

The Republic of Turkey  
PRIME MINISTRY  
GENERAL DIRECTORATE ON THE STATUS OF WOMEN

**NATIONAL ACTION PLAN  
GENDER EQUALITY  
2008–2013**

**2008-ANKARA**

THE REPUBLIC OF TURKEY  
PRIME MINISTRY  
General Directorate on the Status of Women

The National Action Plan Gender Equality 2008-2013 has been prepared in the framework of the Twinning Project Promoting Gender Equality, implemented by the General Directorate on the Status of Women and the Ministry of Social Affairs and Employment of the Netherlands with the financial assistance of the European Commission.

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One of the experiences of the last quarter of the 20th century is the need for implementation of gender equality policies by the state. Gender equality is a basic principle of democracy as well as a condition for sustainable development. Empowerment of women is an integrated part of the empowerment of society. Therefore it is necessary that existing obstacles based on the social position of women will be removed and all related measures will be taken.

In Turkey we have witnessed a steady improvement in the economic and social situation of women. However, it is obvious that the economic and social situation of women is not at the desired level yet. Since the problems encountered by women in social life are interlinked with many other issues they should be tackled through an integrated approach. Organisations and institutions working in this field should cooperate and the gender equality perspective should be incorporated into all main plans and programmes. In this context, national action plans are considered as important instruments.

Under the scope of the "Promoting Gender Equality Project-Strengthening Institutional Capacity Twinning Project", implemented jointly by the General Directorate on the Status of Women, as a driving force for gender mainstreaming and affiliated to my Ministry and the Directorate of International Affairs of the Ministry of Social Affairs and Employment of the Netherlands, the National Action Plan Gender Equality has been prepared with the participation of all parties in order to constitute a base for public policies. With this National Action Plan the main priorities have been developed and strategies have been determined accordingly for the period of 2008-2013. For the realisation of the National Action Plan and achievement of social development it is a prerequisite that within the framework of the priorities set in this National Action Plan, all relevant parties should take the necessary actions.

In the firm belief that the data concerning the current situation will significantly be improved at the end of the implementation period, I would like to thank primarily the General Directorate on the Status of Women and all public institutions and organisations, universities and non-governmental organisations that contributed to the preparation of this National Action Plan. I would like to call upon all the relevant parties to collaborate in order to achieve all objectives and strategies mentioned in the National Action Plan Gender Equality.

**Nimet ÇUBUKÇU**  
State Minister



## PREFACE OF THE GENERAL DIRECTOR >>>

Equality between women and men is recognised as a human right, an important condition for social justice and at the same time an indispensable and fundamental precondition for equality, development and peace. Even though numerous achievements were made in Turkey in this respect during the Republican Period, it is currently observed that, in practice, gender equality has not been reflected in social life.

On the other hand, it is clearly stated in international conventions and decisions, to which Turkey has become a party, that governments have responsibilities for incorporating gender equality into main plans and programmes. Established as a national mechanism in this field, our General Directorate attaches great importance to actions ensuring that the concept of gender equality is taken into consideration in the development of public policies.

Within the scope of the Turkey-European Union Pre-Accession Financial Assistance Programme of 2005, the project "Promoting Gender Equality" was prepared with the aim of enabling women to benefit from social opportunities on an equal basis with men and protecting women's human rights. One of the components of the project "Promoting Gender Equality Project-Strengthening Institutional Capacity Twinning Project" has been implemented jointly by our General Directorate and the Directorate of International Affairs of the Ministry of Social Affairs and Employment of the Netherlands. Within the scope of the project in question, the National Action Plan Gender Equality 2008-2013 was prepared as one of the project outputs.

The National Action Plan Gender Equality was prepared with a scope of covering the titles of "Women and Education", "Women and Economy", "Women and Poverty", "Women and Health", "Women and Power and Decision-making Processes", "Women and Environment", "Women and Media", "Women's Human Rights", "Girl Children", and "Institutional Mechanisms for the Advancement of Women" which are among the critical areas determined in the Beijing Action Platform. With the aim of promoting gender equality in the mentioned areas, objectives and implementation strategies have been established with the participation of all the relevant parties in order to constitute a base for development and implementation of the public policies.

In the preparatory process, the National Action Plan Gender Equality first a report was prepared between 26 March and 8 June 2007 including the views of our relevant stakeholders on the participation of women in power and decision-making processes and on the problems they encounter in fields as education, health and employment in Turkey. In addition, a report was prepared to be used as a reference document on the institutional structures and policy experiences of EU countries for gender mainstreaming.

In the preliminary process working groups on seven different topics were formed by representatives of related public institutions, professional institutions and non-governmental organisations. Each working group convened twice (in October 2007 and February 2008) and provided their contributions to the drafting of the

policy documents. These policy documents were used as input for the preparation of the draft National Action Plan. Further, one more meeting was held in April 2008 on the required areas with the representatives of public institutions who participated in the working groups. After that, written opinions of the implementing institutions on the draft National Action Plan Gender Equality were asked for and incorporated. Following approval of the State Minister in charge of Women and Family Affairs, the draft National Action Plan Gender Equality was presented in the closing conference of the project, to which all working groups were invited, and the implementation stage was launched.

In Turkey the National Action Plan Gender Equality 2008-2013 is an integrated policy document that defines the objectives and implementation strategies as well as the policy makers, for the purpose of promoting gender equality in various aspects of the lives of women and men. Its final objective is to prevent discrimination against women and to improve the social and economic status of women in society. Therefore, the National Action Plan Gender Equality is expected to be an important instrument for the elimination of gender inequalities that still can be observed in practice, despite the legally established concept of equality between women and men.

With every confidence in our capability to reach the objectives specified in the National Action Plan Gender Equality, through the union of forces with the relevant public agencies and institutions, universities, local authorities, non-governmental organisations and the media, I would like to thank and present my regards to all our stakeholders, who spared no efforts in providing their contributions during this long-term process.

**Esengül CİVELEK**  
**General Director of the KSGM**

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Today, in countries where human rights are perceived as indispensable rights, women having the same rights as men is recognised as a fundamental human right. It is acknowledged that women should be able to enjoy all rights that will enable them to participate in political, social, cultural and economic life on an equal basis with men. Even though this understanding has been incorporated in international human rights instruments, international conventions and national laws, it can be noted that -regardless of the level of development of a country- equal opportunities and equal participation for women have not been secured in education, health, the labour force, politics and decision-making mechanisms.

Gender equality has a long history in Turkey and especially in recent years the legislative framework has expanded. Government policies aimed at strengthening the role of women in society have become more widespread. Numerous arrangements have been made, particularly in the Constitution, the Criminal Code, the Civil Code and the Labour Act. In legally binding regulations (By-Laws) and Circulars strategies have been formulated on how to implement these arrangements. Especially the Prime Ministry Circular No. 2006/17 on combating violence against women has been an important step forward and created commitment at the highest level.

While the legal basis for equality between women and men was strengthened through the above mentioned arrangements, problems are still being encountered in the realisation of these rights in practice. In several areas there are still significant problems like schooling for girls, women's access to health care services, equal participation in employment and power and decision-making processes. Violence against women continues to be one of the most problematic areas in Turkey as it is the case in many other countries around the world. The disadvantaged position of Turkish women is clearly reflected in socio-economic and political indicators. Sexist values and attitudes within the social structure create obstacles that prevent women from benefiting from the existing legal rights, both in their socio-economic life as in their daily life. Therefore, social attitudes and behaviour should be questioned, revised and adapted.

Adopting the concept of gender equality is of the utmost importance for the elimination of inequalities that reflect to socio-economic and political indicators. All stakeholders, who bear a responsibility for improving women's social and economic status, should take necessary actions in this respect. The National Action Plan Gender Equality constitutes a basis for these actions and provides guidance.

The previous National Action Plan Gender Equality was prepared and put into practice in 1996 in a joint effort by all responsible stakeholders, and under the coordination of, as it was called then, the General Directorate on the Status and Problems of Women (KSSGM). It was drafted right after the 4th World Conference on Women

held in Beijing in 1995. In the previous National Action Plan the status of women in various areas was defined and objectives as well as activities were stated. The National Action Plan Gender Equality 2008-2013 can be viewed as a continuation of these former commitments and it redefines the national priorities and implementation policies in line with the altered social circumstances of women and men and the progress achieved. The National Action Plan Gender Equality 2008-2013 covers the areas of economy, poverty, participation in the power and decision-making processes, health, media, environment, education and institutional mechanisms. For each of these areas, a comprehensive policy document has been prepared containing a description of the current situation, an analysis of the obstacles for reaching gender equality and a presentation of objectives and concrete implementation strategies.

The content of the policy documents is the result of an exchange with relevant stakeholders. First a mapping exercise was performed between March and June 2007 with the aim of identifying relevant stakeholders, their roles and responsibilities and assessing the issues that needed to be addressed in the National Action Plan Gender Equality. Following this activity, draft policy documents were prepared for each area and discussed in working group meetings with relevant stakeholders. In the first meeting held in October 2007 participants had the opportunity to state their views on a draft text that presented a general summary of the current status of women in a given area, the legal framework, previous and existing policies, and other activities carried out to improve the status of women. In a second meeting in February 2008 the same groups discussed a first draft of the objectives and strategies to be implemented.

The policy documents have been used as input for the National Action Plan Gender Equality 2008-2013. A critical factor for the success of this National Action Plan Gender Equality will be that it is considered a national plan: the objectives and strategies mentioned have to be adopted by all Ministries involved and integrated in the strategic plans of these Ministries. Another important factor is the successful collaboration between the General Directorate on the Status of Women and other public institutions.

This National Action Plan Gender Equality has not been prepared as an isolated policy document, but within the context of several national and international regulations on the promotion of gender equality, such as the Ninth Development Plan 2007-2013, the Convention on the Elimination of All Forms of Discrimination Against Women, the EU Acquis, and the Millennium Development Goals.

The Ninth Development Plan expresses powerful demands for the future of Turkey. However, it will not be possible to reach these objectives with the participation of only half of the population: men. Turkey needs men and women to reach its macroeconomic objectives. Gender equality is crucial for development and lies at the core of economic and national development, as is recognised more and more, also by international forums.

The implementation period (2008-2013) for the National Action Plan Gender Equality is the same as for the Ninth Development Plan. Therefore, through the implementation of this National Action Plan many of the concrete objectives mentioned in the Ninth Development Plan will be achieved as well.

Chapter 2 of this document describes the progress made, the policies implemented, the current legal framework and the institutional mechanisms in place regarding gender equality in Turkey. In chapter 3 for the areas of education, economy, poverty, power and decision making, health, media and environment the current situation of women is summarised, followed by a listing of objectives and strategies for action. Chapter 4 focuses on responsibilities, monitoring and evaluation, and communication.



## 2. GENDER EQUALITY IN TURKEY >>>

### 2.1 Development of Gender Equality in Turkey and a Summary of Gender Equality Policies

The background of gender equality policies in Turkey is constituted by the Republican reforms. In the years following the foundation of the Republic in 1923, a modern state structure was formed on one hand and an extensive social transformation was realised on the other, with the reforms made in the faith that full equality between women and men should be established. The reforms that were realised in the first decade following the year of 1923 marking the foundation of the Republic led not only to the reconstruction of the Turkish society, but also to granting the right of citizenship rights to women.

With the Law on the Unification of Education (1924), educational institutions were gathered together within one single system and women and men were provided with equal educational opportunities. With the Turkish Civil Code, adopted in 1926, the social life of women was regulated in a manner more appropriate to the times and women were granted fundamental rights. Turkish women were granted the right to participate in politics long before women in most other countries. Having been entitled to elect and be elected in local authorities in 1930, Turkish women were granted in 1934 the right to elect and be elected as members of the Turkish Grand National Assembly. The rights women got during the Republic period have been very important, they form an example and should not be underestimated. The aim of these reforms was to enable women to have a share in the public sphere and to ensure their participation in the development process together with men.

Despite the entitlements attained during the Republican period, a review of the present status of women in Turkish society clearly reveals the existence of gender inequalities. Even though a certain level of gender sensitivity has been reached as a result of the struggles in the post-1980 period specifically in such conventional policy fields as education, health and law, the desired level of sensitivity has not yet been reached. The incorporation of a gender equality perspective into the areas of employment, power and decision-making, research and budgetary and financial policies has also not been realised.

Turkey guarantees the equality between women and men in its Constitution and other laws. Turkey has undertaken to further develop policies, to make legal arrangements and to put these laws into practice in accordance with international agreements such as the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the European Social Charter, and the Convention on the Rights of the Child, conventions, decisions and recommendations of institutions such as the International Labour Organisation (ILO), the Organisation for Economic Co-operation and Development (OECD), the Organisation for Security and Co-operation in Europe (OSCE), the Cairo Conference on World Population and

Development Action Plan, the 4<sup>th</sup> World Conference on Women Action Plan and the Beijing Declaration, and the EU directives on equality between women and men.

Turkey adopted, without any reservations, the instruments agreed to in international meetings convened to strengthen the status of women in the world like the 4<sup>th</sup> World Conference on Women (Beijing Declaration and Action Plan). In this conference Turkey made commitments to provide for a 50 percent decrease in maternal and child mortality, an extension of the duration of compulsory education to eight years and an increase in women's literacy to 100 per cent by the year 2000. The Ninth Development Plan (2007-2013) targets school rates of 50 per cent in pre-school (4-5 years), 100 per cent for primary education, 100 per cent for secondary education and 33 per cent for formal higher education (48 per cent in total). With the extension of compulsory education to 8 years in 1997 the level of education of girls has been raised and significant decreases have been recorded in maternal and child mortality rates. Thanks to the provision of literacy courses, the literacy rate of women has been increased. Schooling rate for pre-school education, which is not compulsory, is currently 25 per cent (this rate was about 8 per cent in the early 2000s), while 47.8 per cent of children that attend institutions of pre-school education in the school year 2007-08 are girls.

It is observed in Turkey that women are well behind men in terms of participation in the labour force and that there even has been a decrease in their participation in recent years. Women's general social and economic development is closely related to their participation in the labour force, because employment not only provides women with economic independence, but also increases their confidence and social respectability and improves their position within their families. Even though there is no legal discrimination in the participation of women in the labour force, their responsibilities within the family life keep them away from the labour market. For employed women these responsibilities cause women to leave their job or form an obstacle for making a career and thus to bring forth their full potential. For combining family and employment, the sharing of household responsibilities by both wives and husbands and the governments support in doing so are very important.

The Ninth Development Plan (2007-2013) stipulates that the rate of participation in the labour force will be increased with 2.1 per cent by raising the level of education, enhancing employability through active labour force policies and by facilitating and promoting access to the labour market. It is emphasised that the fundamental determinant of this increase will be women. It is expected in the objectives and estimates pertaining to the Plan period that women's rate of participation in labour force will be 29.6 per cent by 2013.

Although women in Turkey attained their political rights already in 1934 and reached a rate of representation of 9.1 per cent in the Grand National Assembly of Turkey (TBMM) in the parliamentary election of 2007 which meant an increase of 100 per cent, women's representation in politics is far below of what it should actually be. Representation of women at the local level, constituting the first step of participation in political life, is even lower than at the national level. Women's participation in politics at the local level should be encouraged and increased. Women are also clearly underrepresented at decision-making positions outside the scope of political participation.

From 6-8 September 2000 the Millennium Development Goals were adopted, stipulating the joint efforts of countries to find solutions for economic, social and cultural problems. The Millennium Development Goals comprise goals referring to the elimination of poverty and hunger, basic education for all individuals, achievement of gender equality and strengthening of the status of women, decrease of child mortality, improvement of maternal health, combat of the incidence of HIV/AIDS, malaria and other epidemic diseases, and environmental sustainability and development. These goals should be realised by 2015.

The third goal of the Millennium Development Goal, pursued both at the global and country level, addresses gender equality. In the Turkish report on the Millennium Development Goals the rate of women's participation in politics is stipulated to be 17 per cent by 2015. Even though this rate is below the desired rates for Turkey, this specific goal is expected to be reached within the implementation period of the National Action Plan Gender Equality.

In the last 40 years there have been four World Conferences on Women organised by the United Nations. Countries from all over the world gathered and discussed the objectives of gender equality, development and peace and contributed to the recognition of the need for gender equality and to the extension of the scope of gender equality. Whereas at the first World Conferences on Women the problems faced by women were limited to such fields as employment, health and education, today these problems are being addressed as "development problems". This change in understanding asks for the incorporation of a gender perspective into policies, programs and allocation of resources.

## **2.2 Gender Approach**

In the more theoretical context of gender equality policies, the distinction between 'sex' and 'gender' is used. 'Sex' refers to the universal biological distinctions between men and women, while 'gender' is the social translation of these distinctions. The concept of gender is used to identify the social relations between men and women in a specific context. This means that the content of these concepts differs, depending on place and time. It refers to the relationship between men and women, boys and girls, and how this is socially constructed. Gender roles are dynamic and change over time.

Gender relations contain an unequal power relationship with male domination and female subordination in most spheres of life. Men and the tasks, functions and values attributed to them are valued -in many aspects- higher than women and what is associated with women.

It is increasingly recognised that society is historically characterised by this male bias: the male norm is taken implicitly as the norm for society as a whole, which is commonly reflected in policies and structures. So, policies and structures reproduce often unintended gender inequalities.

## **2.3 Incorporation of Gender Sensitivity into All Main Policies and Programmes (Gender Mainstreaming)**

The strategy of 'gender mainstreaming' is a political and technical process which integrates the gender perspective in the management of everyday affairs and in the activities carried out by political decision-makers. It is characterised by an 'integrated approach to equality or a 'differentiated approach in relation to the sexes'. Gender mainstreaming takes the principle of equality between men and women into account at all stages and all levels of the policy process and implements it in every field of action. In this way, it forms an integral part of the strategy development of the policy-making process. Going beyond the implicit assumption that people who are discriminated against as a group are disadvantaged and only need a small push to rejoin the dominant mainstream, mainstreaming is the next stage in positive action undertaken to correct situations of inequality.

In order to achieve the general objective of gender equality through integrated policies, decision-makers have to use a gender perspective when defining and implementing (government) policies.

Gender mainstreaming is a process oriented and strategic approach. Content as well as how policies are conducted are important. Therefore, gender mainstreaming encourages policy makers in the field of gender equality to think thoroughly about their strategies.

Also recognised and supported by the European Union, the gender mainstreaming approach became a political priority in all member states. Further, as is known, adoption of the Acquis Communautaire is an obligation for EU accession countries. Women's rights and gender equality form a part of the Acquis Communautaire and respect to human rights, including women's rights, is a prerequisite for membership to the EU.

## **2.4 Legal Framework**

### **2.4.1 International Regulations**

#### **Convention on the Elimination of All Forms of Discrimination Against Women**

In 1985 Turkey signed and became a party to the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which is the only legally binding instrument at the international level regarding equality between women and men. The CEDAW, also defined as the declaration of the rights of women, was put into force in 1986 and has become a landmark for Turkey.

The main objective of the CEDAW is to eliminate all practices that contain prejudices, and which are based on stereotyped women-men roles, as well as to remove all forms of discrimination, in order to secure equality between women and men in all fields of social life. The Convention gives a clear definition of discrimination against women and charges States Parties with the task of realising legal arrangements to eliminate discrimination against women. States Parties should take all appropriate measures, including special temporary

measures, to establish gender equality. States Parties are thus entrusted with the task of developing egalitarian attitudes and behaviour by eliminating conventional stereotyped opinions that reproduce inequality, and with the task of taking measures in those areas where women face major problems.

As mentioned above, the CEDAW is a binding convention and the obligations to be met by Turkey are assessed through country reports to be submitted to a Committee every four years. This Committee reviews the country reports and makes recommendations.

### **Optional Protocol**

As other human rights treaties the CEDAW is followed by an Optional Protocol. The Optional Protocol gives individuals and groups of women the right to petition or the right to complain -in writing- to the Committee on the Elimination of Discrimination Against Women about violations of the Convention. This procedure is known as the 'communications procedure'. Next to that, the Optional Protocol includes an 'inquiry procedure', which enables the Committee to conduct inquiries into serious and systematic abuses of women's human rights in countries that became States Parties to the Optional Protocol. Turkey signed the Protocol in 2000 and put it into force on 29 January 2003.

### **European Social Charter**

Turkey approved the Articles 16 and 8, and sub-clause 3 of Article 4 of the European Social Charter. Sub-clause 3 of Article 4 of the European Social Charter states that "the Parties undertake (...) to recognise the right of men and women workers to equal pay for equal work". Article 16 regulates "the right of the family to social, legal and economic protection", and Article 8 regulates "the right of employed women to protection during maternity".

### **ILO Conventions**

Turkey approved the following ILO Conventions regarding equality between women and men:

- Convention No. 45 concerning the Employment of Women on Underground Work in Mines of all Kinds;
- Convention No. 95 concerning the Protection of Wages;
- Convention No. 100 concerning Equal Remuneration for Men and Women Workers for Work of Equal Value;
- Convention No. 101 concerning Holidays with Pay in Agriculture;
- Convention No. 102 concerning Minimum Standards of Social Security;
- Convention No. 111 concerning Discrimination in Respect of Employment and Occupation;
- Convention No. 115 concerning the Protection of Workers against Ionising Radiations;
- Convention No. 122 concerning Employment Policy;
- Convention No. 127 concerning the Maximum Permissible Weight to Be Carried by One Worker;
- Convention No. 158 concerning Termination of Employment at the Initiative of the Employer.

## 2.4.2 National Legislation

In Turkey equality between women and men has been guaranteed in all legal instruments, especially the Constitution. The Republic of Turkey is a democratic country governed by rule of law (as laid down in its Constitution) as well as a social state that guarantees fundamental freedoms and human rights for all. Article 2 of the Constitution states that Turkey is a “democratic, secular and social State governed by rule of law”. Article 5 of the Constitution states that the fundamental goals and duties of the State are “to ensure the welfare, peace, and happiness of the individual and society; to strive for the removal of political, social and economic obstacles that restrict the fundamental rights and freedoms of the individual in a manner incompatible with the principles of justice and the principles of a social state governed by rule of law; and to provide the conditions required for the development of the individual’s material and spiritual existence.”

In recent years, arrangements on gender equality have been made in laws in line with developments in society. Several amendments made in the **Constitution** are the most important reflection of the change experienced in the policies concerning women.

- In 2004, the provision that “men and women have equal rights. The State shall have the obligation to ensure that this equality exists in practice” was added to Article 10 of the Constitution. With this amendment, the State is deemed responsible not only for abstaining from a sex-based discriminatory practice, but also for making arrangements, and taking necessary measures to enable women and men to have equal rights in all areas.
- On 7 May 2004 a provision was added to Article 90 of the Constitution stating “In the case of a conflict between international agreements in the area of fundamental rights and freedoms duly put into effect and domestic laws, due to differences in provisions on the same matter, the provisions of international agreements shall prevail.” With this amendment, international agreements on fundamental rights and freedoms, including the United Nations Convention on the Elimination of All Forms of Discrimination against Women, are granted priority over national regulations.

The **Turkish Civil Code**, which is the fundamental code regulating the rights and obligations of citizens, was reconstituted on the issue of equality between women and men in line with important developments in the world and in Turkey. The revised Code entered into effect on 1 January 2002. With the enactment of the new Turkish Civil Code, Family Courts were established and became part of the legal system in 2003.

In order to prevent domestic violence the **Law on the Protection of the Family** was enacted in 1998. With this law, the concept of domestic violence was for the first time defined in a legal text in Turkey. The police and judicial mechanisms are now legally allowed to take action in case of domestic violence even if reported by a third person, and without the filing of a complaint by the victim. This law was amended on 4 May 2007. Violence is since then interpreted from a broader perspective and domestic violence ceased to be perceived merely as violence between spouses. Following this arrangement, a By-Law was prepared and put into effect on 1 March 2008 for the implementation.

In the new **Turkish Criminal Code**, put into force on 1 June 2005 and according to which equality between men and women should be taken into account, numerous crimes against women (crimes with female victims) were altered from crimes against society into crimes against individuals. The respective penalties were raised as well. Next to that, a provision came in effect stating that perpetrators of honour and custom killings will be punished with life imprisonment, which is the heaviest punishment stipulated by the law in Turkey.

Through amendments made to the **New Labour Act**, No. 4857 and enacted in 2003, significant progress has been made to secure more equal rights between women and men in the labour market. The most important progress is that no discrimination is permitted in employer-employee relations regarding fundamental human rights. The Act includes provisions ruling that, unless biological reasons or reasons concerning the characteristics of the work, the employer shall not apply different treatment -directly or indirectly- to any employee in the conclusion, in setting the terms and conditions of the contract, in its implementation and the termination of it on the grounds of sex or pregnancy. Further, it is stated that the employer shall not set lower wages based on sex for the same work or work of equal value, and that sex, marital status, family responsibilities, pregnancy, and child delivery do not constitute justified reasons for the termination of the contract. Provisions on sexual harassment and part-time work are included in the Act for the first time, and in addition, the duration of paid maternity leave has been extended. With the New Labour Act No. 4857, some of the flexible types of employment gained a legal basis.

Also, to increase the employment of women and the prevention of informal employment, the Act on the Amendment of the Labour Act and Other Acts, No. 5763 enacted on 15 May 2008, stipulates that "... Above 8 years of age and below 29 years, and all women above 29 years of age without any other age requirements; with a condition of being uninsured on their premium and service papers within the six month period before the enactment of this legislation; in addition to the declared premium numbers in workplace premium and service documents within a one year period before the enactment date of this legislation, employees who are recruited within one year after enactment of this legislation and actually working; insurance premium employer shares calculated by premium based lowest income limit according to item 78 of law No. 506 and listed in items 72 and 73.

The following unemployment insurance payments are made through an unemployment insurance fund:

- a. 100 per cent for the first year,
- b. 80 per cent for the second year,
- c. 60 per cent for the third year,
- d. 40 per cent for the fourth year,
- e. 20 per cent for the fifth year,

The **Turkish National Programme on the Adoption of the EU Acquis**, which came into force after its publication in the Official Gazette of 24 July 2003 (No. 25178), aims at the dissemination and active implementation of egalitarian policies as well as to harmonise and align these policies with the Acquis Communautaire regarding equality between women and men in the labour market.

By the Council of Ministers' decision of 3 February 2003 (No. 2003/5224; published in the Official Gazette on 21 February 2003, No. 25027) Turkey acceded to the Gender Equality Community Programme, one of the Social Policy Programmes of the EU. Initiated in 1982 by the EU, this Gender Equality Community Programme aims to secure equal treatment for men and women in terms of employment, vocational training, promotion, and labour conditions.

The Turkish National Programme of 2003 aims to ensure alignment with the (international) directives on equality between women and men in the labour market. It can be summarised as follows:

- In line with ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, a Communiqué was issued in 2006 to eliminate all sex discrimination in the recruitment and selection of personnel for the public sector. Procedures and processes for getting employed in the public sector have been simplified and obstacles for women have been removed.
- Through a directive issued in 2006, it was communicated to the Provincial Directorates of İŞ-KUR (the Turkish Employment Organisation) that activities should be implemented for private enterprises and other employers to raise awareness that no sex discrimination is allowed, unless the nature of the job makes it justifiable based on biological reasons.
- According to the Unemployment Insurance Act all provisions regarding unemployment insurance, (social security) contributions to be paid, and the level of the contributions and benefits should be the same for women and men.
- According to the Prime Ministry Circular of 2004 "Acting in Accordance with the Principle of Equality in Employee Recruitment" no discrimination shall be made on the basis of sex, unless the nature of the job makes it justifiable.
- Maternity leave and related issues are regulated separately by the Civil Servants Law and the Labour Act. With the Labour Act of 2003 and the amendment to the Civil Servants Law of 2004 the regulations in both laws are the same. Female employees and female civil servants are now subject to the same regulations.
- The By-Law on the Employment Terms for Female Employees in Night Shifts states that female workers are not allowed to work night shifts from the moment a pregnancy is diagnosed by a medical practitioner until the date of birth and -if breastfeeding- for the six months immediately after the date of birth. This latter period can be extended up to 1 year, if deemed necessary for the health of the mother and/or the child upon recommendation by an office medical practitioner, an office health unit, an outpatient health clinic, or, when the aforementioned are not available, by a social security organisation, healthcare centre, or with a report prepared by a medical officer or district practitioner.

With the amendment to the **Income Tax Act** in 2007, tax exemption has been granted to the income generated by women through the sale of products produced domestically by women in bazaars, festivals, fairs, or other areas designated on a temporary basis by a public agency or public institution.

**Prime Ministry Circular No. 2006/17 on Measures to Be Taken to Prevent Honour and Custom-Motivated Murders and Acts of Violence against Children and Women** entered into effect on 4 July 2006 upon its publication in the Official Gazette.

## 2.5 Structural Mechanisms for Promoting Gender Equality

### 2.5.1 Institutional Mechanisms at Governmental Level

In subparagraph (c) of Article 2 CEDAW States Parties are required “to establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination.” Within the scope of the “Nairobi Forward Looking Strategies for the Advancement of Women”, accepted at the Third World Conference on Women held in 1985 in Nairobi, attention was drawn to the necessity of the realisation of an organisation at the national level to develop and implement policies on the issue of women.

In line with the developments in the world, Turkey’s first step was the establishment of the “Advisory Board on Policies Regarding Women” in 1987. This Board was, under the State Planning Organisation, charged with advising on policies on women as one of the disadvantaged groups of society with the objective to address all social sectors as specified in the Fifth Five-Year Development Plan. Next, the General Directorate on the Status of Women (KSGM) was founded in 1990 and restructured in 2004 in accordance with “The Law on the Organisation and Duties of the General Directorate on the Status of Women”, No. 5251. KSGM is established as the national mechanism affiliated to the Prime Ministry to “conduct operations to protect and improve women’s human rights, to strengthen the status of women in social, economic, cultural and political life, to enable them to benefit from rights, opportunities and facilities on an equal basis.” As required by the Organisation Law relevant public institutions, universities and non-governmental organisations are represented in the “Advisory Board on the Status of Women”. Duties of the Advisory Board are:

- To assist with the formulation of general policies by examining problems concerning the status of women within the framework of economic, social, cultural and women-related policies of the state and to advise on the implementation of plans and programmes;
- To determine measures improving the tasks of the General Directorate and to make recommendations within the framework of economic, social and cultural and policies of the state and according to plans and annual programmes;
- To examine, evaluate, advise and make recommendations on the issues related to the status of women as asked by the Prime Minister or a Minister assigned by him/her, as proposed by the General Directorate or members of the Board.

In the international conventions and resolutions to which Turkey is a party, governments are designated as the authorised bodies for the incorporation of a gender equality perspective into main policy plans and programmes. KSGM, as the national mechanism, has a key role in the process of incorporating the concept of gender equality into main plans and programmes (gender mainstreaming) given its function of coordination

institution. As the first responsible institution in the process of the development of a harmonised gender equality policy, it is also a driving force for the application of gender mainstreaming by other public institutions.

Since policies related to women are implemented by different ministries, KSGM conducts its operations in due collaboration with relevant public agencies and institutions. In this process, the role of KSGM is to facilitate the implementation of the policies developed with the aim of securing gender equality and to monitor progress and results of the implementation. The provincial organisations of Ministries, which have the capacity to provide services to all regions of Turkey, operate in affiliation with provincial and district authorities. Therefore, the policies developed are being implemented at the local level by provincial governorships and district authorities.

Some Ministries and institutions have specific units that provide services directly to women and address women's issues in a more effective, qualified and cooperative manner. These are:

- State Planning Organisation – General Directorate of Social Sectors and Coordination;
- Ministry of Agriculture and Rural Affairs – Department of Female Farmers;
- Ministry of National Education – General Directorate of Girls' Technical Education;
- Ministry of Health – General Directorate of Mother and Child Health and Family Planning;
- Turkish Statistical Institute – Gender Statistics Team under the Population and Demography Group within the Department of Social Statistics;
- Multi-Purpose Community Centres serving women living in South-Eastern Anatolia Region, operating under the Prime Ministry Presidency of South-Eastern Anatolia Region Development Administration (GAP);
- Department of Family, Women and Community Services within the Social Services and Child Protection Organisation and Community Centres, Family Information Centres, and Women Guesthouses serving under this department.

The establishment of a "Commission on Equal Opportunity" in the TBMM is required in order to review the laws that are being issued by the TBMM from the perspective of equality between women and men. In line with the existing social demand a bill was submitted on 9 April 2008 for the establishment of the aforesaid committee by launching activities in this respect.

The EU Acquis, and specifically Directive 2002/73/EC of the European Parliament and of the Council, requires the Member States to have a gender equality body. A discussion paper on a draft model for such a gender equality body is prepared within the context of the EU Twinning Project "Promoting Gender Equality".

It is obvious that the relevant structures, which have not yet been established in Turkey, will definitely accelerate the process of promoting gender equality.

In general, local authorities are more accessible to women as compared to the national political level both in terms of physical distance and in terms of the issues dealt with. At the local level, programmes are being implemented to enable women and young individuals to actively participate in decision-making, planning and implementation processes within the framework of the “Local Agenda 21”. This is defined as the leading mechanism for the achievement of sustainable development at the local level. There are currently approximately 40 women’s councils in about 60 cities, operating under the city councils which have been restructured within the framework of the Local Agenda 21. In addition, services such as women’s shelters, family life centres, ladies club, vocational and craftsmanship courses, and family consultation centres are provided by local authorities.

### **2.5.2 Institutional Mechanisms at the Academic Level**

In 15 universities in Turkey, there are Women Research and Implementation Centres that conduct research on such issues as gender, social and economic status of women, health, education and violence with the participation of academics from different disciplines. Moreover, 4 universities have Departments of Women Studies. These are regarded important mechanisms in terms of generating human resources for the field of gender equality as well as raising gender sensitivity in the whole society.

### **2.5.3 Institutional Mechanisms within Unions**

Although some unions have established women’s secretariats, platforms, committees, and desks at the executive echelons, which examine the problems of female employees, prepare suggestions regarding the elimination of discrimination, encourage women’s participation, and promote equal opportunities, most of these unions need to form units for incorporating the gender equality perspective. Generalizing, strengthening, and optimising the women’s committees and platforms at trade unions and confederations that have quite a strong and widespread organisation at country level would greatly contribute to the incorporation of the gender equality perspective. In addition, initiatives increasing the participation of women in the union movement should be supported in order to improve institutionalisation at the union level.

### **2.5.4 Non-Governmental Organisations**

Non-Governmental Organisations (NGOs) have started to take a more active role in the national and international policy-development processes. They constitute a social reflection of the women’s movement today and are of great importance for advocacy and lobby towards gender equality.

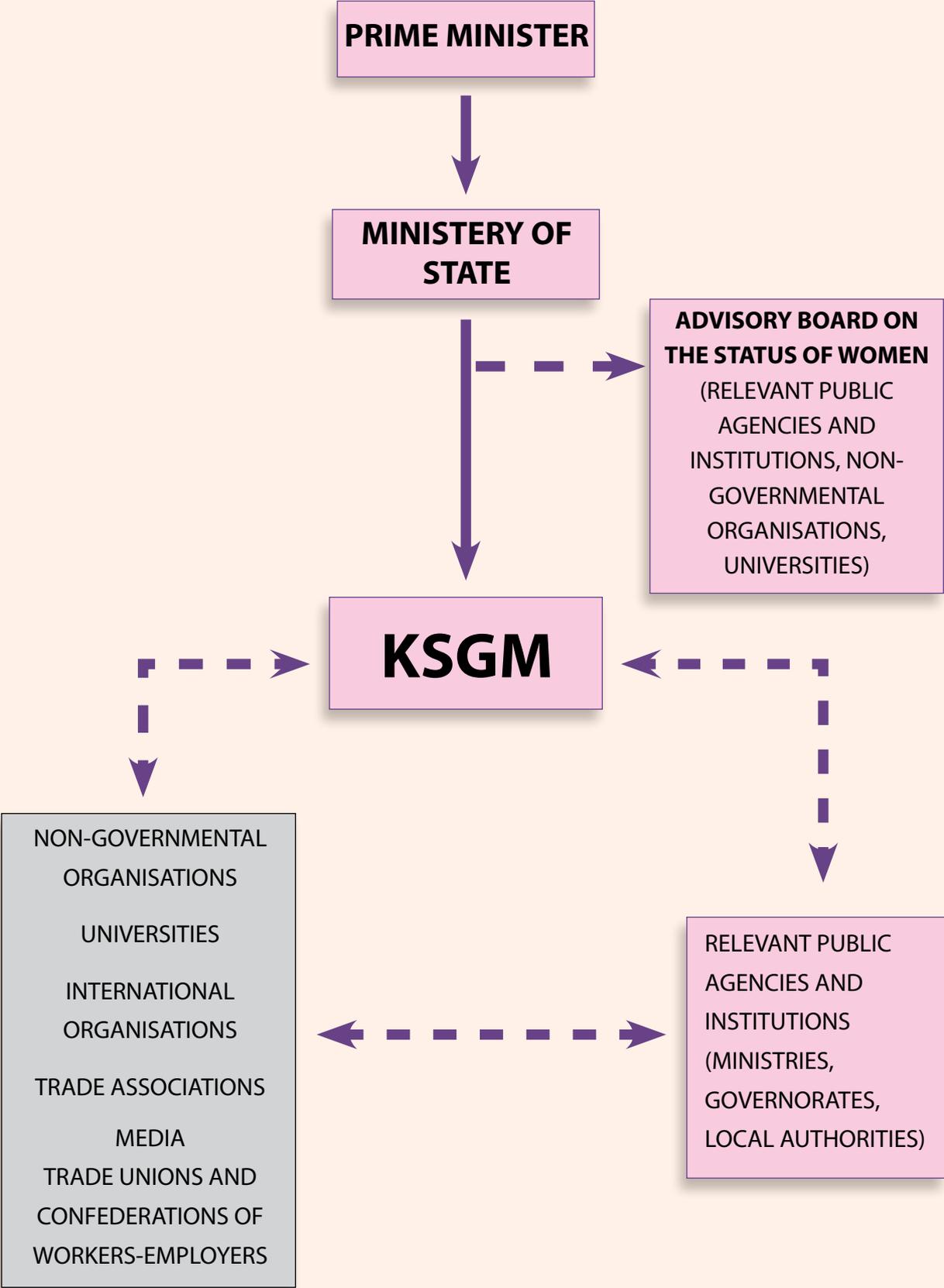
KSGM cooperates with many NGOs. Some of the NGOs are represented in the Advisory Board of KSGM as well as in the seven commissions dealing with specific gender equality issues.<sup>1</sup> NGOs in Turkey can be classified as NGOs dealing with the social welfare and alleviation of poverty (health, education and charity) and NGOs focusing on advocacy and lobbying activities in order to promote the position of women more structurally. Both types of NGOs are represented in the Advisory Board on the Status of Women and in the commissions. Another important issue in relation to NGOs is that the majority of NGOs has branches throughout Turkey. It is clear that such an organisational structure will contribute to the common goal of promoting gender equality.

The organisational structure for development and implementation of women policies in Turkey is presented in diagram 2.1.

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<sup>1</sup> Those 7 commissions are on: Education, Employment and Entrepreneurship, Environment and Disaster, International Relations, Law, Health, and Media.

**Diagram 2.1 Organisational Structure in Turkey for Development and Implementation of Women's Policies**



# 3. OBJECTIVES AND STRATEGIES FOR PROMOTING GENDER EQUALITY

2008-2013 >>>

## Women's Access to and Participation in the Priority Areas

To improve women's access to and participation in the priority areas, objectives and strategies for action have been defined based on an extensive analysis of the current status of women and men in Turkey. For the areas education, economy, poverty, power and decision-making, health, media, and environment a summary, abstracted from the policy documents on these topics, is provided followed by a listing of objectives and strategies for action. In this first paragraph the more general strategies for action are listed.

### 3.1 Promoting Gender Equality in Turkey

#### Objectives and Strategies for Action

**Objective 1: Institutional mechanisms and other general policies to enable women's advancement will be developed.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
1.1 Establishing a Commission on Equal Opportunity in the Turkish Grand National Assembly (TBMM)	TBMM	
1.2 Performing infrastructure studies for establishing a Gender Equality Body	General Directorate on the Status of Women (KSGM)	Human Rights Presidency, Ministry of Justice, Ministry of Labour and Social Security, Ministry of National Education, State Planning Organisation (DPT), Relevant Public Agencies and Institutions, Universities, Trade Unions and Confederations of Workers-Employers, Professional Organisations, NGOs
1.3 Strengthening the Departments for Women's Studies and Gender Research and Implementation Centres in Universities in terms of budget and personnel	Council of Higher Education (YÖK), Universities	Ministry of Finance, DPT, Relevant Public Agencies and Institutions
1.4 Ensuring the active participation in and effective functioning of the KSGM Status of Women Advisory Board with regard to the incorporation of gender equality into main policies	Public agencies and institutions to the Advisory Board on the Status of Women	KSGM
1.5 Working towards the enforcement of the Equality Framework Law	Ministry of Justice, Ministry of Labour and Social Security	KSGM, Relevant Public Agencies and Institutions, Trade Unions and Confederations of Workers-Employers, NGOs

1.6 Developing strategies for cooperation with all relevant governmental organisations and stakeholders in order to ensure equality between women and men at national and local levels	KSGM	Public Agencies and Institutions, Local Authorities, Universities, Trade Unions and Confederations of Workers-Employers, Trade Associations, NGOs
1.7 Carrying out preparatory work for the implementation of gender sensitive budgeting	Ministry of Finance	KSGM, DPT
1.8 Monitoring gender equality indicators regularly	KSGM	Turkish Statistical Institute, Relevant Public Agencies and Institutions

**Objective 2: Awareness and sensitivity of men will be raised to achieve gender equality.**

2.1 Defining the roles of men in achieving gender equality and raising their awareness	KSGM	Ministry of Defence, Ministry of Interior, General Directorate of Security, Relevant Public Agencies and Institutions, Universities, Local Authorities, Trade Unions and Confederations of Workers-Employers, NGOs
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## 3.2 Education

### Current Status of Women

The prosperity and happiness of a country depends among others on the people of that country having a qualified and permanent education. Knowledge and skills are added values to the socio-economic and cultural development of a country. Today's world is a knowledge-based society and competition has become intensive, making education more important than ever. Strengthening the educational level of women not only contributes to women's self-development and welfare, but also increases the economic potential of Turkey. It also facilitates the participation of Turkish women in the process of globalisation. Apart from this the education system plays an important role in overcoming gender stereotypes.

#### *A young country*

Of Turkey's population 35 per cent is under 20 years of age, while the population of 65 and above composes 6 per cent. In this respect, it has a young population structure. The majority of the population in Turkey attends school and one third of them -both women and men- complete at least the full eight years of primary education. The rate of the population which is at least a graduate of high school is 23 per cent for men and 14 per cent for women. Over time we see an increase in the number of women and men who continue their education.<sup>2</sup>

#### *Literacy*

In 2006 the literacy rate was 88.1 per cent compared to 85.3 per cent in 1997. More women than men are illiterate. Although since 1997 the illiteracy rate has been decreasing gradually, there has been no progress in closing the gender gap between 2003 and 2006 (see table 3.1).

**Table 3.1 Adult literacy rates (1997-2006; %)<sup>3</sup>**

Year	1997	2000	2003	2006
Women	76.9	78.3	81.1	80.4
Men	93.9	94.5	95.7	96.0
Total	85.3	86.4	88.3	88.1

Source: TÜİK Population and Development Indicators

The gender gap becomes smaller when age is taken into account. In 2006 the literacy rate of women between 15-24 years was 94.1 per cent compared to 98.4 per cent for men in this age group. In general, the illiteracy rate increases for both sexes as one moves from younger to older age groups, from urban to rural population and from the Western to the Eastern Region. In all cases, however, the impact of these indicators is much stronger on women than on men.

#### *Pre-primary education*

According to the National Education Basic Act, pre-primary education is on an optional basis meant for children who have not reached the age of compulsory primary education. There are 2,5 million children in

<sup>2</sup> Turkey Demographic and Health Survey (TNSA) 2003.

<sup>3</sup> Adult literacy rate refers to the literacy rate among the population aged 15 years and older.

the age group of 3-5 in Turkey, and around 25 per cent (701,762) of these children are engaged in some kind of pre-primary education.<sup>4</sup> About 48 per cent of them are girl children. Although the rate of pre-primary education has recently almost doubled in Turkey, it is still below the desired level as is also stated in the Ninth Development Plan. An important explanation for these relative low levels is low income: parents have difficulties to meet the costs for enrolment, for children's nutrition, clothes and educational material.<sup>5</sup>

### *Primary education*

Primary education of eight years (age group 6-14) is perceived as basic education and therefore compulsory for girls and boys according to the National Education Basic Act. It is free of costs at state schools. The total net schooling rate at primary education level has increased over the last decade. In the school year 1997-98 the total net schooling rate at primary education level was 84.7 per cent, 90.3 per cent for boys and 79 per cent for girls. In the school year 2007-08 the total rate was 97.4 per cent and the net schooling rates for boys and girls were respectively 98.5 per cent and 96.1 per cent.<sup>6</sup> The total schooling rate, as well as the schooling rates for girls and boys, is lower in rural areas than in urban areas. According to the 2003 Turkish Demographic and Health Survey (TNSA) the region with the highest net schooling rate for girl children at the primary education level was the Aegean Region with 95.6 per cent. The region with the lowest net schooling rate for girl children was South-eastern Anatolia with 70.9 per cent.

Despite the fact that primary education is compulsory, school dropouts is a significant issue: it is estimated to be around 13.5 per cent for all children in the age of compulsory education. The drop out rate seems to be higher for girls than for boys and is concentrated in the 5<sup>th</sup> and 6<sup>th</sup> grades.<sup>7</sup> In the Ninth Development Plan the existence of drop out especially in primary education is acknowledged and measures are presented targeting primarily drop out in rural areas and the drop out of girls.

### *Secondary education*

Secondary education includes all schools/institutions of general, vocational, and technical education. It lasts at least 4 years and is not compulsory. Since 1997 the schooling rates in secondary education increased steadily: the total net schooling rate in secondary education was 37.8 per cent, 41.4 per cent for boys and 34.2 per cent for girls in the school year 1997-98. In the school year 2007-08, it was 58.6 per cent: 61.2 per cent for boys and 55.8 per cent for girls.<sup>8</sup> Girls make up 47.2 per cent of the total 1,980,452 students attending general secondary education. With regard to the type of secondary school, there are many more girls attending the Fine Arts High Schools than boys and many more boys attending the Science and Sports High Schools (see table 3.2). This clearly shows gender segregation. Of those 1,264,870 students attending vocational and technical high schools which provide manpower for the labour market 41.1 per cent are girls.<sup>9</sup> The majority of these girls attend schools/institutions affiliated with the General Directorate of Girls' Technical Education. The schools/institutions affiliated with the General Directorate of Trade and Tourism consists of 57 per cent boys and 43

4 MEB, 2007/08 Milli Eğitim İstatistikleri, Örgün Eğitim.

5 Türk Milli Eğitim Sisteminde Kademeler Arası Geçişler, Yönlendirme ve Sınav Sistemi, p. 6.

6 MEB, 2007/08 Milli Eğitim İstatistikleri, Örgün Eğitim. The net schooling rate in primary education is the rate of the total number of children who are at the age of compulsory education according to legal regulations and enrolled in primary education to the total number of children in this age group.

7 Türkiye'de İlköğretim Okullarında Okulu Terk ve İzlenmesi ile Önlenmesine Yönelik Politikalar Yönetici Özeti, p.5, 2007.

8 MEB, Milli Eğitim İstatistikleri Örgün Eğitim. The net schooling rate in secondary education is the rate of the total number of children who are at the age of secondary education according to legal regulations and enrolled to secondary education to the total number of children who are at the age of secondary education according to legal regulations.

9 MEB, 2007/08 Milli Eğitim İstatistikleri, Örgün Eğitim.

per cent girls.<sup>10</sup> The Ninth Development Plan emphasises that, despite the progress experienced in vocational and technical education, the education system is inadequate to meet the demands of the labour market and therefore, new mechanisms are needed to meet these demands in order to increase the employability of particularly young people.

**Table 3.2 Gender segregation by type of high school**

Type of School	% female students	Total number of students	% female teachers	Total number of teachers
Anatolia Fine Arts High School	63.54	8,262	46.08	1,519
Science High School	34.80	18,321	23.68	1,643
Anatolia High School	49.03	354,145	43.17	25,648
General High School	48.21	1,204,163	41.37	58,921
Sports High School	26.70	1,558	29.01	131
Social Sciences High School	41.10	1,786	28.08	146
Total	48.29	1,588,235	41.61	88,008

**Source:** This table has been compiled from data given by the Ministry of National Education (MEB), General Directorate of Secondary Education (2008)

#### *Higher Education*

For women, who successfully pass the primary and secondary levels of education, access to higher education is comparatively less problematic. In total there are 6,5 million people, who are 18 to 22 years old (the age group at university) and 2,49 million of them enter university: 43 per cent of all university students are women. When the net schooling rate in higher education is concerned, the total rate was 10.3 per cent in 1997 and it raised to 20.1 per cent in 2007. This rate was 9.2 per cent and 18.7 per cent for women in 1997 and 2007 respectively. In the Faculties of Language and History, Dentistry, Pharmacy, Geography, Science, Education, Fine Arts, Theology and Architecture there are more female students, while there are more male students in the Faculties of Medicine, Engineering, Agriculture, Veterinary Science, Economics and Administrative Sciences.<sup>11</sup> The level of education is directly related to the economic participation of women. Of all female university graduates 70 per cent is gainfully employed. This rate is only 22 per cent for women with an education below higher education.

#### *Non-formal education*

Non-formal education includes all education activities organised within or out of the formal education with the aim of equipping people with knowledge and skills and towards ensuring development of individuals. In Turkey, the high number and the diversity of the non-formal education activities for women are striking. In addition to non-formal education activities carried out by the Ministry of National Education via Vocational and Technical Education Schools/Institutions, many NGOs provide literacy, skills and employability courses for women. Municipalities organise similar courses free of charge. Multi-purpose Community Centres (ÇATOMs) of GAP Administration and Social Services and Child Protection Organisation (SHÇEK) Community Centres also provide similar courses.

<sup>10</sup> MEB, 2007/08 Milli Eğitim İstatistikleri, Örgün Eğitim.

<sup>11</sup> The figures have been compiled from ÖSYM 2006-2007 Academic Year Statistics Books.

Of those completing the courses organised in the Adult Education Centres the rate of women is 54.2 per cent in employability courses, 53 per cent in socio-cultural courses and 67.5 per cent in literacy courses.<sup>12</sup> On the other hand, a total of 103,742 students, 20,261 male and 83,481 female, attended non formal education activities offered by schools/institutions of the General Directorate of Girls' Technical Education.<sup>13</sup> The rate of women among those attending courses and graduating clearly demonstrates the importance of non-formal education, especially for adult women.

### *Teachers*

In the school year 2007-08 445,452 teachers were working in primary education of which 49 per cent were women and 191,041 teachers worked in secondary education of which 41 per cent are women. Although the number of female teachers in primary education level has increased considerably, relatively few women are appointed as headmaster or deputy headmaster: 8.8 per cent and 11 per cent respectively. Especially in the rural areas there are very few female managers in schools who can act as a role model for their pupils.

### *Gender equality in education*

The educational system frequently reproduces stereotypical social roles of women and men, which is reflected in the vocational and study orientations of boys and girls. Girls decide more often for general educational and training programmes leading up to traditional female occupations. Research shows that families/parents are effective in the school selection of secondary level female students.<sup>14</sup> At university level female students opt more often for social studies and male students for technical studies. Inequality also exists within the teaching profession with more men than women occupying management positions. To overcome this gender stereotyping it is important to include gender equality in all educational material.

### *Obstacles to equal opportunities in education*

Existing ideas on traditional gender roles are an important obstacle: patriarchal family structures and traditional norms and values about women's roles keep girls away from school. It still happens that girls are forced into marriage at a very young age. Another obstacle is the low level of income. Families with a low income level face difficulties in sending their children to school. If they have to make a choice they prefer the education of boys, while the girls have to stay at home to support their mothers with household duties (helping their mothers with domestic chores, working on the field, etc). In the less developed regions, such as in the East and South-east, average levels of education are lower. The dispersion of settlements in rural areas causes problems in providing education services, especially in those regions where transport opportunities are limited. A great number of children in these regions have to travel long distances to school. The rate of continuation to school decreases even more in winter when the snow closes the roads.<sup>15</sup> In some provinces, the main obstacle for the education of girls is the inadequate infrastructure of schools (refectory, lavatory, etc.).

Although school attendance is compulsory until the 14<sup>th</sup> year of age, it is difficult to enforce, since monitoring is hindered by the fact that not all children are registered. And while teaching is an important career for

<sup>12</sup> MEB, 2005/06 Milli Eğitim İstatistikleri Yaygın Eğitim.

<sup>13</sup> Information provided by Ministry of National Education – General Directorate of Girls' Technical Education, 2008.

<sup>14</sup> KSSGM, Kız Çocuklarının Mesleki Eğitime ve İstihdama Yönelimleri, Mayıs, 2000.

<sup>15</sup> Eğitimin Toplumsal Cinsiyet Açısından İncelenmesi, Türkiye 2003, [http://www.unicef.org/turkey/dn/\\_ge29.html](http://www.unicef.org/turkey/dn/_ge29.html).

women and the rate of female teachers is quite high, most female teachers work in the cities or districts. In the villages there are few female role models available for girl children.<sup>16</sup>

### *Conclusion*

Compared to the National Action Plan Gender Equality prepared in 1996, clear progress has been made in the enrolment of girls and women and in the number of women that continues their education. This progress is due to specific policy measures that have been carried out by the Ministry of National Education over the last decade. An important legal measure has been to make primary education compulsory up to the 8<sup>th</sup> grade. Other successful policies are the establishment of regional primary boarding schools and introducing a bus transport system in primary education for children living in rural areas where there are no schools nearby. Scholarships for children of poor families and the Conditional Cash Transfer Programme<sup>17</sup> are also successful policies. The campaign 'Hey Girls, Let's go to School', which first was launched in 10 provinces with the lowest schooling rate and then expanded to cover all of Turkey, also increased girls' enrolment.<sup>18</sup> For the period 2008-2013 many of these programmes will continue and in addition to these programmes the "We, mother and daughter, are at School Campaign" will be carried out. New policies have also been defined in order to eliminate gender disparity at all levels of education.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

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16 Idem.

17 Under the scope of the Social Risk Mitigation Project (SRAP) families, which have no social security and which are in need, are paid a certain amount of money for each child that goes to school. The payment is higher for girls and for children attending secondary education with the aim of increasing the schooling rates of girls and the transition from primary to secondary education. Payments are made directly to the mothers in order to strengthen their roles in the family and in the society.

18 For a total overview of these policies see Binyıl Kalkınma Hedefleri Türkiye Raporu 2005, p. 21-23.

## Objectives and Strategies for Action

### Objective 1: The schooling rates of girls (registry, attendance and completion) will be increased at all levels of education in line with the Ninth Development Plan.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
1.1 Determining the number of girls that do not go to school at all levels of education; revising legislation to ensure girls' enrolment at schools; identifying areas for cooperation; strengthening the capacity of responsible institutions	Ministry of National Education (MEB), Ministry of Interior	DPT, Ministry of Finance, YÖK, TÜİK, Local Authorities, NGOs
1.2 Disseminating incentive policies to increase the schooling rate of girls	MEB	DPT, KSGM, Relevant Ministries, Presidency of Religious Affairs, Universities (Women Research and Implementation Centres and Faculties of Education), NGOs
1.3 Developing micro policies to increase the schooling rate of girls in areas where their schooling rates are low; strengthening the cooperation between District Governorates, Local Authorities and NGOs which contribute to policy implementations	MEB, Ministry of Interior	KSGM, DPT, GAP Administration, Universities, Local Authorities, Presidency of Religious Affairs, NGOs, Trade Unions and Confederations of Workers-Employers
1.4 Expanding the number of dormitories in order to increase the schooling rate of girls at all levels of education; strengthening the capacity of these dormitories; improving scholarship and credit opportunities; providing economic and social support	MEB, General Directorate of Higher Education Credit and Dormitories Institution	DPT, Ministry of Finance, KSGM, General Directorate of Social Assistance and Solidarity, GAP Administration, Universities, NGOs, Private Sector
1.5 Implementing incentives in order to increase the number of female educators in rural areas, who will then constitute role-models for girls	MEB	Ministry of Interior, KSGM, Universities, Local Authorities, Trade Unions of Education, NGOs
1.6 Undertaking scientific studies in order to identify obstacles for girls to benefit from equal opportunities in education; planning and implementing activities to overcome gender-based obstacles for girls	MEB, YÖK	KSGM, TÜİK
1.7 Identifying and monitoring of families that do not send their children to primary education and of girls that bear a risk of dropping-out; defining solutions	Ministry of Interior, MEB	KSGM, GAP Administration
1.8 Raising social consciousness in order to increase the schooling rates of girls	MEB, Turkish Radio and Television Corporation (TRT)	KSGM, Presidency of Religious Affairs, Ministry of Interior, Social Services and Child Protection Organisation (SHÇEK), GAP Administration, Media Organisations, Trade Unions and Confederations of Workers-Employers, NGOs
1.9 Improving the efficiency of the e-school database and Central Population Management System (MERNIS) address-based registration system to ensure the attendance of girls and to prevent drop out	MEB, General Directorate of Population and Citizenship Affairs	Relevant Ministries, Presidency of Religious Affairs, Local Authorities, Universities, NGOs

**Objective 2: The physical and technical capacity will be increased in all stages of education.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Increasing the physical capacity (school buildings, boarding houses, dormitories) and creating a girl friendly environment at all levels of education in order to ensure the schooling of girls and to prevent drop out	MEB, DPT, Ministry of Finance, YÖK, General Directorate of Higher Education, Credit and Dormitories Institution	Private Sector, NGOs
2.2 Providing adequate ICT-equipment to educational institutions in accordance with developments in the sector	DPT, MEB	Ministry of Finance

**Objective 3: Women's literacy rate will be increased among adults.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
3.1 Strengthening and extending the existing collaboration of MEB, Local Authorities and NGOs in order to increase women's literacy	MEB, Local Authorities	KSGM, Universities, SHÇEK, Presidency of GAP Administration, NGOs
3.2 Analysing reasons for not reaching goals concerning women's literacy until now. Developing and implementing alternative educational models on the basis of these recommendations	MEB	KSGM, Universities, SHÇEK, Presidency of GAP Administration, NGOs
3.3 Enhancing functional literacy of those women who already completed a literacy training course	MEB	GAP Administration, Local Authorities, Trade Unions of Education, NGOs
3.4 Identifying illiterate women and creating a database	MEB, TÜİK, Ministry of Interior	Ministry of Health, Trade Unions of Education, Local Authorities
3.5 Determining standards for family guidance and counselling training	General Directorate of Family and Social Research	MEB, Ministry of Health, Presidency of Religious Affairs, Social Services and Child Protection Organisation

**Objective 4: Educators, education-programmes and education material will become more gender sensitive.**

<b>STRATEGIES</b>	<b>RESPONSIBLE AGENCIES- INSTITUTIONS</b>	<b>COLLABORATING AGENCIES- INSTITUTIONS</b>
4.1 Incorporating gender equality issues into undergraduate and postgraduate programmes of Faculties of Education	YÖK	KSGM, Women Research Centres of Universities
4.2 Incorporating Gender Equality Sensitivity Training into in-service training programmes for educators	MEB	KSGM, Universities, NGOs
4.3 Creating gender sensitivity among educators involved in vocational training and skills training courses under non-formal education	MEB	KSGM, GAP Administration, Presidency of Religious Affairs, Universities, Local Authorities, NGOs
4.4 Developing and implementing incentives for women in order to increase the number of women in executive and management positions in central and provincial organisations of the Ministry of National Education	MEB	KSGM, Trade Unions of Education, NGOs
4.5 Revising and adapting accordingly the content of education and training programmes, teaching methods, textbooks and all other educational tools and material in order to make them more gender sensitive	MEB	KSGM, Women Research Centres of Universities, NGOs
4.6 Incorporating the issue of gender equality into all levels of formal and non-formal education programmes, providing training on gender equality through life skills courses in education programmes at all levels of education	MEB	KSGM, SHÇEK, GAP Administration, Universities, NGOs

### 3.3 Economy

#### Current Status of Women

Employment of women remains the key to their economic independence and more equality between women and men in society. Increasing the employment rate in Turkey is a prerequisite for achieving the goals of full employment, sustainable economic growth and social development. These goals can only be obtained through achieving a more balanced development in all regions and through increasing the employment of women.

#### *Women's participation in the labour market*

The labour force participation rate has recently been decreasing from 49.9 per cent in 2000 to 48 per cent in 2006. The employment rate has decreased from 46.7 per cent to 43.2 per cent.<sup>19</sup> An important reason for these low figures is the extreme low participation and employment rate of women. In 2006 the labour force participation rate of women was 24.9 per cent and their employment rate was 22.3 per cent. In comparison, the labour force participation rate of women in the 27 EU countries is 63 per cent and the employment rate is 57.2 per cent. Reasons for the low labour force participation rate are a low educational level, the annual increase of the working-age population (the annual increase of those entering the labour market in the concerned year is higher than the annual increase rate of new jobs created), the increased migration to urban areas, economic crises, the extension of the average years of education, and the early retirement age.

Women with low levels of education generally work in low-paying jobs. These low wages are another reason that the majority of women prefer staying home as a housewife instead of doing paid employment.<sup>20</sup> As table 3.3 shows, the participation in the labour force increases with higher educational levels.

**Table 3.3 Labour force participation rate by level of education (%; 15+ age)**

TOTAL	2000			2006		
	Total	Men	Women	Total	Men	Women
Illiterates	31.5	56.7	25.2	20.3	40.4	16.2
With education below high school	50.1	74.9	23.0	46.9	70.8	21.8
High school and equivalent vocational school	55.3	70.8	31.8	57.0	73.6	31.4
Higher education and faculty	78.2	83.2	70.1	78.5	84.1	69.8

Source: TÜİK, Household Labour Force Survey Results

As can be seen in table 3.4, migration from rural to urban areas is one of the reasons that affects the low labour force participation of women. Women, who used to work as unpaid workers in family businesses in the rural agricultural sector, fail to find paid employment when they migrate to the city.

Reasons are the lack of adequate qualifications, the inadequacy of childcare facilities and/or the need to take care of the elderly and disabled individuals in the family as well as traditional ideas about women's social roles and responsibilities.<sup>21</sup>

<sup>19</sup> Labour force participation rate: the ratio of the labour force (it covers the whole population consisting of the employed and the unemployed) to the non-institutional working age population. Employment rate: the ratio of employment within the non-institutional working age population.

<sup>20</sup> DPT, Dokuzuncu Kalkınma Planı İşgücü Piyasası Özel İhtisas Komisyonu Raporu, 2006, p. 38.

<sup>21</sup> KSSGM, 1996 Ulusal Eylem Planı, Ankara, Ağustos, 1998, p. 11.

**Table 3.4 Labour force participation and employment rate in urban and rural areas (2000 and 2006; %)**

	Labour force participation rate		Employment rates	
	2000	2006	2000	2006
<b>Total Turkey</b>	49.9	48.0	46.7	43.2
- Men	73.7	71.5	68.9	64.5
- Women	26.6	24.9	24.9	22.3
<b>Total Urban</b>	44.1	45.5	40.2	40.0
- Men	70.9	70.8	65.4	63.0
- Women	17.2	19.9	15.0	16.7
<b>Total Rural</b>	58.7	52.2	56.4	48.8
- Men	77.9	72.7	74.1	67.2
- Women	40.2	33.0	39.4	31.6

Source: TÜİK, Household Labour Force Survey Results

Another factor of importance is marital status. The labour force participation rate of single women (not married or divorced) is higher than that of married women. In 2006, the labour force participation rate was 23.1 per cent for married women, 34.2 per cent for single women, and 42.1 per cent for divorced women.<sup>22</sup> The care for children, the disabled and the elderly, and the inadequacy of care services are also factors that decrease the labour force participation of women. For that reason it is important that child care facilities and care for the disabled and the elderly are established and that all relevant parties take responsibility in providing these care services.

#### *Regional difference*

The employment rates of women vary greatly according to region (see table 3.5). The West and East Black Sea regions show the highest rates of women's participation in the labour force, while the lowest rates are found in the South East Anatolia Region.

**Table 3.5 Women in the labour market according to region in percentages (2006; 15+ age)**

	Istanbul	West Marmara	Aegean	East Marmara	West Anatolia	Mediterranean	Central Anatolia	West Black Sea	East Black Sea	North East Anatolia	Central East Anatolia	South East Anatolia
Labour force participation	21.8	31.1	26.6	26.1	20.7	27.5	19.0	36.5	50.1	28.0	20.4	6.5
Employment	18.7	28.3	24.1	23.1	17.2	24.0	16.7	34.6	47.6	27.3	18.7	5.9
Unemployment	13.9	9.2	9.4	11.2	17.0	12.8	12.4	5.2	5.0	2.4	8.4	8.4

Source: TÜİK, Household Labour Force Survey

<sup>22</sup> TOKSÖZ, Gülay, Türkiye'de Kadın İstihdamı Durum Raporu, ILO Türkiye Direktörlüğü, 2007, p. 32.

### *Distribution of female employment by sub sectors*

The distribution of employment by sector has also changed over recent years. The share of the agricultural sector decreased from 36 per cent in 2000 to 27.3 per cent in 2006, while the share of the industrial sector and the service sector rose from 17.7 per cent to 19.7 per cent and from 46.3 per cent to 53 per cent respectively. Women are mostly employed in agriculture (48.5 per cent), followed by the service sector (37.1 per cent) and the industry sector (14.4 per cent). The share of the public sector decreased a little: from 14.4 per cent in 2000 to 13.5 per cent in 2006. Women held 23.6 per cent of the jobs in this sector, more so in the urban areas (27 per cent) than in the rural areas (14.7 per cent). In the private sector 26.4 per cent of the workers are women. 14.3 per cent of the working women and 34.1 per cent of the men are (self-employed) entrepreneurs.

Table 3.6 shows a clear segregation between men and women occupations. Women work mainly in occupations such as agriculture and animal husbandry, followed by occupations that require no specific qualifications. It is interesting to note that relatively more women than men work in (assistant) professional occupations. However, women's presence in top-level jobs is extremely low. This demonstrates that women experience serious obstacles in their career patterns. This so-called glass ceiling indicates the existence of promotion criteria that favour men regardless of qualifications such as education, skills and experience.<sup>23</sup>

**Table 3.6 Distribution of the employed by occupational groups (2006; %)**

	<b>Women</b>	<b>Men</b>
Legislator, top-level directors and managers	2.7	11.3
Professional occupational groups	8.8	5.8
Assistant professional occupational groups	7.0	5.5
People employed in bureaus and customer services	8.6	5.0
People employed in services and sale	8.3	12.4
Qualified people employed in agriculture, animal husbandry, hunting, forestry, water products	38.9	17.3
People employed in works related to craftsman	5.7	17.2
Facility and machine operators, fitters	3.9	12.8
People employed in jobs not requiring qualification	16.1	12.6
Total	5,811,000 = 100%	16,520,000 = 100%

Source: TÜİK

### *Gender gap in wages*

That women generally concentrate in low-paying and low-qualified jobs and that women get paid less than men even for work of equal value are reasons for a gender gap in wages. According to the results of TÜİK 2006 Earnings Structure Survey, men earn more when compared to women. When the average gross pays are considered in November 2006, it is seen that men received an average gross monthly pay of TRY 1,107 and women received TRY 1,091. In other words, women received 98.5 per cent of what men received. This rate is 98 per cent when 2006 average gross annual earnings are concerned. When pay and earnings are examined by factors such as occupational group, economic sector, age group, seniority, this rate shows variations.

23 TOKSÖZ, Gülay, Türkiye'de Kadın İstihdamı Raporu, ILO Türkiye Direktörlüğü 2007, p. 50-51.

### Unemployment

Due to the economic crisis of 2001 the unemployment rate rose from 6.5 per cent in 2000 to 9.9 per cent in 2006 (see table 3.7). Women were hit more severely than men, especially when looking at non-agriculture unemployment rates: in 2006 the non-agricultural employment rate was 17.9 per cent for women and 11.3 per cent for men. In 2006 the unemployment rate was 10.3 per cent for women and 9.7 per cent for men. The comparable unemployment rates of men and women in the 27 EU countries were 8.9 per cent and 7.6 per cent respectively (Eurostat).

**Table 3.7 Unemployment rates (%; 15+ age)**

TOTAL	2000			2006		
	Total	Men	Women	Total	Men	Women
Unemployment rate	6.5	6.6	6.3	9.9	9.7	10.3
Non-agricultural Unemployment rate	9.3	8.4	13.5	12.6	11.3	17.9

Source: TÜİK, Household Labour Force Survey

### Unregistered employment<sup>24</sup>

One other explanation for the low labour force participation rates of women is the fact that many women are working in the informal sector. Statistics on unregistered employment can be reached from the Household Labour Force Surveys by looking at the status of registration with social security institutions. In 2006 the unregistered employment was 48.5 per cent, 66 per cent for women and 42.3 per cent for men.<sup>25</sup> These rates are higher in rural areas than urban areas. Apart from the agricultural sector where employment is mostly unregistered (87.4 per cent of all workers in this sector were unregistered in 2006), construction, retail trade, restaurants and hotels, transport/communications are other areas with widespread unregistered employment. The manufacturing sector employs one third of the unregistered workers. In 2006, among all women with paid employment, around two-third were unregistered workers. Apart from the unpaid family workers in the agricultural sector, women work as domestic workers, as baby-sitters, they carry out home-based sewing and knitting, and they work in the clothing, textile, packing sectors and food manufacturing.

The low number of female trade union members is mainly due to the considerable number of women that work in the informal sector. The overall unionisation rate among workers is 58.7 per cent as of January 2008 and the rate of women's membership to civil servants' and workers' trade unions varies between 10-12 per cent. Unregistered employment and unionisation are closely related to each other. Unionisation and collective bargaining system are evaluated as the most important tools to combat unregistered employment. Trade unions have an important responsibility in overcoming the non-unionised status of women.<sup>26</sup>

24 Turkish Statistics Institute defines informal sector as non agricultural businesses. which pays lump sum or no tax with 1 to 9 employees. These businesses do not have a corporate identity. Legally these are personal property or ordinary partnership. Unregistered employment is their basic activities in a given reference time frame. Employees are not registered to any social security institution.

25 As of 2006 among all persons registered with social security organisations, the rate of men was 82.8% and the rate of women was 17.2%.

26 Information provided by Hak-ış Confederation, 2008.

### *Flexible types of work*

Employment types such as part-time work, temporary work, working for a certain period, and on-call work constitute a significant part of the total employment in many western countries. There are no figures in Turkey on how common these flexible forms of employment are. According to 2002 data one per cent of men and two per cent of women worked less than 20 hours a week in Turkey.<sup>27</sup> According to Eurostat 2007 data, the rate of women working part-time in Turkey was 17.8 per cent. In European countries flexible types of employment are mainly used by women. They are preferred by women because it gives them the opportunity to combine a professional career with taking care of their children, elderly, and disabled individuals.

Increasing the employment rate of women is of the utmost importance. However, it is equally important how and under which conditions women are employed, and what their salaries are. Therefore, flexible employment should be provided under the scope of secured flexibility and social security and should be included in the Labour Act, and flexible employment models with security should become an option.

### *Conclusion*

Women's participation in the labour market is still very low. Important explanations are traditional ideas about women's proper roles in society, the low educational level of women, inadequacy of childcare, disabled and elderly care facilities and the low wages that are paid for low-level jobs. Next to that, many women work in the informal sector and as a consequence, can not benefit from social security benefits. Increasing women's participation in the labour force is and has been an important objective of Turkey. Since 1995 many programmes and projects geared to strengthening the employability of women have been established.<sup>28</sup> Examples are the support programmes by the Small and Medium Industry Development Organisation (KOSGEB) encouraging women entrepreneurs and facilitating the establishment of their own businesses<sup>29</sup>; labour force programmes by the Ministry of Labour and Social Security (İŞ-KUR); vocational training activities in the Turkish Business Centres carried out together with the local chambers of industry and commerce in the provinces of Gaziantep, Kocaeli and Izmir; the launching of a micro-credit programme in the provinces<sup>30</sup>; and activities by trade unions aiming to improve the working conditions of women employed in the textile sector; and the provision of child care centres .

Another policy is the payment in cash, which is made by the Social Services and Child Protection Agency to needy disabled people for home care services or care services in private care centres. Free of charge care services are provided for the children of families who have economic hardship through a quota of 5 per cent that is granted to the General Directorate in private nurseries and daily care services, which are opened upon the permission of the SHÇEK.

These as well as new strategies for action have to be taken in order to reach the target stated in the Ninth Development Plan that the labour force participation rate of women should raise to 29.6 per cent by the end of 2013.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

27 Marmara Grubu Stratejik ve Sosyal Araştırmalar Vakfı, Avrupa Birliği Toplumsal Cinsiyet Eşitliği Yol Haritasına Uyumlu Ulusal Kadın Politikaları Eylem Planı 2007-2012, p. 28.

28 See the Policy Document on Women and Economy for a long list of projects and programmes.

29 KOSGEB gives support services for women entrepreneurs to encourage them and help to develop their own businesses. One of the significant projects in this context is "Woman Entrepreneurship Support Project" which implemented under Turkey EU Financial Support 2005 Programme. This project aims to help women to overcome obstacles during first a few years of their businesses and support them. See Economy policy document.

30 HAK-IS Confederation Oz Iplik Is (Real Trade Union for Workers in Weaving, Knitting and Garment Industry).

## Objectives and Strategies for Action

### Objective 1: All parties will accelerate efforts to increase women's employment in line with the Ninth Development Plan.

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
1.1 Increasing women's employability through education, vocational training, entrepreneurship, adult education and labour force programmes in line with the demand of the labour force market; providing supportive training on subjects such as social and psychological counselling, getting to know public institutions, building self-confidence and conflict solution.	ÇSGB, İŞ-KUR, MEB, KOSGEB	KSGM, SHÇEK, Presidency of GAP Administration, Local Authorities, Universities, Trade Unions and Confederations of Workers-Employers, Trade Associations, TOBB Board of Women Entrepreneurs, NGOs
1.2 Implementing employment-guaranteed vocational training courses for women, taking local circumstances into account	MEB, İŞ-KUR	Ministry of Agriculture and Rural Affairs, Presidency of GAP Administration, Local Authorities, KOSGEB, Trade Unions and Confederations of Workers-Employers, Employers' Organisations, NGOs
1.3 Expanding child-, sick-, disabled- and elderly care services and enhancing their accessibility	ÇSGB (SGK), SHÇEK, Local Authorities, MEB	KSGM, Relevant Public Agencies and Institutions, Private Sector, Presidency of GAP Administration, Trade Unions and Confederations of Workers-Employers, NGOs
1.4 Making legal arrangements on parental leave in order to share the childcare responsibilities between mothers and fathers	ÇSGB, KSGM	Ministry of Justice, Relevant Public Agencies and Institutions, Bar Association, Trade Unions and Confederations of Workers-Employers, NGOs
1.5 Raising social awareness with the participation of men to decrease the prevalence of mentality, traditional structure and other obstacles that constrain women's participation in economic and social life	ÇSGB, KSGM, SHÇEK, GAP, MEB	Relevant Public Institutions, Presidency of Religious Affairs, Turkish General Staff, Women Studies Centres of Universities, Media organisations, Private Sector, Trade Unions and Confederations of Workers-Employers
1.6 Encouraging and supporting the entrepreneurship of women through training, financing, and consultancy services	MEB, KOSGEB, İŞ-KUR, Presidency of GAP Administration	KSGM, Universities, TESK, Turkish Union of Chambers and Commodity Exchanges Board of Women Entrepreneurs, NGOs, Private Sector
1.7 Providing information to home-based working women about the opportunities to benefit from the social security system	ÇSGB (SGK)	KSGM, MEB, Presidency of GAP Administration, SHÇEK, Bar Association Women's Committees, Trade Unions and Confederations of Workers-Employers, NGOs

1.8 Incorporating a gender equality perspective through training to be organised in professional organisations and in Trade Unions and Confederations of Workers-Employers	Trade Unions and Confederations of Workers-Employers, Professional Organisations	KSGM, Universities (Research and Implementation Centres on Women's Issues)
1.9 Undertaking activities to ensure employment of women with social security in order to combat unregistered employment of women	ÇSGB, Ministry of Finance, İŞ-KUR	TÜİK, Trade Unions and Confederations of Workers-Employers Professional Organisations, Bar Association
1.10 Expanding the opportunities for primary education in order to facilitate women's employment	MEB	KSGM, Presidency of GAP Administration, NGOs
1.11 Encouraging women to join trade unions, and increasing the representation of women in the management of trade unions	Trade Unions and Confederations of Workers-Employers	Public Agencies and Institutions, Private Sector

## Objective 2: Women's economic position in rural areas will be improved.

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Ensuring that women working in rural areas benefit from technological opportunities and developments	Ministry of Agriculture and Rural Affairs	MEB, Ministry of Environment and Forestry, Governorates, Local Authorities, Universities, GAP Administration, Private Sector, NGOs
2.2 Encouraging women's entrepreneurships in agriculture-based business lines; supporting the establishment of women's cooperatives; enhancing women's memberships and active participation in existing cooperatives	Ministry of Agriculture and Rural Affairs	KSGM, GAP Administration, MEB, Ministry of Environment and Forestry, Trade Organisations, Trade Unions and Confederations of Workers-Employers, NGOs
2.3 Implementing and diversifying income generating projects for rural women as well as projects aimed to improve labour conditions	Ministry of Agriculture and Rural Affairs, MEB, İŞKUR	KSGM, Presidency of GAP Administration, Universities, Ministry of Environment and Forestry, Local Authorities, Trade organisations, Trade Unions and Confederations of Workers-Employers, NGOs
2.4 Providing agricultural extension services for women in a more widespread and effective manner	Ministry of Agriculture and Rural Affairs	KSGM, Presidency of GAP Administration, Local Authorities, Private Sector, NGOs
2.5 Including female agricultural workers in the social security system	Presidency of the Social Security Institution, ÇSGB	Ministry of Agriculture and Rural Affairs, Trade Unions and Confederations of Workers-Employers, Trade Associations

**Objective 3: Gender discrimination in the labour market will be combatted and the gender gap in wages will be decreased.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
3.1 Revising the existing Labour Act in order to incorporate definitions based on gender equality	ÇŞGB, KSGM	İŞ-KUR, Relevant Public Agencies and Institutions, Bar Association, Trade Unions and Confederations of Workers-Employers, NGOs
3.2 Producing data on income differences between women and men doing similar work	TÜİK, Universities	ÇŞGB (SGK) Trade Unions and Confederations of Workers-Employers, Private Sector
3.3 Working towards the rectification of wage differences between women and men	İŞ-KUR, ÇŞGB	Private Sector, Trade Unions and Confederations of Workers-Employers
3.4 Taking necessary measures against all kinds of discrimination faced by women with regard to entry into and performance in employment and working life	ÇŞGB, İŞ-KUR	KSGM, Relevant Public Agencies and Institutions, Trade Unions and Confederations of Workers-Employers

## 3.4 Poverty

### Current Status of Women

It is difficult to define poverty since poverty has various manifestations. It can be defined as the absence of enough production resources to gain sufficient income and to have a sustainable livelihood, as hunger and inadequate nutrition, as being unhealthy, as lack of access or limited access to education and other basic services, as disease and as a result of this, as increased mortality rates, as homelessness and inadequate housing conditions, as insecure environmental conditions, as social discrimination and exclusion as well as being deprived of participating in decision-making processes and in economic, social and cultural life. Mass poverty can be found in many developing countries, as well as in poor neighbourhoods in developed countries.<sup>31</sup>

Although poverty is a fundamental problem for all humanity, it is a phenomenon that is mainly experienced by women: the “feminisation of poverty”.

In recent years, the number of women living in poverty, especially in developing countries, has increased significantly when compared to that of men. Identification of poverty with women arises as an important problem in countries with transition economies as a short-term result of political, economic and social transformation. In addition to economic factors, strictness of gender roles and limited access of women to power and decision-making mechanisms, to education, training and production resources as well as other factors that may threaten the security of women can be given as reasons for this situation. Moreover, not reflecting a gender equality perspective into all economic analyses and plans adequately and not tackling structural reasons of poverty sufficiently are factors that contribute to the feminisation of poverty.<sup>32</sup>

#### *Income and human poverty*<sup>33</sup>

With regard to the poverty line by household size, in 2006 the monthly food poverty line for a family of four individuals was TRY 205 a month and TRY 549 for food and other expenses. Table 3.8 shows the percentages of people below these so-called poverty lines in 2002 and 2006.

Apart from the relative poverty<sup>34</sup> where we see an increase for the whole country as well as for the rural areas, the percentage of people experiencing poverty is decreasing between 2002 and 2006. The number of poor people in the rural areas is higher than in the urban areas. In 2006 still about one-third of rural people has less than TRY 549 to spend in a month for food and non-food products. Poverty is dependent on the household size: the more dependent children there are in a household, the higher the percentage of people living under the poverty line. Table 3.9 analyses the poverty rates according to education and sex.

31 KSSGM, Beijing + 5 Political Declaration and Outcome Document (Turkish-English) Beijing Declaration and Platform for Action, Ankara, September 2001, p. 184.

32 Idem, p. 184-185.

33 Income poverty means the lack of purchasing power and it means less than the minimum income level required for an individual to subsist on.

34 Relative Poverty is the situation where individuals are below a certain ratio of average wealth in a community. Individuals or household members who have an income or expenditures below the general level of the community are defined as being in poverty. Expenditure or income can be chosen as wealth indication according to the purpose. 50% of individual equivalent expenditure median value is defined as the relative poverty threshold in 2002, 2003, 2004 and 2005 poverty studies. The relative poverty ratio, equivalent individual expenditure, is calculated as the ratio of population under the relative poverty threshold to the whole population (TÜİK).

**Table 3.8 Individual poverty rates according to poverty line methods (2002-2006; %)**

Indicator	Turkey		Urban		Rural	
	2002	2006	2002	2006	2002	2006
Food poverty (hunger)	1.35	0.74	0.92	0.04	2.01	1.91
Food (food+non-food)	26.96	17.81	21.95	9.31	34.48	31.98
Below \$ 1 per capita per day	0.20	0.00	0.03	0.00	0.46	0.00
Below \$ 2.15 per capita per day	3.04	1.41	2.37	0.24	4.06	3.36
Below \$ 4.3 per capita per day	30.30	13.33	24.62	6.13	38.82	25.35
Relative poverty	14.74	14.50	11.33	6.97	19.86	27.06

Source: TÜİK

**Table 3.9 Poverty rate of household members according to sex and educational background (%)**

Educational background	Individual poverty rate					
	2002			2006		
	Total	Male	Female	Total	Male	Female
TOTAL	29.96	26.72	27.19	17.81	17.32	18.27
Individuals below 6 years old	33.17	32.92	33.44	24.78	25.12	24.43
The illiterate	41.07	46.52	39.61	33.71	36.79	32.84
Literate but not graduated from a school	34.60	35.50	33.74	25.36	25.68	25.06
Primary school	26.12	28.06	24.33	14.19	16.52	12.05
Elementary school	26.47	28.40	24.10	18.06	16.47	19.66
Secondary school or equivalent vocational school	18.77	19.49	17.38	8.07	9.69	4.89
High school or equivalent vocational high school	9.82	10.99	8.24	5.20	6.06	4.05
College, faculty or post graduate	1.57	1.22	2.12	1.01	1.28	0.56

Source: TÜİK

In 2002 the total poverty rate for men is 26.72 per cent and 27.19 per cent for women. In 2006 these rates are 17.32 per cent and 18.27 per cent. Gender differences are small, disappear or even turn around when taking education into account. The poverty rates decrease between 2002 and 2006 and when the educational level is higher.

A new measure for poverty was developed by the United Nations Development Programme, the so-called human poverty index. Human poverty means lack of decent living conditions. The UNDP calculates human poverty according to three criteria: life expectancy, education, and economic and social opportunities. The probability at birth of not surviving to the age of 40 is 8.9 per cent in Turkey, the percentage of individuals above 15 that are illiterate is 11.7; 7 per cent of the population cannot access clean water resources, and 8 per cent of the children under 5 years old are underweight.<sup>35</sup>

<sup>35</sup> UNDP, Human Development Report 2005, New York 2005, p. 227.

Especially women in rural areas face high poverty risks given their relatively low educational levels, their relatively high rates of illiteracy and their relatively high number of children.

### *Conclusion*

Gender inequality and discrepancies in utilization of economic power, unequal distribution and control of non-remunerated labour and negative traditions and customs prevented the economic empowerment of women and accelerated the feminisation of poverty.<sup>36</sup>

According to TÜİK data, in 2006 the female population above 15 years old is 26,067,00, the female population in the labour market is 6,480,000 (24.9 per cent) and the number of employed women population is 5,810,000 (22.3 per cent). 48.5 per cent of working women are employed in the agriculture sector and 74.4 per cent of the women work as unpaid family workers. The unemployment rate for women is 10.3 per cent. The non-agricultural unemployment rate of women is 17.9 per cent. Apart from employment and unemployment rates, wage differences and inequalities reflect the disadvantaged position of women in the labour market.

Social security systems, social service and assistance applications, economic policies, and employment policies are of great importance in terms of preventing poverty and inequalities in income distribution, and ensuring social stability in the society. Since the poor in Turkey do not work or work for low wages in the unregistered sectors and cannot pay premiums, they are not covered by social security systems and therefore they are supported through social services and assistance.

Since the 1990s several policy programmes were implemented aiming to alleviate absolute poverty and to decrease income inequalities. The activities aimed at reducing poverty are carried out via several public institutions, among which the General Directorate of Social Assistance and Solidarity (SYDGM), and the Social Services and Child Protection Organisation (SHÇEK). Two major approaches are the improvement of the existing social security systems and the creation of new employment areas.<sup>37</sup> The General Directorate of Social Assistance and Solidarity supports income generating projects in order to provide women with continuous income and to prevent women's poverty by integrating them into economic life. Also, Incentive Funds micro-credit activities are carried out to prevent women's poverty.<sup>38</sup> Within the framework of the Special Provincial Administration Law a micro-credit programme, launched in some provinces, will be further disseminated to all 81 provinces.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

36 KSSGM, Beijing+5 Political Declaration and Outcome Document (Turkish-English) Beijing Declaration and Platform for Action, Ankara, September 2001, p. 12.

37 DPT, BM Yerleşik Koordinasyonu, Binyıl Kalkınma Hedefleri Türkiye Raporu, 2005, p. 16-17.

38 Information provided by SYDGM, 2008.

## Objectives and Strategies for Action

### Objective 1: Activities will be undertaken for improving the position of poor women who are without employment.

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
1.1 Expanding the existing credit/micro-credit programmes especially for women, within the framework of combatting women's poverty, making credits more accessible, sustainable and evenly shared	Governorship (Special Provincial Administrations), İŞ-KUR, Financial Institutions	KSGM, Presidency of GAP Administration, Local Authorities, Trade Unions and Confederations of Workers-Employers, Trade Organisations, NGOs
1.2 Improving social assistance (in kind and in cash) and social services (social allocation of housing, rental assistance etc.) for women outside the social security system and unable to work, and making these supports more accessible, sustainable and evenly shared	General Directorate of Social Assistance and Solidarity (SYDGM), Local Authorities, Governorates, SHÇEK	KSGM, Presidency of GAP Administration, NGOs
1.3 Working towards to securing a continuous regular income in accordance with the social protection concept	ÇSGB, Trade Unions and Confederations of Workers-Employers	Relevant Public Agencies and Institutions

### Objective 2: Coordination among institutions responsible for combatting poverty will be reinforced.

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Establishing a functional and integrated data processing infrastructure in the social services and social assistance system	SYDGM	Ministry of Interior, Ministry of Finance, Ministry of Health, Ministry of Labour and Social Security, TÜİK, General Directorate of Foundations, Social Security Institution, SHÇEK, Governorates, Local Authorities, Relevant Public Agencies and Institutions, NGOs
2.2 Improving the coordination between agencies and institutions operating in the field of social assistance with the aim of preventing overlaps in social assistance practices and projects	SYDGM	Social Security Institution, SHÇEK, Ministry of Health, TÜİK, ÖZİDA, General Directorate of Foundations, Local Authorities, Presidency of GAP Administration, Trade Unions and Confederations of Workers-Employers, NGOs

### 3.5. Power and Decision Making Mechanisms

#### Current Status of Women

A balanced representation of women in political decision-making and public management is an important condition for democracy and is of vital importance for the quality of public management. Objectives of development and modernity cannot be achieved without an active participation of women in all levels of decision-making and management since in those positions of power decisions are taken that affect the whole society. More women in powerful positions means more effective solutions for the problems and needs of female citizens.

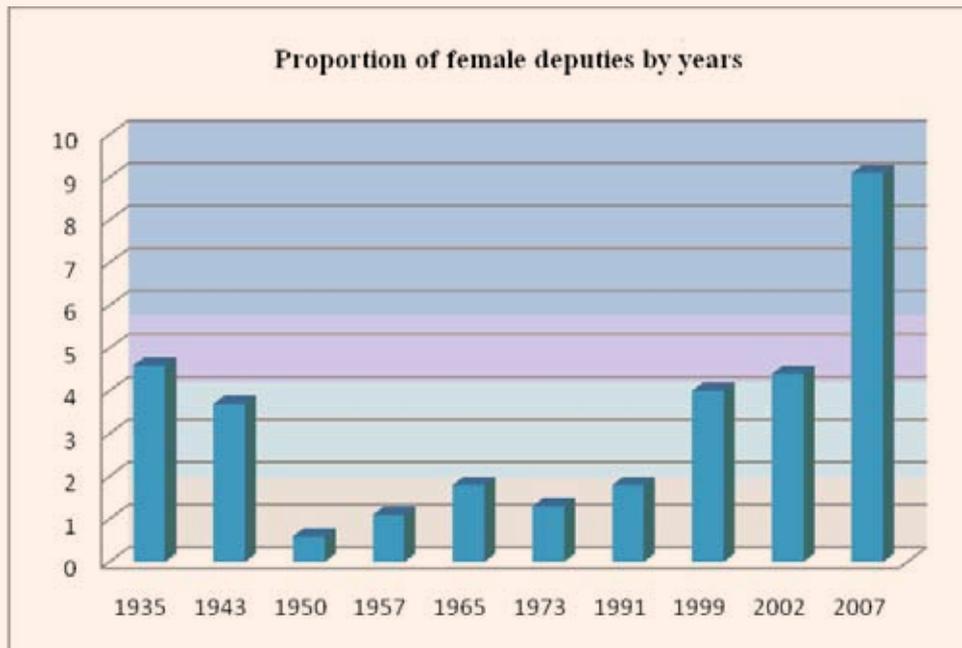
#### *Political decision making*

All Turkish citizens have the right to “vote and to be elected” in local and parliamentary elections, to “form political parties”, to “join and withdraw from political parties in accordance with the established procedure”, to “take part in referenda” and to “enter public service” as stated in Articles 67, 68, and 70 of the Constitution. The ban prohibiting “political parties from forming women’s branches” (Article 68 of the Constitution) was lifted by Law No. 4121, dated 23 July 1995.

Men and women have equal political rights in Turkey. Article 83 of the Political Parties Law, No. 2820, states that “political parties shall not pursue any aim in contradiction with the principle that everyone is equal without any discrimination before law, irrespective of language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such considerations.”

De facto however, women participate far less in the political domain than men do. It can not be said that Turkish women, who obtained the right to vote and to be elected in local elections in 1930 and in parliamentary elections in 1934, have reached a high participation rate (see figure 3.1). After the parliamentary elections of 2007, there are 50 women out of 550 deputies in the Grand National Assembly of Turkey. This is far below the desired one.

**Figure 3.1 Proportion of female deputies (1935-2007)**



Source: KSGM, Report on the Status of Women in Turkey, 2007

Turkey elects its representatives by a system of proportional representation used in constituencies. Parties provide lists with candidates and the voters vote for a party and not for an individual candidate. So the election of women in the parliament depends entirely on the will of the party leadership to nominate women and rank them high on the lists.

Important reasons for the restriction of women's political roles and their participation mainly as voters are the general perception about politics in Turkey, the leader-dominated structure of political parties, the candidacy process, the functioning and organisation of political life, and the lack of women's branches within the political parties.

Table 3.10 presents for the main parties the number of female candidates on their lists for the 2002 and 2007 elections.

**Table 3.10 Number of female candidates of political parties in 2002 and 2007 elections**

Name of Political Party	Total number of female candidates	Rate of total female candidates %	Number of female candidates in the first 3 ranks		Number of female candidates in the first 3 ranks %		Number of women in the 1st rank		Number of women in the 2nd rank		Number of women in the 3rd rank		Total number of female candidates for nomination	Ratio of total number of female candidates for nomination to total number of female candidates %	Ratio of total number of female candidates for nomination to the number of female candidates in the first 3 ranks %	Total number of female candidates in the last 3 ranks	Ratio of total number of female candidates to the number of female candidates in the last 3 ranks %
			2002	2007	2002	2007	2002	2007	2002	2007							
AKP	62	11,27	1	12	5,15	0	0	1	6	0	6	454	13,66	2,64	25	40,32	
CHP	55	10,00	7	13	5,58	1	4	3	5	3	4	246	22,36	5,28	22	40,00	
ANAP	88	16,00	16	25	10,73	2	6	4	13	10	6	697	12,63	3,59	52	59,09	
DP	55	10,00	12	8	3,43	4	2	4	0	4	6	458	12,01	1,75	25	45,45	
MHP*	41	7,45	2	5	2,15	1	1	0	0	1	4	251	16,33	1,99	16	39,02	
GP	119	21,64	29	30	12,88	4	8	11	10	14	12	980	12,14	3,06	49	41,18	

Source: Ka-der, <http://www.ka-der.org.tr>

\*The total number of female candidates from MHP is given as 35 in the source but it has been corrected by the representative of MHP during one of the working group meetings.

Compared to 2002 there is a clear increase in the relative number of women on the lists. However, the majority of the parties nominates still less than 20 per cent female candidates and these women often find themselves in low ranking positions on the lists and as a result, the majority of them are not elected into the parliament. When an evaluation is made of the number of seats held by the political parties after the election held in 2007 we find thirty female MPs from the AKP out of 340, nine from the CHP out of 98, two from the MHP out of 70, one from DSP out of 13, and eight from the DTP out of 20 are found. The majority of the female MPs (16) was elected in the district of Istanbul. Compared to other countries, the representation of women in the Turkish Grand National Assembly is still very low. In surrounding countries there is a participation rate of 22 per cent in Bulgaria, 14 per cent in Bosnia Herzegovina, and 13 per cent in Greece.

#### *Political representation of women at the local level*

Local administrations play a key role in the development of democracy. Female councillors can influence the decisions made at the local level and ensure that these decisions are more gender-sensitive. However, the representation of women in local administrations, which can be regarded as a first step for participation in political life, is very limited in Turkey.

The current situation of women in local administrations after the elections of March 2004 is shown in table 3.11. The percentages of women elected at the local level are extremely low and since 1999 there has not been a real increase.

**Table 3.11 Women in Local Administrations**

	<b>2004 TOTAL</b>	<b>2004 % women</b>	<b>1999 TOTAL</b>	<b>1999 % women</b>
Mayors	3,225	0.6	3,215	0.6
Members of Municipal Boards	34,477	2.3	34,084	1.6
Members of Provincial Assemblies	3,208	1.8	3,122	1.4

Source: General Directorate for Local Administrations, 2007

At the lowest level we find the position of headmanship (muhtar) and the council of elders. According to the information obtained from unofficial sources, the total number of headmen in Turkey is 52,929. However, the proportion of women in this figure is unknown. This situation highlights the need for the production of gender-based data on this issue.

#### *Explaining the low representation of women in politics*

The educational level of women, their economic situation and their domestic responsibilities and the social acceptance that politics is a male-dominant realm are, among others, explaining factors for the low participation of women in power and decision-making processes.

#### *Women in public administration*

How many women can be found in the top positions in the public sector? A balanced participation of men and women in leadership positions in public administration is important for gender mainstreaming. Female leaders are more inclined to take women's needs into account. Knowing that skills and sensitivities of women are not reflected at managerial levels is a factor, which hinders reaching sustainable development in all areas of life.

**Table 3.12 The situation of women in bureaucracy (2007)**

<b>TITLE</b>	<b>WOMEN % / total</b>	<b>TITLE</b>	<b>WOMEN % / total</b>
Undersecretary	0 / 19	Assistant Secretary General	25 / 8
Deputy Under secretary	2.5 / 79	Head of Department	14.1 / 1,979
Governor	0 / 155	Deputy Head of Department	7.5 / 318
Deputy Governor*	1.2 / 408	Regional Director	2.6 / 422
General Director	3.9 / 177	District-Governor*	1.8 / 857
Deputy General Director	6.6 / 514	Manager	16 / 10,839
President	6.8 / 131	Deputy Manager	27.3 / 7,731
Vice President	8.7 / 57		
Secretary General	30 / 10	Total	17.9 / 23,704

Source: State Personnel Administration

\*Deputy Governor and District Governor numbers were obtained from the Ministry of Interior.

Compared to the National Action Plan prepared in 1996, the number of women in leadership positions in public administration has increased. However, in most levels women's representation remains still rather limited.

#### *Judiciary*

In the judiciary more women can be found. In 2007 in the Presidency of the Council of State 40.9 per cent of all positions are taken by women; in the Supreme Court the percentage of women is 29.9; in the Court of Accounts 22.3 per cent; and in the Constitutional Court 23.5 per cent. Only the Presidency of the Council of State has a woman president, while in the Constitutional Court women are concentrated in managerial posts such as the posts of Member, Rapporteur, and Manager. In addition, 18,947 out of the 57,552 lawyers registered at the Turkish Bar Association are women (33 per cent).

#### *Academia*

In general the participation rate of women in the academic staff is quite high, for example of all professors 27.1 per cent are women. Of all academics 38.9 per cent are women, but here too women concentrate in posts such as research assistant or instructor and do not occupy senior posts such as president or dean. There are 5.3 per cent female presidents and 12.6 per cent female deans.

#### *Women in the ministry of foreign affairs*

In the Ministry of Foreign Affairs, the total number of practitioners holding the title of Ambassador is 166 and 15 of them are women (9 per cent). Turkey has seven female ambassadors on duty abroad. A total of 58 practitioners work abroad with the title of Consul General, but only two of them are women. 49 out of the 182 persons who possess diplomatic status in Turkey's Offices of the Permanent Representatives to international organisations are female.

#### *Women in the private sector*

No data are available for the representation of women in leadership positions in the private sector. Concerning women's opportunities to attain leadership positions in business, Turkey is ranked internationally 57 out of 115, higher than many other European countries.<sup>39</sup>

Considering women's representation in trade unions we find that there are no female managers in the Board of Directors of three workers' confederations (DİSK, TÜRK İŞ and HAK-İŞ) and Kamu-Sen and Memur Sen. There are two female members only in the Board of Directors of KESK Headquarters. According to data from the Ministry of Labour and Social Security, only five of the chairs of 91 trade unions operating in 28 branches are women. Of 481 members of the Board of Directors, only 32 are women. Trade unions of public servants are in a relatively better situation. In this field, five of the chairpersons of 51 trade unions are women and 26 of the 325 centre managers are women.

#### *Conclusion*

Especially in the political realm women's representation is still very limited despite the intentions of the government stated in the previous NAP Gender Equality, prepared in 1996 under the coordination of KSGM.

<sup>39</sup> Türkiye İşveren Sendikaları Konfederasyonu "OECD Ülkelerinde Kadınlar ve Erkekler", Ankara, 2008.

Recently, however, a greater awareness of the need to nominate more women in political positions can be noticed. Active campaigns at the national and local level of non-governmental organisations have greatly contributed to this higher awareness. In Turkey's "Millennium Development Goals Report", it is foreseen that participation rate of women in politics will be 17 per cent by 2015.

An often used strategy for increasing the proportion of women in politics is the setting of quotas, thereby forcing political parties to nominate a certain percentage of women in eligible seats. This strategy is applied either through adopting constitutional quota, by quota arrangements in the electoral law or through (voluntary) political party quotas. In Turkey there are different views on the quota practice.<sup>40</sup>

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

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40 SAYIN, Aysun, Kota El Kitabı "Geçici Özel Önlem Politikası: Kota" Ka-der yayınları, Ankara, Ağustos 2007.

## Objectives and Strategies for Action

### Objective 1: The level of information and awareness will be increased in order to increase the representation of women in power and decision-making processes.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
1.1 Informing women about their political rights and responsibilities among others through panels, seminars, conferences, books and brochures	KSGM	Media Organisations, Universities, NGOs
1.2 Raising public awareness on the importance of women's participation in the parliament, local authorities and district authorities	KSGM	Ministry of Interior, Local Authorities, Media Organisations, Universities, NGOs
1.3 Carrying out activities to promote female role models of women taking part in decision-making mechanisms in both the private and public sector	TRT	Public Agencies and Institutions, KSGM, Private Sector, Turkish Industrialists' and Businessmen's Association, Universities, NGOs
1.4 Collecting and publishing on a regular basis gender specific data at echelons of power and decision-making mechanisms in the public sector	State Personnel Administration	TÜİK, Public Agencies and Institutions, Trade Unions and Confederations of Workers-Employers, Trade Associations
1.5 Creating discussion platforms in which all relevant stakeholders will participate, in order to enhance the representation of women in the parliament and local authorities; informing the public of the outcome of these discussions	KSGM	Universities, Media Organisations, NGOs
1.6 Working at the local level with women's councils, which are platforms that bring women from different sections of society together to increase the awareness about the participation of females in politics	Ministry of Interior, General Directorate of Local Administrations, Local Authorities, Local Agenda 21, Women's Assemblies	Union of Municipalities of Turkey, United Nations Development Programme, NGOs, Women's Working Groups Operating under City Councils, Trade Unions and Confederations of Workers-Employers

**Objective 2: Arrangements will be made contributing to the participation of women in political life and their involvement in power and decision-making processes.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Increasing the number of women's councils, which is currently about 40; - having the decisions of the women's councils more reflected in the decision making processes of the local authorities	Local Authorities	Ministry of Interior, KSGM, Universities, NGOs
2.2 Increasing the effectiveness of the existing women's units in Trade Unions and Confederations of Workers-Employers and in trade associations	Trade Unions and Confederations of Workers-Employers, Trade Associations	KSGM
2.3 Establishing women's units in Trade Unions and Confederations of Workers-Employers and in trade associations without these units	Trade Unions and Confederations of Workers-Employers, Trade Associations	KSGM
2.4 Encouraging girls to assume positions such as class president and school representative in the course of education in order to prepare them for power and decision-making processes	MEB	KSGM, School Administrations, NGOs

**Objective 3: Public policies will be formulated geared to achieving equality between women and men.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
3.1 Adopting approaches that observe the equality between women and men in the assignation of medium-level and senior executives in public institutions	Public Agencies and Institutions	
3.2 Providing the required support to increase the number of women at executive positions in working life	Public Agencies and Institutions	Trade Unions and Confederations of Workers-Employers Private Sector

## 3.6 Health

### Current Status of Women

Ensuring that women benefit from health services fully, equally and at the highest quality possible is a prerequisite for the achievement of full women's human rights. Gender issues in relation to women and health can be categorised into two broad categories: gender related health problems and morbidity risks, and women's access to actual use of health services.

Women's health covers emotional, social and physical well-being and is determined by biological, social, political and economic conditions.<sup>41</sup> Important health issues regarding women are reproductive health and family planning. But also the fact that in general women live longer than men compels a different approach to health issues for men and women. Women's health is affected by various factors such as psychosocial factors caused by the family and the society, women's individual health condition, women's reproductive role, and the accessibility to and quality of health services. Health problems can also result from unhealthy working conditions as well as by being exposed to abuse and violence. Women are the main victims of domestic violence. Moreover, there are regional disparities with regard to the access of women to health services.

#### *Demographic structure*

As of 31 December 2007 the population of Turkey was 70,586,256 with 35,376,533 men and 35,209,723 women. The median age of Turkey was 28.3: for women 28.8 and for men 27.7.<sup>42</sup> In 2007, the life expectancy at birth was determined as 74.2 for women and 69.3 for men.<sup>43</sup> Compared to 1997 men and women live about four years longer, which can be explained by improved economic conditions as well as the improvement of health services. The rise in life expectancy at birth, resulting in an increasing number of advanced aged women, has also a clear impact on women's health conditions.

#### *Fertility rate<sup>44</sup>*

As a consequence of an increase in the age at first marriage<sup>45</sup> and with the improvement in family planning services, a significant decrease can be observed regarding the total fertility rate (i.e. the average number of children a woman has at the end of her fertility period). The total fertility rate was 4.33 in 1978, 2.65 in 1993 and 2.23 in 2003. As is shown in table 3.13, the total fertility rate varies by the level of education, place of settlement, and region. The highest rate is in Eastern Anatolia with four children; it decreases to two in Northern, Central and Southern Anatolia, and to less than two in Western Anatolia.

41 UN Department of Public Information, 1996, Platform for Action and the Beijing Declaration, New York, paragraph 89.

42 According to the Address Based Population Registration System data.

43 TÜİK, Population and Development Indicators, Population and Demography, Life Expectancy at Birth Graphic, <http://nkg.tuik.gov.tr/goster.asp?aiile=1>.

44 Most demographic statistics come from the Turkey Demographic and Health Surveys (TNSA) that have been carried out every five years since 1963 using a representative sample of the population. The most recent survey was held in 2003.

45 The average age at first marriage is 20 for women in the age group 25-49. The educational level has a strong impact on this figure with a higher age at first marriage for women with high education levels.

**Table 3.13 Total Fertility Rate in Turkey by rural-urban areas, regions and level of education (2003)**

<b>Region</b>	
West	1.88
South	2.30
Central	1.86
North	1.94
East	3.65
<b>Education</b>	
No education /Not graduate of primary school	3.65
Primary education first level	2.39
Primary education second level	1.77
High education and above	1.39
<b>Region</b>	
Turkey	2.23
Urban	2.06
Rural	2.65

Source: TNSA 2003

The decline in the total fertility rate will bring about an improvement in the health indicators of women in the coming years. When this situation is considered within the context of long-term health policies, it can be concluded that in the long-term a part of the services dedicated to mother-and-child-care could be transferred to other health problems of women.

#### *Family planning*

According to the 2003 Turkish Demographic and Health Survey (TNSA) almost all ever-married and married women knew at least one family planning method. 71 per cent of all families used contraceptive methods, 43 per cent used an effective modern method, and 28 per cent used a traditional method. In comparison, worldwide about 60 per cent of the families used any contraceptives and 54 per cent a modern method.<sup>46</sup> The majority of persons using contraceptive devices (58 per cent) took this service from the first level Health Institutions or public institutions, such as the Mother and Child Health and Family Planning Centres (AÇSAP). The second major source was pharmacies. Turkish law allows induced abortion. However, if they are married according to the current legislation women need the consent of their spouses to terminate a pregnancy. According to 2003 TNSA data, out of 100 pregnancies, 21 did not result in a live birth. Of this number 11 were induced abortions. According to 1993 TNSA data, the rate of induced abortions was with 18 out of 100 pregnancies. This decrease might be attributed to improved family planning services.

<sup>46</sup> Hacettepe Üniversitesi Nüfus Etütleri Enstitüsü, Türkiye Nüfus ve Sağlık Araştırması 2003, Ankara, Türkiye, Ekim 2004, [http://www.hips.hacettepe.edu.tr/tnsa2003/data/ismet\\_turgay\\_sunus\\_tnsa-2003\\_02.pdf](http://www.hips.hacettepe.edu.tr/tnsa2003/data/ismet_turgay_sunus_tnsa-2003_02.pdf), p. 35.

### *Maternity welfare*

According to the definition by the World Health Organisation, a “maternal death” is defined as the death of a woman while pregnant or within 42 days of termination of her pregnancy, irrespective of the duration of the pregnancy, of any cause related to or aggravated by the pregnancy or its management, but not from accidental or incidental causes. Turkey’s National Maternal Mortality Study, conducted in 2005, revealed a maternal mortality rate of 28.5 per 100,000 live births: 40.4 in rural areas and 20.7 in urban areas. Inadequacy of pre-natal care, delivery under unhealthy conditions and on average a younger age of the mother at birth can be cited as negative conditions in rural areas. Policies aimed at improving maternity welfare should prioritise rural areas.

There are three general preventable causes for maternal mortality: factors related to health care providers, factors related to material/equipment used in the provision of health services, and household and social factors. The latter category is mentioned most, both in rural and urban regions: pregnant women and/or their families fail to acknowledge the problems and do not (or too late) ask for medical treatment.<sup>47</sup> Other factors that hinder pregnant women from receiving pre-natal care are lack of social security, lack of finances, remoteness of health institutions or insufficient health care services, the obligation to get permission from the spouse or mother in law, negative behaviour of health care personnel, and illiteracy of women.<sup>48</sup>

Compared to 1993, however, there was an increase in the percentage of women that deliver their babies in health institutions from 60 to 79 per cent in 2003. For women with higher education this percentage increased to 99. However, one pregnant woman out of five still did not receive pre-natal care in 2003 and one delivery out of six took place without the assistance of a doctor or trained health personnel. Therefore, measures that will ensure realisation of all deliveries under healthy conditions are necessary.

### *Infant and child mortality*

Since 1993, the infant (0-1 year) mortality rates decreased from 53 to 29 per 1,000 live births in 2003, while under-5 child mortality decreased from 61 to 37 per 1,000 live births. These rates vary by area, whether it was urban (rates were lower) or rural, and by region. The highest infant and child mortality rates are found in the Eastern region.<sup>49</sup> Major causes for child mortality are socio-economic conditions, young mothers, short birth intervals, and low weight at birth.

### *Girl children*

According to the law, girls and boys cannot get married before the age of 17. However, under exceptional circumstances, a judge may permit the marriage of a girl or boy, at the age of 16 with their parents’ or legal guardian’s consent. According to 2006 TÜİK data 31.7 per cent of women got married under the age of 18. A result of early marriage is giving birth at an early age. Early marriages take place especially in Eastern and South Eastern Anatolia. Many problems in the field of reproductive health result from forcing girls into marriage at an early age. Practices such as early marriages, a second wife and ‘berdel’<sup>50</sup> can still be encountered in Turkey

47 2005 Ulusal Anne Ölümleri Çalışması.

48 Sağlık Arama Davranışı Araştırması Ankara, 2007.

49 TNSA 2003.

50 ‘Berdel’ is used for different cultural practices. It is used for ‘widow marriage’, i.e. a man marries the widow of his deceased brother. It is also used when two families decide to end their dispute by two intermarriages, i.e. a woman and her brother of one family marry a man and his sister of the other family.

although they are forbidden by law and are generally acknowledged as a violation of human rights.<sup>51</sup> When girls are subjected to such practices, they may come face to face with physical and psychological health problems. Such practices are defined as crimes explicitly in the Criminal Code and penalties are imposed. Elimination of the problem is possible through training and awareness-raising.

Health problems of disabled women are another area that should be addressed. Factors that affect the health of disabled women are physical restrictions that obstruct the participation of the disabled person in social life, insufficiency of education and psychological factors.

### *Conclusion*

Mother and child health issues are still an important concern. Reasons are that children and women within the fertility age group are a large group in the population, mortality rates of infants and children as well as maternal mortality rates remain relatively high, and family planning services, pre-natal and post-natal services are still not at the desired level. Mother and child health issues and family planning services have been a government priority and various policy programmes have been implemented addressing the more underdeveloped provinces, slums in metropolitan cities, rural areas and specific risk groups. An example of such a programme is the 'Reproductive Health Programme of Turkey', which was implemented between 2003 and 2007. The overall objective was to improve the reproductive health situation of the population, especially that of women and girls. One activity was the establishment of 75 Reproductive Health Training Centres of which 12 are regional, in which in-service training is provided as well as information on sexually transmitted infections. Another example is the Conditional Cash Transfer Health Assistance Programmes under which families receive cash transfers on the condition that they take their children regularly to health check ups.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

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<sup>51</sup> The Beijing Declaration and Platform for Action as well as various other international documents emphasize that this and other kinds of practices faced by girls shall be eliminated.

## Objectives and strategies for action

### Objective 1: All necessary measures will be taken, including developing policies, in order to improve women's access to health services as well as the quality of these services.

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
1.1 Revising relevant legislation and administrative regulations as well as developing policies in order to facilitate women's access to health care services	Ministry of Health	KSGM, Universities, NGOs
1.2 Putting special emphasis on women's health in the Family Practitioners System, which has been initiated under the Health Transformation Programme	Ministry of Health	Universities
1.3 Developing policies facilitating access of disabled women to health care services	Ministry of Health, Prime Ministry Administration for Disabled People	KSGM, SHÇEK, NGOs
1.4 Developing policies in order to eliminate environmental and occupational health risks for women, specifically for pregnant and breast feeding women	Ministry of Health, ÇSGB, Ministry of Environment and Forestry	KSGM, Universities, Trade Organisations, Trade Unions and Confederations of Workers-Employers, NGOs
1.5 Increasing the number of institutions that mainly render services to women such as AÇSAP (Mother and Child Health Care and Family Planning Centres), Family Information Centres, Community Centres, ÇATOM (Multi-Purpose Community Centres) and Public Education Centres; developing awareness-raising programmes to gender sensitise the staff working in these institutions	Ministry of Health, SHÇEK, Presidency of GAP Administration, MEB	KSGM, Universities, Local Authorities, NGOs
1.6 Expanding the number of diagnosis and treatment units in health care institutions specialising in women's diseases such as post-menopausal osteoporosis, cancer of the reproductive organs, etc.	Ministry of Health	Universities, Trade Organisations
1.7 Developing early diagnosis and scanning programmes on women's health	Ministry of Health	Universities
1.8 Developing health policies and support programmes for young, adult and older groups of women	Ministry of Health	SHÇEK, Universities
1.9 Establishing and distributing institutional and service-based support mechanisms for advanced aged women	Ministry of Health, SHÇEK	Universities, Local Authorities, NGOs
1.10 Incorporating the topics of gender equality and violence against women into the curricula of faculties and colleagues that train health care personnel	YÖK	Ministry of Health, KSGM, Turkish Medical Association (TTB), Universities, Women Research and Implementation Centres, NGOs
1.11 Providing health care personnel with training on gender equality and violence against women in all provinces via a trainers' pool that is composed of staff members of the Ministry of Health	Ministry of Health, KSGM	Universities, NGOs
1.12 Decreasing the maternal mortality rate primarily in rural areas and throughout Turkey within the framework of the targets of National Strategies and Action Plan for Health Sector (2005-2015)	Ministry of Health	Universities, NGOs

**Objective 2: Gender sensitive behaviour and attitude will be developed in relation to health issues.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Implementing awareness-raising programmes to underline the importance of women's access to health care services	Ministry of Health, KSGM	Presidency of Religious Affairs, Media Organisations, Trade Unions and Confederations of Workers-Employers, NGOs
2.2 Improving women's awareness on general issues in relation to health, specifically reproductive health	Ministry of Health, SHÇEK, Presidency of GAP Administration	KSGM, TTB, Trade Unions and Confederations of Workers-Employers, NGOs
2.3 Improving men's awareness on women's health, specifically family planning, sexually transmitted infections and reproductive health	Ministry of Health	KSGM, Turkish General Staff, Media Organisations, Trade Unions and Confederations of Workers-Employers, NGOs
2.4 Ensuring the participation of specialised NGOs in training and awareness raising programmes on women's health	Ministry of Health, SHÇEK, KSGM, Presidency of GAP Administration, Local Authorities	NGOs
2.5 Working towards training programmes on health for disabled women	Ministry of Health, Prime Ministry Administration for Disabled People, SHÇEK	NGOs
2.6 Raising public awareness on the negative effects of early marriages and in family marriages on women's and children's health	Ministry of Health, KSGM, Governorates, Presidency of Religious Affairs, General Directorate of Family and Social Research	Media Organisations, Universities, Trade Unions and Confederations of Workers-Employers, NGOs

**Objective 3: Research, scientific studies and data on women's health will be disseminated.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
3.1 Disseminating and providing support for research studies on women's health	Ministry of Health, Universities	TÜİK, Scientific and Technological Research Council of Turkey (TÜBİTAK)
3.2 Ensuring that all health statistics are gender desegregated	Ministry of Health, TÜİK	KSGM, Hacettepe University Institute of Population Studies (HÜNEE)

## 3.7 Media

### Current Status of Women

Media have an important role to play in promoting gender equality and advancement of women by presenting women and men in an egalitarian way. Even though various social responsibility projects have been supported by media in recent years, media in general tend to re-create gender inequality. The media enable the continuation of sexism in society by presenting women in cliché roles and by the frequent display of degrading woman images, often containing violence. The media sector is characterised by an unequal participation of women, especially for higher positions, and women have far less access to communication systems like computers and internet than men.

Three main angles will be explored:

- The presence of women in media or women as a subject in media;
- Women as employees in the media sector;
- Women as consumers or users of media.

#### *The presence of women in media or women as a subject in media*

Ignoring women in the media, presenting women as being inferior, or promoting stereotyped roles for men and women are global issues. An international research<sup>52</sup> revealed that women were a news subject only in 21 per cent of all news items examined (22 per cent on television, 21 per cent in newspapers and 17 per cent on the radio). And if news did cover women, women were often portrayed in gender stereotypical roles, for example, it was found that women are presented twice as often as men as victims (19 versus 9 per cent). For Turkey similar results were found<sup>53</sup>: of the news articles that covered women, 32.3 per cent was about entertainment (21.6 per cent for men), and 17.4 per cent about crime and violence (22.2 per cent for men). Women were less often portrayed in political and economic news, which are described as “serious subjects”. But on the other hand, news with a sexual content was mainly about women (126 times for women versus 29 for men) and in this news women are displayed more often compared to men.

Another Turkish research<sup>54</sup> found that, despite women’s changing situation and status, the traditional gender division of labour in society was usually reflected in domestic TV series and women were mainly presented as housewives focused on family or motherhood. In TV series, while the house was the domain of women, the streets were men’s. Likewise, newspaper supplements for women gave women practical information on handicrafts, domestic chores, recipes and harmonising family relations.

52 The Global Media Monitoring Project (GMMP), “Who makes the news?” analysed in 2005 13,000 television programmes, radio broadcasts and newspaper articles in 76 countries.

53 It was conducted in the scope of the “Media and Social Participation” Project, with the support of the British Council, by Mine GENÇEL BEK in 2005. 16,060 articles in 4 newspapers were analysed.

54 “Factors that may affect Woman Employment in Popular Culture Products” conducted by the KSGM in 2000.

Only 9.1 per cent of the news about domestic violence against women can be found on the first page of newspapers, it is usually found on the third page.<sup>55</sup> The percentage of news items on policies/activities to prevent domestic violence is very low. Photographs of assaulted women were displayed 16 per cent more often than those of the (usually male) attacker, and expressions legitimatising the behaviour of the attacker were used. According to the content analyses of sample news articles, media is prone to sensationalise violence news, presenting it as something to laugh about or change it in pornographic quotations.

*Women as employees in the media sector*

Since the beginning of the 1990s, with the increase in the number of private broadcasting enterprises, the number of women in the media sector has increased, especially for visual media and cinema. However, most of the women working in the media sector are in mid-level positions. The rate of women’s ownership of media is presumed to be very low.

Table 3.14 shows that the percentage of female salaried employees in broadcasting entities was 33.7 per cent in 2002. Compared to the national level, where the vast majority of the employees in broadcasting associations work, this percentage was higher for regional (43.9 per cent) and local (43.2 per cent) broadcast associations. Salaried female employees are mainly employed as announcers ‘targeting the eye and the ear of the spectator and/or listener’. The number of women working in management positions is low.

**Table 3.14 Number of broadcasting entities and number of salaried employees**

Broadcast type	Number of broadcasting entities	Average Number of Salaried Employees		
		Female	Male	Total
All broadcast types	1,282	4,999 (33.7%)	9,851 (66.3%)	14,850 (100%)
National broadcast	52	3,253 (30.0%)	7,574 (70.0%)	10,827 (100%)
Regional broadcast	121	540 (43.9%)	690 (56.1%)	1,230 (100%)
Local broadcast	1,109	1,205 (43.2%)	1,586 (56.8%)	2,791 (100%)

Source: TÜİK 2002, Number of Broadcasting Entities and Qualifications of Salaried Employees Research

The number of women working in the print media is lower than the number of women working in audiovisual media. In the press, women mainly work in the publication departments rather than in printing or distribution. The percentage of women working in occupations such as graphics arts, page editor, assistant editor is closer to the percentage of men compared to the top positions (executive editor, editor in chief, publishing coordinator), where it decreases to only 15 per cent of the total. Areas where top-level women are usually assigned are advertisement and marketing and here women constitute 52.1 per cent of the employees there.<sup>56</sup> It can be concluded that the unequal status of women and men in other social areas is reproduced in the media sector.

55 Research conducted by Abdülrezak ALTUN and Mine GENÇEL BEK conducted within the context of the project “Combating Domestic Violence against Women” implemented by KSGM with technical assistance of the UNFPA, 2007.  
 56 Research conducted by Abdülrezak ALTUN by using the General Directorate of Press and Information’s data, 2007.

### *Women as consumers or users of media*

Women watch -on average- television for 4.4 hours a day.<sup>57</sup> Married women and primary school graduates watch more television than single and graduate/postgraduate women. Women mainly watch Turkish TV series (59 per cent), followed by news bulletins (18 per cent) and women's programmes (6 per cent). They hardly watch educative and health programmes. When asked what programmes they would like to see more on television, health programmes are ranked first (62.4 per cent), followed by news (7.4 per cent) and documentaries (7.1 per cent).

Women's access to computers and internet is an important issue. According to the Research on the Household Use of Information Technologies (TÜİK, 2007) only 18.9 per cent of the Turkish households had internet access in 2007. Although the use of computer and internet has risen sharply over the past years, 67 per cent of the population had never used a computer and 70 per cent had never used the internet. In rural areas the rate of computer and internet use was even lower, and for women even more so (in rural areas only 8,55 per cent of the women had used the internet in the period April-June 2007). Overall in Turkey, men use the computer more often than women (38 per cent versus 21 per cent in the period April-June 2007) as well as the internet (35 per cent versus 18 per cent in the period April-June 2007). College, faculty and higher education graduates have the highest percentages of computer and internet use (respectively 85 per cent and 83 per cent). 46 per cent of the individuals who used the internet between the period April-June 2007 used it at home, 38 per cent at work, 31 per cent at internet cafes. Considering the above, it is not surprising that so few women use the computer and internet, since they face problems in accessing education, and employment, and taking into account that most of the users of the internet cafes are adolescents and adult men.

### *Conclusion*

The media have a great outreach and can affect great masses within a short period of time. Media have a big influence on society's behavioural patterns, values and norms. Turkey has made important amendments on its legislation in line with the principles specified in the CEDAW. The most significant arrangements made in the field of the media is the "Law on the Establishment of Radio and Television Enterprises and Their Broadcasts", No. 3984. Further, a few -mainly small-scale- initiatives have been taken, both by public bodies as well as non-governmental organisations, especially on reducing 'sexism in the media'. For example, KSGM together with the Turkish Journalists Association and the UNFPA conducted a programme for incorporating gender into the programmes of the local media in 12 provinces. The Turkish Journalists Association organises yearly competitions for young journalists on women and gender equality.<sup>58</sup> In order to combat the stereotyped manner in which men and women in the media are being presented, and to strengthen women's positions in media, the implementation of these various programmes and projects have to be sustained and new strategies have to be developed.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

<sup>57</sup> Research on Women's Tendencies in Watching Television by RTÜK, May 2007.

<sup>58</sup> This latter project is supported through UNFPA's 4th Country Programme 2006-2010.

## Objectives and Strategies for Action

**Objective 1: Gender awareness among the media staff (at all levels) and prospective media staff will be raised in order to improve their sensitivity towards gender equality and in order to transform sexist elements in the media. All these practices will be monitored.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
1.1 Incorporating the issue of gender equality in in-service training programmes	TRT, Radio and Television Supreme Council (RTÜK), Prime Ministry Directorate General of Press and Information (BYEGM)	KSGM, Universities, NGOs
1.2 Incorporating the issue of gender equality in the training programmes delivered by RTÜK to the personnel of private radio and television stations and by BYEGM to media personnel at the local level	RTÜK, BYEGM	KSGM, Universities, NGOs
1.3 Including the issue of Gender Equality in media literacy courses (learning how to read and interpret the media)	RTÜK, MEB	KSGM, Universities
1.4 Adding a 'sexism-category' in the forms used to submit complaints to RTÜK	RTÜK	KSGM
1.5 Incorporating gender equality in the undergraduate programmes of Faculties of Communication	YÖK	KSGM, Women Research Centres of Universities

**Objective 2: The percentage of women employed in the media sector and their representation in decision-making positions will be increased.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
2.1 Undertaking research determining in detail the numbers and status of women employed in the media sector	TÜİK	Printed and Visual Media Organisations
2.2 Ensuring the participation of women in decision-making positions in institutions operating in the field of media	RTÜK, TRT, BYEGM, Anadolu Agency	KSGM

**Objective 3: Women's access to and use of all means of communication, including new communication technologies such as internet and computers, will be increased.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES- INSTITUTIONS
3.1 Disseminating the training provided to women with the aim of increasing their access to and use of ICT; removing all obstacles preventing women from taking part in these training, and encouraging them to participate in such training	MEB, Local Authorities	KSGM, Presidency of GAP Administration, Media Organisations, NGOs, Provincial Women Entrepreneurs Boards

## 3.8 Environment

### Current Status of Women

Since the early 1980s, the relationship between environment and gender has been gaining specific importance. Given the rapidly increasing environmental problems, one of the aims is to determine the effects of environmental problems on women. Three main issues are being addressed:

- Women as actors that are affected by adverse environmental conditions;
- Women as actors affecting the environment;
- The under-representation of women in policy development and decision-making processes related to environment.

*Women as actors that are affected by adverse environmental conditions*

*Lack of information and specific data*

There is a lack of data concerning the relationship between gender and environment. It is assumed, however, that disadvantaged groups in society are affected the most by environmental problems and given the fact that many women belong to these disadvantaged groups, they especially will be affected by adverse environmental conditions. More gender-based data and research is needed that can be used for policy development. Examples of relevant data are access to and exploitation of natural sources such as water, soil and land, access to and exploitation of energy sources, energy use, and effects of unplanned urbanisation on women.

*Exploitation of and access to natural resources*

When compared to developed countries, Turkey lately has been exposed to industrialisation and related environmental problems. Negative effects of industrialisation are air pollution and soiled water. Other environmental problems are deforestation and loss of soil because of erosion. Women, as consumers of environment, affect and are affected by environmental conditions. The manner in which women exploit the environment is also linked to traditional gender roles. Especially in the rural areas women provide food and water for their families and for the community among others through the use and management of natural resources. Deforestation and increasing exploitation of agricultural land create serious problems for women especially when they are confronted with other problems such as lack of water and electricity cuts.

*Unplanned urbanisation*

Today, environmental problems in the urban areas of Turkey seem to be proportionally increasing with unplanned urbanisation. Turkey has undergone a very fast urbanisation process with migration directed mostly toward urban areas.

Numerous urban environmental problems have emerged as cities fail to satisfy the necessities entailed by the resulting influx of migrants.<sup>59</sup> More research and data are necessary to estimate the impact of unplanned urbanisation on women.

<sup>59</sup> GÖRMEZ, Kemal, Çevre Sorunları, Nobel Yayın Dağıtım, Ankara, 2007, p. 39.

### *Climate change*

Climate change has a direct impact on women due to their domestic responsibilities and women are among the groups that are most vulnerable to the effects of climate change.<sup>60</sup> In case of drought, deforestation and erratic rainfall, women have to spend more time for carrying out duties such as food supply and safety, access to clean water, provision of required energy for cooking and heating as these tasks are attributed to women in the traditional division of roles; this, in turn, causes women to be left destitute of educational and employment opportunities.<sup>61</sup>

### *Women as actors affecting the environment*

#### *Sustainable development*

The concept of sustainable development is closely related to the protection of the environment and the elimination of poverty. Women play an important role in all this as is acknowledged in international agreements: *"Women, as consumers, producers and individuals responsible for providing for their families, are at a key position for maintaining the standard of life and its sustainability both for the present generation and the future generations."*<sup>62</sup> Therefore, educating women on environment and raising their awareness on the issue are of the utmost importance.

Public agencies and institutions, non-governmental organisations and private sector enterprises in Turkey are increasingly incorporating gender-based approaches into their development (especially rural development) strategies. Awareness-raising and capacity-building activities about the exploitation of natural resources and protection of nature are an integral part of income-generating or income-increasing programmes for women. A good example of such a programme is the GAP-ÇATOM project.

#### *Modification of a consumption model and prevention of waste*

Women can contribute to the protection of environment, without lowering their families' standard of living, by changing their consumption habits and behaviour in favour of the environment, preferring non-polluting and recyclable products, making conscious use of energy resources, minimising the amount of domestic waste, rendering the domestic consumption cycle more efficient and raising the awareness level of their children on environmental issues.<sup>63</sup>

#### *Food safety*

Soil and water resources constitute the basis of any kind of agriculture system. Protection of these resources is of vital importance for continuous and developed food production. Due to their intense relation with for example water and soil resources, women, especially in the rural areas, possess valuable knowledge that may contribute to the protection and sustainability of the environment. For example, they grow agricultural products and they know where to find water, how to store it, when it becomes scarce and whether the water can be used for household consumption. Some women apply various techniques and methods to protect the soil and increase its fertility. It is highly recognized that making use of the local knowledge of

60 UN CSW 52. Session, Gender Perspective in Climate Change Expert Report, 2008.

61 Idem.

62 KSSGM Beijing+5 Political Declaration and Output Document (Turkish-English) the Beijing Declaration and Platform for Action, September 2001.

63 ESER, Didar and ÖZGEN, E., Kadın, Aile ve Çevre, Ankara Üniversitesi Yayınları, Ankara, 1993.

women is of great importance in terms of environmental protection and sustainability. Training programs that allow for using these local experiences of women and enabling women to learn sustainable agricultural methods should be accelerated.

#### *The under-representation of women in policy development and decision-making processes related to environment*

##### *Environmental rights and participation*

Women have a key position in the exploitation of natural resources. Given the close relationship between women and the environment and women's specific knowledge in these matters, many more women should be represented in bodies and institutions that develop environmental policies.

##### *Conclusion*

The importance of taking gender equality into account in plans and programmes developed for the addressing of environmental problems is widely recognised.<sup>64</sup> However, it would not be incorrect to say that a gender perspective has not yet been incorporated into all Turkish plans and programmes on environment at the desired level. In documents prepared by relevant public institutions and organisations as well as the Ninth Development Plan in taking care of the environment is underlined "a country where the fundamental needs of present and future generations will be met, the quality of life will be increased, biological diversity will be protected, natural resources will be managed in a rational manner with an approach of sustainable development, and the right to live in a healthy and balanced environment will be protected"<sup>65</sup> and "conditions for protection and utilisation of natural resources will be determined by taking the needs of the future generations into consideration."<sup>66</sup> However, no references can be found to the specific role of women in these documents. On the other hand there is the decision stating that "training efforts in forest villages should focus on female and young residents as prioritised target groups in order to highlight the constructive and productive aspects of these groups" and that "as the deliverers of pre-primary education to new generations, participation of women should be ensured in environment and forestry training programmes to the greatest extent possible", taken in 2005 in the "Environment and Forestry Assembly" of the Ministry of Environment and Forestry.<sup>67</sup> These intentions should be continued and translated in concrete strategies for action.

In the next paragraph objectives and strategies for the period 2008-2013 are presented.

64 UNEP Gender Plan of Action, 16 August 2006.

65 See "Çevre ve Orman Bakanlığı AB Entegre Çevre Uyum Stratejisi (2007-2023)".

66 See Devlet Planlama Teşkilatı 9. Kalkınma Planı, "Çevrenin Korunması ve Şehir Altyapısının Geliştirilmesi" başlığı altındaki "Rekabet Gücünün Arttırılması"na ilişkin paragraf.

67 These decisions were taken during the Environment and Forestry Council held on 22-24 March 2005.

## Objectives and Strategies for Action

**Objective 1: It will be ensured that data on the environment will be gender specific, and research and scientific studies on women and environment will be increased.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
1.1 Data produced by institutions working on the issue of environment should be desegregated by gender	TÜİK, Ministry of Environment and Forestry, Ministry of Agriculture and Rural Affairs and other related Public Agencies and Institutions, Universities (Women Research and Implementation Centres and Environment Research Centres)	Trade organisations Trade Unions and Confederations of Workers-Employers, NGOs
1.2 Encouraging the undertaking of research and scientific studies on women and environment	Ministry of Environment and Forestry, TÜBİTAK, Universities, Women Research and Implementation Centres and Environment Research Centres	KSGM, Relevant Public Agencies and Institutions
1.3 Collecting national and international research and scientific studies on women and environment	Universities, Ministry of Environment and Forestry	KSGM, Relevant Public Agencies and Institutions

**Objective 2: The effectiveness of women in decisions made on environmental issues will be ensured.**

STRATEGIES	RESPONSIBLE AGENCIES- INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
2.1 Increasing the number of women's councils (currently around 40) and expanding them to 81 provinces; enabling women to participate in the decisions regarding environmental issues	Ministry of Interior, Local Authorities	Trade Associations, Universities, NGOs
2.2 Increasing the participation of women in policy development on environmental issues	DPT, Ministry of Environment and Forestry, Ministry of Agriculture and Rural Affairs, Local Authorities	Universities, Media Organisations, NGOs
2.3 Raising awareness and sensitivity on the fact that women as a group suffer more from adverse environmental conditions	Ministry of Health, Ministry of Environment and Forestry, Ministry of Agriculture and Rural Affairs, Local Authorities	MEB, KSGM, Universities, NGOs

**Objective 3: The role of women in the effective implementation of environment policies will be strengthened.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
3.1 Carrying out awareness raising activities for women on sustainable and ecologically correct means of consumption and production and on the exploitation and management of natural resources	Ministry of Agriculture and Rural Affairs, Ministry of Environment and Forestry	Universities, Trade Associations, MEB, Local Authorities and Presidency of GAP Administration, NGOs
3.2 Encouraging initiatives of women in non-governmental organisations working on solutions for environmental problems	KSGM	Ministry of Environment and Forestry, Ministry of Agriculture and Rural Affairs, Local Authorities, NGOs

**Objective 4: Women (primarily rural women) will be protected and strengthened against rural and urban adverse environmental conditions and empowered in order to increase their living standards.**

STRATEGIES	RESPONSIBLE AGENCIES-INSTITUTIONS	COLLABORATING AGENCIES-INSTITUTIONS
4.1 Implementing preventative and protective actions for women working in agricultural areas and in greenhouses against the negative effects of the chemicals used in these locations	Ministry of Agriculture and Rural Affairs, Ministry of Health	Ministry of Environment and Forestry, Trade Organisations, NGOs
4.2 Implementing awareness-raising campaigns on how to protect oneself against natural disasters and all adverse conditions experienced in the post-disaster period	Ministry of Agriculture and Rural Affairs, General Directorate of Disaster Affairs, General Directorate of Civil Defence, SHÇEK, Universities	KSGM, Kızılay, Ministry of Environment and Forestry, Local Authorities, NGOs
4.3 Developing solutions to counterbalance the negative effects on women of unplanned urbanisation, slum housing and urban services (inner-city transportation, illumination, etc.)	Ministry of Public Works and Settlement, Local Authorities, Ministry of Environment and Forestry	Environmental Engineering, Urban Planning and Architecture Departments of Universities, Turkish Union of Chambers of Engineers and Architects (TMMOB)

### 3.9 Human Rights and Violence

Domestic violence against women is a violation of basic human rights and freedoms. It is recognised as a social issue and an important public health problem, arising from unequal power relationships between women and men. The fact that women are not involved in decision-making processes on an equal basis with men, both in society and the family due their low social and economic status, make women more vulnerable to violence. Acts of violence are encountered by married, single and divorced women of all ages and at all income and education levels and it deprives women of their basic human rights and fundamental freedoms.

Violence against women has been put on the agenda of international communities within the framework of the concept of women's rights. The Beijing Declaration and Action Platform mentioned violence against women as a violation of women's human rights. The Beijing Action Platform identified the elimination of violence against women as one of the 12 critical areas for the attainment of the objectives of equality, development and peace.

The most important consequence of the recognition of violence against women as a human rights violation in the international public opinion is the responsibility it imposes upon national states. Elimination of violence against women is a precondition for the commitments made by states in both international and regional fields. Various mechanisms have been established to monitor the issue of violence against women and measures are taken against it. Violence against women is no longer an issue concerning women only. It is now an issue on which all human rights advocates, both women and men are working. Violence against women should be addressed through an integrated approach and in a joint effort by all relevant stakeholders.

Domestic violence against women is an important problem-area in Turkey, as is the case around the world. Activities to eliminate domestic violence have been intensified in recent years, especially after the issuance of the Prime Ministry Circular No. 2006/17, when it became a state policy.

Within the scope of the Turkey-European Union Pre-Accession Financial Assistance Programme on Promoting Gender Equality a project was launched. KSGM is the beneficiary of this project. The second component of the project "Combatting Domestic Violence Against Women" has been carried out between 2006-2008. The project consists of a qualitative and quantitative study on the reasons for and consequences of domestic violence against women, the formulation of a comprehensive National Action Plan for Combatting Domestic Violence Against Women, the creation of a database to monitor the changes effectuated in the country, the development of service models, and various consciousness-raising and in-service training program modules. The National Action Plan for Combatting Domestic Violence Against Women 2007-2010 was prepared with the participation of all stakeholders and it became effective in 2007 upon approval by the Minister responsible for Family and Women's Affairs. In the National Action Plan Violence six basic areas are targeted, i.e. legal arrangements, societal awareness and transformation of mindset, strengthening the socio-economic status of women, protective services, treatment and rehabilitation services, and cooperation between sectors. For this reason, the issue of violence has not been addressed under a separate heading in this National Action Plan Gender Equality 2008-2013.<sup>68</sup>

68 KSGM, Combatting Domestic Violence Against Women National Action Plan 2007-2010, Ankara 2007.

## 4. MONITORING, EVALUATION AND COMMUNICATION >>>

All institutions involved in the implementation of the National Action Plan Gender Equality have certain roles and responsibilities. Adoption of these roles and responsibilities and the achievement of the required level of gender sensitivity by these institutions will influence the successful implementation of the National Action Plan.

KSGM will, as the coordinating and monitoring institution, monitor and evaluate the implementation of the plan. It will also provide information on the progress to the other stakeholders.

Ministries and other governmental institutions responsible for implementation will adopt the objectives and strategies specified in the National Action Plan and integrate the stipulated activities to reach these objectives into their own (strategic) plan and programmes. They will provide sufficient financial and other resources to effectuate implementation by other government institutions at regional, province and district levels.

Cooperation with NGOs, trade unions and confederations of workers-employers, professional organisations, universities, the media, and international organisations, et cetera is an important factor with regard to the effectiveness and dissemination of practices.

Importance of ownership of the National Action Plan Gender Equality by public agencies and institutions responsible for the implementation is already emphasised in the Introduction. It is the most important factor for its successful implementation. Another factor for the successful implementation of the National Action Plan Gender Equality is the creation of an effective monitoring and assessment system in relation to the implementation of the National Action Plan.

Monitoring is defined as a systematic following and reporting of the implementation of the Plan, while assessment is defined as the measurement of results as compared to the goals and objectives.

Concerning the objectives and concrete strategies specified in the National Action Plan Gender Equality the creation of annual work plans by the implementing institutions and the development of concrete indicators and objectives that are expected to be reached on a yearly basis will contribute greatly to a successful implementation and such plans will be helpful in measuring the progress made.

For each of the areas a monitoring and assessment a working group will be formed chaired by the General Director or the Deputy General Director of KSGM and coordinated by KSGM. Representatives of the Ministries and other governmental agencies that bear a responsibility for the implementation will participate in these working groups. The working groups will convene twice a year at six-month-intervals following the submission of reports by relevant parties. They will evaluate the reports on the implementation of the National Action

Plan. In case of detection of shortcomings in the implementation process, KSGM will take the necessary steps and will discuss the lack of progress with the responsible institutions.

A 6-monthly reporting system will be developed aimed at monitoring the achievement of objectives specified in the National Action Plan. In the reports to be submitted to KSGM by the responsible parties, progress made in relation to the implementation of the plan will be presented.

As stated in the previous sections, one of the functions of national action plans is their facilitating role in the compilation of statistics. The National Action Plan Gender Equality presents an inventory on the status of women compared to men. The policy documents that have been used as input include many indicators describing the present situation. These policy documents will be published on the website of KSGM. In order to observe the progress made during the implementation period of the National Action Plan Gender Equality in terms of the indicators, the important data on the website will be updated every two years. The statistics given below as an example as well as other data on the above-mentioned areas will be used as benchmarks in monitoring the progress and they will be covered in the "Gender Equality Monitor". TÜİK and relevant other public institutions will be responsible for collecting and updating the figures.

Examples of figures to be covered in the Gender Equality Monitor are:

- The participation rate of women in the labour market (including statistics categorized by age, region, distribution by sector, etc.);
- Income of women and men as well as figures on poverty;
- The share of women in the informal sector;
- Child care facilities;
- Level of education (including statistics categorized by age, region, type of education etc.);
- The share of women in decision making positions;
- Figures on the incidence of violence against women and girls including figures on abuse and sexual violence and on domestic violence;
- Access to health facilities;
- Stereotyping of women in the media.

It is important to regularly inform the institutions responsible for the implementation of the National Action Plan Gender Equality about the activities carried out in relation to the implementation of the Plan. All information covered in the reports submitted by the responsible institutions under the scope of monitoring all the activities carried out by them, will be published on the website of KSGM. Therefore, it will be possible to ensure communication between the responsible organisations and to disseminate the monitoring results.

In conclusion, the National Action Plan Gender Equality is prepared to be implemented between 2008 and 2013. At the end of this implementation period a new National Action Plan will be prepared allowing to develop priority policies taking into account the progress made in gender equality.

**ANNEXS** >>>

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## Annex 1

### LIST OF STAKEHOLDERS INTERVIEWED UNDER THE SCOPE OF THE MAPPING EXERCISE REALISED BETWEEN 26 MARCH- 8 JUNE 2007

#### ANKARA

##### Prime Ministry

Devlet Planlama Teşkilatı – Sosyal Sektörler ve Koordinasyon Genel Müdürlüğü  
Sosyal Hizmetler ve Çocuk Esirgeme Kurumu Genel Müdürlüğü  
Başbakanlık GAP İdaresi Başkanlığı  
Sosyal Yardımlaşma ve Dayanışma Genel Müdürlüğü

##### Other Ministries

Milli Eğitim Bakanlığı – İlköğretim Genel Müdürlüğü, Ortaöğretim Genel Müdürlüğü, Yaygın Eğitim Genel Müdürlüğü, Yüksek Öğretim Genel Müdürlüğü ve Özel Projeler Birimi  
Sağlık Bakanlığı – Anne ve Çocuk Sağlığı ve Aile Planlaması Genel Müdürlüğü, Temel Sağlık Hizmetleri Genel Müdürlüğü, Ruh Sağlığı Daire Başkanlığı  
Çalışma ve Sosyal Güvenlik Bakanlığı – İş-KUR ve AB Koordinasyon Dairesi Başkanlığı  
İçişleri Bakanlığı – Mahalli İdareler Genel Müdürlüğü  
Tarım ve Köy İşleri Bakanlığı – Kadın Çiftçiler Daire Başkanlığı  
Adalet Bakanlığı – Avrupa Birliği Genel Müdürlüğü

##### Universities

Hacettepe Üniversitesi – Kadın Sorunları Araştırma ve Uygulama ve Merkezi, Nüfus Etütleri Enstitüsü  
Ankara Üniversitesi – Kadın Sorunları Araştırma ve Uygulama Merkezi, Siyasal Bilgiler Fakültesi Çalışma Ekonomisi Bölümü, İletişim Fakültesi

##### Non Governmental Organizations

Kadın Dayanışma Vakfı  
KADER (Kadın Adayları Destekleme ve Eğitim Derneği)  
Türkiye Kadın Dernekleri Federasyonu  
Türk Üniversiteli Kadınlar Derneği  
İş ve Meslek Sahibi Kadınlar Derneği  
Türkiye Aile Planlaması Derneği  
Çağdaş Kadın ve Gençlik Vakfı  
ACEV Anne Çocuk Eğitim Vakfı  
Anadolu Çağdaş Eğitim Vakfı

##### Trade Unions and Federations

KESK – Kamu sendikası  
TURK-IS – İşçi Sendikası  
Türkiye Gazeteciler Federasyonu  
Türkiye Belediyeler Birliği

##### Media

Radyo ve Televizyon Üst Kurulu  
TRT

##### UN-Agencies

UNFPA  
UNDP  
UNICEF

## **GAZIANTEP**

Vali  
İl Sosyal Hizmetler Müdürlüğü  
İŞ-KUR İl Müdürlüğü  
Üniversiteli Kadınlar Derneği Gaziantep Şubesi  
Gaziantep Üniversitesi – Kadın Sorunları Araştırma ve Uygulama Merkezi  
Belediye Kadın Meclisi  
Toplum Merkezi  
Yuva  
Belediye Eğitim Merkezi

## **ANTALYA**

İl Sosyal Hizmetler Müdürlüğü  
İl Millî Eğitim Müdürlüğü  
İŞ-KUR Müdürlüğü  
Kadın Güç Birliği  
Toplum Merkezi

## **İSTANBUL**

Türkiye Kadın Girişimciler Derneği (KAGIDER)  
Kadın Adayların Desteklenmesi ve Eğitimi Derneği (KADER)  
Kadının İnsan Hakları – Yeni Çözümler Vakfı  
Marmara ve Boğazları Belediyeler Birliği

## **BURSA**

Vali Yardımcısı  
Büyükşehir Belediyesi Yerel Gündemi 21 Kadın Meclisi  
Tarım İl Müdürlüğü, Kadın Çiftçiler Dairesi  
İl Millî Eğitim Müdürlüğü  
Bursa Valiliği, Kadının Statüsü Birimi ve STKlar  
İl Sosyal Hizmetler Müdürlüğü  
İŞ-KUR Müdürlüğü

## **SAMSUN**

İl Sosyal Hizmetler Müdürlüğü  
İŞ-KUR Müdürlüğü  
Tarım İl Müdürlüğü  
Yerel Gündem 21 Kadınlar Meclisi – Kadın Dernekleri  
Ondokuz Mayıs Üniversitesi – Halk Sağlığı Ana Bilim Dalı

## Annex 2

### AGENCIES AND INSTITUTIONS PARTICIPATING IN THE WORKING GROUPS AND CONTRIBUTING TO THE PROCESS OF PREPARING THE NATIONAL ACTION PLAN GENDER EQUALITY

#### PUBLIC INSTITUTIONS

Milli Eğitim Bakanlığı -İlköğretim Genel Müdürlüğü  
Milli Eğitim Bakanlığı-Ortaöğretim Genel Müdürlüğü  
Milli Eğitim Bakanlığı-Yükseköğretim Genel Müdürlüğü  
Milli Eğitim Bakanlığı-Çıraklık ve Yaygın Eğitim Genel Müdürlüğü  
Milli Eğitim Bakanlığı- Kız Teknik Öğretim Genel Müdürlüğü  
Milli Eğitim Bakanlığı-Özel Eğitim, Rehberlik ve Danışma Hizmetleri Genel Müdürlüğü  
Çalışma ve Sosyal Güvenlik Bakanlığı- Çalışma Genel Müdürlüğü  
Çalışma ve Sosyal Güvenlik Bakanlığı-AB Koordinasyon Daire Bşk  
Türkiye İş Kurumu- İşgücü Uyum Daire Başkanlığı  
Türkiye İş Kurumu -İstihdam Daire Başkanlığı  
Sağlık Bakanlığı -Temel Sağlık Hizmetleri Genel Müdürlüğü  
Sağlık Bakanlığı -Ana Çocuk Sağlığı ve Aile Planlaması Genel Müdürlüğü  
İçişleri Bakanlığı -İller İdaresi Genel Müdürlüğü  
İçişleri Bakanlığı Nüfus ve Vatandaşlık İşleri Genel Müdürlüğü  
Tarım ve Köyişleri Bakanlığı  
Çevre ve Orman Bakanlığı  
Devlet Planlama Teşkilatı Müsteşarlığı  
Başbakanlık Güneydoğu Anadolu Projesi Bölge Kalkınma İdaresi Başkanlığı  
Başbakanlık Sosyal Hizmetler ve Çocuk Esirgeme Kurumu Genel Müdürlüğü  
Türkiye İstatistik Kurumu Başkanlığı  
Başbakanlık Devlet Personel Başkanlığı  
Başbakanlık Sosyal Yardımlaşma ve Dayanışma Genel Müdürlüğü  
Radyo Televizyon Üst Kurulu  
Türkiye Radyo ve Televizyon Kurumu Genel Müdürlüğü  
Basın Yayın ve Enformasyon Genel Müdürlüğü  
Ankara İl Millî Eğitim Müdürlüğü  
Gaziantep Valiliği- İl Millî Eğitim Müdürlüğü  
Gaziantep Büyükşehir Belediyesi  
İŞ-KUR/Bursa İl Müdürlüğü  
Anadolu Ajansı  
KOSGEB

## **NON GOVERNMENTAL ORGANISATIONS**

Türkiye Kadın Dernekleri Federasyonu  
Anne Çocuk Eğitim Vakfı  
Türk Anneler Derneği  
Türkiye Ünitersiteli Kadınlar Derneği Ankara Şubesi  
Eğitim Reformu Girişimi  
Kadın Adayları Destekleme ve Eğitim Derneği (KADER Merkez ve Ankara Şubesi)  
KAGİDER- Kadın Girişimciler Derneği  
Marmara Grubu Stratejik ve Sosyal Araştırmalar Vakfı  
Türkiye İş Kadınları Derneği TİKAD  
Ankara İş ve Meslek Sahibi Kadınlar Derneği  
Türkiye Aile Planlaması Derneği  
Türkiye Aile Planlaması Vakfı  
Yerel Gündem 21 Genel Koordinatörlüğü  
Oran Soroptimist Kulübü  
Kadınlar Birliğı ve Dayanışma Derneği  
Türkiye Bahai Toplumu  
Emek Soroptimist Kulübü  
Gökkusağı İstanbul Kadın Platformu  
Atatürk Toplum Eğitim Merkezi  
KEİG-Kadın Emeği ve İstihdamı Girişimi  
Kadının İnsan Hakları Yeni Çözümler Derneği  
Kadın Eğitim ve İstihdam Derneği  
Ankara İli Çevre Koruma Vakfı Başkanlığı  
Acil Destek Vakfı  
TEMA VAKFI Ankara Temsilciliğı  
Uçan Süpürge  
BIANET  
MEDİZ (Medya İzleme Grubu)

## **TRADE UNIONS**

TÜRK-İŞ  
HAK-İŞ  
Türkiye Kamu – Sen  
Kamu Emekçileri Sendikaları Konfederasyonu  
Türkiye İşveren Sendikaları Konfederasyonu (TİSK)  
Devrimci İşçi Sendikaları Konfederasyonu  
Eğitim ve Bilim Emekçileri Sendikası (Eğitim-Sen)  
Türkiye Eğitim, Öğretim ve Bilim Hizmetleri Kolu Kamu Çalışanları Sendikası (Türk Eğitim-Sen)

**UNIVERSITIES**

Ankara Üniversitesi Siyasal Bilgiler Fakültesi - Çalışma Ekonomisi ve Endüstri İlişkileri Bölümü  
Ankara Üniversitesi İletişim Fakültesi  
Hacettepe Üniversitesi Nüfus Etütleri Enstitüsü  
Hacettepe Üniversitesi Tıp Fakültesi Halk Sağlığı Ana Bilim Dalı  
Hacettepe Üniversitesi Kadın Sorunları Araştırma ve Uygulama Merkezi  
Hacettepe Üniversitesi Aile ve Tüketim Bilimleri Bölümü  
Gazi Üniversitesi Kadın Sorunları Araştırma ve Uygulama Merkezi  
Firat Üniversitesi

**TRADE ASSOCIATIONS**

TÜSİAD  
TÜRK KONFED  
Türk Tabipleri Birliği (TTB)  
TMMOB / Ziraat Mühendisleri Odası  
TMMOB/ Çevre Mühendisleri Odası  
Yerel Televizyonlar Birliği

**INTERNATIONAL ORGANISATIONS**

UNICEF  
UNDP - Birleşmiş Milletler Kalkınma Programı  
ILO  
UNESCO Türkiye Milli Komitesi

**POLITICAL PARTIES**

Adalet ve Kalkınma Partisi Kadın Kolları  
Cumhuriyet Halk Partisi Kadın Kolları  
Milliyetçi Hareket Partisi Kadın Kolları

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