

# Annex 10

## Gender Results

UNDP Turkey has continued to carry the objective of gender equality and women's empowerment throughout its development cooperation in Turkey. In this regard significant steps have been taken in number of projects. Some of these steps are shared below as good practices. Besides, many experts working on various aspects of gender equality and women's empowerment have been mobilized to contribute Turkey's steps on development to be gender equal.

### Gender mainstreaming in Climate Change and Environment

UNDP Turkey prioritizes the link between gender and the environment and carries the responsibility of strengthening women's resilience through gender-responsive and sustainable environmental policies. Gender equality and women's empowerment is a main priority of various programs and projects implemented by UNDP Turkey on management and sustainable use of natural resources. In this context, analytical tools as well as advocacy materials have been developed:



A milestone report on socio-economic situation of the forest villagers living in the Mediterranean forests including gender analysis.

<https://bit.ly/orman-koyleri>



Gender analysis and action plan for "Promoting Competitive Energy Efficient Wooden Buildings in Turkey" project in line with gender mainstreaming perspectives of both UNDP and GEF.



A story and a video on life experiences of a woman forester as well as other women's lives in "Dirgine" villages.

<https://bit.ly/womanhood-in-Dirgine>



## Empowerment of women in rural development and agriculture

As UNDP Turkey, we are working with GAP RDA for the last 13 years for enhancing both economic and social empowerment of Southeast Anatolian women. Currently, within the scope of Women's Empowerment and Social Cohesion Project, we are focusing on developing inclusive business models where low-income communities, especially disadvantaged women engage in the production value chains.

Private sector is a key partner in efforts to advance gender equality and women's empowerment. Our engagement with Koton through its "Handmade Collection" is a very good application of the inclusive business models where we create value for all – including those which are the most vulnerable. In 2019 both Syrian and host community women took part in the production of this very special Collection and around 545,000 USD has been generated so far. However apart from economic empowerment, these women acted as powerful agents of change and drivers for sustainable development.

Gender strategy is developed based on Göksu Taşeli Watershed Development Project and will be referred as a model for other rural development projects. The project implementations regarding the problems in question are required to be planned considering the different needs, interests and demands of women and men in the region and in the target population. The project is built upon the strong experience of UNDP in rural development. For example, a gender-sensitive approach has been deployed throughout the resource efficiency-based value chain analysis which is developed under the scope of the Integrated Resource Efficiency in Agriculture and Agro Industries in Southeast Anatolia (IRE) project to show that gender blind value chain analysis increases and reproduces the gender inequalities within the rural production and through the analysis, women's work in agricultural production becomes visible and is being taken into account as one of the most significant policy concerns.

Capacity of local tourism actors and NGOs have been strengthened under Future is in Tourism Programme to contribute to the sustainable tourism development through partnerships with public institutions. Under a number of grant projects, women cooperatives, entrepreneurs, workers and artisans have been supported. Within the scope of the grant project "Women Will Enlighten Perşembe" it was aimed to create a model guesthouse in Perşembe village and build capacity among women entrepreneurs. Women received several trainings on House Board, Sustainable Tourism and Local Product Design. Within the scope of the grant project "A Day in Ovacık Village" it was aimed to develop an experience-based tourism model by providing the visitors with the opportunity to experience local tastes from field to fork, local culture and traditions. 18 women have taken part in the establishment of Ovacık Experience Atelier and received trainings on Marketing and Şile Cloth Handcrafting.

## Women and Girls in STEM

Turkey's Engineer Girls Project targets girl children living in economically disadvantaged conditions and regions. Under the university program, 120 students including two Syrians from engineering departments benefited from the scholarships. The students also benefited from training and mentorship opportunities (The size of the project's mentor pool reached 180 in three years); internship opportunities; Leadership in Engineering Certificate Program and online certified English training courses.

Under the Turkey's Engineer Girls Project, high school program creates a motivation and focus on another segment of the society that includes high school students (both boys and girls), teachers, and parents. 18,828 students, 50 school managers, 50 representative teachers and 611 counselors are reached.

Following activities are delivered with the respective participation numbers: First Case Analysis: 10,440, Second Case Analysis: 10,163, Building a Tower Game: 9,269, The Decision Is Yours Board Game: 7,767, Virtual Reality tool: 6,761, School Counselor Teacher Training: 761, Parent Training: 1,860 and Role Model Meetings: 8,531.

## Gender Mainstreaming in Private Sector

UNDP's Gender Equality Seal (GES) Program for private enterprise was introduced to Limak. The project is being used to evaluate the current status within the company and make firm-level suggestions according to GES benchmarks. The whole process of implementation of the GES programme is being reported and the lessons learned will be the main source of information in developing GES programme that confronts best with national priorities. In the meantime, a significant number of private sector representatives have been reached to introduce GES and UNDP Turkey Country Office made a call for collaboration to other UN agencies working for gender mainstreaming in private sector in Turkey. In this respect roundtable discussions were initiated and the process of developing a one UN approach for gender mainstreaming for private sector in Turkey have been started.

Furthermore, gender equality has been identified as one of the main focuses for the agenda of Business for Goals Platform in which gender equality is one of the main priority areas.

## Women's empowerment and resilience in response to the Syria Crisis

UNDP Syria Crisis Response and Resilience Programme implements gender responsive projects.

In Job Creation Component at least 2,000 Syrian refugees and host community members will be placed in formal jobs and at least 40% of the beneficiaries will be women. To achieve this goal, the Project has carried out various activities. One of those activities was giving basic gender equality seminar to participants of Entrepreneurship Trainings held in Gaziantep, Adana and Mersin with the participation of 438 Syrians and host community members in 2019. The aim was to communicate the role of socialization in formation of gender roles, gender-based discrimination, its effect on our lives and significance of women to participate in social and economic life.

The employment of women is advocated at the local level vis-a-vis local partners and also private sector. Women Entrepreneurs' Center is supported through the aforementioned assessment and also machinery and equipment to be used by women entrepreneurs targeting value chain in manufacturing industry.

Another activity was the "Gender Responsive Firm Transformation Programme" that was held between June 2019 - January 2020 in Gaziantep, Adana, Mersin and Izmir. A tailor-made program was developed for the transformation of companies' structure and way of doing business into more gender-responsive. During the programme, Gender Responsive Firm trainings have been provided to representatives of 39 companies located in Gaziantep, Adana, Mersin and Izmir. 37 of 48 participants were women. Eight voluntary firms from manufacturing and service sectors in Gaziantep, Izmir, Adana and Mersin have started to the transformation process. All these firms were visited and gender code of conducts were prepared. To support firms during the transformation process, several seminars on gender equality related issues including "fatherhood" by NGOs such as Mother Child Education Foundation (AÇEV) are decided to be delivered especially to blue collar workers.

Furthermore, messages on the significance of gender equality and call for action were created and have been used in Job Creation Project's all events and were disseminated as publicly as possible.

In Municipal Service Delivery Component, within the scope of gender mainstreaming, gender consultants conducted a comprehensive needs assessment of capacity needs, expectations and perceptions from gender mainstreaming perspective and developed a strategy and road map on mainstreaming gender in policies and programs; both municipalities and civil society organizations had been visited and local authorities' policies regarding gender equality and refugee rights have been discussed. Within the same period, suggestions for 2020-2024 Strategic Plan were delivered and in Hatay Metropolitan Municipality, presentation on how to prepare a strategic plan was given and detailed work on the plan was supported. For use of Gaziantep Metropolitan Municipality, brochures on gender-based violence were prepared. Şişli

Municipality was visited with related staff from Hatay and Gaziantep Metropolitan Municipalities to share information and experience and establish network among municipalities. In addition, in Hatay training on women's counselling centres and shelters were delivered and a 200-question survey for a wider-scale research on needs of women residents of municipality was prepared, in which the results will be analysed to develop appropriate policy.

In Adult Language Training Component, 53 public education centers were refurbished and IT equipments, desks, chairs, conference room equipments, kindergarten equipments have been provided ; a prefabricated public education center was constructed and 318 (219 women, 99 men) Turkish language trainers were trained. All trainers have received a training on inclusive and rights-based practices where the main focus is gender equality, antidiscrimination and inclusiveness. Informative materials regarding gender-based violence and referral procedure in case of violence, Turkish labor market structure and how to apply jobs were prepared. Education materials were also reviewed with gender lenses by gender experts and relevant revisions were conducted in order to produce gender sensitive end user materials. Thus, final analysed data shows that the number of the women participation is significantly higher than the men participation to the language trainings. 72% of graduates are women.

## **Combatting with sexual and gender-based violence (SGBV) through capacitated legal aid provision**

The 'Support to the Improvement of Legal Aid Practices for Access to Justice for All in Turkey Project Phase II (Legal Aid Phase II)' and 'Enhancing Access to Justice and Legal Aid for Refugees in Turkey (UNJP)' Projects supported women's empowerment, advocated for gender equality and helped develop legal mechanisms for preventing sexual and gender-based violence.

UNJP Project helped develop the capacities of legal practitioners working in the field of legal aid, defending rights of SGBV victims, defending refugee rights and providing consultancy for legal protection of all. Trainings were organized for justice sector representatives such as judges, prosecutors, experts working at courthouses and lawyers. Ensuring gender equality, preventing violence against women, including girls and promoting judicial mechanisms for easier access to justice were core subjects of trainings. Furthermore, awareness raising, and information campaigns were organized for refugees, targeted especially for women and girls, in order to inform them about legal protection mechanisms to seek guidance and support. Moreover, women and children were informed about the dangers of child marriage and SGBV.

Within the scope of Legal Aid Phase II, Violence Prevention Centers are going to be established in pilot provinces therefore a guideline was prepared for the centers. The Violence Prevention Centers will be operating under bar associations at pilot provinces. Bar Associations all accepted the guideline and agreed to ensure the sustainability of these centers through a protocol between Union of Turkish Bar Associations and pilot Bar Associations. The Violence Prevention Centers will provide legal consultancy to people subjected to violence, prioritizing women and children. The lawyers working at these centers will closely follow up cases and ensure support throughout legal processes for finding durable solutions. All public institutions, civil society organizations and bar associations at pilot provinces agreed to support the centers and promised to assist the local coordination mechanism for preventing violence against women.

## **UNDP Gender Academy**

*"A Training Programme for UNDP Turkey Country Team"*

As UNDP Turkey Country Team, we intend to mainstream gender as a collective responsibility of the entire Country Office (CO) as a well-planned, long-term process. As a first step for realizing this, it is crucial to internalize the importance of gender equality and women's empowerment. A gender sensitive organization is a prerequisite for creating more effective gender equality results in operations. Thus, building a gender sensitive institutional structure, developing in-house capacities to integrate gender concerns into all programmes and practicing areas are basics of the UNDP Turkey Gender Equality Strategy.

In line with the UNDP Turkey Gender Equality Strategy and its objectives related to capacity building, UNDP Country Office introduced “UNDP Gender Academy” which consists of comprehensive trainings and other capacity building activities such as knowledge products, collective reading sessions and experience sharing meetings for the benefit of the country team in which the staff will increase their knowledge and awareness on gender equality and women’s empowerment approach as a main strategy of implementation and development assistance.

General and specific objectives of the UNDP Gender Academy, which targets all UNDP Turkey Country Office staff, can be listed as below:

- Increase the capacity of staff in terms of gender equality and gender sensitivity through a capacity development programme,
- Conduct continuous capacity development and awareness raising sessions on gender mainstreaming for all UNDP Turkey Country Office staff,
- Increase staff engagement to the gender equality and women’s empowerment approach as a main strategy of implementation and development assistance,
- Understanding the historical context regarding gender equality within the UN system from 1948 onwards,
- Familiarizing with critical concepts such as sex versus gender, gender equality, discrimination/multiple discrimination, sexism, segregation and its results, strategic and practical needs for gender mainstreaming (gender analysis and data),
- Increase awareness of the existing situation regarding gender equality in Turkey with respect to different fields of intervention including but not limited to education, employment, health, political participation, violence, urban space, rural development and agriculture, migration and displacement,
- Develop the methodology for an annual training programme for UNDP Turkey Country Office staff,
- Better identify possible intervention fields of UNDP to achieve gender transformative results,
- Enhance the capacity to make gender analysis while preparing the project documents mainly within the situation analysis and increase the capacity to introduce gender responsive implementation and planning of the projects within all fields of development,
- Support the platform way of working within UNDP with a strong understanding of gender equality as a cross-cutting issue of SDGs.