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SABANCI VAKFI



SABANCI FOUNDATION GRANT PROGRAM STORIES 2013-2014



**United Nations
Joint Program for
Promoting the
Human Rights
of Women**

**SABANCI
FOUNDATION
GRANT
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FOREWORD

SABANCI FOUNDATION
GRANT PROGRAM
STORIES
2013-2014

At the Sabancı Foundation, we have been working in cooperation with United Nations institutions to promote women's human rights since 2006. Our first United Nations Joint Program, which took place in six cities between 2006 and 2010, has achieved promising results which encouraged us for our **second Joint Program, which has been implemented in eleven cities with even more success.** The main objective of our Joint Program is to accelerate the implementation of gender equality commitments at the local level, raise awareness on gender equality in society, and contribute to the development of capacities of local governments, government institutions, and non-governmental organizations for the advancement of women's rights.

We are very pleased to see the realization of our vision, which we have been striving for since the very first day we started working on the program. Our program has three main components that support each other throughout its implementation.

As part of our goal for **Gender Responsive Budgeting**, we aimed to assist local governments to develop and monitor their budgets with a gender perspective.

Sabancı University faculty members provided high school teachers with gender equality training as part of **the Purple Certificate Program.**

Sabancı Foundation Grant Program gave grants to projects launched by women's civil society organizations (CSOs) in pilot cities. Universities and local governments working in the field of gender equality participated jointly in these projects. A total of 54 CSOs prepared projects and applied to the grant program and 20 projects in 9 cities were supported. The projects reached 8,646 people in total.

I am pleased to observe that our Grant Program has yielded extremely successful results. I would like to mention a few of them here.



Innovative and alternative methods were developed to create gender equality awareness for both women and men.

New women's platforms were launched. The program revealed that women's organizations could make an even greater impact through such joint efforts. CSOs learned how to make an impact on municipalities. They also realized the importance of influencing public policy.

The visibility and reliability of CSOs increased in the pilot cities due to Sabancı Foundation's Grant Program. Above all, local NGOs became stronger by implementing the projects that they have developed themselves. As the Sabancı Foundation, we supported and guided the grantees during this process.

Together with UNDP, we prepared a Mapping Report that revealed the capabilities of CSOs and women's studies units of universities in 11 cities. We included data from 126 CSOs and 13 university research centers in the report. A total of 366 people took advantage of the project development training we provided prior to the grant selection process. Project monitoring experts made monitoring visits to every project. The program coordinator and monitoring experts contributed to the expert selection process for the projects, helping select knowledgeable and reliable educators in the field of gender equality.

Most importantly, the Grant Program that was launched as part of our Joint Program took on a prominent role in helping people understand and recognize the human rights of women. Setting out to work fearlessly in such a sensitive field, 20 CSOs raised awareness among women and men in their own cities and affected public opinion.

I would like to offer my heartfelt thanks to all our partners, project organizers, and participating volunteers whom we worked with. I hope that the inspiring stories of our brave CSOs will be a beacon to everyone who reads this book.

Güler Sabancı
Chairman, Board of Trustees, Sabancı Foundation

PREFACE

Promoting human rights is a core mission of the United Nations. In order to leave no one behind and create a world of dignity for all, the United Nations supports member states and human rights advocates in the creation of an enabling environment where women fully enjoy their rights and equally participate in all aspects of life.

Existing gender disparities in decision-making, employment and property ownership pose challenges to the sustainable development of Turkey. Women's labor force participation has been rising but still was only 30 percent in 2014 (compared to 70.8 percent for men.) Women make up 72.1 percent of unpaid family workers but only 9.3 percent of high-level executives. Only 17.8 percent of lawmakers are women. Violence against women is also an important challenge; approximately four out of every 10 women have been subjected to physical violence by their husbands or partners. Assuring the human rights of women is therefore one of the foremost development issues in Turkey.

The UN Joint Program (UNJP) for Promoting Human Rights of Women has been implemented since 2012 by UNDP, UN Women and Sabancı University with the support of the Sabancı Foundation. Ministry of Interior, Ministry of National Education, Ministry of Family and Social Policies and Turkish Union of Municipalities were the cooperating partners of the program. This Joint Program aims to accelerate the implementation of gender equality at the local level; contribute to the development of capacities to promote, protect and exercise women's rights; and contribute to gender equality in various areas of life. It comprises three main components: Gender Responsive Budgeting, the Purple Certificate, and the Sabancı Foundation Grant Program. Between 2012 and 2015, the UNJP was implemented in 11 provinces, namely Aydın, Çanakkale, Edirne, Erzincan, Eskişehir, Gaziantep, Kahramanmaraş, Kastamonu, Kayseri, Kocaeli and Ordu.



The Grant Program supported the capacities of civil society organizations. New and innovative methods of awareness raising were supported by the grants, whereby not only women, but also men took part in activities. Activities covered many areas, from advocacy against gender-based violence and in favour of women's participation in professional life to promoting civic rights in reproductive health.

This publication includes narratives on 20 projects supported by the Sabancı Foundation Grant Program. Local non-governmental organizations have been the leading actors in the successful implementation of the Grant Program— with an emphasis both on local needs and the challenging common objectives of gender equality and the promotion of women's human rights. In addition, local authorities share a considerable portion of this success. I believe that with the strong and joint commitment of local civil society organizations and authorities, the Grant Program will have a sustainable impact and create considerable change in terms of gender equality.

I hope that the rich experiences of local civil society organizations featured in this publication will inspire and trigger further action and research to promote women's human rights and gender equality at the local level.

Kamal Malhotra
UN Resident Coordinator and UNDP Resident Representative in Turkey



AYDIN

PROVINCE

Aydın

PROJECT TITLE

Ekonomik Şiddete Hayır
[No to Economic Violence!]

IMPLEMENTING ORGANIZATION

Aydın Girişimci Kadınlar Derneği (AGİKAD)
[Aydın Women Entrepreneurs Association]

PROJECT PARTNERS

Aydın Chamber of Commerce, Aydın Provincial Directorate of Agriculture, Aydın Commodity Exchange Market, Turkish Employment Organization (ISKUR), Aydın Chamber of Agriculture, Dalama Municipality, Umurlu Municipality

IMPLEMENTATION PERIOD

1 October 2013 to 31 June 2014

PROJECT SUMMARY

The project was implemented in the Dalama and Umurlu districts of Aydın province. With a target group of 40 unemployed women who live in this region, with low incomes, the project sought to augment the participation of women in economic life. The women were given flower bulbs and land, and were trained to grow decorative plants. The practical training was complemented by training on gender equality, women's solidarity, and cooperativism.

ACTIVITIES

- Twenty-two women planted 72,000 daffodil and hyacinth flowers in a six-decare area in Kardeşköy town of Aydın province.

- A gender workshop attended by 20 women raised awareness about gender issues.

- Booklets on gender and cultivating decorative plants were printed.

- 14 women benefited from entrepreneurship training with the support of Small and Medium Enterprises Development Organization (KOSGEB).

- A flower festival was held.

- 16 women took part in a training course on cooperativism.

- A 'No to Economic Violence' seminar was organized to raise awareness.

RESULTS

- Revenues obtained during the project were distributed to women based on their rate of participation in planting and harvesting.

- Female participants boosted their awareness of women's rights.

- Women have started working on economic cooperation.

- Reference books were prepared on gender equality and growing decorative plants.



NO TO ECONOMIC VIOLENCE

According to 2012 data from the Turkish Statistical Institute (TURKSTAT), only 30 out of 100 women participate in the workforce and only 25 of those work in income-generating jobs. 42% of employed women work in the agricultural sector.

The main obstacle to women's participation in social and economic life is the patriarchal mindset that keeps women in a dependent position. This mindset restrains women from exercising their rights and partaking in work life. Furthermore, the discriminatory practices against women and gender pay gap diminish the value of women's effort. The fight against economic violence starts with the recognition of this type of violence and women's participation

in the workforce. When developing projects to boost employment of women, beside financial resources and training opportunities, awareness-raising and counselling services are necessary to change this prevailing mindset.

Aydın Women Entrepreneurs Association developed "No to Economic Violence" project specifically for these objectives. In order to increase women's employment and economic strength, the project focused on the agricultural sector as the province's primary means of livelihood and key source of employment women. The project's aim was to create alternative employment opportunities; highlight the effort of women in the entire process, from production to marketing; and open up a new area of employment based on principles of women's solidarity. With its wide national and international market, daffodil and hyacinth cultivation was chosen as the strong and sustainable alternative for women's employment.



The target group consisted of 40 unemployed women who lives in Aydın with a low income could take the responsibility of growing the flower bulbs provided, and would agree to share the income obtained from the flower sales equally.

FLOWERS OF HOPE BLOOMING IN AYDIN

Turkish Employment Organization (ISKUR) as well as village mukhtar and associates from the Kuyulu, Şevketiye, and Kardeşköy helped to select the women participants in the project implemented on philanthropist Mehmet Kiriş's agricultural land in Kadeşköy. A total of 72,000 daffodil and hyacinth bulbs were procured and 6 decares of land readied for planting under the supervision of an agricultural engineer. The women selected according to the target group criteria were informed about the project.

Training on growing daffodil and hyacinth flowers was held in morning and afternoon sessions into which the participants were divided. Through the end of planting process, a press conference was held at the Aydın Commodity Exchange Market to publicize the project, with the participation of project partner institutions.

After trainings, women who quickly began working in the field, put their theoretical knowledge into practice by taking responsibility in various tasks like caring and irrigation of flower bulbs and weeding the field. In addition to the trainings on cultivation of decorative plants, the women participated in gender workshops and entrepreneurship training. By working side by side in the field, women had the opportunity to share their personal experiences and common problems and discuss violence, social value judgments, and sexuality at the gender workshop.

"This project allowed us to create a new area of employment for women in Aydın with the cultivation of decorative plants, and also raised awareness on important matters such as gender equality and women's solidarity. I think the project achieved its goals and contributed to the personal development of female participants. This pioneering and example-setting work paved the way for different projects. We continue to have meetings on cooperativism with the Aydın Provincial Directorate of Agricultural Credit."

Selda Atay, Project Coordinator



The participants' self-confidence rose thanks to what they learned about economic violence and women's human rights.

FROM FLOWER FESTIVAL TO FLOWER COOPERATIVE

While women's efforts were blooming in the field, a flower festival was organized to share the project with the public and sell the flowers. Women and young girls wore traditional costumes, flower stands were set up, and the Izmir State Turkic World Dance and Music Community enlivened the festival with a concert.

The revenue generated throughout the year from flower sales were distributed fairly among the women according to the trips each one made to the field and the training sessions they participated in. In an effort to make the project sustainable, the establishment of a flower cooperative was considered and a cooperativism training course was delivered by KOSGEB for 16 women. The training participants received detailed information on the nature of a cooperative and how to establish one. Also as part of the project, a conference entitled "Problems and Legal Rights of Women Who Are Subject to Economic Violence" was held, and booklets on cultivating decorative plants and on gender equality were printed and distributed to women.



The conclusion of the project came with the organization of a conference called “No to Economic Violence”. At the conference, the 40 women in the project’s target group received certificates of participation and all phases and goals of the project were evaluated. Women who wanted to continue the training and working in the field launched a new project while the daffodil and hyacinth bulbs that would bloom in the coming years were asleep. A producer with expertise on medicinal plants was consulted and

it was decided to grow lavender. The women presented a project to the Ministry of Interior’s Division of Associations to grow lavender in the unused areas of the field, and were awarded a new grant to take the second big step on their way to establishing a flower cooperative.



ORGANIZATION’S NAME

Aydın Women Entrepreneurs Association (AGİKAD)

YEAR ESTABLISHED

2012

PURPOSE OF ESTABLISHMENT

The Aydın Women Entrepreneurs Association (AGİKAD) was established to boost the number of female and young entrepreneurs; organize activities in the areas of women’s rights, gender, and protecting women’s status in society and work life; provide help by seeking solutions to women’s problems; be an intermediary in fostering a common city culture; and provide material and moral support to strengthen the status of women in social life across the country and particularly in the country’s economy.

CONTACT INFORMATION

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PROVINCE

Aydın

PROJECT TITLE

Kadın Erkek El Ele Şiddet Değil Sevgi ile
[Women and Men Hand in Hand, Without Violence But With Love]

IMPLEMENTING ORGANIZATION

Çağdaş Yaşamı Destekleme Derneği, Aydın Şubesi (ÇYDD)
[Association for the Support of Contemporary Living Aydın Branch (ÇYDD)]

PROJECT PARTNERS

Aydın Medical Chamber

IMPLEMENTATION PERIOD

1 September 2014 to 30 June 2015

PROJECT SUMMARY

In the town of Ovaeymir in Aydın province, outreach work was done to raise awareness of gender equality and violence against women. Women were reached via home visits, and men via visits to coffeehouses and funeral homes. To boost the visibility of and familiarity with these concepts within the district, posters and canvas banners were hung in marketplaces, coffeehouses, schools, wedding halls, and other public areas. Participants in the project underwent tests before and after the awareness-raising work. Positive changes in opinion were revealed during focus group interviews on gender equality held in the target group.

ACTIVITIES

• A total of 114 women were reached via 15 home visits made in three neighborhoods.

• A total of 93 men were reached via six coffeehouse and funeral home visits made in three neighborhoods.

• Through the distribution of brochures, 1,000 people were informed about the concepts of gender equality and violence against women.

• Furthermore, 50 posters were hung in coffeehouses, schools, wedding halls, pharmacies, and grocery stores.

• The local population was also targeted via one wedding in each of the three neighborhoods, with a canvas banner on the concepts of gender equality and violence against women being hung at the entrance of the wedding hall. The project also saw the distribution of 300 purple ribbons.

RESULTS

• According to surveys carried out among the target group, knowledge on the concepts of gender equality and violence against women has risen.



WOMEN AND MEN HAND IN HAND, WITHOUT VIOLENCE BUT WITH LOVE

The prevalence of violence that threatens physical and mental health of individuals, as well as peace and happiness of society, causes people to perceive it as normal behavior. Domestic violence, which happens behind closed doors and arises in news of murder, torture and crime, can have various types including beating, swearing, humiliation, contempt, and deprivation. A study of violence conducted in Aydın in 2009 indicates that the rate of male violence against women is 33%. Women who are subject to violence are usually got married at a younger age. 17% of women said that a husband would have the right to beat his wife in at least one of the following

“We believe we brought about a change in perception and mindset about gender equality and violence against women by going to the field via home and coffeehouse visits. We explored the effects of biological sex and social gender on our lives in an environment of mutual conversation with participants from both genders. They realized that some of their behaviors that they previously did not regard as violent were indeed violent. Most importantly, they learned that they were not alone and there were institutions they could consult in case of violence.”

Nurten Atalay, Project Coordinator



cases: when she overcooks and burns the meal, neglects to care for the children, talks back to her husband, wastes money, or refuses to have sexual intercourse. 16% of women thought “important decisions in the family should be made by men”, 12% thought “men are usually smarter than women”, and 22% believed that “if a woman disagrees with her husband she should not argue”.

Key activities that must be carried out at the societal level include training on how to establish domestic relationships based on respect and trust, and on changing the cultural and social factors that cause violence against women. With this in mind, the Aydın branch of ÇYDD launched the “Women and Men Hand in Hand, Without Violence But With Love” project in cooperation

with the Aydın Medical Chamber. The project was implemented in Aydın’s Ovaeymir town, which had a low average age of first marriage and had received a grant from the Sabanci Foundation Grant Program within the United Nations Joint Program for Promoting the Human Rights of Women (UNJP).

TRAINING IN SAYING NO TO VIOLENCE

The project began with the preparation of questionnaires for a survey of the target group, the selection of people to work voluntarily in the field and conduct surveys, and the training of trainers. The project team visited the Governor of Aydın, Efeler Municipality Mayor and District

Governor, Aydın Citizens’ Assembly Women’s Council and Executive Board, and the Village Master of Ovaeymir to introduce the project and do assessments. The areas of work and working style were set. A brochure about gender equality and violence against women was created and printed for distribution during the project.

Women were reached via home visits and men via visits to coffeehouses and funeral homes in order to raise awareness about gender-based and domestic violence and gender equality, to inform women about women’s rights, and to question the widespread perceptions and value judgments in society that are believed

“We created awareness regarding women’s rights in particular during the field studies. Women believed that their movement in a very limited area was freedom and violence was a problem that concerned only the family. I am happy that we were able to change these perceptions. We still have requests from them to continue our home visits and talks. They share this new information with their neighbors and relatives after we leave. I think that we have opened doors for women.”

Zeliha Aydın, Pharmacist



to aggravate violence. At the meetings, the concepts of gender and sex were emphasized, followed by a discussion on the effects of gender and sex on our lives and ways to fight against violence. Posters and canvas banners were hung in public spaces such as coffeehouses, schools, wedding halls, and the Village Master’s office in an effort to boost the visibility of and familiarity with the main project concepts within the district. Visits were made to marketplaces and brochures distributed to the public.

The team also visited officers at the Efeler Municipality Marriage Office to inform them about the project. Couples who were applying to get married were given brochures and benefited from awareness-raising work. The project team also visited the Izmir Women’s Museum, and an Izmir tour was organized in March with the women from Ovaeymir who had participated in the project.



SURVEY RESULTS

Several survey studies were conducted during the project. Pre-tests and post-tests were given to the men who participated in the training offered in funeral homes and coffeehouses and to the women who participated in the meetings held during home visits, in order to determine any changes in their opinions from before and after the training. The “Definition and Components of Gender and Violence Against Women” survey involved 246 married women over the age of 15 who lived in Ovaeymir. The participants’ level of knowledge and perception of gender-based and domestic violence was assessed in this survey. Also investigated was the frequency of gender-based and domestic violence and related factors. Finally, when activities in the area were completed with the “Survey on Awareness of the Project Components”, the awareness levels of the project’s target group were evaluated.

Pre-tests and post-tests were important for assessing the success of project training. The results of the surveys which were carried out twice – before and after the meeting/training session – indicated that the awareness-raising efforts brought positive outcomes. Knowledge and awareness levels of biological sex rose from 50% to 89% among women and from 57% to 89% among men, while the knowledge and awareness levels of the concept of gender jumped from 39% to 94% among women and from 58% to 89% among men.

While 78% of women said yes to the question “Women and men should be paid the same for the same job” before the session, this percentage went up to 94% after the session. While 47% of women said no to the statement “Domestic violence against women is only a family problem” before the session, 72% said no after the session. Similarly, while 69% of women

found the statement “Men cannot control violence and cannot stop it” wrong before the session, this percentage went up to 83% after the session. The percentage of women who said “Violence has no valid justification” was 76% before the session but reached 92% after the session.

86%. While the statement “Men cannot control violence and cannot stop it” was found wrong by 48% of before the training, the percentage stood at 67% after. The percentage of men who disagreed with the statement “They are men; they can beat and love” went up from 56% before to 80% after the training.

The training conducted with men also exhibited positive results. While 66% said no to the statement “Boys should have further education than girls” before the training, this percentage increased to 77% after the training. While the statement “Women who are subject to domestic violence want and deserve it” was found wrong by 69%, after the training this percentage rose to

ORGANIZATION’S NAME

Association for the Support of Contemporary Living Aydın Branch (ÇYDD)

YEAR ESTABLISHED

2009

PURPOSE OF ESTABLISHMENT

The aim of ÇYDD’s Aydın Branch is to protect, develop, and promote the rights that were achieved with Atatürk’s principles and reforms, and ultimately bring about modern individuals and society via contemporary education. The association provides educational grants to students; organizes a variety of courses and training meetings primarily for women, children, and youth; and ensures that students at the primary and secondary school levels receive support from university students.

CONTACT INFORMATION

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EDİRNE

PROVINCE

Edirne

PROJECT TITLE

Eşit Söz Eşit İnsanca Yaşam
[Equal Voice, Equal Decent Life]

IMPLEMENTING ORGANIZATION

Edirne Kadın Merkezi Danışma Derneği (EKAME-
DER)
[Edirne Women's Counselling Centre Association
(EKAME-DER)]

PROJECT PARTNERS

Edirne Municipality, Trakya University Women's
Issues Research and Application Center
(TUKSAM), Edirne Governorship Special
Provincial Administration, KAMER Foundation

IMPLEMENTATION PERIOD

1 October 2013 to 31 May 2014

PROJECT SUMMARY

The "Equal Voice, Equal Decent Life" project sought to raise awareness of gender equality among women living in Edirne. Through home visits, the project reached women living in four neighborhoods that made up one-fourth of the 24 neighbourhoods of the Edirne provincial center. The goal was to try to change perceptions on gender equality, to highlight women's right to equally benefit from municipal services as men do, and to increase women's participation in decision-making mechanisms.

ACTIVITIES

- Training on gender equality was delivered to 20 Pioneer Women.

- The Pioneer Women then visited 1,578 households in the Talatpaşa, Abdurrahman, Şükrüpaşa, and İstasyon neighbourhoods and shared information with the local population.

- Surveys on women's needs were conducted during home visits.

- After home visits had been completed in each neighborhood, the information given was reinforced through the organization of neighborhood meetings.

- Trakya University evaluated the results of the questionnaires filled out during the home visits and identified women's needs and problems.

RESULTS

- The 1,578 women who participated in the project in Edirne provincial center increased their awareness of women's rights.

- Through the survey, the needs and problems of women were identified.

- Taking into consideration women's municipal requests, Edirne Women's Counselling Centre Association (EKAME-DER) developed a new project on Gender Responsive Budgeting.



EQUAL VOICE, EQUAL DECENT LIFE

Edirne is an impressive border city with a rich history, architecture, and fertile lands watered by four rivers. With a population growth rate of -2.8 per thousand (far below the national average in Turkey according to data from the Turkish Statistical Institute), Edirne seems far from a typical Turkish province in terms of demographic composition. It would be wrong, however, to construe these statistical data as signs of development. In Edirne, a province to which people do not migrate but rather from which people emigrate, whose population is gradually aging and where economic activities are still to

a large extent based on agriculture, the key to advancing social and economic development is the empowerment of women, who make up half of the population.

"The women shared their problems with us, they raised their awareness (of gender equality). I remember a woman saying, when we gave her the brochure, 'this is my guide; I will carry it in my purse. I will tell women who have troubles like me about this and make sure that they contact you.' "

Fatma Bekar, Pioneer Woman

Seeking to conduct a study that would contribute to gender equality in Edirne and strengthen women's position in society, the Edirne Women's Counselling Centre Association developed the "Equal Voice, Equal Decent Life" project. The Association's previous projects revealed that the women of Edirne were exposed to gender inequality and discrimination, did not adequately participate in decision-making mechanisms, and did not receive any support in this area. For instance, no woman had ever been a member of the Edirne Provincial General Council in the past. Only four of the 28 councillors on the Municipal Council were women. And only one of the 24 neighborhoods in the provincial center had a female mukhtar. This situation was reflected in service policies. Therefore it was vital to inform women about gender equality – particularly women in neighborhoods with concentrations of socially disadvantaged groups. The project focused on women's right to equally benefit from municipal services and participate in decision-making mechanisms, in addition to



gender equality. EKAME-DER applied for and received a grant from the Sabancı Foundation Grant Program under the United Nations Joint Program for Promoting the Human Rights of Women.

PIONEER WOMEN ON THE STAGE

The project team believed that the first step in empowering women in every area of life was the identification, through outreach activities, of the primary problems they face. The first steps taken to this end were the establishment of a network of women volunteers and contacting various local organizations that could support the project.

Initially, a comprehensive training aimed at raising awareness of gender equality was delivered to 20 Pioneer Women selected on the basis of specific criteria. The Pioneer Women, who were the driving force of the project, were selected among the female members of the Women's Council of Citizens' Assembly and were responsive to gender equality. The Trakya University Women's Issues Implementation and Research Center (TUKSAM) and the Women's Centre Foundation (KAMER) provided support for the training. To ensure that the project would have an impact on the public and be adopted



by every section of society, a first neighborhood meeting was held with the participation of the local press, women, and the project team. To foster solidarity among women, get them out of the spiral of violence and lack of education, and enable them to discover their power and potential it was necessary to create new environments for growth. The first step on this road was home visits. Accordingly, after their training Pioneer Women began home visits and information activities in the Talatpaşa, Abdurrahman, Şükrüpaşa, and İstasyon neighbourhoods.

"We met different people and different life stories. We saw that people's lives were not perfect, that women were subject to violence and most of the time they could not do anything when faced with violence."

Şenay Önkol, Pioneer Woman



During the home visits, conversations on both the stereotypical roles society assigns to women and the problems ensuing from gender inequality were had and educational brochures were distributed. Women were also asked to fill out a questionnaire about their needs. In addition to questions about women's marital status, how they got married, their level of education, whether or not they worked, whether or not they had migrated, how many children they had, how many people lived in their household, and their household income, they were also asked about how they see their status within society. During the project, Pioneer Women made 1,578 home visits, exceeding their initial objective. The women surveyed indicated that they wanted to participate more in the workforce and benefit more from health and education opportunities by coming together to achieve common goals in the fight against violence and by seeing, sharing, and most importantly experiencing the warmth and power of solidarity.

After home visits had been completed in each neighborhood, local meetings were held in part as a means of refreshing the information women had received during the home visits as well as reinforcing the spirit of solidarity. In addition to the six neighborhood meetings held, a cultural trip to İstanbul was organized for 96 women.

STRIKING DATA, INSPIRING RESULTS

Although the primary objective of the home visits was to meet women and raise awareness of violence and women's human rights, the data obtained from the forms was of vital importance in terms of sustaining and measuring the awareness the project created. Trakya University evaluated the results of the questionnaires filled out during the home visits and identified women's needs and problems.



"I believe that women who have become acquainted with the concept of gender equality know that they do not have to assume the classic roles assigned to women. They will approach their daughters and granddaughters with a different perspective. I feel that we have touched upon life."

Şahide Ağaoğlu, Project Coordinator

The results of the survey were not surprising. Edirne was no different from the general situation in Turkey in terms of women's position within society. According to the results obtained from six neighborhoods where the survey was conducted, 7% of women were illiterate and 47% of them were primary school graduates. Among those who were married, 28% of them

got married before they were 18 years old and 80% of women did not work at a job that paid regularly and provided insurance. A striking 93% of women responded 'yes' to the question "Do you think that women are exposed to violence?"; 68% said they had resorted to the support and help of their friends in order to escape violence. Women's most important needs identified through the survey were employment, support in the fight against violence, a playground, infrastructure services, social and health services, and literacy courses. The women wanted to work, improve themselves, find support in the fight against violence, and access higher equality services for themselves and their children. Inspired by these results and taking women's needs-based requests into consideration, EKAME-DER developed a new project on Gender Responsive Budgeting.



The experience and observations of the Pioneer Women, who assumed the biggest role in the implementation of the “Equal Voice, Equal Decent Life Project”, promise hope for the future. Fatma Bekar, a retired nurse from Pioneer Women, stated that she had worked in the health sector for years and yet did not sufficiently know people until she participated in this project. “I thought that everyone had a comfortable life in Edirne, but [I realized that] so many people need a helping hand. We established very good relationships with women throughout the project. They trusted us fully; some of them even still call us today. We are now thinking about what more we can do,” she explained. With joy and hope, she said that 17 participating women had subsequently registered in a diction class. Another pioneer woman, Fatma Ger, noted that she also benefitted from the project. “Violence has many faces, including economic violence... Women say that they are not exposed to violence; they say that when they talk to their husbands about what they hear in our meetings, their husbands do not realize the economic violence they are inflicting.” She emphasized that the project directly or indirectly affected many people. “A woman coming from a village in Meriç said, ‘I tell what I learn here everyday to the other women in the village,’ and hearing this influence is promising. At the beginning, we were shy to knock on doors; it is hard to establish a closeness. But then you

see that the most unexpected person opens up and shares her problems with you. After all, we are all women, and each of us has a wounded side. Therefore the work on awareness is very beneficial. I want us to keep knocking on doors and continue this work.

There are many steps to take and many obstacles to overcome in order for women in Edirne to have equal rights, responsibilities, and opportunities with men and have equal representation in every area of life. Through the “Equal Voice, Equal Decent Life” project, hope is growing.” The project has once more proven that women’s participation in decision-making mechanisms and in working life, as powerful and self-conscious individuals fighting against violence and discrimination, is the key in this ongoing and ambitious struggle.



ORGANIZATION'S NAME

Edirne Women's Counselling Centre Association (EKAME-DER)

YEAR ESTABLISHED

2012

PURPOSE OF ESTABLISHMENT

EKAME-DER was established to conduct research on women, children, and environmental issues; organize events, training sessions, and scientific studies; raise moral and material solidarity among women; ensure their social, cultural, educational, and economic development; and research, develop, and promote the historical, economic, touristic, as well as folkloric characteristics of the region.

CONTACT INFORMATION

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PROVINCE
Edirne**PROJECT TITLE**

Toplumsal Cinsiyet Eşitliğiyle Bütçelemeyi Öğreniyoruz
[We are Learning about Gender Responsive Budgeting]

UYGULAYICI KURUM

Edirne Kadın Merkezi Danışma Derneği
(EKAME-DER)

PROJECT PARTNERS

Governorship of Edirne, Edirne Municipality, Trakya University, Edirne Association for the Protection and Aid of Disabled People and Their Families

IMPLEMENTATION PERIOD

7 July 2014 to 30 April 2015

PROJECT SUMMARY

Through this project, the Edirne Women's Counselling Centre Association (EKAME-DER) aimed to raise awareness about Gender Responsive Budgeting (GRB) by offering training sessions in Edirne provincial center as well as in the Keşan, Uzunköprü, and Enez districts. With a view to communicating the needs identified in a survey conducted with 1,578 women in four neighborhoods in a previous grant project in Edirne Municipality, the Association established a Monitoring Group consisting of women NGOs in the city. This Monitoring Group engaged in advocacy to ensure that the Municipality takes gender equality into account during the preparation of the Edirne Municipality Strategic Plan after the 2014 local elections.

ACTIVITIES

• The results of the survey conducted by EKAME-DER in four neighborhoods in a previous project were used as inputs for the municipality's strategic plan.

• A three-day training on Gender Responsive Budgeting was held in Edirne provincial center and a one-and-a-half day training on GRB was organized in Edirne's Keşan, Uzunköprü, and Enez districts.

• A Monitoring Group made up of women's NGOs was established under the leadership of EKAME-DER.

• As a result of a fact-finding conference held, advocacy and monitoring & evaluation activities were carried out and a project manual was drawn up and released to the public via the media.

• Advocacy work was also done to include gender equality in the goals of the strategic plan.

RESULTS

• Edirne Municipality included 6 purposes, 15 goals, 29 strategies, and 35 indicators related to gender equality in its 2015-2019 Strategic Plan.

• The citizens' assemblies, women's councils, women's NGOs, and municipality staff in Edirne provincial center as well as in three districts were familiarized with Gender Responsive Budgeting.

• The Monitoring Group established with a view to monitoring gender equality measures across the city became a legitimate platform for tracking women's human rights.

• A booklet was prepared and published so that the Monitoring Group's studies could become examples for other NGOs.

WE ARE LEARNING ABOUT GENDER RESPONSIVE BUDGETING

The opportunity for women to benefit from municipal services as equal citizens should be guaranteed in order to establish gender equality. Although the average women's representation in the decision-making mechanisms in Edirne is higher than the national average in Turkey, women are unable to equally benefit from public budgets and municipal services. The budgets of local governments should be responsive to women; concrete steps must be taken to reflect women's rights and needs in decision-making processes and mechanisms.

With a grant from Sabancı Foundation Grant Program, EKAME-DER's ran a first project entitled "Equal Voice, Equal Decent Life" which included a survey on women's needs. The Association then developed a new project to take into consideration the results of that survey and the demands for municipal services from the thousands of women it reached. EKAME-DER set out with the belief that the inadequate representation of women in local governments hinders the goal of achieving local democracy and development. For this new project, the Association focused on Gender Responsive Budgeting as means of taking gender equality into account in all stages of the budgeting process. GRB contributes not only to ensuring gender equality in budgeting but also to reducing poverty and improving economic productivity and transparency.



This project focused in particular on the inclusion of all NGOs working in the area of women's rights. The establishment of a monitoring group led by EKAME-DER and made up of the Citizens' Assembly, Women's Council, Trakya University Center for Women's Studies, women's NGOs was the goal of the project. The main priorities were monitoring the gender equality-related commitments of the Edirne Municipality and incorporating goals that serve gender equality in the 2015-2019 Strategic Plan of Edirne Municipality. Furthermore, three-day training sessions on GRB were held in Edirne provincial center and one-and-half-day sessions in the Keşan, Uzunköprü, and Enez districts were meant to raise awareness of GRB among citizens' assemblies, women's councils, women's NGOs, and municipal staff. A total of 215 people attended the training sessions.



"The project brought about an awakening, and we got moving. We saw that we, as women's NGOs, were capable of succeeding in many things. We did not concern ourselves with the local government in the past; we were not even aware of NGOs share in the budget. Now, we are connected to the municipality. I am a member of the Monitoring Group and as a representative of an NGO, I would like to monitor the internal operation of the municipality and see how much municipality supports us, particularly on the basis of numbers when it comes to budgeting."

Vildan Yazıcı, Edirne Branch of the Turkish Association of University Women

Project Coordinator Ayten Sünnetçiler, a member of municipal staff, acted as a bridge between women's NGOs and municipalities. She worked as a facilitator to strengthen the collaboration between these two components of the project. Sünnetçiler voiced her opinion on the training sessions provided as part of the project as follows: "Training has definitely made concrete contributions. NGOs formed a coalition and came up with a common list of requests. The



"We learned a great deal from the training sessions. Our capabilities and self-confidence increased in terms of project preparation. The Edirne Association for the Protection and Aid of People with Disabilities and Their Families designed two new projects. We were used to seeing our disadvantages; now, we are able to see both our advantages and our power. We learned that we could carry out wonderful work and that we had the power of sanction both as individuals and as an association."

Dilek Kaynak, Chairperson of the Edirne Association for the Protection and Aid of Disabled People and Their Families

training taught them that projects based on the identification of problems and the right planning were a good tool for quickly achieving the most effective results."

COOPERATION BETWEEN LOCAL GOVERNMENT AND CIVIL SOCIETY

The project activities progressed on three fronts. Open to collaboration with civil society, Edirne Municipality declared that it would take on the role of lead partner in the project under the United Nations Joint Program for Promoting the Human Rights of Women. Given its strong background and experience in GRB, the United Nations Entity for Gender Equality and the Empowerment of Women undertook this component of the project. A roadmap was prepared and



submitted to Edirne Municipality after the first training, taking into account the results of this training and of the 1,578 home visits carried out in the first project. The Monitoring Group that was established held consultations with Edirne Municipality on its strategic plan and began to follow the commitments of the Municipality on gender equality through monitoring meetings. Edirne Municipality held a series of meetings focused on creating gender equality within the municipality and founded committees to monitor its commitments thereto. EKAM-EDER organized district training sessions in the Uzunköprü (Havsa, Süloğlu, Meriç), Keşan (Yeni

Muhacı, Meriç), and Enez (İpsala) districts as well as a fact-finding conference in Edirne provincial center. The Association also coordinated the activities of the Monitoring Group.

All these efforts culminated in the founding of a GRB Coordination Group within the Municipality; for the first time, strategic plans and budgets were prepared in consultation with local women's NGOs. "Improving Gender Equality-Based Municipal Services" was included in the strategic plan at the meeting of the Municipal Council and was ratified as one of the Municipality's main goals. The same responsive approach



was reflected in the budget items. Immediately after the GRB training, the municipality created a Directorate of Women and Family Services. Most of the objectives based on the women's requests and set by the women's NGOs were incorporated into the Edirne Municipality 2015-2019 Strategic Plan.

Training on GRB, monitoring and evaluation, and advocacy was delivered at the fact-finding conference held as part of the project. Other issues discussed at the conference were the achievements of the project via group activities, the future of GRB efforts, and vocational training

courses. The decision was made to continue monitoring activities on these areas. In addition to the project team, municipal directorates, members of the Municipal Council, scholars and graduate students from Trakya University, women's NGOs constituting the GRB Monitoring Group and teachers with a Purple Certificate participated in the conference. Information was shared on how to track the implementation of gender equality objectives and their integration into the strategic plan and the budget.

EXAMPLES OF EDİRNE MUNICIPALITY'S GENDER RESPONSIVE SERVICES

For the first time, a female driver began working in the public transport fleet of the Edirne Public Transportation System (ETUS) which provides service under the Edirne Municipality. Moreover, a second female driver was employed after seven months and the provision that “the commercial vehicles for which female drivers are hired shall not be charged the annual license fee” was inserted in an article added to the Directorate of Transportation Services Tariff to promote the employment of female drivers.

In Kiyık region, one of the disadvantaged areas in Edirne provincial center, the Municipality opened a women's center. The center was named the Özgecan Women's Center in memoriam of Özgecan Aslan who lost her life as a result of a sexual assault in Mersin on February 11, 2015. Edirne Municipality constructed an activity area with sports equipment to provide female inmates imprisoned at the Edirne Closed Prison with the opportunity to do physical exercises outdoors. Edirne Municipality issued a protocol with the Edirnespor Basketball Club and participated in tournaments in the 2014-2015 Women's Premier League.

The preparatory work continues toward setting up the previous Governor's Mansion in the inner parts of the fortress as the Counselling and Support Center for Women. The center will provide health, psychological, and legal support, as well as counselling services, for women and girl children.

The project culminated with the preparation of a booklet describing the project's results and achievements. The project sets an important example for the organization of women's studies and local governments.



ORGANIZATION'S NAME

Edirne Women's Counselling Centre Association (EKAME-DER)

YEAR ESTABLISHED

2012

PURPOSE OF ESTABLISHMENT

EKAME-DER was established to conduct research on women, children, and environmental issues; organize events, training sessions, and scientific studies; raise moral and material solidarity among women; ensure their social, cultural, educational, and economic development; and research, develop, and promote the historical, economic, touristic, as well as folkloric characteristics of the region.

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ERZINCAN

PROVINCE
Erzincan**PROJECT TITLE**
Engelli Annelerinin Güçlendirilmesi
[Empowering Mothers of Children with Disabilities]**IMPLEMENTING ORGANIZATION**
Türkiye Kızılay Derneği Erzincan Şubesi
[Turkish Red Crescent Society Erzincan Branch]**PROJECT PARTNERS**
None**IMPLEMENTATION PERIOD**
1 September 2014 to 31 March 2015**PROJECT SUMMARY**
With this project, the Erzincan branch of the Turkish Red Crescent Society sought to support mothers of children with mental or physical disabilities, helping them deal with the problems they face. Training was provided on the rights of persons with disabilities, women's rights, marriage and reproductive health, and child care. Family counselling services were provided to mothers seeking psychological support via home visits made by the psychologist from the Rehabilitation Centre. Furthermore, employees of the Rehabilitation Centre attended training on the rights of persons with disabilities, in order to improve the quality of their services to these individuals.**ACTIVITIES**
• A total of 111 mothers of children with disabilities, 20 people with disabilities, and 27 employees from the Rehabilitation Centre participated in the training on the rights of persons with disabilities and women's rights.

- Training on gender equality was provided to 106 mothers of children with disabilities, 20 people with disabilities, and 21 Rehabilitation Centre employees.

- In addition, 99 mothers of children with disabilities attended training on marriage and reproductive health and 100 of them were trained in child development and care.

- Family counselling services were provided to 170 families who had members with disabilities and 20 women with disabilities.

- The training outcomes were shared with the Erzincan public during a closing project event.

RESULTS

- Through the training, Rehabilitation Centre employees acquired the skills to better serve persons with disabilities and their mothers.

- Mothers of children with disabilities who benefited from the opportunities provided by the Rehabilitation Centre learned about their rights.

- Mothers of children with disabilities learned about such topics as gender equality, rights of the persons with disabilities, reproductive health, and child development.

- Psychological support was provided to mothers of children with disabilities to enable them to better cope with problems they face.

**EMPOWERING MOTHERS OF CHILDREN WITH DISABILITIES**

The 2011 World Report on Disability prepared in cooperation with the World Health Organization and the World Bank indicates that there are more than 1 billion people with disabilities in the world. According to the Disability Study conducted by the Turkish Statistical Institute (TURKSTAT) in 2002 which focused on severe types of disabilities, 12.3% of our population is disabled. People with disabilities are ignored and excluded due to environmental and social conditions. Indeed, they are excluded from many areas of social life: health, education, and employment in particular.

Given these adverse conditions, it is not difficult to imagine the efforts that the relatives of persons with disabilities – particularly their mothers

– must make in their families and close social circles. Families who have children with mental or physical disabilities, and in particular mothers, are exposed to more stress than women who do not have children with disabilities and are more prone to depression and unease. Supporting these mothers who live stressful and lonely lives and raising their awareness of their rights are key. And while mothers can find support from various institutions, this support focuses mostly on the needs of the children rather than the mothers and the problems they face.

The Erzincan branch of the Turkish Red Crescent Society viewed awareness-raising about the rights of children with disabilities and their mothers as a starting point toward providing permanent support to mothers. The goal of the “Empowering Mothers of Children with Disabilities” project was to provide psycho-social support to those mothers and improve their quality of life. The project was supported by the Sabancı Foundation Grant Program within the UNJP.

Under the project, mothers of children with disabilities received training on the rights of persons with disabilities, women's rights, marriage and reproductive health, and child care. They also received support to help them better cope with their problems.



CHILDREN AND MOTHERS HAVE RIGHTS

The Society launched the project with an information meeting and the opening of a project office at the Rehabilitation Centre. Posters and brochures were prepared to publicize and disseminate information about the project. After the trainers and a senior psychologist were identified, home visits were initiated. During these visits, mothers were given information on caring for children with disabilities, as well as one-on-one psychological counselling. Under the project, the mothers were told they could continue to enjoy these services at the Society for free.

The first training, entitled “The Rights of the Persons with Disabilities and Women’s Rights” was organized for expert trainers, senior psychologists, and project managers who work at the Rehabilitation Centre. A total of 27 people participated. Subsequent training sessions,

which focused more on legal matters, were attended by a total of 111 mothers of children with disabilities and 20 people with disabilities. A guidebook entitled “I Do Not Have a Defect, I Have a Disability” was distributed to participants during the training. For the training on gender quality, 213 people (106 mothers of children with disabilities, 20 women with disabilities, and 21 personnel) took part. The training on marriage

“The project was carried out in a limited time period; I wish these training sessions would continue. Previously, I did not have much information about the rights of people with disabilities and women’s rights, the training sessions were really helpful. I became more curious, now I search the web and read about them. Home visits were particularly useful for my husband. He discovered some aspects about himself that he needed to improve. Afterwards we talked; a two-hour visit can be so helpful! I get more support from the Rehabilitation Centre than my home or my social circles. We are able to consult our psychologist any time for any problem.”

Ebru Sarıgül, Participant



and reproductive health was given to 99 mothers of children with disabilities, and the training on child care to 100.

FAMILY VISITS

The target number for family counselling services provided by the senior psychologist was 100 families. Due to high demand, this number was almost doubled and 190 families were visited in their homes. One-to-one meetings were held with families about the problems they and their children with disabilities have gone through. The visits were very productive since the families expressed themselves more easily and openly in their own homes. Mothers and fathers stated that these home visits made them and their children feel more valued. Special problems identified during these visits were followed up on by the senior psychologist.

The project concluded with a 500-person dinner that included 240 people with disabilities at the Rehabilitation Centre and their families, personnel, authorities from leading public entities in the city, and NGO representatives. Trainers and authorities from institutions who had taken part in the project made presentations at the meeting about the project and the training sessions provided. The closing event was a colorful one where families had the opportunity to communicate with each other.

The project achieved and exceeded its main goals and target number of participants. Feedback on the activities implemented during the project was positive; in particular the home visits made by the senior psychologist were in high demand.

Project Coordinator Mine Can Yüksel noted that families were able to express their problems and difficulties more easily in the comfort of their own homes. Yüksel said that, “The duties that are difficult even for women who have children without any disabilities must also be undertaken by mothers of children with disabilities, and they bear more responsibility. The project revealed that mothers of children with disabilities had more concerns about the future of their children. We tried to contribute to these mothers’ lives, even if just a bit”. Senior psychologist İsmet Polat expressed his opinions on the project, saying that “We had the chance to develop warmer relationships with families through the home visits. Mothers saw that we cared about them and valued them; the effectiveness of the Rehabilitation Centre increased in this sense. Our project was different in that we focused on mothers. We moved away from disabilities and the problems faced by children with disabilities and touched the lives of mothers and siblings.”

Public awareness should be raised of the needs of mothers of children with disabilities so that they can get the help and support they deserve. The Erzincan branch of the Turkish Red Crescent Society will continue its efforts to change the attitudes and behaviors of society towards persons with disabilities and their families, and to provide a life where children and women with disabilities participate in social life with love and trust as equal individuals.



“I took part in the training on women's rights, child care, and women's health. We all had an opportunity to get out and learn new things. We found answers to the questions that used to confuse us.”

Sevda Oğuz, Participant



ORGANIZATION'S NAME

Turkish Red Crescent Society Erzincan Branch

YEAR ESTABLISHED

1976

PURPOSE OF ESTABLISHMENT

The purpose of the society is to help vulnerable people; protect human life and health and ensure respect for it; support mutual understanding, friendship, respect, cooperation, and constant peace among people and protect human dignity, with the aim of ending the misery of humans in any condition, in any place, and at any time, without making any discrimination and for any reason.

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PROVINCE Eskişehir

PROJECT TITLE

Toplumsal Cinsiyete Duyarlı Bütçeleme Eğitimi
[Gender Responsive Budgeting Training]

IMPLEMENTING ORGANIZATION

Soroptimist Kulüp (İş ve Meslek Kadınları Derneği)
Eskişehir Şubesi
[Eskişehir Soroptimist Club (Business and Professional Women's Association)]

PROJECT PARTNERS

Eskişehir Osmangazi University
Anadolu University Women's Studies Application
and Research Centre

IMPLEMENTATION PERIOD

1 October 2013 to 30 April 2014

PROJECT SUMMARY

Representatives from a total of 35 institutions consisting of 18 NGOs, 4 professional chambers, and 13 public entities completed training in Gender Responsive Budgeting (GRB). The Eskişehir Equality Platform (ESEP) was established. The ESEP prepared a roadmap for itself to monitor the gender-related commitments of local governments in Eskişehir. The project engendered the development of a common movement/culture between women's NGOs, professional associations, and public entities in the city.

ACTIVITIES

- 35 institutions participated in a fact-finding conference.

- The outcomes of the fact-finding conference were combined in a booklet and distributed to participating institutions.

- The Eskişehir Equality Platform was established, the first civil platform operating in the field of Gender Responsive Budgeting in Turkey.

- Three workshops were held to improve the ESEP's competencies in GRB.

- A roadmap was prepared for ESEP.

- The Eskişehir, Osmangazi, and Tepebaşı Municipalities committed to implementing GRB principles before the local elections.

RESULTS

- The workshops directly enhanced the capacities of NGOs operating in Eskişehir and boosted cooperation and the sharing of experiences between institutions.

- The Eskişehir Equality Platform is actively continuing its work in this area.

- The Soroptimist Club applied for and won a grant in the second Sabancı Foundation Grant Program call in order to disseminate the work of the Platform.

- The Equality Platform is a pioneer in integrating gender responsive budgeting in municipalities' strategic plans.

GENDER RESPONSIVE BUDGETING TRAINING

Gender equality means that individuals' rights, responsibilities, and opportunities cannot depend on whether they were born as women or men. In Gender Responsive Budgeting (GRB), all stages of the budgeting process are structured and evaluated taking into account the principle of gender equality. GRB does not mean preparing separate budgets for women and men, nor increasing the expenditure on women-related programs. Furthermore, the aim of GRB is not to increase public expenditures, but rather to rearrange priorities.

The first training session, which was implemented by the United Nations Entity for Gender Equality and Empowerment of Women (UN Women) under the GRB program was held in Eskişehir from 4 to 6 November, 2013. Gender Responsive Budgeting is one of the three components of the United Nations Joint Program for Promoting the Human Rights of Women and the goal of this GRB training was to create a model to conduct local service deliveries using GRB principles. The training involved the participation of Municipality representatives, the Citizens' Assembly, the Women's Council, universities' Women Research Centres, and NGO representatives. The "Gender Responsive Budgeting Training" project, which

was supported by the Sabancı Foundation Grant Program as part of the UNJP and carried out by the Eskişehir Soroptimist Club, continued efforts to support the transformation occurring in the city. Project partner Eskişehir Metropolitan Municipality provided support for the project in all its stages.

THE ESKİŞEHİR EQUALITY PLATFORM WAS ESTABLISHED

Eskişehir is one of the luckiest towns in the sense of the groups working for gender equality being open to cooperation. The Gender Responsive Budgeting Training project took advantage of this situation effectively. The Eskişehir Soroptimist Club was the owner and implementer of the project, while the Eskişehir Metropolitan Municipality, Anadolu University Women's Studies Implementation and Research Centre (AKAUM), and Eskişehir Osmangazi University Women's Studies Implementation and Research Centre (ESKAM) took on roles as partners and



advisors. The goal of the project was to establish a platform that would monitor the budgets of local governments in Eskişehir with a gender equality perspective; assess whether at the local level expenditures were being made based on gender equality; and undertake evaluations and lobbying activities for expenditures.

The project was launched with a fact-finding conference attended by 35 institutions operating in Eskişehir. Two people from each of the public entities (from the administrative and finance departments) and one representative from each of the chambers of commerce and non-governmental organizations were invited to the conference. The conference sought to bring about the inclusion of GRB in all institutional preparation and implementation processes in Eskişehir, and resulted in the founding of the Eskişehir Equality Platform as the first civil platform working on GRB in Turkey.

“Being included in the steps to be taken to stand by women who do not sufficiently know their rights and freedoms, to raise awareness among them, and to help people is an extremely good feeling.”

Sevil Uzoğlu Bayçu, Project Coordinator

Three workshops were run to give the ESEP more in-depth expertise in its field of work. Local NGOs showed great interest in the work on the phenomenon of gender, gender inequality and its causes, gender equality in service planning and delivery, and budget reading and monitoring topics. These workshops increased the capacities of NGOs in Eskişehir and enhanced the working culture and cooperation among institutions. The workshops directly enhanced the capacities of NGOs operating in Eskişehir and boosted cooperation and the sharing of experiences between institutions.

STRONG COOPERATION

After the workshops, the ESEP’s field of work, prioritized activities, and roadmap were created. As part of its plan of activities, the ESEP started making visits to institutions and strengthening its communication network between institutions in the city in order to share its principles/purposes of establishment and its roadmap. Visits were made to the Governorship, Rectorates, Provincial Directorate of Family and Social Policies, Provincial Directorate of National Police and three Mayors that represented local governments. Since the project took place before the local elections, a GRB Protocol was signed by the candidates stating that they would be sensitive to GRB.



The inter-institutional cooperation between the stakeholders of the project was also shown among the members of the ESEP during the project. The meetings and visits attracted a high level of participation; a mail group was created to strengthen communication between the project’s participants and stakeholders. The project’s female volunteers came from various occupations, institutions, and NGOs. For example, the Eskişehir Citizens’ Assembly Women’s Council Member Didem Aydınmakina said she joined the ESEP “To determine the areas of need in terms of gender equality in Eskişehir, create an agenda, monitor the processes of activity goals and be their advocate”. Eskişehir



Bar Association Women’s Law Commission member Berna Erdoğan explained her reason for joining ESEP as follows: “In addition to combating violence against women, to work to help women exist as free and equal individuals in society”. A Community Centre member said “I live in a country where women and LGBTI individuals are ignored. It is important for me to work in a project with the Municipality as a person who argues for the existence and greater visibility of people who are ignored and deprived of all rights, in all areas of my life”. All these people with different experiences came and formed a common understanding, helping the project’s efforts become more widespread and effective all around the city.

“I joined the ESEP voluntarily because, in order to provide equality to all individuals in our society in all areas, I think I can especially contribute as an architect with my professional knowledge and experience in designing public spaces.”

Banu Gürlek, Architect, Chamber of Architects and Union of Chambers of Turkish Engineers and Architects Delegate



A project booklet prepared at the conclusion of the project was sent to the foundations, associations, and centres which engaged in women's studies and bar associations and municipalities across the country. This was an opportunity to disseminate the results of the project and increase its multiplier effect. The project culminated with a press conference that explained its objectives and the activities implemented. The ESEP was established

"I attach great importance to dialogue with civil society and solidarity between universities and NGOs. I am in the ESEP to support and strengthen this solidarity."

İncilay Cangöz, Academician, Anadolu University Women's Studies Centre Director

pursuant to the first call of the UNJP and decided to develop itself by applying for the second call for grants. The aim of the application was to implement the roadmap.

OUTCOMES

The most valuable outcome of the project was the voluntary-based establishment of the ESEP. The ESEP became stronger with the workshops held, a protocol signed with the candidates (taking advantage of the local election process), and visits to municipalities and institutions to introduce itself and inform that support was available for preparation of the local government's strategic plan. After the implementation of the project and the training sessions conducted by the United Nations Entity for Gender Equality and Empowerment of Women, a roadmap was prepared under the Eskişehir Metropolitan Municipality. An Equality Unit and an Equality Commission were established under the Municipality pursuant to this roadmap and work was initiated to integrate GRB into the strategic plan.



ORGANIZATION'S NAME

İş ve Meslek Kadınları Derneği (Soroptimist Kulüp) Eskişehir Şubesi
[Eskişehir Soroptimist Club (Business and Professional Women's Association)]

YEAR ESTABLISHED

1965

PURPOSE OF ESTABLISHMENT

The Soroptimist Club works as a partner on six national and international projects. These projects focus on human rights and enhancing the status of women, leadership training for women and young girls, economic and social development, improving health, environment, education, and international good faith and understanding.

CONTACT INFORMATION

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PROVINCE Eskişehir

PROJECT TITLE
ESEP'i Güçlendirmek
[Strengthening Eskişehir Equality Platform]

IMPLEMENTING ORGANIZATION
Sorooptimist Kulüp (İş ve Meslek Kadınları Derneği)
Eskişehir Şubesi
[Eskişehir Sorooptimist Club (Business and Professional Women's Association)]

PROJECT PARTNERS
Eskişehir Metropolitan Municipality, Tepebaşı
Municipality, Eskişehir Osmangazi University
Women's Studies Application and Research Centre,
Anadolu University Women's Studies Research and
Application Centre

IMPLEMENTATION PERIOD
7 July 2014 to 31 March 2015

PROJECT SUMMARY
The current project was implemented to strengthen the Eskişehir Equality Platform (ESEP), which was itself established under a previous grant project. The aim is to monitor the Municipality in the implementation of its strategic plan and budget processes and provide recommendations for gender equality, make calls to the 63 ESEP member institutions that signed the Gender Equality City Protocol to report on their past and future activities, and share the project outcomes with the people of Eskişehir via a workshop and press conference.

ACTIVITIES
• A workshop was held to address the topics of gender and Gender Responsive Budgeting (GRB).
• A booklet containing the data collected during the workshop was printed and distributed.

• Reports on previous activities (for two years) were submitted by 28 institutions that signed the Gender Equality City Protocol.

• Roadmaps for future activities were submitted by 28 institutions that signed the Gender Equality City Platform.

• A roadmap was developed by Eskişehir Metropolitan Municipality for its gender responsive budgeting activities.

• A roadmap and sustainability plan for the future were developed for the ESEP.

• A study visit to Diyarbakır Sur Municipality was organized.

RESULTS
• The Eskişehir Metropolitan Municipality strengthened its ability to create gender responsive budgeting activities.

• The 28 institutions that signed the Gender Equality City Protocol improved their capacity to build gender responsive budgeting activities.

• The Eskişehir Equality Platform – which was the most important outcome of the Gender Responsive Budgeting Applied Training which obtained a grant during the 2013 grant call – was strengthened.



STRENGTHENING THE ESKİŞEHİR EQUALITY PLATFORM (ESEP)

The Eskişehir Equality Platform was the most important outcome of the “Gender Responsive Budgeting Applied Training” which obtained a grant from the 2013 Sabancı Foundation Grant Program. The platform consisted of public entities and NGOs that signed the “Eskişehir Healthy City Movement Gender Equality City Protocol”. A roadmap, which was also developed during the GRB Training Program implemented within the United Nations Joint Program for Promoting the Human Rights of Women in 2013, is still being followed by the Eskişehir Metropolitan Municipality. In the light of these developments, supporting the continued functioning of the ESEP is of great importance in both implementing the Gender Equality City Protocol and monitoring the Eskişehir Metropolitan Municipality's application of its roadmap.

After accomplishing its first project, the Sorooptimist Club continued its work with the project entitled “Strengthening the ESEP” at the second grant call of the UNJP. The main objectives of the second project were to strengthen the ESEP, which was founded with the first project, and to implement the roadmap. The ESEP's roadmap consisted of initiating meetings with nominated mayoral candidates; monitoring the Equality Commissions and Equality Units, strategic plan, performance criteria, and new budget period in terms of gender equality; and creating a website for the Platform. The objectives also included reviving the “Gender Equality City Protocol” prepared in Eskişehir in 2011 and signed by the city's leading 63 entities.

“Thanks to the work done in this project, we saw how insensitive the budgets were to gender equality. We realized that the mistakes and inequalities in our social lives might stem from errors in the budgets.”

F. Serpil Çamoğlu, Project Coordinator
and Tourism Professional



GENDER EQUALITY WORKSHOP

The first big step of the second project was the organization of the Eskişehir Gender Equality Workshop. Of the 63 institutions that signed the Protocol including local governments, public entities, and non-governmental organizations, 36 came together at the workshop to discuss topics of gender and GRB. Participating institutions were requested to provide two-year reports on their past activities and roadmaps for their future activities. Twenty-eight of the 36 institutions that took part in the workshop heeded the request and

shared their information. A booklet consisting of the data compiled during the workshop was printed and distributed. In addition to creating synergy among the institutions and providing a basis for new cooperation, the workshop enabled institutions to share and promote the activities that they had carried out independently but for a common goal. These successful results also brought the continuity of the workshop to the agenda. It was decided that every year one of the workshop's participating institutions would offer its space to hold the workshop with the support of local governments. These were clear steps towards project sustainability.



GENDER EQUALITY IN THE STRATEGIC PLAN

In 2012, the Eskişehir Metropolitan Municipality declared in a protocol delivered to the Ministry of the Interior's General Directorate of Local Administrations that it would be involved in the UNJP as a pilot municipality. The aim was to contribute to improving gender equality in Turkey and benefiting from the opportunities arising from the project. The roadmap created after the GRB Training Program completed in 2013 was submitted to the Municipality. The participants' work was shared with Mayor Yılmaz Büyükerşen, who promised to continue to fully support their efforts. For its part, the Eskişehir Metropolitan Municipality committed to implementing a GRB approach in all administrative processes. One of the goals of the Strengthening the ESEP project was to enhance the Eskişehir Metropolitan Municipality's ability to develop GRB activities. To achieve this goal, the ESEP would monitor the Municipality's strategic plan and budgeting

processes and provide recommendations for gender equality. A roadmap was submitted by the Eskişehir Metropolitan Municipality for its Gender Responsive Budgeting activities, and monitoring work was begun.

The ESEP took part in the preparation of the Strategic Plan as an external stakeholder, participated in meetings, and became influential in determining the "goals" of the plan. As a result, the principles and objectives serving GRB and gender equality were included in the Eskişehir Metropolitan Municipality's 2015-2019 Strategic Plan. Meetings with the Municipality and monitoring activities were also held during the budgeting process. An Equality Commission was established within the Municipality for this purpose.

"I participate in the ESEP voluntarily and with excitement and great motivation; I think that I can contribute in writing, campaigning, providing support in visual and print media, and also assessing the budgets of local governments."

Gülten Sönmez Seber, Retired
Professor, Eskişehir Citizens'
Assembly Women's Council Member

Hale Kargın Kaynak, Deputy Branch Manager of Women, Children and People with Disabilities Services of Eskişehir Metropolitan Municipality, explained the importance of GRB-related efforts: “GRB will enable us to reveal the unpaid domestic labour of women, who constitute half of the population; review violations of women’s rights in the home or the workplace; address the unbalanced division of labour between the sexes; and empower women, in the long term. Attitude, understanding, and culture might be the hardest concepts to change but the budget, or expenditure policy, is an easily adaptable concept. GRB is related not only to women but to all sexes, including LGBTI, which are affected by expenditures that are unbalanced and insensitive to society’s needs.”

In response to a request from the Diyarbakır Sur Municipality, a visit was organized to Diyarbakır as part of the project to see their GRB activities. The Diyarbakır Metropolitan Municipality, Diyarbakır Yenışehir Municipality, Diyarbakır Bağlar Municipality, and Diyarbakır Karapınar Municipality also participated in the meeting. The ESEP became stronger with the second project and the addition of new members. Great strides were made with the project to carry the ESEP, Turkey’s first GRB-related civil platform, into the future.



“When we consider that, in addition to the women who are obliged to work at low-salary jobs without any security or registry in the gender-based division of duties, women who have relatively good jobs are also in need of support and empowerment in certain areas, then the topic of “Gender Responsive Budgeting” becomes one of great importance.”

Verda Canbey Özgüler, Academician,
Anadolu University Department of
Labour Economics and Industrial
Relations Faculty Member



ORGANIZATION’S NAME

İş ve Meslek Kadınları Derneği (Soroptimist Kulüp) Eskişehir Şubesi
[Eskişehir Soroptimist Club (Business and Professional Women’s Association)]

YEAR ESTABLISHED

1965

PURPOSE OF ESTABLISHMENT

The Soroptimist Club works as a partner on six national and international projects. These projects focus on human rights and enhancing the status of women, leadership training for women and young girls, economic and social development, improving health, environment, education, and international good faith and understanding.

CONTACT INFORMATION

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PROVINCE
Eskişehir

PROJECT TITLE
Narçiçeği Meyve Veriyor
[Pomegranate is Bearing Fruit]

IMPLEMENTING ORGANIZATION
Narçiçeği Kooperatifi
[Narçiçeği Cooperative]

PROJECT PARTNERS
Eskişehir Metropolitan Municipality, Tepebaşı Municipality

IMPLEMENTATION PERIOD
1 September 2014 to 31 May 2015

PROJECT SUMMARY
The goal of the project was to increase the product variety, number of members, and potential sales of the Narçiçeği Cooperative and make it sustainable. The training provided as part of the project sought to empower the cooperative and its members both socially and economically.

ACTIVITIES
• To broaden product variety, several pieces of equipment were purchased for the cooperative including an oven, cash register, overlock machine, kneader, and sewing machine.

• In addition to training sessions on entrepreneurship, sales, and marketing, 20 female members received counselling services as part of the project.

• A bakery product sales network was established in the local market and the ecological farmers market.

• The cooperative launched a website and printed 1,000 promotional brochures. Two female members of the cooperative were given training on website management and then hired to work part time at the cooperative.

• 11 new members joined the cooperative.

• The citizens of Eskişehir had the opportunity to view the cooperative's new products at a product promotion event that was organized.

• The cooperative presented the results of its project at a press conference.

RESULTS

• The Narçiçeği Cooperative expanded both its product range and quantity of orders, thereby achieving a sustainable structure.

• Indeed, orders rose by 100% thanks to the promotion and marketing strategy devised during the training, and membership in the cooperative members increased by 85 percent.



POMEGRANATE IS BEARING FRUIT

The Narçiçeği Cooperative was established in 2010 in Eskişehir's Tepebaşı district. Members of the cooperative began with training courses in the production of baked goods and improved their skills. The cooperative, however, was not able to promote its products and services at a satisfactory level and needed to strengthen its promotional and marketing activities. To ensure the continuity of the cooperative, production and marketing had to be done more effectively with a sufficient amount of resources. Furthermore, the cooperative required some improvement and growth in the number of members via the development of different products beyond baked goods and the purchasing of the right equipment.

"I think the project's most important contribution was visibility. Now we are known in a wider circle and get offers for new business inside and outside Eskişehir. We have become more professional; we can express ourselves and who we are more clearly. We are not a bunch of housewives in need, we are running a business here and we do it under different and harder conditions than our competitors in the market such as the bakeries with cheaper production. We are now being appreciated and showing that we are different."

Şermin Kuşçuoğlu, Cooperative Member



The Pomegranate is Bearing Fruit project was created in line with such needs and supported by the Sabancı Foundation Grant Program within the United Nations Joint Program on Promoting the Human Rights of Women. The project also sought to raise awareness of gender equality. The Eskişehir Metropolitan Municipality and Tepebaşı Municipality worked together to implement the project.

TRAINING FOR SUSTAINABILITY AND DEVELOPMENT

The first training planned within the project covered sales and marketing and lasted four days. In addition to female Cooperative members

"We met great people during the project, learned new designs with new members. The Seferihisar trip was also very beneficial; we had the chance to compare ourselves to the model used there. Our will to improve ourselves and learn new designs strengthened. While we used to struggle waiting our turn for a single sewing machine, we are now able to produce faster and more efficiently. Learning how to use the industrial sewing machine and the overlock machine was very useful. The training also provided us with new perspectives."

Ayşe Özlüce, Cooperative Member

learning basic sales and marketing concepts, a special sales and marketing strategy was formulated for the Pomegranate Cooperative. Website management training was implemented in two sessions, with the participation of two members selected from the Cooperative who would thereafter manage the website and of other members who had an interest in the topic. The first Web training session consisted of basic information on social media use and site access, while the second involved adding/deleting new items, taking orders, tracking orders, preparing announcements, uploading pictures, making changes to the interface, and using social media. The four-day entrepreneurship training included an introduction to the basic concepts of entrepreneurship, the creation of a roadmap for the project, and a change analysis for sales

and marketing. The participants also attended training on gender equality. On the first day of the two-day training on gender equality, the concept of social gender, its difference from biological sex, patriarchy, and the roles it imposed on women and men were explained. The second day entailed group studies on gender relations, a game on gender roles, a movie screening, and a subsequent discussion.

During the project, female members of the Cooperative also paid a visit to Seferihisar. They met the Mayor of Seferihisar and learned about the structure of cooperatives in the district and about the Women's Labour Houses. While in Seferihisar, the women visited a Women's Labour House, a cooperative, and a marketplace.



PRODUCTIVE AND EARNING HANDS

Promotional brochures were printed and the narcegipazari.com website was launched to showcase more than 200 products (with photos) as part of the project's aim of boosting visibility. It was decided that in a first stage, the website would serve as a product catalogue and for promotion; orders are still being taken by e-mail and telephone for the moment.

The project's biggest event, a public promotion and display of the products, was organized at the Özdilek Art Centre. Women representatives from non-governmental organizations, state institutions, the private sector, universities, and political parties attended the event, which attracted great interest from the press. More than 100 handicrafts in different categories and more than 30 food products were displayed at the event. In addition to contributing to awareness of the Narçiceği Cooperative, this event highlighted the importance of women's participation in the workforce – and the fact that the Cooperative was the first in Eskişehir to do so.

A call was made for all institutions that engaged in women-oriented work to contribute new members to the Cooperative. Pursuant to the recommendations from the institutions that

answered the call, in the first stage nine and in the second stage two new female members joined the Cooperative.

To broaden product variety, several pieces of equipment were purchased for the cooperative including an oven, cash register, overlock machine, kneader, and sewing machine. After completion of the equipment purchases, planning and designing processes were initiated for new products to be developed with the new members of the Cooperative. The new items chosen for production were subject to a trial production run. The product range was expanded with the new design ideas brought by new members, in particular in the area of handicrafts. Women decided to focus more on the products that garnered more interest and had the highest sales at the product promotion event, and continued selling their products via the website and at the weekly and monthly handicraft markets. In the area of food products, new products that are specific to Eskişehir but not well-known were prepared. One of the biggest problems faced by the women during the sales process was the inability to deliver orders within the city. The issue was solved with the purchase of an electric bicycle that is environmental friendly and does not require a driver's license, meaning that all women could use it.



Project Coordinator Elif Gönültaş stated that the project achieved its goals in terms of economic targets and ensuring the sustainability of the Cooperative, and served as an example for other women's cooperatives: "The women I met at the beginning of the project were afraid that they would have to close the Cooperative, could not produce freely because of economic pressures, and were shy about introducing themselves to companies. The training provided throughout the project, and in particular the Seferihisar visit and the product promotion event, were their turning point. They found time to develop new products, increased the quality of their division of labor, improved their abilities of promotion on social media, distributed promotional brochures by visiting institutions and companies, designed and printed business cards, and are now working on a product catalogue. Thanks to the project, in just nine months Narçiçeği has become a cooperative that has a vision and bigger goals."

The promotion and marketing strategy was revised with the feedback obtained from the the product promotion event and the completion of the entrepreneurship training, and the sales strategy was redesigned pursuant to the outcomes of the project and the creation of a roadmap. As part of the newly designed promotion and marketing strategy, decisions were made to focus more on online sales, prepare product categories for special occasions, develop special products for

local interests and tourism. and set up a stand at the Art Street Project in Tepebaşı Municipality and sell the Cooperative's products. Another goal was to ensure the continuity of the annual order of Tepebaşı Municipality for New Year's cards and custom bag orders that were received in previous years. The project concluded with a press conference.



ORGANIZATION'S NAME

Narçiçeği Kooperatifi
[Narçiçeği Cooperative]

YEAR ESTABLISHED

2010

PURPOSE OF ESTABLISHMENT

The Narçiçeği Cooperative seeks to help its members achieve economic freedom and participate in social life; provide catering services to events such as cocktail parties, coffee breaks, celebrations, and so on held by institutions in Eskişehir; and sew tote bags on custom order for conferences and seminars.

CONTACT INFORMATION

Phone: (0 541) 262 67 96

A stylized, blue-toned illustration of a coastal scene. On the left, a dark blue, textured rock formation features a large, white, semi-circular cave opening. The sea is depicted with various shades of blue, showing waves and a pier with two vertical posts in the foreground. The sky is a solid, light blue.

KAHRAMANMARAS

PROVINCE

Kahramanmaraş

PROJECT TITLEEğitim Şiddeti Yener
[Education Overcomes Violence]**IMPLEMENTING ORGANIZATION**Eğitimciler Birliği Sendikası (Eğitim-Bir-Sen)
Kahramanmaraş Şubesi
[Teacher's Trade Union Kahramanmaraş Branch]**PROJECT PARTNERS**

None

IMPLEMENTATION PERIOD

1 October 2013 to 31 May 2014

PROJECT SUMMARY

Training on violence against women and intra-family communication skills was provided to 24 female teachers. The teachers visited the Ministry of Family and Social Policies to provide information and monitor developments. After the visit, the teachers – who had attended a train-the-trainers program – delivered awareness-raising training on violence against women to fellow teachers at their respective schools. The trainings were done in groups of 30 people, both female and male teachers.

ACTIVITIES

• Teachers who were members of the Teacher's Trade Union (Eğitim-Bir-Sen) in Kahramanmaraş were informed of the project via text message. Twenty-four of them were selected for the program and received training courses on combatting violence against women and promoting women's rights.

• After completing the program, the teachers then provided training on combating violence against women to groups of fellow teachers at their respective schools.

• A 'Handbook on Combating Violence Against Women' was prepared and distributed as an outcome of the project.

• Some 2,000 people received brochures on combating violence against women.

• At the monitoring visit to the Ministry of Family and Social Policies, the participants went through gender equality training.

• A contest for the best article on violence was held.

• A "Prevention of Domestic Violence: Problems - Solutions" panel was organized.

• The project team announced and promoted project activities via the local press. Indeed, a local TV station featured the project's activities.

RESULTS

• Teachers played an active role in combating violence in the city of Kahramanmaraş.

• 24 teachers became trainers and delivered training on women's rights and gender equality.

• One of the project outcomes took the form of a "Handbook on Combating Violence against Women."

**EDUCATION OVERCOMES VIOLENCE**

According to the "Report on Files on Domestic Violence between 2008 and 2011" prepared by the Subcommittee on Violence against Women and Family Members under the Turkish Grand National Assembly Human Rights Inquiry Commission, the rate of domestic violence in Kahramanmaraş is 0.7%. But given the conservative and discreet social structure in Kahramanmaraş, it is estimated that many cases are not reflected in those statistics. Local media news and data from the Provincial Directorate of Security indicate that violence against women in Kahramanmaraş has been rising over the years. The city of Kahramanmaraş has a very young population. According to 2013 data from the Turkish Statistical Institute (TURKSTAT), 47% of the city's population was under the age of 25, while people between the ages of 25 and 65

constituted 46% of the total population. Studies and projects on violence against women should take this young demography into consideration.

We aimed to raise awareness at schools and we achieved this. At first, some teachers said "Why are you doing this? There is no violence in schools." And when female students came to them with problems, they did not want to get involved and referred them to the female teachers. Their attitudes also changed after the training sessions. We received positive feedback from the mothers of male students as well. They no longer raise their boys saying that "You're a man, you can do this, you can do that," they are more aware and sensitive towards violence. I was very touched by the sincerity of the male teachers, who opened their hearts. I can't forget what one of our teachers said: "I inflicted violence against my wife in the past, but I was feeling even more hurt. Although I kept it quiet, I felt weak and helpless."

Serap Durkaya, Teacher

The Union's Kahramanmaraş branch developed its "Education Overcomes Violence" project based on this data. They chose teachers as the target group in order to expand the project's sphere of influence. The Union aimed to empower teachers to promote gender equality in education and raise young people's awareness of women's rights.

The Union's objectives were to inform female teachers about violence against women, women's counselling centers, and women's shelters, and support the development of cooperation among female teachers. With support from the Sabanci Foundation Grant Program within the United Nations Joint Program for Promoting the Human Rights of Women, the project had a target of reaching 30 teachers. It sought to bring together women who wanted to help combat violence against women and try to create a platform of solidarity.



MAKING WOMEN VISIBLE IN EDUCATION

Although there are more female teachers than male teachers in Turkey, men outnumber women at the management level. Given this injustice, guidance of and solidarity between female teachers are key for awareness and empowerment activities. These activities will start in schools and expand throughout the country to combat violence against women.

"We found the opportunity to explain the reasons behind violence against women and offer solutions to colleagues in our schools. I saw that female teachers in particular benefited from these training courses. Some teachers finally realized that they had been exposed to economic violence, after working for many years. Hopefully, we have changed people's minds with the activities we carried out in Kahramanmaraş."

İlknur Saygılı, Project Coordinator



Female teachers can play a key role in the lives of women who are trapped in stereotypical gender roles. They can raise their awareness of these stereotypes and help them develop strategies to fight against them. Female teachers can be positive role models for students, and they also have the power to convince families to let their daughters continue their education.

Under the project, each of the 24 female teachers who attended seminars on combating violence against women and developing family communication skills then conducted several activities to raise the awareness of 30 teachers at their respective schools.

Text messages were sent to members of the Union and selected teachers attended a comprehensive seminar that covered the following topics: the anatomy of violence,

anger management, children's psychology in situations of domestic violence, legal rights of women who have been subjected to violence, women's shelters, and the working procedures of women's associations. After the training courses, participants made a study visit to the Ministry of Family and Social Policies. Brochures, posters, and flyers were created and press conferences held to boost project visibility. Local TV stations supported the project. Social media channels were also used. The project team also organized a contest for the best article on the "Role of Education and Teachers in Preventing Domestic Violence." The contest was also open to all male teachers throughout the province.

AWARENESS STARTS WITH EDUCATION

Female teachers who completed the training program made presentations on violence against women at 12 schools in total. All female and male teachers participated in the events. Before the presentations, booklets were distributed to the teachers. After the presentations, a questionnaire was given to the participants to assess their views on violence against women.

Özlem Dolaş, one of the participants, was an expert trainer who had also joined the Purple Certificate program run within the UNJP. She noted that during the project many activities were carried out with both teachers and children. She also stated that drama and role-playing activities were particularly effective. Children were impressed with such empathy games as “what if my mom was my dad and my dad was my mom,” “you wake up one morning and you’re the member of the opposite sex now.” She mentioned that most of the male students said that “We have never thought of this before, we will no longer treat our moms and girls as if some of the work is their duty.” Özlem Dolaş also added with enthusiasm that: “Children experienced an awakening. They did sincere interviews with working women around them and with their moms. They also made nice

short movies. This project also contributed a lot to me personally. For example, now I can control my own income. I realized that I was subjected to economic and psychological violence and I struggled with this. If I hadn’t taken part in the project, I might have retired in a few years. I’ve been a teacher for the last 20 years; the project also boosted my self-confidence and motivation as a professional.”

With the large participation of teachers, a panel on the “Prevention of Domestic Violence: Problems and Solutions” was held at the Necip Fazıl Culture Center. After the panel, the teachers who had won the article contest were presented their awards.



ORGANIZATION'S NAME

Eğitim-Bir-Sen Kahramanmaraş Şubesi
[Teacher's Trade Union Kahramanmaraş Branch]

YEAR ESTABLISHED

2002

PURPOSE OF ESTABLISHMENT

The Union aims to create a new and rich Turkish culture founded on the principles of fundamental human rights. To achieve this goal, it conducts educational and cultural activities including seminars, conferences, panels, open sessions, congresses, training courses, and so on.

CONTACT INFORMATION

Phone: (0 344) 224 05 00

PROVINCE

Kahramanmaraş

PROJECT TITLE

Öznesi Erkek [The Subject is Men]

IMPLEMENTING ORGANIZATIONDİVA-SEN Kahramanmaraş Şubesi
[Turkish Union of Workers of Religious Affairs
Kahramanmaraş Branch]**PROJECT PARTNERS**Başkent Kadın Platformu Derneği
[Capital City Women's Platform]**IMPLEMENTATION PERIOD**

12 months (1 October 2013 to 1 October 2014)

TARGET GROUPWomen exposed to violence and men living in
Kahramanmaraş**PROJECT SUMMARY**

The goal of the project was to increase men's awareness of and sensitivity towards violence against women. 8 men and 8 women from the Kahramanmaraş branch of the Turkish Union of Workers of Religious Affairs participated in a training-of-trainers program and subsequently delivered 60 training sessions. The target was to provide training on gender sensitivity and prevention of violence against women to 900 men. It was expected that after the training sessions at least 20% of male participants would develop gender awareness and the rate of violence against women would drop in Kahramanmaraş.

ACTIVITIES

• Under the project, 8 men and 8 women (volunteers from the Union) completed a five-day training-of-trainers program.

• Members of the Turkish Union of Workers of Religious Affairs Kahramanmaraş Branch who completed the training program then delivered 60 training sessions in male-dominant places like coffee houses, farmers' markets, and the meeting places of village associations.

• The 900 people who participated in the training learned that violence against women also includes psychological and economic violence, beyond the physical violence.

• During the project, a survey was conducted to collect pre- and post-project perceptions. The survey revealed that participants' perceptions on violence changed significantly after the training.

RESULTS

• All 900 men who participated in the project heightened their awareness of gender equality and violence against women.

• The survey results revealed that participants' views on violence against women changed significantly after the training, due in part to the fact that the trainers were the members of the Turkish Union of Workers of Religious Affairs.

• After the success of its previous project, the applicant and project partner obtained a second grant for this new and current project to deliver training on the issue of violence against women to religious workers.

**THE SUBJECT IS MEN**

Violence against women is actually the problem of men, not women. The Turkish Union of Workers of Religious Affairs (DİVA-SEN) Kahramanmaraş Branch and the Capital City Women's Platform jointly developed the project called "The Subject is Men" in order to involve men – who are the real sources of violence – in projects to prevent violence against women. The project partners believe that this problem will continue unless all parties work together. The Sabancı Foundation Grant Program supported the project within the United Nations Joint Program for Promoting the Human Rights of Women.

The members of DİVA-SEN, who are predominantly male, came together with the members of the Capital City Women's Platform, who are all female, to increase men's sensitivity towards violence against women. The target

group was men, who are seen as the perpetrators of violence. The project sought to provide training on gender equality and violence against women to 900 men.

As a first step, office and presentation materials were prepared in a bid to convince men that through violence against women not only did they hurt women but also themselves. Next, volunteers were selected based on short interviews to deliver the field training. A team of 16 trainers was formed: eight women and eight men from DİVA-SEN. They attended a five-day training-of-trainers program. The program covered violence against women, gender equality, legal framework, the importance of

"During the training courses, so many people said 'I have never thought of this before.' When we talked about the forms of violence, it was very important for us to make them realize that violence meant much more than mere physical violence. It's a great achievement even if it only changed perceptions and spurred questions in their minds."

Nesrin Semiz, President of the Capital City Women's Platform



“Kahramanmaraş is a very conservative city. As a woman, for me even the idea of delivering training in coffee houses was quite unsettling. Many of our friends were hesitant, but I volunteered. Men are still not aware of the level of violence against women in Turkey. They don’t question violence. In fact, many of them feel justified. However, we have made a difference thanks to this project. Now I believe that men need education in violence against women more than women do.”

Asiye Aceboğa, Teacher

women’s shelters, studies undertaken by the Presidency of Religious Affairs on violence against women, empathy and putting oneself in someone’s place, and mechanisms to use when they meet a person who has been exposed to violence. Materials and a presentation were created for the training to be delivered in the field. Questionnaires were also drawn up for participants to fill in before and after the training.

Upon completion of the training for trainers, the project was introduced at a meeting during which information was given about the project and the individuals who had completed the training-of-trainers program were presented their certificates. Provincial Mufti, police officers, politicians, staff from the Office of Mufti, representatives from several NGOs, and the press attended the introductory meeting.

THE LOCAL TRAINERS HELPED PROMOTE THE PROJECT

The volunteer trainers implemented the training in 60 different areas selected throughout the city. They worked as teams, each team consisting of one man and one woman. The local training was conducted in male-dominated places like coffee houses. Male trainers explained the forms of violence against women to their fellows, while female trainers reflected the views of women. The trainers emphasized that violence against women had more facets than the more apparent forms of physical and economic violence. Nazmiye Temizel, one of the trainers, said that “Some people think that violence against women occurs only in the form of battery. We tried to explain to them that women could be exposed to violence even with just a word or a glance.” Another volunteer, Şule Eren, stated that “You win as much as you love. Even the shadow of violence cannot enter a place of tolerance.” A total of 900 men were reached through the local training session and boosted their awareness of violence against women. Pre- and post-perception surveys were conducted among the participants as part of the project. The results thereof revealed that participants’ perceptions had changed to a great extent.



Abdülbaki Karakurt, the branch manager of DIVA-SEN, said that thanks to the project men realized that there were other types of violence against women, including psychological and economic: “We hesitated at first, but worked in a professional manner. In coffee houses, some people felt ashamed and tried to leave after they found out that we were religious workers. During the training sessions, some people felt guilty – we could see it from their body language and glances. Some people had negative views as well. But at the end of each training course, their reactions always turned into acknowledgment. I will never forget what one fireman said at the end of training that we delivered to firemen: ‘I will go home differently today. I will buy flowers before I get there.’ Imams supported us in some places and teachers supported us in others. For example, we decided to organize a parents’ meeting since domestic violence also affects children. We invited in particular the fathers and delivered the training at the parents’ meeting.”

Local NGOs, the Provincial Office of Mufti, as well as officials from the United Nations Development Program and Metropolitan Municipality of Gaziantep attended the project’s closing event. The project captured the attention of local media and became part of the city’s agenda. We reached many people through the local training. And thanks to the success of this project, a subsequent project on violence

against women is underway. For the second project, the Kahramanmaraş of DIVA-SEN will remain the implementation partner. In this new project, training will be delivered to religious workers.



ORGANIZATION'S NAME

DİVA-SEN Kahramanmaraş Şubesi
[Turkish Union of Workers of Religious Affairs Kahramanmaraş Branch]

YEAR ESTABLISHED

2005

PURPOSE OF ESTABLISHMENT

The Turkish Union of Workers of Religious Affairs (DIVA-SEN) was established in 2005 as a non-governmental organization that advocates for the social, economic, and democratic rights of religious affairs workers and runs activities in the social field.

CONTACT INFORMATION

Phone: (0 535) 201 46 40

PROVINCE

Kahramanmaraş

PROJECT TITLE

The Subject is Men II

IMPLEMENTING ORGANIZATION

DİVA-SEN Kahramanmaraş Şubesi
[Turkish Union of Workers of Religious Affairs
Kahramanmaraş Branch]

PROJECT PARTNERS

Başkent Kadın Platformu Derneği
[Capital City Women's Platform]

IMPLEMENTATION PERIOD

1 October 2014 to 31 March 2015

PROJECT SUMMARY

To date, projects on violence against women have focused only on providing education to women. The focus, however, should be on men as they are the source of violence. Thus the year 2013 saw the implementation of the "Subject is Men" project, which was based on this assumption. Thanks to the success of the first project, a second cycle was launched to reach a different target group with the same training activities. This time, the target group would be imams, as actors with power to influence men in their communities. The main goal of the project

was to raise imams' awareness so that they could influence and transform men who inflicted violence.

ACTIVITIES

- A total of 278 imams received training on the prevention of violence against women and gender equality in both Kahramanmaraş city centre and surrounding districts.
- The project also involved the printing of 1,000 brochures and 100 posters for distribution.
- According to the results of pre- and post-training surveys, the training raised participants' awareness.
- The exemplary preaching by 9 imams on violence against women and gender were video-recorded.

RESULTS

- Pre- and post-surveys revealed that the training raised imams' awareness of violence against women.
- The imams who took part in the training helped boost awareness among their communities by preaching on violence against women in their mosques.

**THE SUBJECT IS MEN II**

Four out of every ten women in Turkey are subjected to violence from their husbands, boyfriends, or families. Projects that seek to prevent violence against women typically focus on educating women and raising their awareness. The project called "The Subject is Men" drew attention to the issue of violence against women from a different perspective. Indeed, the project focused on the education of men as the source of violence. Trainers talked about the damage caused by violence and how much it affected women. They also explained its negative effects on men.

At the provincial level, the first project was very successful, reaching 979 people in Kahramanmaraş. The new project continued to pursue the same goals but with a different target

"I also volunteered for the first project. We were given very useful training courses in both projects. We also gained valuable experience that we could use in our speeches. I even conducted a study on violence against women in Kahramanmaraş. We shared the following information with our community: Our religion does not condone violence against women. It also supports educating girls and helping them develop themselves. We reached more people with the second project. We talked about these issues outside mosques as well. At least people realized that violence would not bring any solution to conflicts."

Abdulcelil Gerek, Imam



group. The DIVA-SEN Kahramanmaraş Branch and Capital City Women's Platform jointly implemented the second project. They applied for, and obtained, a grant during the second call for proposals for the Sabanci Foundation Grant Program under the United Nations Joint Program for Promoting the Human Rights of Women. The Subject is Men II project sought to educate imams so that they could raise their community's awareness and influence men, the perpetrators of violence. With the experience gained during their first project, the project partners started the new project with great enthusiasm.

"All provincial muftis in Kahramanmaraş provided incredible support for our project. They worked wholeheartedly, with enthusiasm. Many of them delivered the sermons in person. We were touched by the fact that imams were looking forward to informing people as soon as they had completed the training program."

Abdülbaki Karakurt, Branch Manager
of DIVA-SEN

RELIGIOUS WORKERS LABOURED TO PREVENT VIOLENCE AGAINST WOMEN

Under the project, volunteer imams who worked in Kahramanmaraş city centre and surrounding districts participated in training on violence against women and gender equality. As well-respected members of the community, imams helped the gender equality cause by giving speeches on violence against women in their mosques and providing correct and unbiased information to their communities.

"The entire city listened to the preaching on Women's Day, which was broadcast in over 200 hundred mosques, via the central system. We can reach all kinds of people from different sections of society during Friday prayers. Such projects should continue. In Turkey, it is possible to find a religious worker even in the most remote places that lack a school or healthcare facilities. It's an opportunity that needs to be capitalized on. The project did that."

Bilal Pak, Muezzin (i.e., imam's
deputy)

New presentation materials were printed for the second cycle of the project. Posters, brochures, presentations, and questionnaires were prepared. Local training began after the necessary materials had been developed and distributed. A total of 278 imams partook of the educational activities run in the districts of Onikişubat, Göksun, Ekinözü, Türkoğlu, Çağlayancerit, Dulkadiroğlu, and Afşin.

Some of the sermons made by imams after they had completed the training program were recorded as model speeches. In total, nine speeches on violence against women and gender equality were recorded.

Nesrin Semiz, the President of the Capital City's Women Platform, stated that the project's special focus on imams had been very influential: "Our project was the first one that religious workers voluntarily contributed to in Turkey. Imams preach every Friday. The Presidency of Religious Affairs emphasizes special days. Issues related to women are always discussed on International Women's Day and Mother's Day. These speeches reach large masses. We focused on what religious workers actually preached, in other words the content of their speeches. It was difficult for many preachers to find relevant examples that would touch the daily lives of contemporary people. In the Age of Jahiliyyah (ignorance, i.e., the pre-Islamic period)

girls were being buried, while these days girls are being deprived of their rights to education and personal development. Some of them do not even have the chance to be born due to measures taken. We told participants that what happened in the days of ignorance and what happens today are one and the same. Moreover, we heard some sexist discourse even if uttered unintentionally. It was important for us to draw attention to these sexist comments. We also told participants that religious workers could make a contribution by using their respectability and influence on people to create a positive change. And they have worked devotedly and selflessly.”

A survey of imams who participated in the project was conducted before and after the training. The survey results revealed that imams were already aware of and sensitive towards physical and psychological violence even before the training program. Post-training surveys indicated that the training raised their awareness particularly about economic violence.

THE PROJECT REACHED THOUSANDS OF PEOPLE

Thousands of people listened to the preaching of volunteer imams; this was the project's biggest influence. Imams gave advice to their community so that women could live in violence-free environments, could have more educational opportunities, and gain financial independence. The project reached the masses thanks to imams who drew attention to the issues of gender sensitivity and prevention of violence against women throughout the city of Kahramanmaraş. Thanks to this large-scale interaction, the project also captured the attention of local and national press.



ORGANIZATION'S NAME

DİVA-SEN Kahramanmaraş Şubesi [Turkish Union of Workers of Religious Affairs Kahramanmaraş Branch]

YEAR ESTABLISHED

2005

PURPOSE OF ESTABLISHMENT

The Turkish Union of Workers of Religious Affairs (DİVA-SEN) was established in 2005 as a non-governmental organization that advocates for the social, economic, and democratic rights of religious affairs workers and implements activities in the social field.

CONTACT INFORMATION

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KASTAMONU

PROVINCE

Kastamonu

PROJECT TITLE

Sağlıklı Gençlerle Geleceğe El Ele Yürüyoruz
[We Walk Hand in Hand to the Future with Healthy
Young People]

IMPLEMENTING ORGANIZATION

Türk Anneler Derneği Kastamonu Şubesi
[Turkish Mothers Association Kastamonu Branch]

PROJECT PARTNERS

Kastamonu Municipality

IMPLEMENTATION PERIOD

1 September 2014 to 31 May 2015

PROJECT SUMMARY

In the project, girls living in dormitories for secondary and higher education in Kastamonu were informed about the concept of gender as well as gender stereotypes. Moreover, the project involved the provision of training on fundamental issues such as general health, sexual health, and reproduction, as well as sexual violence and abuse; the formation of a helpdesk so that girl children could easily access health services related to training subjects; and responding to requests for help from girl children by contacting relevant dormitory administration and health centers.

ACTIVITIES

• A total of 1,197 girls at 13 dormitories in Kastamonu provincial center, 6 secondary education dormitories, and 7 higher education dormitories were informed about the concept of gender, gender stereotypes, and the socially determined characteristics, roles, and responsibilities of women and men.

• Training sessions about general health, sexual health and reproduction, as well as sexual violence and abuse were delivered.

• Five thousand brochures on the subject were distributed.

• A counselling service for 140 girls who were likely to ask for a consultation was provided through a helpdesk formed at the association after awareness-raising training sessions.

RESULTS

• The 1,197 girls who attended the training increased their awareness and understanding of gender roles and gender stereotypes as well as their familiarity with reproductive health.

• A counselling service was provided to 140 girls who had problems, and these children were thus empowered.



**WE WALK HAND IN HAND TO
THE FUTURE WITH HEALTHY
YOUNG PEOPLE**

It is natural that young people have questions and problems concerning their own sexuality. The most frequent problem that young people have about sexuality is the incorrect and distorted information they receive as well as the fear and anxiety or uncontrolled behaviors resulting from such information. Pressure from the family, environment, culture, or faith limit communication on this subject and may hinder young people's access to correct information. However, sexuality does not only require biological ability but also emotional and social stability. A young person who does not correctly know and understand sexuality is likely to harm herself or himself. Young people who continuously encounter barriers and cannot get answers to their questions become weak in terms of self-knowledge, self-realization,

and protection. In contrast, young people who are equipped with correct information about sexuality and reproductive health in a timely manner will have the chance for a healthy social and sexual life.

According to research conducted by World Health Organization, 15 million young women in the 15 to 19 year-old age group give birth each year. The rate of maternal mortality in these pregnancies at a young age is higher than that of pregnancies at a later age. Some genital infections are more frequently observed at this period in which bodily protection systems have not yet developed. Experts emphasize that the children who mature earlier or later than their peers during puberty should know that “everyone starts to grow when the time is right for their body” and should realize that there is nothing to worry about. Knowledge of sexual behavior and reproductive health is essential to have a healthy young generation. Turkey needs institutions that can support young people during the maturation process in terms of sexual behavior and reproductive health.

The Turkish Mothers Association Kastamonu Branch, in partnership with the Kastamonu Municipality, obtained a grant from the Sabancı Foundation Grant Program under the United Nations Joint Program for Promoting the Human Rights of Women. The grant enabled



the association to launch the “We Walk Hand in Hand to the Future with Healthy Young People” project to deliver a training program they could trust on the issues on gender equality, general health, and sexual health. With support also from the Kastamonu Directorate of National Education, the project sought to reach girls staying at dormitories for secondary and higher education.

YOUTH BECOMING AWARE

The project began with meetings with the Kastamonu Municipality and the preparation of brochures for educational purposes. After the identification of trainers, training materials, and training avenues, a project launch event was held to which the press was invited. The first training organized as part of the project was conducted at the Religious Foundation Dormitory for Girls. Subsequently, training sessions were carried out at Mustafa Kaya Anatolian High School, Göi

Anatolian High School, 10 Aralık Vocational High School for Girls, Science High School, Kuzey Kent Anatolian High School, Private Kastamonu Dormitory for Girls, Konfor Dormitory for Girls, Cumhuriyet Dormitory for Girls, Private İnci Dormitory for Girls, Private Ata Dormitory for Girls, Imam Hatip Dormitory for Girls, and Private Kampüs Dormitory for Girls.

“Our schools provide a counselling service, but the dormitories do not have counsellors that our children can talk to. In that regard, children benefited in particular from the psychologist. Treats were served to the children during the training; they were able to express themselves in a comfortable environment and became happy. As a teacher who personally takes care of our boarder girls and knows their problems, I think that the expert support and particularly the doctor’s delivery of training on health and hygiene were very beneficial.”

Ferhan Yılmaz, Teacher



Through a training on gender equality, young people were informed about the roles and responsibilities socially assigned to women and men, as well as expectations and judgments. Additionally, young girls attended a training session on general health, sexual health, reproduction, sexual violence, and abuse. Overall, the training sessions sought to provide young people with the tools needed to develop solutions for the problems they might face.

An expert psychologist and specialist doctors delivered the training. Trainees with specific problems had the opportunity to meet trainers in person at the end of the training sessions. If the students requested help, appointments were made to ensure they got the necessary support. TAD covered the relevant costs for the examination and treatment of students who needed treatment but had no health insurance.

Ayten Kızıltan, Chairperson of the Turkish Mothers Association Kastamonu Branch, said that their goal was to inform students about general and sexual health and so on, so that they would be equipped to develop solutions to problems they might encounter. Nothing that they had achieved their project goals and received positive feedbacks from schools, Kızıltan said “The training sessions were very beneficial for your daughters; the idea that training sessions on different topics should be organized was highlighted during the implementation.”

The young people, who showed great interest in the training, had the opportunity to ask questions that were on their mind to psychologists and doctors at the end of each training. They acquired correct and useful information about the issues they were worried about or troubled by, ranging from sexuality to puberty, and from obesity to menstruation. The project enabled girl children and teenage girls to transform into young women with insight who would be aware of their own potential, productive, and happy.

SEXUAL HEALTH EDUCATION IS A RIGHT

Young people should have access to education and correct information related to all their rights and responsibilities, as well as information about sex that is delivered in a gender responsive, pluralistic, unbiased, and impartial way. Instead of a repressive mindset that ignores sexuality, the training delivered with the support of experts and teachers enabled young people to make the right decisions in the future. Access to information on sexual health and reproductive health is a right.

At the end of the project, 1,197 girl children from a total of 13 dormitories had been reached. Across Kastamonu, 5,000 educational brochures were distributed and 140 young people and some of

their family member benefited from counselling services. The local press and representatives from many women's associations participated in the project's closing event.

"It has been really a beneficial project worthy of its name. We responded to girls' questions about themselves and family life; we supported them. I provided regular therapy throughout the project and I asked the parents to come to the therapy when necessary. There are students whom I still follow and communicate with. These training sessions and support services should continue on a voluntary basis. It is crucial to reach children at risk in a timely manner and help them by earning their trust. The boarding school is beneficial for most of the children, here they can learn from each other most of the things they were not able to see or know in their family homes. I observed a strong solidarity among them; they all take care of each other. It was nice to give the children the support they deserved."

Ceyda Yankioğlu, Psychologist



ORGANIZATION'S NAME

Türk Anneler Derneği Kastamonu Şubesi [Turkish Mothers Association Kastamonu Branch]

YEAR ESTABLISHED

1984

PURPOSE OF ESTABLISHMENT

The purpose of the Turkish Mothers Association (TAD) is to ensure the material and spiritual development of a woman who is a mother, to enlighten her through education, and to improve her ability to bring up her children as productive and happy individuals beneficial to society. TAD's activities include running social responsibility projects, organizing information and training activities, shaping public opinion on women and motherhood, acting as a bridge between local governments and the public, organizing social events, and providing material and spiritual support for mothers in need.

CONTACT INFORMATION

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PROVINCE

Kastamonu

PROJECT TITLEFark Ediyorum, Gelişiyorum, Değişiyorum
[I Realize, I Improve, I Change]**IMPLEMENTING ORGANIZATION**Türk Üniversiteli Kadınlar Derneği Kastamonu Şubesi
[Turkish Association of University Women Kastamonu Branch]**PROJECT PARTNERS**

Kastamonu Municipality

IMPLEMENTATION PERIOD

1 October 2013 to 30 April 2014

PROJECT SUMMARY

Raising awareness among women and expanding their knowledge of gender equality and women's rights were the project's main objectives. At least 30 women from each village and neighborhood were selected to participate in the project. This target group attended training sessions on human rights, gender equality, psychology, education, and entrepreneurship. Furthermore, legal support was provided to five women.

ACTIVITIES

• To raise awareness of women's rights and gender equality, training was delivered to 206 women from three neighborhoods and three villages over the course of the project.

• Women gained greater awareness of civil rights, legal education, and women's rights.

• Legal support was extended to five women.

• Self-development training activities helped participants boost their self-confidence.

RESULTS

• The 206 female participants were informed about women's rights, heightened their awareness, and became more self-confident.

**I REALIZE, I IMPROVE,
I CHANGE**

Women in our country experience depression, eating disorders, anxiety, and post-traumatic stress disorder more than men do. Girls are exposed to abuse more than boys are; they are forced to marry at a very young age. More than half of married women are exposed to physical violence by their husbands. Women suffer from mental health problems such as depression, eating disorders, anxiety, and post-traumatic stress disorder at higher rates than men.

"The women in our village were already aware of gender-related issues; in fact the awareness of men needs to be raised. Women endure most of the problems because they lack economic power and security. I have two daughters studying in university. Both my husband and I support them. We do everything we can so that they can study, have a job, and be strong."

Nuray Vahitoğlu, Subaşı Village



Although more research is now being carried out on these problems, the studies carried out in Kastamonu to date as part of a program/project are lacking both quantitatively and qualitatively. In particular, rural areas are excluded from such studies. Women in Kastamonu need support in the form of a variety of activities (in particular training) to raise their awareness so that they can find the power to generate solutions to the human rights violations, domestic violence, and psychological problems they face.

Women in Kastamonu occupy a disadvantageous position in terms of participation in social life – from education to the labor force, and from

decision-making mechanisms to politics and access to services. It is vital that women learn about their legal rights, in order for those who are forced to marry at a very young age and are exposed to violence to be able to fight against violence.

The Turkish Association of University Women Kastamonu Branch is taking action to enable women in Kastamonu to understand the problems that ensue from gender inequality, to access support mechanisms to solve these problems, and to become stronger. The association won a grant for its “I Realize, I Improve, I Change” program from the Sabanci

Foundation Grant Program within the United Nations Joint Program for Promoting the Human Rights of Women (UNJP).

CHANGING AND STRENGTHENING WOMEN

Having determined the project schedule and roadmap with its partner the Kastamonu Municipality, the project team prepared brochures for later use. A promotional meeting was held at the Municipality to introduce the project to the press and the people of Kastamonu. The project’s total target audience was 180 women; at least 30 women from the Saraçlar, Hisarardı, and Aktekke neighborhoods as well as from the Subaşı, Gölköy, and Elyakut villages in Kastamonu provincial center. The support of mukhtars was secured to ensure participation in the project and determine where the training sessions would be held. The project exceeded its target numbers and in the end reached 206 women.

The “I Realize, I Improve, I Change” project was set up to make women’s voices heard, help women decide their own fate, and empower them. In the first phase, the project sought to heighten women’s awareness about their human rights. Expert psychologists, lawyers, doctors, and expert trainers provided support for the

training held with a view to eliminating violence against women and providing women exposed to violence with access to sufficient support services.

WOMEN IN THE FIELD FOR WOMEN

The training sessions delivered in villages and neighborhoods covered the Civil Code, the Law of Succession, the Law on the Protection of Family and Prevention of Violence Against Women, civic rights and participation in political mechanisms, violence against women, and



domestic violence. During the training, the need for psychological support for post-traumatic stress disorder, sexual abuse of women, and violence against women was noted, and the relevant support was provided. Moreover, the project succeeded in reaching out to women who needed legal support and in procuring such services. To enlarge women's participation in social and economic life and encourage entrepreneurship, the training explained through which institutions and projects financial support could be found.

In addition to the training activities carried out in neighborhoods and villages as part of the project, conferences and panels were held. On December 10, the anniversary of the 'first women's rally in Turkey' held in 1919 with the participation of thousands of women, a panel was organized at Kastamonu University's School of Education. And on International Women's Day, journalist Seda Kaya Güler and attorney Nilüfer Ay sat on the panel entitled 'Raising Awareness on Gender Equality' held at the Kastamonu Chamber of Industry and Trade. The project culminated with a meeting to evaluate the project activities and outcomes and discuss the problems encountered during the training.

Project Coordinator Çiğdem Tuncay said this project was the first they had carried out, and it gave momentum to their studies. Noting that

they reached the goal initially set, Tuncay added that they hoped to set an example for other NGOs working on women's issues and that their next objective was to reach more women. This project, whose specific goal was to improve women's situation in rural areas, sets an example for future studies.



ORGANIZATION'S NAME

Türk Üniversiteli Kadınlar Derneği Kastamonu Şubesi
[Turkish Association of University Women Kastamonu Branch]

YEAR ESTABLISHED

1984

PURPOSE OF ESTABLISHMENT

The Association was established by women who follow Atatürk's principles and revolution, have a university degree, have high moral principles in every facet of life, and are able to enjoy human rights as equal individuals to ensure integration in contemporary life, with the aim of contributing to national development by making women's position powerful and equal in every field through cooperation and mutual help, and best represent Turkish women at home and abroad.

CONTACT INFORMATION

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KAYSERİ

PROVINCE

Kayseri

PROJECT TITLE

Yenilik ve Değişim İçin İşte Lider Kadınlar
[Here are the Leader Women for Innovation and Change]

IMPLEMENTING ORGANIZATION

Kayseri İletişimciler Danışmanlar İşadamları Derneği
[Kayseri Association of Communication Experts, Consultants and Businesspeople]

PROJECT PARTNERS

Türk Eğitim Vakfı (TEV) Kayseri Şubesi
[Turkish Education Foundation (TEV), Kayseri Branch]

IMPLEMENTATION PERIOD

1 September 2014 to 28 February 2015

PROJECT SUMMARY

The goal of the project was to raise the awareness of 21 young women on gender equality and develop their knowledge and skills in leadership, coaching and mentoring, economy and finance, human resources, social security, and access to technology. The participants, who were aged from 19 to 28, were senior undergraduate and graduate students enrolled at universities in Kayseri.

ACTIVITIES

• 21 young women were given training in leadership, coaching and mentoring, economy and finance, human resources, social security, and access to technology.

• They also attended educational seminars on gender equality and women's human rights.

• A seminar was also organized for employers so that they could overcome their biases against employing women and even encourage female participation in the workforce.

RESULTS

• The project helped young women join the working world, with full knowledge of their rights.

• Participants' awareness of gender equality was raised.

• Furthermore, the project increased male employers' awareness of gender equality and female participation in the workforce.

HERE ARE THE LEADER WOMEN FOR INNOVATION AND CHANGE

The rate of participation of women in the workforce in Turkey is quite low, standing at 29.8% as of March 2014. In the European Union, this rate is 66.3% and in the Organization for Economic Cooperation and Development it stands at 62.3%. Even in Mexico, which could be considered similar to Turkey, this rate is 47.8%. Although women have equal rights on paper, they are subjected to discriminatory practices. Women also face invisible forms of sexism/obstacles in the workplace and have difficulties getting promoted. Furthermore, they earn lower wages than men for the same work, and employers see maternity leave as a disadvantage. These factors keep women out of the labour market. Clearly, early measures must be taken to enable women to enter the workforce, to empower and support prospective female employees, and to eliminate discriminatory practices on the labour market.

The Kayseri Association of Communication Experts, Consultants and Businesspeople and the Turkish Education Foundation jointly implemented the project entitled "Here are the Leader Women for Innovation and Change" to

support the women leaders of the future. The target group was 21 young women (between the ages of 19 and 28) who were senior undergraduate and graduate students enrolled in universities in Kayseri. Opening new horizons for these young women was a key objective. The project also sought to facilitate their entrance into the workforce by showing them – using both theoretical methods and practical applications – how they could be leaders in their chosen fields. Educational courses on gender equality were also provided. Participants were selected by the project partners according to the following criteria: their eagerness, imagination, sense of responsibility, self-confidence, environmental awareness, ability, and desire to push boundaries. A press conference was held to announce the launch of the project. The media carried news

"In Turkey, the situation of women in Parliament, business life, and the education system can be considered an example of gender inequality, not equality. In my opinion, this training program was important in that it touched this sore spot, raising young women's awareness and contributing to their education. I think that if women change, society will change as well."

Gökçe Birol, Student



about the project. At the beginning of the training program, a television show on a local station did a segment on the project and reached a large number of viewers. Project Coordinator İrfan Birol and Asuman Doğan, one of the project's women leaders, presented the project on the TV show called "Kayseri Gündemi" (The Agenda of Kayseri).

EXTENSIVE TRAINING SESSIONS AND EXPERIENCE

The project was designed to empower its beneficiaries, young women, financially and facilitate their entrance into the workforce by providing theoretical information and hands-on training on leadership techniques in their chosen fields. Participants also attended courses on law,

information technologies, economy and finance, communication, and social security to develop an integrated perspective on business life.

In addition to these courses, the young women took part in several activities and shared their experiences. An experiment called "I'm breaking the glass ceiling" was used to explore the participants' skills, and trainers emphasized the concepts of overcoming obstacles, success and failure, and trying again. Şafak Çivici, a businesswoman and founding chairperson of the Kayseri Women Entrepreneurs Board, and Ayşe Uzunlu, branch manager of the Turkish Women's Union, shared their experiences during an event entitled "Women Leaders Meet with the Leaders of the Future."

"This program was better and more informative and better than I expected. We got to know ourselves better. We'll no longer face unsolvable problems, which were unsolvable because we did not know the solutions or even if we did know them, we didn't use them enough."

Tülay Elmacier, Student



The "Future Leaders Meet with TEV Scholarship Holders" event was also highly successful in terms of participation and effectiveness, with 45 people partaking. The 21 young women worked together with TEV scholarship students as teams. This experience showed them that they could train other people; it was their first experience as mentors. They made kites during an activity called "Me and My Kite" which sought to "integrate the concept of a kite's balance with the concept of balance in life." The purpose of the "I Create My Future" activity was to help participants determine their career goals according to their skills. Direct questions, tests, and experts' instructions were used to enable the participants to reach a conclusion.

During the process, which started with leadership training, young women linked what they wanted to do in the future with their skills. Rüya Demet Köksoy, one of the trainers, said "We assumed

that women who know what they know and what they want could be leaders in the future. We designed our courses to raise their awareness. We helped them identify their needs and wants. We defined their personality traits together. We discussed the easiest way for them to reach their goals, according to their personality traits. We took the first step towards making a change. In the future, nothing will be the same for these female participants". Rüya Demet Köksoy used these words to summarize the project.

Interviews by Demet Yalçın and cartoons by Hilda Özdemir brought colour to the booklet called "I Create my Future," which described the participants' experienceduringtheproject. Demet Kalkmaz, the project's Training Coordinator, said

"The project helped me to know myself and raised my awareness. I also became more aware of my environment. It increased my self-confidence. In this social environment, I learned from our trainers' experiences and successes. I also realized that men and women should take the progressive steps together and head towards innovation and advancement."

Leyla Ülker, Student



that “There are significant barriers to women reaching senior levels of management.” Kalmaz summarized the outcomes of the project as follows: “We designed our project on the basis of feeling, experiencing, and implementing. Our target group prepared the booklet “I Create my Future” and made their future plans thanks to the trainings we delivered. We also helped participants share their experiences during the “Women Leaders Meet with the Leaders of the Future” event. In my opinion, we raised our target group’s awareness of gender equality. I think that thanks to this training program, participants will think positively when they act and in time will form their own behavioural culture.”

TWO SEMINARS WERE HELD AS PART OF THE PROJECT

The young women shared their experience during the seminar on gender equality and women’s human rights. A seminar on raising employers’ awareness to boost female participation in the workforce was held at the Kayseri Chamber of Commerce. Forty-two people participated in the seminar and shared their opinions. The seminar provided information on gender equality in Turkey, women’s employment rate, policies for female participation in the workforce, barriers to women’s employment and solutions, and stereotypes about working women. The closing ceremony was also held during this seminar, with participants being awarded their certificates. The young women again came together with their role models.

The project motivated the young leaders of the future and helped them to realize their potential.



ORGANIZATION’S NAME

Kayseri İletişimciler, Danışmanlar, İşadamları Derneği
[Kayseri Association of Communication Experts, Consultants and Businesspeople]

YEAR ESTABLISHED

2007

PURPOSE OF ESTABLISHMENT

The Association seeks to enhance cooperation between communication experts, consultants, and businesspeople; develop the skills of communication experts and entrepreneurs; organize social and cultural meetings in the business community; and produce publications. Activities designed to strengthen the operational capacities of NGOs are also undertaken.

CONTACT INFORMATION

Phone: (0 352) 222 32 24

PROVINCE

Kayseri

PROJECT TITLE

Hayata ve Sana Güveniyorum “ Alzheimer Hasta Hizmetlisi Eğitimi
[“I Trust You and Life” Alzheimer’s Training for Caregivers]

IMPLEMENTING ORGANIZATION

Kayseri Kadın İşbirliğini Geliştirme Derneği (KİGDER)
[Kayseri Association for the Promotion of Women’s Cooperation (KİGDER)]

PROJECT PARTNERS

Erciyes University, Faculty of Health Sciences; Melikgazi Foundation of Health, Culture and Social Solidarity; Board of Female Entrepreneurs of the Kayseri Chamber of Commerce

IMPLEMENTATION PERIOD

1 October 2013 to 31 June 2014

PROJECT SUMMARY

The aim of the project was to teach 25 unemployed women aged 18 to 35 about women’s rights, develop their professional skills, and enable them to enter the workforce. Participants attended 45 hours of awareness-raising training, 66 hours of training on caring skills for Alzheimer’s disease, and 24 hours of coaching on integration into work life.

ACTIVITIES

- The 25 unemployed women received awareness-raising training and learned about entering the workforce.
- The target group received theoretical and practical training on caring for people with Alzheimer’s disease.
- A group of 10 people completed their internship with the support of the Chamber of Commerce and joined the workforce.
- All participants attended a training course on gender equality.
- Women-themed Turkish movies were shown to spur a discussion on the representation of women in the media.

RESULTS

- 25 unemployed women were readied to engage in income-generating activities.
- At the end of the project, five women had been employed.
- The women heightened their awareness of gender equality.
- The Association’s capacity to execute projects developed further.



**“I TRUST YOU AND LIFE”
ALZHEIMER’S TRAINING FOR
CAREGIVERS**

According to 2012 data from the Turkish Statistical Institute (TURKSTAT), the rate of female participation in the workforce is 29.5% in Turkey. The rate of women would like to work but cannot find a job rose to 35%, according to 2013 data. The Board of Female Entrepreneurs and Chamber of Commerce in Kayseri receive several applications from women who indicated that they were looking for a job. The profiles of the applicants revealed, however, that the majority of them have no expertise in any field nor any work experience. At the same time, 90,000 people over the age of 65 are still living under the threat of dementia in Kayseri.

According to data from the Kayseri Branch of the Alzheimer’s Association, 10% of people over 65 years of age suffer from dementia; it is also believed that half of these people are Alzheimer’s patients. The estimation then is that almost 4,500 people in Kayseri have Alzheimer’s disease. Training unemployed women in how to care for Alzheimer’s patients can help fill the gap of skilled and trained labour in this field.

“The “I Trust You and Life” project had two sides; patients with Alzheimer’s disease and their relatives on one side and women with no expertise and no social life on the other side. We have not established a Center for Alzheimer’s yet, but we were able to forge a public opinion. Moreover, as members of the association, we participated in the Gender Responsive Budgeting training and learned that this center could be established under the leadership of municipalities as well. We will follow this issue to the end.”

Demet Kalkmaz, Project Financial
Consultant

In light of this data, the Kayseri Association for the Promotion of Women’s Cooperation (KİGDER) developed a project to bring together women who want to work and patients with Alzheimer’s disease who require assistance. The Sabancı Foundation awarded a grant to the “I Trust You and Life” Caregiver Training Project under the United Nations Joint Program for Promoting the Human Rights of Women. Other project partners included Erciyes University Faculty of Health Sciences, Melikgazi Foundation of Health, Culture and Social Solidarity, and the Board of Female Entrepreneurs of the Kayseri Chamber of Commerce.



The project was announced to the press during the First Meeting of the Advisory Committee held by the Joint Program in Kayseri. Top-level representatives from Sabancı Foundation, the Ministry of Family and Social Policies, and the Ministry of the Interior also took part in the event.

TRAINING THE RIGHT PEOPLE FOR THE RIGHT JOBS

In Kayseri, Alzheimer’s patients often go to the Faculty of Medicine of Erciyes University Hospital, Kayseri Hospital of Training and Research, and Kayseri Geriatric Hospital. While some upper-income families receive care in cities like Istanbul and Izmit, other patients with Alzheimer’s disease are cared for by family

members. However, family members who have no knowledge of or training in the disease, and could make mistakes that might cause rapid progression of the disease. The “I Trust You and Life” project was developed to meet this demand. The project sought to improve the quality of life of patients with Alzheimer’s disease and to enable unemployed women to find jobs in this field.

Women of 18 to 35 years of age who had completed at least primary education were deemed eligible to receive training. The 25 women whose applications were accepted completed 45 hours of awareness training. The training course aimed to inform women about entering the workforce and raise their awareness of gender equality. After this step, 23 women participated in 65 hours of Alzheimer’s training for caregivers. This training also shared detailed information about patient care, caregiving, and Alzheimer’s disease, which changes patients’ and their families’ lives for a long time.

Educational activities were held at the premises of the Kayseri Chamber of Commerce and in the Faculty of Health Sciences at Erciyes University. Beyond giving theoretical information, methods like group discussions, presentations, demonstrations (skills), questions and answers, and role-playing were also used. After the 45-day training program, trainees were given



“We have received a very good and extensive training. Currently I work as a secretary for a newspaper, since I don’t want to work from home. Nonetheless, the training we received allows us to help our family members and people around us. We hope that the government will establish a Center for Alzheimer’s in Kayseri with the support of municipality so that we can reach more people.”

Canan Akşit, Participant



Work Life Coaching at 10 different offices for three days. Thanks to the coaching activity, participants found internship opportunities and gained hands-on experience.

Upon the completion of the internship, the trainees came together with the members of KİGDER and women entrepreneurs, and watched the movie “Vurun Kahpeye” (Strike the Whore), based on the novel of Halide Edip Adivar. After the movie, scarves and medicine bags were distributed to all female participants.

All project partners, representatives of public institutions and organizations, the Governor of Kayseri, and NGO representatives took part in the certification ceremony and the closing ceremony. Dr. Sema Karaoğlu, President of KİGDER, noted that Alzheimer’s was a very

widespread disease in society and that the women who underwent caregiver training for Alzheimer’s would fill an important gap in this field and would find job opportunities. Karaoğlu said “Thanks to the project, women were trained in how to provide assistance to patients with Alzheimer’s disease. We also opened a door for unemployed women to participate in economic life by offering them job opportunities”.

The project, which contributed qualified and trained female employment in Kayseri, also helped Alzheimer’s patients and their families to live more comfortably. At the end of the project, five female trainees found jobs. KİGDER continues its efforts to find job opportunities for other female trainees, and match people and institutions that apply to the association.



ORGANIZATION'S NAME

Kayseri Association for the Promotion of Women's Cooperation (KİGDER)

YEAR ESTABLISHED

2013

PURPOSE OF ESTABLISHMENT

The Association seeks to enhance the status of women across the country. It provides financial assistance and moral support to empower women in social life and particularly in the country’s economic life.

CONTACT INFORMATION

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PROVINCE Kayseri

PROJECT TITLE

Yemliha Hazırlanıyor Yarınlar [Yemliha is Getting Prepared for the Future]

IMPLEMENTING ORGANIZATION

Türk Anneler Derneği Kayseri Şubesi [Turkish Association of Mothers Kayseri Branch]

PROJECT PARTNERS

Erciyes University Faculty of Communication, Kocasinan Directorate of Public Education Centre

IMPLEMENTATION PERIOD

15 September 2014 to 15 April 2015

PROJECT SUMMARY

The project was developed to inform women who make a living in agriculture about the cultivation of aubergine and evaluation of the produce they grow in Yemliha, a Kayseri town famous for its Yamula aubergine. Another goal was to raise women's awareness of gender equality and early marriages. Female participants in the project received training in product marketing, sales techniques, cooperatives, women's rights, and soil analysis, in addition to the aubergine cultivation certificate program. The Yemliha Women's Cultural Center was established.

ACTIVITIES

- A total of 72 women attended training courses on women and girls' human rights and gender issues.

- Training in sales, marketing, and cooperatives was provided to 67 women.

- After having completed the training program on organic farming and aubergine and vegetable seedlings, 68 women were awarded certificates.

- Posters on child marriage were designed and hung on the walls of schools, public buildings, and places where Koran courses are given.

- Brochures containing information on the risks of early marriage were distributed to 500 women and men who were members of the Yemliha Agricultural Cooperative.

- The Yemliha Women's Cultural Center was opened. A computer, printer, projector, board, and camera were purchased for the Center and a library consisting of books, magazines, and a DVD collection was created.

RESULTS

- The establishment of the Yemliha Women's Cultural Center created a positive environment conducive to the empowerment and socialization of women in the town. The Center's library also gave the women and girls of Yemliha access to information on gender, agricultural techniques, and so on.

- Female project participants were instructed in good agricultural techniques and more productive cultivation processes.

- At the same time, they took part in empowering training seminars on such topics as the risks of early marriage and gender equality.



YEMLIHA IS GETTING PREPARED FOR THE FUTURE

According to 2010 data from the Turkish Statistical Institute (TURKSTAT), 85% of women who work in rural areas of Turkey are employed in the agricultural sector. The vast majority of women, however, work as unpaid family workers with no opportunity to generate their own income and register in the social security system. Seeing women's income-generating role as secondary for the household and maintaining the view that "men bring home the bacon" trivialize women's income-generating activities. It makes their contribution to production as unpaid family workers and their unpaid housework invisible. Policies to increase these women's level of education and organizational skills are needed so that women working in the agricultural sector can benefit from social welfare and find opportunities to enlarge their income.

Located 40km from Kayseri city centre, Yemliha is a town of 5,200 people that relies on irrigated agriculture. In previous years, TAD carried out studies in the town and observed that early marriages were prevalent among girls, who were taken out of school before they completed their compulsory education. The

"We began to have difficulties cultivating aubergines after the construction of a dam in Yamula, a town 40 km away from Kayseri. We launched the project with the aim of applying the correct agricultural techniques. Our target was to reach 50 women but this number rose to 68 on the first day of the project. The Yemliha Women Development Center was opened to enable the implementation of this project's activities and be available for future planned projects. A teaching greenhouse was built for agricultural use. New projects like greenhouse certificate programs and programs for raising livestock and animal products will follow this project. We thank the women of Yemliha, who are self-confident and open to learning."

Asuman Gölgeli, Project Associate



town is also famous for its Yamula aubergine, the cultivation of which is the domain of women in Yemliha. Peasant women needed information on correct agricultural techniques, cultivation of aubergines, soil sampling, and soil analysis to evaluate their produce. It was important for women, who work actively in all stages of production, to come together under the roof of a cooperative and transform their unpaid labor into economic value.

The Turkish Association of Mothers Kayseri Branch developed a project called “Yemliha is Getting Prepared for the Future” to financially empower women in Yemliha and heighten their awareness of gender equality and the risks of early marriage.

“Our women and our young people have very different ideas; and we were unaware of these until we came together. We learned their views and had very nice conversations; our training program seemed like therapy to us. Now we are applying what we have learned in the fields. We have also learned to introduce ourselves and our products, and our confidence has grown. A lot of things have changed, from the way we speak to our body language.”

Hamide Turhan, Trainee



SUPPORTING FEMALE ENTREPRENEURSHIP

One of the project’s first activities was an introductory meeting with the Mayor of Kocasinan to present the project. The support of the Municipality was successfully obtained, and an old municipal building allocated for the Women’s Development Center was renovated. During the construction stage, interviews were held with women in town and introductory meetings were begun. Prospective female participants were selected with the help of the Kocasinan Public Education Center. Posters were designed and printed to publicize the project, and distributed for posting. The renovation of the building was quickly completed in the initial phase of the project and the Yemliha Women’s Development Center became available for training sessions. The Mayor of Kocasinan, Council members,

President of KOSGEB, TAD members, members of the Provincial Women’s Council, the press, female participants, and the people of Yemliha attended the Center’s opening cocktail reception.

The project’s first official educational activity was a seminar on the risks of early marriage. Female participants were informed about women’s health. During the second seminar, the same subject was discussed in terms of public health and legal sanctions against early marriage. Yemliha women received information on women’s and girl children’s human rights and gender issues.

“Elderly people were saying that we were going for a jaunt; indeed education always comes first. True, before we were either at home or in the garden; these training sessions also created social opportunities for us. Our teachers were very attentive, they broadened our horizons. In the past, we had to sell our aubergines as fresh produce. Now, we have learned how to process and use them in different ways, we also gained information about marketing techniques.”

Yıldız Girişen, Trainee



The women showed great interest and participated in the training courses on agricultural production, evaluation of produce, and cooperatives. Sales and marketing training was offered with the support of the Faculty of Communication at Erciyes University, and covered such topics as sales and marketing techniques, branding, public relations and advertising, creating a customer base, micro-credit, and online marketing. Since many people wanted to participate in the training sessions on cooperatives, the courses were organized as group studies. Upon completion of the training courses, the groups made presentations. After the training, women wrote letters on where they see themselves in five years thanks to the training in cooperativism they attended. In these letters, they said that they had finally achieved economic independence, they were organized, and they were producing and delivering different products to large markets. New lines of business were opened, women began to cooperate in an environment of solidarity, and they were joined by new women and together became stronger.

The “Certificate Program on Growing Aubergine” provided both theoretical information and hands-on training on the farm. The objective of the training program was to improve product quality by using the correct agricultural techniques and achieve maximum productivity on the farms. Books on growing aubergine were distributed

to participants. Sixty-eight women attended comprehensive courses on correct farming techniques and aubergine and vegetable seedlings. They were awarded certificates after successfully passing an examination at the end of the program. In addition to this training program, a hands-on course on soil analysis was conducted. Information on good agricultural practices was published on the website that was created. Brochures on the risks and dangers of early marriage were distributed to 500 people who were members of the cooperative.

Although the number of participants was set as 50 women initially, this number reached 68 women during the implementation of the project. This high interest in the project clearly shows that its goal of empowerment reflected the needs of women in Yemliha. Fikriye Merdan, President of the Turkish Association of Mothers, Kayseri Branch explained this success as follows: “Aubergine cultivation is the core business in Yemliha. It is carried out exclusively by women, while men work as long-distance drivers. Although women do all the work from planting and fertilizing to harvesting the crop, there are very few female members in the cooperative. Our work seeks to empower women so that they can have a stronger voice in the cooperative. What is more, we emphasize how to dry the vegetables to help them use their produce in different ways. The women of Yemliha are already very open to

learning and have an entrepreneurial spirit, the project made them even more self-confident. In particular, they learned a great deal about good agricultural practices. We will continue our work locally so that new markets can be created and products can be transformed into more employment opportunities and income for women”.

YEMLİHA WOMEN'S DEVELOPMENT CENTER LIBRARY

The Women's Development Center established an extensive library thanks to books donated by the Kayseri Branch of the Turkish Association of Mothers. A computer, printer, projector, camera, blackboard, books, magazines, and DVD collection were made available for the use of women. A sewing machine was also donated to the center. Three birthday celebrations were held during the project made so that women could meet and socialize with each other. The closing ceremony of the project took place at the Conference Hall of the Faculty of Communication at Erciyes University. The Vice-Rector of Erciyes University, Dean of the Faculty of Communication, Provincial Director of Education, Director of Kocasinan Public Education Center and his assistants, TAD

members, and female trainees participated in the event. At the ceremony, trainees were awarded aubergine cultivation certificates and certificates of participation, while trainers and consultants received certificates of appreciation.



ORGANIZATION'S NAME

Türk Anneler Derneği Kayseri Şubesi [Turkish Association of Mothers Kayseri Branch]

YEAR ESTABLISHED

1993

PURPOSE OF ESTABLISHMENT

The Turkish Association of Mothers (TAD) aims to empower women materially and psychologically, enlighten them with training, and help them raise their children as productive and happy citizens who benefit society. The Association is engaged in such work as implementing social responsibility projects, organizing educational and informative events, shaping public opinion on women and issues related to mothers, acting as a bridge between people and local authorities, organizing social events, and providing material aid and spiritual support to mothers and students in need.

CONTACT INFORMATION

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PROVINCE
Kayseri

PROJECT TITLE
Okuyan, Çalışan ve Üreten Engelli Kadın Gücü
[Educated, Working and Productive Women with Disabilities]

IMPLEMENTING ORGANIZATION
Kayseri Bedensel Engelliler Derneği
[Kayseri Association of People with Physical Disabilities]

PROJECT PARTNERS
Türk Kadınlar Birliği Kayseri Şubesi
[Turkish Women's Union Kayseri Branch]

IMPLEMENTATION PERIOD
14 September 2014 to 28 February 2015

PROJECT SUMMARY
The purpose of the project was to train 20 unemployed women with disabilities in textile production (straight stitch, overlock stitch, and home textiles) and develop their skills so they could join the workforce. The project also sought to raise their awareness of violence against women, women's rights, and the rights of women with disabilities. A survey was conducted to identify their needs and problems with regards to the labour market.

ACTIVITIES
• 20 women underwent training in textile production, and 18 female participants were awarded certificates.

• Two seminars were held on the issues of "Rights of Women with Disabilities, Women's Rights in Turkey to Date" and "Combating Violence against Women" for women with disabilities and their relatives.

• A survey was carried out among 200 working women in order to collect information on women with disabilities in the labour market.

• Participants attended seminars on the employment of people with disabilities and family communication.

RESULTS
• Thanks to the training they received, five women joined the workforce.

• The project raised the awareness of approximately 300 women on women's human rights and the rights of people with disabilities.

• A survey conducted as part of the project provided source data on women with disabilities and their participation in the workforce. The project revealed the conditions faced by women with disabilities who work in Kayseri.

EDUCATED, WORKING AND
PRODUCTIVE WOMEN WITH
DISABILITIES

According to the National Database of People with Disabilities in Turkey, 41.4% of people with disabilities registered as of 2010 were female. However, the participation in the workforce of the two sexes differs significantly. Indeed, while 32.2% of men with disabilities were engaged in the workforce and 14.2% were unemployed, the comparative figures for women with disabilities stood at 6.7% and 21.5%, respectively. Women with disabilities represent almost half of all people with disabilities and yet their participation in the workforce is only one fifth that of men. This clearly indicates the gender-based inequality in terms of participation in the workforce. It is more difficult for women with disabilities to join the labour market than for men with disabilities.

Although the Turkish government encourages the employment of disabled people with some incentives in terms of social security contributions for people with disabilities, the employment rate of such individuals remains very low in Turkey. People with disabilities face many challenges in terms of employment, including structural barriers to education. Urban areas, transportation, and work environments do

not make any accommodations to their needs. A 2010 survey by the Turkish Statistical Institute (TURKSTAT) revealed that only 7.7% of people

"I am very happy that our women and girls have developed reading habits thanks to this project. Some of our friends who had never before left their homes also found an opportunity to socialize and their skills came to the fore. Through the project, awareness of (gender-based) violence was raised significantly. I'm glad that this project was carried out. Our girls, whose voices were trembling before, now feel confident. They now say that I'm in this life too. Nowadays, I work at home and focus on leather work. I enjoy making make bags, belts, suits, and different designs with leather. I also make custom items for people who ask me to produce their own designs. As a next step, I would like to open my own shop. Our Association is trying to establish a workshop. If we can achieve this, I know that our friends will work with enthusiasm and determination at this workshop."

Veciha Yıldız, Participant

with disabilities obtained a higher education. To boost employment of people with disabilities, the obstacles to formal education and vocational training should be removed.

This was the goal of the “Educated, Working and Productive Women with Disabilities” project implemented by the Kayseri Association of People with Physical Disabilities. Supported by the United Nations Joint Program for Promoting the Human Rights of Women (UNJP) and the Sabanci Foundation Grant Program, the project targeted the provision of training in home textiles to 20 women with disabilities who were unemployed.

WOMEN WITH DISABILITIES ARE NOT INVISIBLE

Families’ protective behaviours, social pressure, and prejudices make women with disabilities invisible and enclosed at home. Since they are seen as helpless individuals and a burden to their families, these women are deprived of their rights to education and work and are unable to find an opportunity to realize their potential. With the disadvantage of being disabled being combined with the disadvantages of being a woman, women with disabilities find it twice as

hard to participate in life and join the workforce. Recently, women with disabilities have begun establishing associations in order to participate in society; the women with disabilities movement still has a long way to go however. Thus the “Educated, Working and Productive Women with Disabilities” project delivered seminars on rights-based struggles to women with disabilities and their relatives, in addition to the vocational training program.

The project was launched with an introductory meeting. Representatives of the local press, female entrepreneurs in Kayseri, public institutions, and NGOs participated in the

“This project was a great contribution. It was a pleasure for us to continue the training program. I always try to develop myself; I was also attending courses provided by the Public Education Center before and have been active in our Association. The training in textile production gave us new skills and raised our awareness of our rights. Since I have a child, I prefer to work at home and take piecework.”

Öznur Bıçakçı, Participant

meeting, which contributed greatly to the visibility of the project. It was also useful since it provided an opportunity to hear the opinions of female entrepreneurs. Members of The Union of Chambers and Commodity Exchanges of Turkey (TOBB) Women Entrepreneurs’ Council promised to help people who took part in the training program to find jobs. They recommended that leather, bed linen, and curtain stitching also be included in the training program. Brochures and posters were printed to further advertise the project. In addition, a stand was set up in the city center to provide information. Posters were hung on the walls of public institutions and workplaces. The project was made known to 400 people with disabilities who were registered in the information system of the Kocasinan District Governorship.

WOMEN ARE OVERCOMING OBSTACLES IN KAYSERİ

As part of the project, a certificate training program on home textiles was delivered to two separate groups at the Melikgazi Public Education Center. 13 women in the first group and 12 women in the second group received 176 hours of vocational training courses. A total of 18 trainees completed the program and were granted their certificates. During the training sessions, representatives of the press



and women entrepreneurs were invited to the Public Education Center to view a display of the trainees’ products. In addition to the vocational training, women found opportunities to read self-development books and shared their views and opinions about the books.

In addition to the training, empowerment activities were run to contribute to the women’s self-development and participation in social life. The women’s relatives also took part in awareness raising for such issues as discrimination, gender, violence against women, and the rights-based struggle. Hundreds of people attended seminars entitled “Rights of Women with Disabilities,” “Women’s Rights in Turkey: From

Past to Present,” “Employment of People with Disabilities,” and “Family Communication.” Lütfiye Kelleci Birer, the only disabled woman employed at the Grand National Assembly of Turkey and founder of the Association of Women with Disabilities, was a speaker at the seminar on the rights of women with disabilities. Her talk motivated female trainees and made them feel proud. The participation of İsmail Tamer, parliamentary deputy from Kayseri, also enhanced the interaction. Women asked questions about their rights to both the deputy and the speakers. At the end of the seminar the Turkish Folk Music Choir, made up of people with disabilities, gave a great performance. The seminar also drew the attention of the press.

A survey entitled “Challenges of Women with Disabilities in the Labour Market” was also conducted as part of the project. A questionnaire was administered to 200 women with disabilities working in Kayseri. Of the total, 41.5% were orthopedically impaired, 12% were visually impaired, and 18% were hearing impaired. Although 40.5% of female participants were university graduates and 35.5% were high school graduates, the survey revealed that most were working in unskilled jobs. The survey also revealed striking information about the problems faced by female workers with disabilities. Indeed, 48% of participants stated that their employers did not make any accommodations

for their special needs and 78% of them said that disabled people could not access the toilets in their workplaces. While 53.5% of those surveyed commuted to work using their own means (private vehicles or public transport), only 25.5 % could use a company shuttle to come to work.

At the end of the project, a booklet was written about all the activities realized during the project and their results. It was distributed to public institutions, private sector companies, and NGOs in Kayseri. The “Educated, Working and Productive Women with Disabilities” project concluded with a certificate ceremony at the Melikgazi Public Education Center. The closing event featured an exhibition of home textiles.

Fatma Oytun, President of the Kayseri Association of People with Physical Disabilities, said that they had achieved their goal of developing the entrepreneurial skills of women with disabilities. Oytun noted that transportation was the women’s biggest problem. She added that: “Our women can achieve anything! As long as we can get them out of their home. Once access is provided, there will be no more obstacles. Our biggest problem is transportation. With regard to public transportation, we are currently negotiating with the municipality and trying to make progress. It was key to inform women about entrepreneurship and

competition, and in that sense the project was effective. Now we can remove every obstacle and open every door. Currently, we are trying to establish a workshop for the women. We have applied to the Ministry of the Interior for a grant for our new project.” Oytun stated that women with disabilities preferred to work at home due to these difficulties, and that employers they had contacted were also more positive about the women’s work and production at home.



ORGANIZATION’S NAME

Kayseri Bedensel Engelliler Derneği [Kayseri Association of People with Physical Disabilities]

YEAR ESTABLISHED

2008

PURPOSE OF ESTABLISHMENT

The Association aims to protect and promote the rights and interests of people with physical disabilities in the economic, social, cultural, legal, professional, and educational areas. It seeks to eliminate discriminatory practices and regulations, and help people with disabilities to participate actively in social life as individuals whose special needs are taken into consideration. The Association also works to combat the abuse of people with disabilities and eliminate the causes and effects of disability.

CONTACT INFORMATION

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KOCAELİ

PROVINCE
Kocaeli

PROJECT TITLE
Konu Kadınsa [If the Subject is Women]

IMPLEMENTING ORGANIZATION
Kocaeli Kültürel Gelişim ve Dayanışma Derneği
[Kocaeli Cultural Development and Solidarity Association]

PROJECT PARTNERS
Kocaeli University (KOÜ), Başiskele Women's Council of Citizens' Assembly

IMPLEMENTATION PERIOD
1 October 2013 to 31 June 2014

PROJECT SUMMARY
The aim was to develop a common consciousness of gender equality by bringing the Kocaeli municipality, women's NGOs, educational institutions, and parents together within the borders of the Başiskele district of Kocaeli. The project's training component focused on how school teachers could apply gender equality in their educational approach and how parents and students could apply this same approach to their households. Moreover, the project sought to develop a model for the establishment of an 'Equality Unit' in Başiskele Municipality.

ACTIVITIES
• 20 Pioneer Women were selected to participate in the project, which included running activities to heighten awareness of gender equality in neighborhoods.

• A total of 96 girls aged between 12 and 15, 78 boys, 48 teachers, 28 male staff members of Başiskele Municipality, 38 women with a double disadvantage (being female and at the same time poor, unemployed, a migrant, etc), and 196 parents learned about gender equality.

• Representatives of various women's organizations, Councillors of Başiskele Municipal Council, and members of Kocaeli University participated in a gender equality workshop.

• Approximately 200 people took part in a gender equality seminar.

• Pre- and post-perception surveys on gender equality were conducted and the results were reported.

• A theatrical play with a gender equality theme was performed twice.

RESULTS

• The wide-ranging target audience consisting of girls, boys, parents, teachers, male staff members of the municipality, and disadvantaged women increased its awareness of gender equality.

• Familiarization with gender equality was measured by means of pre- and post-perception surveys.

• Young men in particular gained an awareness of and perspective on gender equality.

IF THE SUBJECT IS WOMEN

One of the strategies for the promotion of gender equality is to bring about a change in mindset that will ensure the advancement of women. In line with this objective and its own mission, the Kocaeli Cultural Development and Solidarity Association developed the "If the Subject is Women" project by bringing together the municipalities in Kocaeli, women's CSOs, educational institutions, and parents. A grant was received from the Sabancı Foundation Grant Program, within the United Nations Joint Program for Promoting the Human Rights of Women.

The "If the Subject is Women" project sought to make visible the negative impacts of gender inequality on society and to point out that all sections of society must play a role in solving this problem. While emphasizing the importance of men's participation in building gender equality through the project, all activities were developed from the bottom up with a woman's perspective by hosting women at the center.



DIVERSIFYING THE TARGET AUDIENCE FOR GENDER EQUALITY

Highlighting the issue of gender inequality, the project's activities reached a diverse target audience ranging from girls to boys, and from teachers to parents and male staff members of the municipality by using all promotion tools. Since the desire was to reach as many people as possible, project offices were established

"Our male staff members expressed the difference in the communication they established with their wives at the end of the training day and said that their wives asked, 'Today was the training day, wasn't it?' " The concept of gender equality is not very well known in local governments. We were able to make a difference. As a citizen of Başiskele and as a staff member of Başiskele Municipality, I thank those who initiated such a project."

Öznur Altıntaş, Chairperson of Başiskele Municipality Women's Council of Citizens' Assembly

in three different locations: Kocaeli University, Martyr Selçuk Gökdağ Elementary School, and Başiskele Municipality. As part of the project, a website, banners, and flyers were prepared and the Kocaeli Women's Solidary e-group was founded with the participation of 55 civil society organizations.



A project launch meeting was organized by Kocaeli University KASAUM-Women's Studies Center and included the participation of the press. After this initial event, a great number of project introductory meetings for target groups were held. After each introductory meeting, a press release was issued and local newspapers published news about the project. "Pioneer Women" were selected to take part in the project from among volunteer parents that attended these meetings, and they began training sessions. A survey on gender equality perception was carried out among 150 people at the beginning of the project.

COMPREHENSIVE TRAINING AND PROMOTION ACTIVITIES

Under the project, 20 Pioneer Women selected from among the parents at Martyr Selçuk Gökdağ Elementary School and Başiskele Municipality Women's Council of Citizens' Assembly went through Pioneer Women training. A total of

28 male staff members working in different departments of the Başiskele Municipality and 48 teachers from Martyr Selçuk Gökdağ Elementary School attended seminars on gender equality. Furthermore, training on gender equality was delivered to 78 boys and 96 girls aged 12 to 15 attending the same school. Another goal of the project was the provision of vocational education to 38 women among those who face a double disadvantage; they were trained in the decoration of cloth bags.

A workshop on gender equality was organized with the coordination of the Association. Professor Emel Baştürk Akça from Kocaeli University coordinated gender equality workshops entitled "Law and Women," "Education and Women," and "Urban Planning, Development, and Women" within three different groups. Each study group submitted proposals for the implementation of gender equality measures in Başiskele. A proposal for the establishment of a "Women-Men Equality Unit" at Başiskele Municipality was submitted to the municipality through the report prepared at the end of the workshop.

Numerous other events were held including neighborhood activities, harmonization programs bringing together women from different target groups, association visits, and an Association meeting supported by the İzmit Municipality with

broad participation, as well as events on March 8 (International Women's Day) and Mother's Day and trips to Istanbul and Bursa. Without a doubt, the most exciting of all these activities was a woman-themed theatrical play staged by the volunteer parents, the principal, and teachers of Martyr Selçuk Gökdağ Elementary School. The play was performed twice to a total audience of approximately 200 people.

Project Coordinator Gülhan Bütün stated that they were able to reach a very wide section of society through the project. "Associations are like the capillaries of the system; we access places that big corporations cannot because we go out into the field and talk to people about our issue in person, face-to-face. Such projects heighten the recognition of NGOs like us; now

"I already had views in line with those provided through the training, but still one's awareness is raised. We learned about the different kinds of violence in conceptual terms. The male staff members, especially those who work in labor-intensive jobs, benefitted a great deal from the training. They realized that violence was a primary manifestation of ignorance. We tried to convey the information we acquired and raise the awareness of individuals in our environment. Through friendly conversation, we told them the wrong deeds that they have done unconsciously."

Ömer Soydal, Başiskele Municipality
Deputy Director of Urban Planning

"The training sessions were very informative; we learned a lot of new things. I think these training sessions should reach those who are exposed to family pressure and women who are exposed to violence by their husbands, because women are scared. First and foremost, we need to overcome these fears."

Zeliha Karakuş, Pioneer Woman



we are stronger. We are invited to be speakers at all the women's meetings organized by public institutions. They want to work with us on a number of topics. Moreover, the women are asking 'Are we going to organize a new project?'

Local media and television station frequently covered project activities. Indeed, the "If the Subject is Women" project was first described in newspapers and newscasts and was then covered on a local channel's TV program to which project participants were invited. Social media was often highly beneficial during the project's advertising and communications efforts.

During the closing event, the project was evaluated as a whole, the results of the survey were shared with participants, and participants made assessments. The project's objectives, study methods, and results were shared via the

publishing of a book. By the end of the project, issues of gender equality had become an area of public interest, and it became clear that women's perspective should be included in the decision-making mechanisms of local governments.

Thus the "If the Subject is Women" project was effective and successful as it brought local governments, non-governmental organizations, and people from different ages and sections of society. Through various meetings, the institutions began to get to know each other and new study groups emerged. An invitation was made to create a platform for 53 civil society organizations working in the area of gender equality and women's human rights. The project achieved its goal of raising public awareness of gender equality and sensitivity towards women in Kocaeli.



ORGANIZATION'S NAME

Kocaeli Kültürel Gelişim ve Dayanışma Derneği [Kocaeli Cultural Development and Solidarity Association]

YEAR ESTABLISHED

2009

PURPOSE OF ESTABLISHMENT

Kocaeli Cultural Development and Solidarity Association (KOGED) was established to bring cultural and social problems to the attention of local society, implement national and international projects, and disseminate these project outcomes with a view to improving the living conditions of socially disadvantaged groups (people with disabilities, citizens with low income, women).

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PROVINCE
Kocaeli**PROJECT TITLE**Genç Kadınlar ve İstihdam Dünyası
[Young Women and Employment World]**IMPLEMENTING ORGANIZATION**Toplumsal Konuları Araştırma ve Geliştirme Derneği
(TOKAGEDER)
[Research and Development of Social Issues
Association]**PROJECT PARTNERS**

Kocaeli Women's Council of Citizens' Assembly

IMPLEMENTATION PERIOD

1 September 2014 to 31 May 2015

PROJECT SUMMARY

The first stage of the project involved field research to ascertain how women were affected by the human resources policies of 30 organizations operating in five sectors in Kocaeli. Based on the results of this research, young female graduates were invited to participate in workshops with a view to raising their awareness of problems they might face in the job market. Another of the project's objectives was to announce the research results to a larger audience through dissemination activities (meetings, publications) organized at Kocaeli University.

ACTIVITIES

- A study called "Employment Sector's Perspective on Women's Employment" was conducted among 30 organizations that provide employment in five occupational areas. The results revealed employers' views on women's employment and how these views represented obstacles to such employment.

- Three workshops were held with the participation of 29 female students who were candidates for the five designated occupational areas. An attempt was made at these workshops to determine the level of self-awareness of these women and their knowledge of the labour market.

- Furthermore, three training workshops empowered and supported the 29 young women before they entered the workforce.

- Two thousand copies of the "Employment Guide for Young Women" were published and distributed.

- Dissemination activities such as follow-up conferences and training sessions were held for 1,545 senior students and newly graduated young people at Kocaeli University.

RESULTS

- 29 young women were given training, prepared themselves for working life, and enhanced their self-awareness on their road to employment.

- The study entitled "Employment Sector's Perspective on Women's Employment" looked at 30 organizations providing employment in five occupational areas and presented their views on women's employment, and how these views represented obstacles to women's employment.

- Guidance on the employment sector was provided for 1,545 senior students and newly graduated young people at Kocaeli University through dissemination activities.

**YOUNG WOMEN AND
EMPLOYMENT WORLD**

In recent years, the number of female students has almost matched or even exceeded the number of male students in certain university departments. For instance, while the ratio of female students to male students in the Department of Industrial Engineering at Kocaeli University was 25-30% in 2009, it rose to nearly 60% in 2014. Nonetheless, the rate of unemployed women with a university degree is higher than the rate of unemployed men with a university degree, which points to the gender-based inequality in employment. Employers in certain occupational areas make no attempt to employ more women. This problem is one that blocks women's employment but for which no preventative measure has yet been taken.

TOKAGEDER obtained a grant from the Sabancı Foundation Grant Program within the United Nations Joint Program for Promoting the Human Rights of Women for its "Young Women and Employment World" project. The goal of the project was to support the employment of senior female students or newly graduated young women who were in particular studying in technical departments, and empowering their participation in work life.

**RESEARCH ON WOMEN'S
EMPLOYMENT FROM THE
EMPLOYERS' PERSPECTIVE**

Gender-based discrimination in employment constitutes an important obstacle to women's participation in the working world. Employers providing jobs in technical areas prefer male employees, or limit the areas where women can be hired. This situation makes it difficult for educated young women to make the transition to working life, and causes their average unemployment periods to be longer than those of new male graduate. At a later stage, women face barriers to getting a foothold in certain occupational areas in the workforce and to getting promoted to a managerial position in their field.



While men primarily find jobs in positions that require skills in science and technology, judgment and decision-making, and management, women's chances of being hired in sub-branches of engineering that are viewed as men's work are low. Experience shows that greater competency, diligence, endeavor, masculinization, and competition with men, as well as being over-visible, are required for women to get a foothold in occupations that are regarded as male. Despite all these obstacles and hardships, the existence of successful women in engineering proves that occupational gender differences stem to a large extent from stereotypes.

The project's "Employment Sector's Perspective on Women's Employment" study entailed face-to-face interviews with the human resources and departmental executives of employer firms of various sizes that operated within the borders of Kocaeli province in a variety of sectors. A total of 30 firms were interviewed as part of the study: 43% of those firms operated in the manufacturing-industrial sector; 13% in energy and automotive; 7% in electricity, automation and chemistry;

and 3% in electric/electronic, food, plastics, rubber, and cement sectors. The total number of employees among the firms interviewed stood at 23,799. Of the HR executives interviewed, 18 were female and for departmental executives the number was 10. At the organizations covered in this study, 3% of white-collar workers were female executives and 24% of the total staff was female. Ten percent of the total number of employees were women.

Only 27% of firms interviewed stated that women and men were equally preferable for all positions. The same percentage for men was 87. In other words, the idea that men would be suitable for all positions prevailed and the same did not apply to women. Men's high level of competency was cited as a reason for this difference. The mechanical engineering and control automation technician occupational areas covered in the study that saw the most obvious discrimination between men and women.

A meeting was held with 45 senior students or newly graduated young women as part of the same research study to assess their knowledge and expectations regarding the employment sector.

The analysis of the results of the study led to the production of a reference study that would enable women to better understand the employment

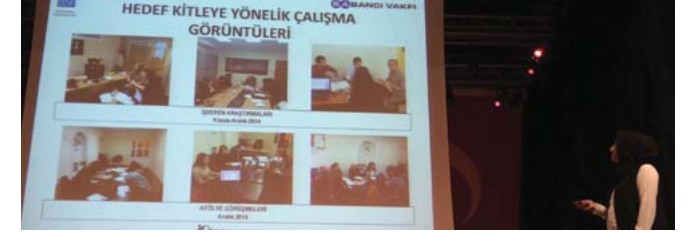
process and support them in finding ways to be more effective in the working world by evaluating their position from the employers' perspective. In addition to the research results, the team prepared and printed 2,000 copies of a booklet of employment recommendations for young women. It included young women's experiences and the proposals they sent to potential employers.

WORKSHOP ACTIVITIES

Young women were selected to partake in the project based on applications made in response to ads put up in the relevant departments of Kocaeli University, as well as with the support

"I am a new graduate and when I look at the job advertisements, I see firms looking in particular for male staff. Training sessions were very beneficial in terms of learning about our rights. We listened to some sample stories where I thought, 'If I'd been her, I would have given up.' After the training sessions, my thought changed to 'I would have fought.'"

Emine Yetim, Chemical Engineer



of the Kocaeli Turkish Employment Agency (İŞKUR). An interactive training program on the analysis of labor the market in Turkey on the basis of gender equality, the problems women face in employment, and women's rights was provided for the participants. In the three-day workshop attended by 29 young women, the obstacles to women's employment and gender were discussed. On the first day of the workshop, the project was introduced and the research report was presented. An analysis was made regarding gender inequality, a gender-based division of labor, and occupational discrimination, concepts of horizontal and vertical differentiation, and the labor market in Turkey in terms of gender. On the second day, general legal problems were addressed. Information was provided about the fundamental problems women encountered in the working world, about their legal rights, and about the fundamental institutions of working life. On the last day, the determining role of gender on women's rights was explained using concrete examples. The workshop was concluded with group work, proposals, and discussions.

Project Coordinator Kamile Canbay asserted that they had achieved their project objectives. “The skills that women have give employers new, important opportunities that would enable growth in their sectors. This project showed us that young women were influenced by stereotypical social roles and identities, and those stereotypes caused young women to control and limit themselves. We learned more than once that young women should be fully supported in getting ready for the workforce. Thus we think the project responded to an important need. But women’s efforts alone cannot ensure and increase their participation in the workforce, nor can the business sector do so due to its patriarchal structure. I believe that both employers and newly graduated young women should adopt an approach that avoids mutual biases and rather focuses on competencies.”

The project was completed through to the achievement of initial objectives. Twenty-nine young women who completed their training workshops were awarded their certificates at a ceremony. The project tried to reach as many people as possible by way of seminars, conferences, small meetings, and stands. The dissemination activities were successfully completed with the support of the local press, news published in social media and on the TOKAGEDER website, the field research report, as well as the Employment Guide for Young Women booklet, which was distributed to 1,545 people.



“I am a new graduate. I had an internship experience that did not end nicely; I was in a disadvantaged position there as a woman. With the help of the training sessions, I realized what I could have done differently or how I could have behaved differently back then. Now, we have models that we can take as examples when we encounter a problem in the workplace. I am particularly happy to have met people with experience, who guided us.”

Zehra Baki, Industrial Engineer



ORGANIZATION’S NAME

Toplumsal Konuları Araştırma ve Geliştirme Derneği (TOKAGEDER)
[Research and Development of Social Issues Association]

YEAR ESTABLISHED

2006

PURPOSE OF ESTABLISHMENT

The Research and Development of Social Issues Association (TOKAGEDER) was founded to undertake research that will help foster and develop socio-economic activities that advance society in social, cultural, and economic terms. The organization initiates or leads the initiation of solutions and implementation of activities to solve the problems identified through its research.

CONTACT INFORMATION

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ORDU

PROVINCE
Ordu**PROJECT TITLE**Ordu'da Kadın STK'ların Güçlendirilmesi Projesi
[Empowering Women's CSOs in Ordu]**IMPLEMENTING ORGANIZATION**Ordu Kadını Güçlendirme Derneği
[Ordu Association of Empowering Women]**PROJECT PARTNERS**

Ordu Metropolitan Municipality, Ordu Bar Association, Society for Education, Culture, Art and Women's Solidarity, Gülsultan Association of Women's Development, Turkish Women's Association Ordu Branch

IMPLEMENTATION PERIOD

1 October 2013 to 31 September 2014

PROJECT SUMMARY

The goal of the project was to improve the institutional capacities of and strengthen cooperation between four civil society organizations (CSOs) working in the field of women's issues in Ordu by training them in computer literacy, gender equality, strategic planning, civil rights, and project cycle management. In addition, the project involved the preparation of training materials to be used by CSOs and help them promote the training, the founding of a Women's Platform, and drawing up CSOs' annual action plans.

ACTIVITIES

- A joint press conference was held with six representatives from each of the four CSOs engaged in women's issues in Ordu.
- A total of 221 people attended computer literacy training.

- A total of 216 people attended civil rights training.

- A total of 220 people attended a two-day training course to raise their awareness of gender equality.

- Training in strategic planning was carried out and included the creation of a strategic plan for the Women's Platform to be established.

- A total of 160 people were trained in Gender Responsive Budgeting (GRB).

- A two-day project cycle management training course was held for representatives from project partner CSOs and included a joint project proposal writing exercise.

- A platform was created under the name Platform for Monitoring Women's Issues.

RESULTS

- The CSOs engaged in women's issues in Ordu came together under the Platform for Monitoring Women's Issues. The Platform began monitoring the services provided to women across the city. A department was created within the Platform to monitor Municipal Council meetings.

- The Governorship of Ordu and Ordu Municipality made commitments to implement the Ordu Local Equality Action Plan.

- More than 200 female CSO workers/volunteers heightened their awareness and knowledge of women's human rights and gender equality.

- Female CSO members strengthened their capabilities through training in computer literacy, strategic planning, and project cycle management.

EMPOWERING WOMEN'S CSOs IN ORDU

Four civil society organizations in Ordu are engaged in women's issues. With limited resources, these CSOs have been trying to carry out their activities on violence against women and inequality in the province, where most of the population lives in rural areas. The Ordu Association of Empowering Women received a grant from the Sabancı Foundation Grant Program, within the United Nations Joint Program for Promoting the Human Rights of Women, for a project to empower these CSOs and create policies to address the main problems and needs of the women of Ordu. The Association had observed that the CSOs were particularly lacking in the areas of raising funds, developing strategies, and finding and organizing new volunteers. Furthermore, the Association noted that CSOs needed training to improve their institutional and technical capacities and improve their cooperation with each other.

WOMEN ARE STRONGER TOGETHER

The ultimate purpose of working on women's issues is to achieve transformation and empowerment. This requires the creation of

different cooperation and support mechanisms. The Empowering Women's CSOs in Ordu project sought to improve the institutional capacities of the women's CSOs. Another of its aims was to develop a dialogue among the CSOs and strengthen the participation of women in social life and mechanisms of political representation.

As part of the project, various training sessions were run for members of the Ordu Association of Empowering Women, Gülsultan Association of Women's Development, the Society for Education, Culture, Art and Women's Solidarity, and the Turkish Women's Association's Ordu Branch working in Ordu on women's issues. Project partner associations selected six representatives to promote the project's activities. After a joint press conference by the associations, training sessions and visits were made to local institutions expected to provide support.



VERSATILE AND COMPREHENSIVE TRAINING

A series of versatile training sessions were held to improve the CSOs' knowledge and technical expertise. Female members of the associations went through comprehensive training in computer literacy, gender equality, gender responsive budgeting, civil rights, CSO management, project cycle management, and strategic planning. City institutions also provided key support for the training sessions. Some provided locations for the training to be held, while others contributed experts. The civil rights training, for example, was provided by volunteer lawyers assigned by the Bar Association.



While the training sessions continued, the Platform for Monitoring Women's Issues was founded. The Monitoring Platform was established to raise awareness of gender equality among local governments, and to

"It was as if we were touched by a magic wand. Getting the support of the UN and Sabancı Foundation boosted our prestige in our little city. Now, major public institutions such as the Chamber of Commerce, the Municipality, and the Governorship seek out our support when preparing projects or suggest that we be their project partners. Women's issues are not a free-time activity; when needed, we take risks, and put our time and effort into it. But this is not the main problem of small associations; the actual problem is creating and accessing resources. Training was particularly helpful in this area; we solved the problem of raising funds and accessing resources. The best part is that the Platform is not a forced union. Women from different worlds overcame their judgments of each other. When the issue was women, all the differences disappeared."

Aysun Aydın, Project Expert

ensure that gender equality commitments were included in municipalities' agendas, strategic plans, performance plans, and budgets. The Platform was introduced to the public at the Journalists Association and began its monitoring activities by attending the Altınordu Municipal Council meeting. At the meeting, the Platform for Monitoring Women's Issues was introduced to the female members of the Municipal Council.

"We learned about planning and project development; solidarity was fostered among women's associations. New doors opened for us. As a result of the training we received, we developed a project on child abuse and received a grant from the Ministry of the Interior. Now, I can make sense of many things I went through as a child and a teenager. For example, I was also a child bride. I think that is why I am so devoted and self-giving right now. People who lived through certain things become more fired up and more protective. They act with the mindset of protecting other people from what they themselves have been through."

Gülşen Gürsoy, Gülsultan Association for Women's Development

Another development was the dissemination of the training on Gender Responsive Budgeting. In addition to the project partner associations, Municipal Council's Gender Equality Commission members, some Municipal Council members, female candidate members of the Municipal Council, village master candidates, and Municipality Equality Unit employees were invited to participate in the training sessions. At the end of the project, 221 people had received training in computer literacy, 216 people in civil rights, 220 people in gender equality, and 160 people in gender responsive budgeting.

The first step towards establishing a Women's Platform in Ordu was taken with the drawing up, during the training on strategic planning, of a draft strategic plan for the Platform. The project culminated with the finalization of the strategic plan of the Platform for Monitoring Women's Issues.



TOWARDS THE WOMEN'S PLATFORM IN ORDU

The project's closing event included the participation of project partner associations and senior representatives from the Ordu Metropolitan Municipality, Altınordu Municipality, Ordu Bar Association, Ordu Chamber of Commerce and Industry, Ordu Commodity Exchange, and the press. With its mandate of raising awareness among public entities, local governments, and the public on women's access to public services, giving women's CSOs more power through cooperation, and improving the situation of women in Ordu, the Platform launched its monitoring activities.

When asked 'Have you achieved the results you expected at the end of the project?', Project Coordinator Mihriban Yuva replied "We established the Ordu Platform for Monitoring Women's Issues and started monitoring activities. The Platform provided a sustainable base for our work. In the past, women's associations in Ordu were not connected and were not even aware of each other. But we are all women after all, we have mutual problems and suggestions for solutions. Now, women from different worlds with different opinions are working together. During the training sessions, we realized that many women have never actually questioned

women's gender equality. The training provided significant awareness in that area. Because being a member of an association does not mean much if you are not organized. It is very important to realize the value and contribution of being an organized woman. The Platform completed data collection with the support of the Police Department. We are now at the stage of reporting this data. We also achieved greater recognition. Many women who are exposed to violence or have other problems come to us; we work as a bridge between the authorities and women in need."

The Platform – without a doubt the project's key outcome – will continue to spur the women's movement in Ordu as a permanent and effective institution.



ORGANIZATION'S NAME

Ordu Kadını Güçlendirme Derneği [Ordu Association of Empowering Women]

YEAR ESTABLISHED

2010

PURPOSE OF ESTABLISHMENT

The Association seeks to eliminate the problems faced by the vulnerable groups in the society such as women, youth, and persons with disabilities, as well as those with double disadvantages such as women with disabilities, young women or youth with disabilities in their work, education, and social lives. It does so by engaging in training, awareness-raising, advocacy, campaigning, lobbying, forming public opinion, creating networks, producing publications, monitoring, researching, and reporting.

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United Nations Joint Program for Promoting the Human Rights of Women



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AİLE VE
SOSYAL POLİTİKALAR
BAKANLIĞI**

