether they agreed or disagreed with the statement “every child should be able to go to a preschool daycare center”. 69.74% of woman employees and 56.41% of man employees strongly agreed with this statement. Among those who strongly disagree with the idea, there is no woman employee, while there are 3 man employees. The answers obtained to this question show that women are more likely to agree with the idea that “every child should be able to attend preschool daycare centers”.

Table 2.19: Every Child Should Be Able to Attend Preschool Daycare Centers

	% Woman	% Man
I Strongly Agree (5)	69,74	56,41
I Agree (4)	19,74	28,21
I Am Indecisive (3)	3,95	5,13
I Disagree (2)	6,58	2,56
I Strongly Disagree (1)	0	7,69
Total	100	100

The interviewed employees were asked about the idea of whether ‘daycare education positively affects children’s future education’. The rates for the answers to this question for woman and man employees are generally close to each other. 57.89% of woman employees and 51.28% of man employees strongly agreed with the idea. A total of 33% of both man and woman employees stated that they agreed with the idea. The high rates of agreement with the statement “preschool-aged children should be cared for by their mothers, children should not grow up in daycare centers” in Table 2.16, and the high rates of agreement with the statement “preschool-aged children should be cared for by their mothers, children should not grow up in daycare centers” in both women and men suggest that there is a contradiction in the answers given between the two tables.

**Table 2.20: Daycare Education Positively Affects Children's Future Education**

	% Woman	% Man
I Strongly Agree (5)	57,89	51,28
I Agree (4)	32,89	33,33
I Am Indecisive (3)	1,32	12,82
I Disagree (2)	6,58	2,56
I Strongly Disagree (1)	1,32	0
Total	100	100

The respondents were asked to what extent they agreed with the idea that 'children of non-working mothers should also attend daycare centers'. The highest rate among woman employees is found in the 'I Strongly Agree' and 'I Agree' options with a ratio of 27.63%. For men, these rates are similar to those for women. 'I Strongly Agree' (30.77%) and 'I Agree' (28.21%) options were mostly preferred. Another notable factor is that the 'I Strongly Disagree' options for women (21.05%) and men (23.08%) are close to each other.

Table 2.21: Children of Non-working Mothers Should Also Attend Daycare Centers

	% Woman	% Man
I Strongly Agree (5)	27,63	30,77
I Agree (4)	27,63	28,21
I Am Indecisive (3)	3,95	2,56
I Disagree (2)	19,74	15,38
I Strongly Disagree (1)	21,05	23,08
Total	100	100

The employees who participated in the interview were asked whether they agreed or disagreed with the idea that 'having daycare centers in OIZs would increase the number of working women'. Although there is a difference between women (84.21%) and men (66.67%), the majority of employees strongly agreed with this statement. Only 3 man employees chose 'I Disagree' or 'I Strongly Disagree'. The general view is that having daycare centers in OIZs would increase the number of working women.

Table 2.22: The Availability of Daycare Centers in OIZs Increases the Number of Working Women

	% Woman	% Man
I Strongly Agree (5)	84,21	66,67
I Agree (4)	14,47	23,08
I Am Indecisive (3)	1,32	2,56
I Disagree (2)	0	7,69
I Strongly Disagree (1)	0	0
Total	100	100

The statements regarding employee attitudes show that, in general, there is a positive attitude toward daycare services. In particular, there is a high level of general agreement with the opinion that "having daycare centers in OIZs would increase the number of working women". Although there are similarities between woman and man employees, the high rate of agreement between woman and man employees with the statement "preschool children should be cared for by their mothers, children should not grow up in daycare centers" reveals a contradictory situation. However, this opinion is more likely to include children in the 0-3 age group. In addition, it is observed that there is a high level of general agreement with the idea that "daycare education positively affects children's future education". These results emphasize the importance of taking sex-based differences and special circumstances into account when planning daycare services in workplaces



3. Conclusion and Policy Recommendations

The study conducted in Diyarbakir OIZ and Textile Specialized OIZ aimed to assess the attitudes of the businesses in the region towards women's employment and childcare services. In sectors where the demand for women's labor is high, especially in the textile and food sectors, it has been observed that businesses operating in the textile and food sectors are making efforts to be woman friendly. These sectors account for 34% of the 388 enterprises in Diyarbakir OIZ, with a total employment of 25,000 people. In addition, it has been stated that OIZs in the region provide a significant share of industrial employment.

The field study assessed the steps taken by businesses in OIZs in terms of childcare services and the employees' demand for these services. The completed construction of a kindergarten and the ongoing construction of a daycare center reflect the steps businesses are taking towards childcare services. However, challenges such as the incompatibility of MoNE kindergartens' operating hours with workers' shifts and additional costs were observed. Businesses have a positive attitude towards childcare services, but there is no support program in place. In general, employers seem to be willing to support awareness-raising efforts and activities on daycare services.

In terms of employees, the results based on the survey reveal that woman employees generally have a positive view of daycare centers to be opened in OIZs. The majority of women think that daycare services in OIZs would positively affect work-life balance and facilitate access to the labor force. Moreover, the majority of woman employees agree that the presence of daycare centers in OIZs provides convenience for families.

However, some differences were observed between men and women employees. For example, the rate of agreement with the statement "every child should be able to go to preschool daycare centers" is higher among woman employees than man employees. In addition, some of the man employees stated that they would not be likely to send their children to a daycare center to be opened in the OIZ. This shows that there are significant differences between the needs of man and woman employees for daycare services.

On the other hand, when the general attitudes of employees are analyzed, there is a widespread acceptance of the positive effects of daycare education on children's future education. This reflects workers' demand for quality education services for their children. A positive attitude towards daycare services is seen as a solution to improve the work-life balance of families.

Policy Recommendations and Suggestions for Improving Daycare Center Efforts

- **Making daycare services an essential part of employment:** It is important that daycare services, become an integral part of workplace employment like shuttle services, and that individual employers take responsibility for them. This can be an effective step to improve employees' work-life balance and support women's employment.
- **To support the program implemented by the Ministry of National Education and to synchronize the operation of the kindergarten with working hours, the employment of assistant daycare teachers, and the employment of teachers to teach dance, music, foreign languages, chess, folk dances, drama, and gymnastics during study hours within the weekly schedule.** These special education programs will improve the quality of education in kindergarten and will be a serious motivation for employees to bring their children to this school. These activities should be financially supported by a fund to be established within the OIZ administration with contributions from employers. It will also be possible to use this fund to pay for future children to be brought to school on their private school buses.
- **Evaluating daycare needs in areas with a high employment rate of women with children:** Where there is high employment of women with children, daycare needs should be assessed in advance, taking into account questions and issues related to childcare. Given that women tend to quit their jobs after marriage, businesses need to plan daycare services for woman employees.
- **Raising awareness in case employees do not request daycare centers:** If employees do not request daycare centers, employers' awareness about this issue will be low. The perception that daycare centers are as necessary for the continuity of production as the shuttle services that provide employees with access to the OIZ should be recognized. This is necessary to guide employers towards daycare services and emphasize the importance of this need.



- **Expectations about gender roles and childcare can influence employees' views on daycare.** It is important to understand such differences to develop more effective strategies for planning and implementing daycare services in workplaces. Examples of work to be done with employers include awareness-raising activities on the necessity of daycare services and on issues that will increase the performance of their businesses, and studies on the fact that daycare centers, are mandatory to attract labor and will reduce employee turnover rates just like shuttle services do.
- **A committee should be established to ensure children's access to daycare centers, to organize daycare hours and to determine the curriculum, and this committee should also play an active role in the monitoring and supervision of daycare activities.** The OIZ management, Provincial Directorate of National Education, Provincial Directorate of Family and Social Services, Chamber of Commerce and Industry, civil society, and academia should participate in this committee. Through these committees, activities such as periodically monitoring developments and collecting data on processes in different periods should be carried out. For example, updating systematic data on childcare services of man and woman employees is essential for simultaneous and active policymaking in this area.
- The main reason why man employees have different attitudes towards daycare services than woman employees is that their spouses provide full-time childcare at home. **Childcare subsidies should be diversified and incentivized to ensure that the children of man employers, are also responsible for childcare, can also benefit from daycare services.** Different methods such as daycare vouchers or wage subsidies for workers in neighborhood daycare centers should be implemented.



References

AÇEV (2019) İş ve Özel Yaşam Dengesi Yolunda Çocuk Bakım ve Eğitim Kurumlarının Yaygınlaştırılması (Expanding Childcare and Education Institutions on the Path to Work-Life Balance), TÜSİAD-AÇEV-PWC Report.

Dedeoğlu, S.; Şahankaya Adar, A. ve Sıralı, Y. (2021) Supporting Women's Employment Through Institutional Collaboration on Early Childhood Care and Education, ILO and EBRD report.

Dedeoğlu, S. ve Ç. Ekiz Gökmen (2021) Dünya'da ve Türkiye'de Çalışma Yaşamında Kadın (Women in Working Life in the World and Türkiye), ILO, Ankara.

Şahankaya Adar, A ve Dedeoğlu, S. (2023) Türkiye'de Ataerkinin Kadın İstihdamı Tabusu: İşveren Tutumları Üzerine Bir Uygulama (The Women's Employment Taboo of Patriarchy in Türkiye: An Implementation on Employer Attitudes), Mülkiye Dergisi, 47, 1, 387-415.

TURKSTAT Database (2023) Employment, Unemployment and Wage Statistics,

<https://data.tuik.gov.tr/Kategori/GetKategori?p=istihdam-issizlik-ve-ucret-108&dil=1> .

Yılmaz, Y. (2022) Başarılı Bir Kreş Açma Maliyeti Ne Kadar Olmalıdır? (How Much Should Opening a Successful Daycare Center Cost?) <https://www.okuldanismanligi.com.tr/kres-acma-maliyeti-ne-kadar-olmalidir/>.



ANNEX 1: Stakeholder Interviews List

July 12-15, 2023 Field Study Interview List

- Deputy Governor of Diyarbakır
- Provincial Directorate of Family and Social Services
- Diyarbakır Provincial Directorate of İş-Kur
- Ministry of National Education
- Directorate of Karacadağ OIZ
- Directorate of Textile Specialized OIZ
- Director of Textile Specialized OIZ Kindergarten
- Teleperformance Company
- Chairman of the OIZ Board of Directors
- Diyarbakır Chamber of Commerce and Industry, Chairman of the Board of Directors and Deputy Secretary General

ANNEX 2: Survey Form

Survey on Childcare and Education Services Demands and Satisfaction of Parents of 0-6-Year-Old Children

This survey will be administered to parents working in OIZs to identify the demand for childcare and education services of parents with children aged 0-6 in Türkiye

SECTION 1: Demographic Information on Parents

1.1. Age

15 and below 15-24 25-34 35-44 45-64 65+

1.2. Sex

Female Male

1.3. What does your spouse do?

1.4. Marital Status

Never married Married Divorced Widowed

1.5. Education

Haven't finished school 2 or 3 years of higher education
 Primary school 4 years long higher education or faculty
 Primary/secondary school or vocational secondary school Master's degree/including 5 or 6-year faculties
 High school or vocational high school Doctorate

1.6. Number of Children

None Number

1.7. Age of the Children:

1st Child..... 2nd Child..... 3rd Child.... 4th child..... 5th Child

1.8. Education Status of the Children:

1st Child..... 2nd Child..... 3rd Child.... 4th child..... 5th Child



1.9. Family elders living in the household with you

Grandparents Grandfather Siblings Other None

1.10. How many people provide income for the family?

1.11. What is your social security coverage?

1.12. What is your mode of employment?

Full-time Part-time Seasonal Other.....

SECTION 2: Information about the Company

2.1. In which sector does your company operate?

Textile Food Metal Chemistry Other

2.2. How many years have you been working for this company? Years Months

2.3. How many years have you been working in total? Years Months

(Total years of employment since the beginning will be asked)

2.4. Since you first started working, how long have you taken a break from work in total?

..... (Asked only woman employees, if they have taken a break from work.)

2.5. Why did you take a break on working?

2.6. How do you commute between your workplace and your home?

My own vehicle Public transportation Workplace shuttle service On foot Other

2.7. Does your company have a daycare center? () Yes () No

2.8. Does your company provide any support for daycare centers?

Yes No (if yes, please answer questions 2.9 and 2.10)

2.9. What type of childcare support is provided by the company you work for?

Private daycare fee Daycare voucher/assistance Childcare Subsidy Education Support Other.....

2.10. How much support do you receive for daycare from the company you work for?

SECTION 3: Information on Childcare Needs and Preferences

3.1 How do you meet your childcare needs?

Family elders Older children at home Paid babysitter
 Private daycare center My spouse Relatives Other....

3.2 How much do you pay for childcare?

..... (to be answered if a fee is paid)

3.3 Would you like to send your child to a daycare center if there were one in the OIZ?

Yes No (if no, question 3.4; if yes, question 3.5)

3.4 What is your reason for not wanting to send your child to an OIZ daycare center? (More than one answer can be selected)

It is too far from home There is already a caregiver My child already attends a daycare center
 I don't want my child to commute by shuttle service My child attends the daycare center in the neighborhood Other....

3.5 What is the reason why you want to send your child to an OIZ daycare center? (More than one answer can be selected)

Close to my workplace I can visit my child during lunch breaks Low cost
 Positive contribution of daycare education for my child's development Other

3.6 How much can you pay per month for a daycare center?



3.7. How much can you pay per month for your child's shuttle service?

3.8. For which age group do you feel the need for care for your children?

0-3 3-6 Both

While you are working, at what time of the day do your children most often need care?

08:00-14:00 13:00-20:00 08:00-18:00

SECTION 4: Parents' Views on Care Services

(Prepared to determine to what extent the respondent agrees with the statements stated here. The participant will only need to click on one of these 5 options. It is designed to measure whether the respondent has an opinion on a 5-point scale from "I Strongly Agree" to "I Strongly Disagree". It is required to mark a status)

		I strongly agree (5)	I Agree (4)	I'm Indecisive (3)	I Disagree (2)	I strongly disagree (1)
S1	Every child should be able to attend preschool daycare					
S2	Preschool children should be cared for by their mothers, children should not grow up in daycare centers					
S3	Daycare education has a positive impact on children's future education.					
S4	Children of non-working mothers should also attend daycare centers					
S5	Everyone should be provided with daycare support for children of daycare age.					
S6	Having daycare centers in OIZs increases the number of working women					
S7	Employers should be obliged to provide daycare services for their employees.					
S8	Preschool daycare services should be provided free of charge by the state					
S9	Having daycare centers in the neighborhoods where employees live provides convenience for families.					
S10	Having daycare centers in the OIZ provides convenience for families.					



Annex 3: Firms Operating in Diyarbakir OIZ

Sectoral Breakdown Table of 1-2-3-4 Stage Firms		
Sector	Firma Sayısı	%
Woodwork and Furniture	46	11,86
Truck-mounted equipment - Agricultural Machinery	5	1,29
Glass and Glass Products	4	1,03
Others ¹⁸	32	8,25
Electricity	15	3,87
Food	82	21,13
Construction Materials	29	7,47
Motor Land Vehicles, Their Replacement Parts, and Equipment	4	1,03
Cosmetics	3	0,77
Marble	23	5,93
Metal Processing	59	15,21
Plastic and Rubber	30	7,73
Textile	49	12,63
Construction chemicals	5	1,29
Medical	2	0,52
Total	388	100

¹⁸ Tobacco, filter, and feed production



EARLY CHILDHOOD CARE AND EDUCATION SERVICES
IN ORGANIZED INDUSTRIAL ZONES:
Diyarbakır Model Study with Supply and Demand Analysis

www.undp.org/tr/turkiye