



Joint Program on Fostering an Enabling Environment for Gender Equality in Turkey

Inception Report
October 2011

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1. Project Synopsis

Name of the Project	Joint Program on Fostering an Enabling Environment for Gender Equality in Turkey			
Project Duration	24 Months (2 years)			
Project Start Date	1 July 2011 (inception phase) 1 October 2011 (implementation phase)			
Project End Date	1 July 2013			
Name	Turkish Grand National Assembly (TGNA) Equal Opportunities Commission for Man and Woman	UN Women (UNW)	United Nations Development Program (UNDP)	Swedish International Development Coop. Agency (SIDA)
Role	Beneficiary	Implementing Partner	Implementing Agency Administrative Agent	Donor
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Overall Objective	Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted			
Expected Outcome(s)	The Program aims at strengthen an enabling institutional environment by providing targeted assistance to capacity development of duty bearers and rights holders at all institutional levels			
Expected Outputs	<ul style="list-style-type: none"> • Improved capacities of the existing national gender machinery bodies to deliver on gender equality commitments • Strengthened gender mainstreaming into legislation, including review of the existing framework legislation through a gender lens and thus contributing to its full-fledged implementation • Strengthened advocacy work of women movement, including CSOs and networks working towards the elimination of gender stereotypes in all areas of life, and specifically in area of employment and political participation • Increased awareness among the public on gender equality 			
Key Activities	<ul style="list-style-type: none"> • Conduct mapping of the key pillars of national gender equality machinery (including local level) • Develop a Road Map and a Coordination Mechanism for efficient functioning and interaction of the key pillars of the national gender equality structure • Develop a Capacity Building Strategy for gender equality machinery entities • Develop and conduct, with the Union of Municipalities of Turkey, tailor made capacity enhancement programs for the elected municipal councilors through technical cooperation with the Union of Municipalities of Turkey • Create a pool of gender experts/resource persons in the local authorities, the Union of Municipalities of Turkey, women councils, provincial special administrations and General Directorate for Women`s Status for the institutionalization of the enhanced capacities on gender • Review the fundamental legislative framework from gender perspective 			

	<ul style="list-style-type: none"> • Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes • Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes • Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective • Develop and Implement Capacity Building Strategy for women’s CSOs • Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality • Develop Outreach Strategy for increasing the awareness on gender equality • Implement Outreach Strategy for increasing the awareness on gender equality and establish an international knowledge and experience sharing network among Gender Equality Commissions
<p>Key Stakeholders</p>	<p>TGNA Equal Opportunities Commission for Man and Woman, Ministry of Family and Social Policies, Union of Municipalities of Turkey, General Directorate for Women’s Affairs, Civil Society Organisations, Gender Studies Centers of the Universities</p>

2. Executive Summary

This Inception Report sets out the planned outputs and activities within the “Joint Program on Fostering an Enabling Environment for Gender Equality in Turkey”. Turkey displays an important progress regarding the development of a common agenda on gender equality in Turkey since 1990s and this Programme builds at this momentum, and foster an enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission. By strengthening the institutional structures and developing their capacities, the project aims at ensuring that gender equality is mainstreamed in legislation processes and policy making and subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.

The Report presents in details the program as a whole and covers the objectives, background and context, target groups, programme management approach and the overall planning. Details of the specific activities, work-plan and budgets are also provided in the report.

Turkish Grand National Assembly (TGNA) Equal Opportunities Commission for Man and Woman is the main beneficiary of the Joint Program. UNDP will be managing the program as the Administrative Agent. The Equal Opportunities Commission will be the overall executing agency of the Program while UNDP and UN Women will act as the implementing UN organization with responsibility for the implementation of the specific outputs of the Joint Program to which concrete budget will be allocated. UNDP and UN Women will provide its relevant knowledge and expertise in facilitating the capacity building and technical know-how activities, where applicable by combining their resources. The Swedish International Development Agency (SIDA), within the scope of its newly launched cooperation strategy for Turkey, will act as the main donor of the UN Joint Program (UNJP). General Directorate for Women’s Status (GDWS), Ministry of Interior General Directorate for Local Authorities and Union of Municipalities of Turkey will act as implementing partners for the realization of the program activities.

During the implementation of the programme, coordination activities will take place with actors such as Ministry of Development and Social Policies (MoFSP) as the main coordination mechanism on gender issues among the government institutions, development agencies, national and local women’s NGOs, grassroots organizations, EU delegation and other partners.

The programme will be managed by the Program Team (Democratic Governance Programme Manager, Justice and Human Rights Projects Associate and Democratic Governance Project Assistant) which are based in Ankara. The Programme Team will work closely with UN Women Program Coordinator in Turkey, particularly for the realization of the Program activities with respect to gender sensitive legislative making.

A Programme Steering Committee (PSC) is established to provide operational coordination, quality assurance and oversight of the programme with the participation of Equal Opportunities for Commission, Ministry of Family and Social Policies, Ministry of Interior General Directorate of Local Authorities, Union of Municipalities of Turkey, and General Directorate of Women’s Status and Ministry of Foreign Affairs, UN Women, UNDP and the donor.

The joint program at hand program aims to strengthen an enabling institutional environment by providing targeted assistance to capacity development of duty bearers and rights holders at all institutional levels. This will be achieved through a two pronged approach: i) targeted capacity building for duty bearers such as the Parliament Equal Opportunities Commission and the legal experts of the Parliament, the Union of Municipalities of Turkey, the General Directorate in charge of women's status, local authorities, special provincial administrations, women's councils and gender equality bodies in municipalities; and establishment of knowledge sharing platforms with parliamentarians ii) targeted support for advocacy and monitoring of commitments to achieve gender equality to the rights holders such as CSOs and gender equality and women's rights advocates, including experts and academics.

3. Implementation Framework

Expected outcome of the programme are as follows:

- Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.

Expected results of the programme include:

- Improved capacities of the existing national gender machinery bodies to deliver on gender equality commitments
- Strengthened gender mainstreaming into legislation, including review of the existing framework legislation through a gender lens and thus contributing to its full-fledged implementation
- Strengthened advocacy work of women movement, including CSOs and networks working towards the elimination of gender stereotypes in all areas of life, and specifically in area of employment and political participation
- Increased awareness among the public on gender equality

4. Methodology

4.1 Human Development Perspective to Gender Equality for Women's Empowerment

The Joint Program is conceptually defined in line with the Human Development (HD) Paradigm, which shapes UNDP's priorities in the field of gender equality. It provides a framework for action that embraces all human beings and is based on the perception that people are the real wealth of nations. The HD paradigm is about creating an environment in which both men and women can develop their full potential and lead productive, creative lives in accordance with their needs and interests.

Relying on this paradigm that focuses on the human capabilities, the joint program will address the improvement of women's capabilities on an equal basis with men's and capacity enhancement of the gender equality bodies to remove the barriers, which have constrained women's full realization of their capabilities.

4.2 Millennium Development Goals (MDGs) and other National Commitments

The MDGs, which consolidate previous agreements, particularly on women's rights, women's empowerment and gender equality, into a single set of core goals, targets and benchmarks for the development community, is one of the main entry points for the interventions that will be carried out in the scope of the joint program.

According to **2010 MDG Progress Report of Turkey**, Turkey has almost reached the target of eliminating gender inequality in primary education although the proportion of girls who are not

taking up secondary education is noteworthy. The MDG Progress Report highlights the existing structural inequalities; especially those related to geographical and social gender disparities as remaining challenges for the achievement of MDGs. The Report calls for special attention to Goal 3, which is the area where Turkey is encountering serious difficulties and structural obstacles. The primary gaps are found in the participation of women in decision making and in labor force.

At the same time, however, EC and CEDAW Committee highlighted the need of Turkey to make further efforts to guarantee that women's rights are fully respected in practice, in all fields of life including women's participation in the labor market, political representation, education for girls and violence against women.

Within this perspective, the Program will serve as a tool for the attainment of MDG-3 and other international commitments on gender equality in Turkey, especially in terms of creating an institutional environment by providing targeted assistance to capacity development of duty bearers and rights holders.

4.3 Involvement of All Relevant Stakeholders at Each Level of Programme Implementation

Creating an enabling environment for meeting gender equality goals is a complex process and one which calls for continuous involvement of various stakeholders supporting reforms at three interrelated institutional levels:

- a. Review of national legislation through gender equality perspective,
- b. Creating incentives to better respond to the needs of women and gender equality, better monitoring performance aimed at supporting gender equality, removing barriers for women to access services, justice, etc.;
- c. Removing gender stereotypes.

Within this perspective, the joint program will follow an inclusive approach during the actual implementation of the activities in order to increase the ownership of all bodies of gender equality machinery in Turkey and enhance the cooperation and coordination among them and between the CSOs and other actors in this field. In that respect, from the beginning of the joint program, even during the formulation of the Joint Programme Document, consultation meetings with relevant institutions including but not limited to the Ministry of Family and Social Affairs, GD Women's Status, Union of Municipalities of Turkey, Union of Bar Associations of Turkey, Ministry of Development, Center for Gender Studies in respective universities and European Commission in Turkey were conducted. In addition, separate meetings with the representatives of the women NGOs at both local and national level have also been realized and those meetings contributed to fine-tuning the joint programme activities at the inception phase.

With the aim of promoting an institutionalized partnership and ensuring an inclusive approach in Programme implementation, UNDP Turkey signed Memorandum of Understanding with the Union of Municipalities of Turkey and Union of Bar Associations of Turkey in mid-2011.

4.4 Monitoring: Programme Implementation Committee and Scientific Committee on Gender Equality in Turkey

In order to ensure an inclusive approach in Programme implementation, a Programme Implementation Committee (PIC), which is composed of the representatives of the TGNA Equal Opportunities Commission for Man and Woman and other stakeholders including the representatives of the Union of Municipalities of Turkey, Ministry of Interior General Directorate for Local Authorities, Ministry of Family and Social Affairs and GD for Women's Status was established in September 2011. The Programme Team will directly work with the Implementation Committee in realization of daily Programme activities and the Committee will guide the Programme Team in efficient implementation of the Programme activities and provide necessary support at both national and local level. The PIC will monitor the daily activities and ensure the effective cooperation among the responsible institutions for the successful implementation. In addition, the PIC will provide input for the Programme Steering Committee discussions.

In addition to the PIC, the Programme also initiated the establishment of the Scientific Committee on Gender Equality. The objective of the Scientific Committee (SC), which will be composed of academicians and representatives of civil society, public institutions and other relevant institutions, is to develop a comprehensive policy recommendations report for fostering an enabling environment for gender equality in Turkey. Specifically, the Committee is expected to address the following issues with regards to gender equality in Turkey:

- Women, Poverty and Economy
- Women Access to Basic Services
- Women in Power and Decision Making Processes
- Women and Media
- Gender Equality and Role of the Parliaments

Working groups on above mentioned thematic issues will also be established with the aim of providing inputs for the actual implementation of the joint programme. Specifically the Scientific Committee will be responsible for the following:

- Critical reading on the statistics on gender equality in Turkey. The previous studies such as the CEDAW Regional Report will be taken as reference documents.
- Review the current situation with regards to the above listed issues on gender equality in line with the national and international commitments
- Discuss the results of the situation analysis with relevant stakeholders at local and national level
- Develop policy recommendations on relevant issues with regards to gender equality in Turkey. The policy recommendations will provide the road map for fostering an enabling environment for gender equality at all levels in Turkey.

The policy recommendations that will be developed by the Scientific Committee, is expected to address the main issues for the creation of an enabling environment for gender equality in Turkey. In that sense, the Scientific Committee will also ensure the consistency of the project activities with the needs and create synergies among different interventions by the international organisations, public institutions and CSOs in the field of gender equality in Turkey.

The Scientific Committee will work closely with the Programme Implementation and Steering Committee.

4.5 UN Development and Cooperation Strategy (UDCS) and UNDP Country Programme Document (CPD)

Social inclusion, women's empowerment and gender equality is at the very core of the UN Development Cooperation Strategy (UNDCS) for Turkey covering 2011-2015 with two specific outcomes targeting these priorities: Outcome 4 "Increased provision of inclusive and responsive public as well as community-based services to strengthen equitable access to knowledge, information and quality basic services (education, health, nutrition, water and sanitation, and human safety)" and Outcome 5 "Equal participation of women ensured in all fields of public sector, private sector and civil society with strengthened institutional mechanisms to empower women's status."

As stated in the Assessment of Development Result (ADR) carried out in 2009 of UNDP's work since 2005, UNDP has made a strong contribution to social equity in Turkey and has been instrumental in promoting the concept of gender mainstreaming in Turkey and contributing to increase women's participation in decision making processes. Building on this, UNDP's Country Programme Document (CPD) 2011-2015 aims at building institutional and individual capacity that fosters inclusive participation and strengthens responsive and accountable governance institutions, including a deepened commitment to improving governance at the local level, with particular emphasis on building capacities on human rights and gender equality.

This has included projects in the field of women's participation to politics and decision making processes, where UNDP in close cooperation with the women's movement, has been investing to the establishment of institutional and human resource capacities for women empowerment.

5. Background and Context of Programme

Democratic governance provides citizens with access to information but more importantly access for all decision-making platforms and power to influence public choices. Access for all means not only for a privileged few but also those who are from different reasons excluded, i.e. vulnerable women who are frequently represent the most vulnerable of the vulnerable groups.

In the 1995 World Conference on Women, 189 governments committed to "ensure women's equal access to and full participation in power structures and decision-making." To fulfill this strategic objective, governments also pledged to establish the goal of "gender balance in governmental bodies and committees as well as in public administrative entities and in the judiciary." Statistical data reveal that in most countries of the world these commitments are still not translated into reality, neither at a national nor at local levels. According to Inter-Parliamentary Union data (status as of 31 May 2010), women represent only 19 % in the parliaments worldwide, with the Nordic countries on the top (42,1%), Turkey and Arab States on the bottom of the scale (9,2%).

Accountability is the key feature of democratic governance that ensures that decision-makers (power holders) adhere to publicly agreed goals and standards. From a gender perspective, accountability requires that decisions are equally assessed by and impacting women and men. But

this is not enough. It also requires relevant institutional settings and environment for which gender equality is a standard against which performance of decision makers can be monitored and evaluated. It also demands strong normative foundations, including national laws and global human rights frameworks such as CEDAW.

As an accession country to EU, Turkey is committed to develop certain policies for the promotion of gender equality. At the European Union level, gender equality is also set among the common values and successive treaties have recognized and strengthened the instruments for the achievement of gender equality in all spheres of life. Gender mainstreaming is therefore considered to be a binding requirement for the both the member and candidate states. In that respect, European Commission has adopted a new five year strategy for promoting equality between women and men (2010-2015), which targets member states as well as accession countries like Turkey. The Strategy translates the principles set out in the European Commission's Women's Charter into specific measures and spells out a series of actions based around five priorities: the economy and labor market; equal pay; equality in senior positions; tackling gender violence; and promoting equality beyond the EU. They include:

- Getting more women into the labour market and helping to reach the Europe 2020 target employment rate of 75% overall for women and men;
- Putting forward targeted initiatives to get more women into top jobs in economic decision-making;
- Promoting female entrepreneurship and self employment;
- Instituting an annual European Equal Pay Day to raise awareness of the fact that women continue to earn an average of nearly 18% less than men across the EU;

Creating an enabling environment for meeting gender equality goals is a complex process and one which calls for continuous involvement of various stakeholders supporting reforms at three interrelated institutional levels:

- d. Review of national legislation through gender equality perspective,
- e. Creating incentives to better respond to the needs of women and gender equality, better monitoring performance aimed at supporting gender equality, removing barriers for women to access services, justice, etc.;
- f. Removing gender stereotypes.

The joint UNDP/UN Women Program aims at strengthening such enabling institutional environment by providing targeted assistance to capacity development of duty bearers and rights holders in all three dimensions stated above. Departing from CEDAW, EU Strategy for Promoting Equality Between Men and Women (2010-2015) and from the Gender Equality National Action Plan, being informed by EU Progress Reports on Turkey and guided by the Beijing Declaration and Platform of Action, UNDP and UN Women will provide targeted technical assistance to national partners as defined in specific goals of the program.

5.1 Current Situation on Existing National Gender Equality Machinery Bodies in Turkey

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 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 government have responsibilities for incorporating gender equality into main plans and programmes. Established as national mechanisms in this field, the GD Women's Status and recently established Ministry of Family and Social Affairs attach great importance to interventions ensuring that the concept of gender equality is taken into consideration in the development of public policies. In addition, representing the legislative branch of the gender equality machinery in Turkey, the TGNA Equal Opportunities Commission for Man and Woman also is active in reflecting the gender equality priorities into the legislation making processes in Turkey.

As per the initial findings of the situation analysis conducted during the inception phase of the joint program at hand, Ministry of Family and Social Affairs, DG Women's Status and TGNA Equal Opportunities Commission for Man and Woman representing the National Gender Equality Machinery bodies in Turkey have initiated different projects and programs within their own mandate in order to create an enabling environment for gender equality in Turkey. However, it is observed that there is limited interaction and synergy provided between those interventions at the local and national level. Relying on this need for further interaction and synergy, the joint program will start with the activities addressing the certain needs and gaps for the establishment of a coherent mechanism that will ensure better coordination among gender equality units at the national and local level.

The referred mapping study is therefore expected to assess the positioning and interactions of the gender equality bodies in Turkey, particularly focusing on existing mandates, gaps and needs in order to develop a **full-fledged capacity development strategy** for duty bearers under the project. The Capacity Assessment Strategy of the joint program will therefore cover the actions that need to be taken for further strengthen the coordination and cooperation among the bodies of gender equality machinery.

5.2 Capacity Enhancement of the Municipal Councillors on Gender Mainstreaming at Local Policy Making

The joint programme will work closely with the Ministry of Interior GD Local Authorities and Union of Municipalities of Turkey with the aim of increasing the level of awareness and knowledge among the local administrations on mainstreaming gender in local service delivery. In this respect, the inception phase of the program focused on the criteria on the selection of the pilot municipalities and needs assessment for the identification of the scope of the trainings to be provided for municipal councillors.

Within this perspective, the previous and ongoing work of the Union of Municipalities of Turkey (UMT) has been benefitted in determining the criteria for the selection of the pilots and scope of the

training seminars that will be realized in later stages of the joint program. “**The Survey on Current Situation Analysis of the Municipalities on Gender Equality**”, which was conducted under a joint project of UMT and Swedish Association of Local Authorities and Regions (SALAR) in 2008, contributed to have the perception of the municipalities on the concept of gender equality and the level of its reflection in local service delivery. As per the analysis of the survey results UMT focused its work on gender equality on three fields: women shelters, 3R Method (A method promoted by Sweden and refers to representation, resources and culture. The logic behind the 3R method is that very often decisions or activities are initiated at local level causes inequality between women and men) and trainings supporting women decision makers and authorities at the local level.

The Survey, which was carried out by UMT in 22 municipalities have some outstanding results with respect to gender equality. Some can be summarized as follows:

- The number of the staff in 22 municipalities is 25064 in total, in which the percentage of women is only %16.
- Out of 22 municipalities, %50 of them does not have women shelters. %27 has women shelters, %14 is in the process for the establishment of women shelters and the remaining %4 has some other type of initiatives close to shelters.
- Supporting women’s participation to political and economic life, some of the pilot municipalities provide literacy courses, vocational training and health care programs, there are progressive programs at some of the municipalities
- Unless the gender stereotypes and conventional division of labour between men and women are eliminated, it may be difficult to mainstream gender equality in all spheres of life and local service delivery. At this point, successful programs and plans initiated at the pilot level is crucial for their scale up and elimination of the stereotypes among the public.
- City Councils are considered to be an important mechanism for facilitating the participation of women in local decision making process. However, in order for the city councils to be functional at the local level, there is need for high ownership and awareness of the role and mandate of city councils among the citizens. In addition, it is also concluded that the level of representation of women in economic, social and political life is limited, the representation of women in city councils and women councils is limited in most of the selected 22 provinces.

Relying on the results of the survey and consultations with UMT and Mol GD Local Authorities at several occasions during the inception phase, it is concluded that the pilot municipalities should be selected as per the below listed criteria:

- Understanding gender: to understand how gender and gender relations are socially constructed and reproduced by institutions, and what is needed to overcome gender stereotypes and build conditions to support processes that lead to equality between men and women.
 - To build this “condition” the training course should, if necessary, provide general introduction to gender with examples from real life that will illustrate gender

imbalances, stereotypes and ways how those are reproduced, including in planning and budget allocation. This can also serve as a test of level of knowledge of gender issues among potential participants;

- Political commitment: it is much higher probability that gender equality trainings will lead to translation of the knowledge in practice, if the leadership of municipality is committed to support gender equality and to empower women and girls;
 - Consultations/ meetings with mayors and top management would be useful to test political commitment in this respect
- Bureaucratic commitment: in the end, the implementation of the knowledge depends on relevant civil servants (those, responsible for local plans and budgets). Therefore selection of the participants of the trainings should take into account their positions in the system (to what extent they can influence the planning process, provide relevant analysis from gender perspective) and if they are genuinely interested in gender equality issues
 - This will be assessed prior to the development of the trainings, including with capacity assessment
- Established data (collection) systems: to measure the changes/ progress, it is necessary to have a system in place that provides and maintains relevant sex segregated data at a local level.
 - As this is a general challenge, the course should have a segment on sex segregated data collection and interpretation;
 - Again, if this condition exist, should be one of the question included in needs/ capacity assessment exercises;

Following the selection of the pilot municipalities and the mapping of the needs of the municipal councilors, training programs including the trainings on gender sensitivity whose aim is to support the councilors in gender mainstreaming in the local service delivery will be developed and conducted. There will be a special emphasis on gender budgeting. The programs will not only aim the women but the men in order to serve the internalization of gender mainstreaming both in resource allocation and service delivery. The councilors will be the part of the monitoring mechanism that the Equal Opportunities Commission for Woman and Man will rely on in the oversight of the implementation of the policies. The trainings will include (also) the following topics: CEDAW, EU gender directives, specialized topics such as gender responsive budgeting, temporary special measures in area of women empowerment.

With respect to gender responsive budgeting component of the training programs, the joint program will also benefit from the training programs on gender responsive budgeting that will be carried out by UN Women under the joint program of UNDP, UN Women and Sabancı Foundation entitled “**UN Joint Program on Promoting and Protecting the Human Rights of Women**”. The referred program will start in November 2011 and it is expected that both programs will create synergies among its activities at the local level.

5.3 Gender Mainstreaming in Legislation Making Process

Especially the legislative framework on gender equality has expanded in Turkey. 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.

The joint program at hand will therefore address the needs of the TGNA in terms of drafting the legislations as explicit expressions of state policies from a gender perspective. In that sense, in order to ensure that the legislations are gender sensitive and fully in line with the international human rights and women's rights commitment, technical assistance for TGNA Equal Opportunities Commission for Man and Woman and other relevant institutions will be provided through the program. As a beginning, with the technical support of UN Women, the Program will review the fundamental legislative framework from a gender perspective and provide recommendations for their further improvement in terms of gender mainstreaming.

During the inception period of the program, a working group, which is composed of the legal experts and legislative experts of the TGNA Equal Opportunities Commission for Man and Woman identified the set the legislative frameworks that will be reviewed within the scope of the joint programme as follows:

- Civil Code
- Labour Law
- Municipality Law
- Turkish Criminal Code
- Family Protection Law
- Civil Servants Law
- Act on Equal Opportunities Commission for Man and Woman
- Unemployment Insurance Law
- Law on the Provision of Credits and Scholarships for the Higher Education Students
- Law on Educating Children Free of Charge or through Scholarships in Primary and Secondary Schools and Provision of Social Aids
- Parliamentary Election Law
- Social Insurances and General Health Insurance Law
- Public Health Law
- Law on Letting the Illiterate Citizens Falling out of Obligatory Primary Education Age Become Literate or Provision of Education at Primary School Level

Adopting the concept of gender equality in both legislation making and implementation processes is of the utmost importance for the elimination of inequalities that reflect to socio-economic and political indicators. Therefore, the program is also expected to reach the parliamentarians in TGNA in order to increase the awareness and knowledge about gender equality especially in terms of the national and international commitments and its practice. As a first step, an information sharing platform is planned to be organized with the participation of the member MPs in Equal Opportunities Commission in November 2011. In that respect, it is aimed that the member of the

Equal Opportunities Commission will take active role in the platforms that will be established with the participation of MPs in TGNA (% 40 of the MPs is expected to be reached through these platforms) in future stages of the program.

The scope and content of the knowledge sharing platforms will be developed based on the results of the **Initiation Plan (IP) for Gender Mainstreaming in Legislation Making** as being a joint initiative of UNDP, UN Women and TGNA Equal Opportunities Commission for Man and Woman in 2010. The results of the referred Initiation Plan reflect the level of knowledge and awareness among the legislators on gender sensitive legislative making through the set of trainings conducted in 2010. In addition, the **Toolkit on Gender in Legislation Making**, which is prepared in the scope of the IP provides an important reference document for discussion during the knowledge sharing platforms since it provides an overview of the basics of mainstreaming gender into legislative processes, including a presentation of the obligations and processes under the Convention on the Elimination of Discrimination against Women (CEDAW), the non-discrimination provisions of the European Convention on Human Rights and Fundamental Freedoms (ECHR) and the most important European Union (EU) provisions on gender equality. The Toolkit also includes interpretations of these principles (jurisprudence) by the CEDAW Committee, the European Court of Human Rights (ECtHR) and the European Court of Justice (ECJ).

While the legal basis for equality between women and men is strengthened through the above mentioned programme activities, it is also important to eliminate the problems in terms of their actual practice. In the field of gender equality, as being the responsible body for the oversight of the implementation of laws in terms of gender equality, TGNA Equal Opportunities Commission for Man and Woman therefore needs to improve certain mechanisms and tools to enhance its oversight function. The joint program at hand will address this need and develop a implementation oversight model for the Commission to oversee the implementation of the relevant legislation from gender perspective. While doing so, other country experiences and best practices will be reviewed and personally experienced through study tours and comparative assessments. The names of the countries that will be experienced personally through the study tours will be determined based on the results of the comparative assessments, conducted by the international experts on the oversight models. At this point, as per the initial discussions made during the inception phase with the relevant stakeholders and partners, it is proposed that the program should likely to review the experiences in both European (such as Sweden and UK) and Africa (South Africa). The extended experience of UN Women will be benefitted for concretizing the scope of the assessment and the countries to be focused.

5.4 Advocacy Work of Women Movement for Elimination of Gender Stereotypes in All Areas of Life

The work of women's movement and its advocacy in promotion of the gender equality is influential in the development of certain policies on gender by the Government since 1990s. However, it is also observed that there is the lack of networking among different groups in order to ensure effective lobbying. As per the situation analysis conducted by the a group of academicians during the inception phase of the Project, there has been a couple of initiatives in Eastern and South-eastern Anatolia for the development of networks among women activists at the regional level, the establishment of a more widespread network has yet to be realised. In fact, this problem is not unique to the Turkish women's movement, when compared to other country experiences reviewed during the inception period. What is specific to Turkey, however, is the small number of

autonomous women's groups and the almost non-existent paid work places for women activists due to the shortage of funds and the lack of support for women NGOs. The concept of professional NGOs has only begun to develop in last few years, but there appears to be a long way to go before they reach a level where they would be influential in development of certain policies by the Government. As a result, networking efforts are often inconclusive. Moreover, the dichotomy between women of higher education and socioeconomic classes and women who live in rural areas or are less well educated seems to increase instead of diminishing in recent years. The women's movement is still dominated by a small group of intellectual and/or academic women and reaching the masses is still not one of its aims.

In addition, the situation analysis also indicated that there is limited awareness and knowledge about the international commitments and national policies promoting gender equality at all levels, particularly among the women NGOs functioning at the local level.

Within this overall framework and based on the initial situation analysis conducted during the inception phase, the joint program will develop a capacity development strategy including the actions for increasing the capacity of the selected NGOs both at the local and national level on the CEDAW and relevant international and national strategies. At this point, the joint program partners will select the NGOs upon the completion of the inception phase. The criteria for the selection of the NGOs includes but not limited to the following:

- The socio-economic level of the community that NGO represents;
- The number of the trained staff on fundamentals of gender equality;
- The inclusion of the NGO in projects on gender equality supported by the Government and/or international organisation;
- Gender Development Index per city where the NGO functions
- Gender Empowerment Measure per city where the NGO functions
- Prevalence of Gender Based Violence per region where the NGO functions

In addition to the above listed criteria of selection, the program will also refer to the results of the **knowledge and experience sharing meetings**, which are planned to be organized with the participation of NGOs and the representatives of the TGNA Equal Opportunities Commission for Man and Woman, whose members were renewed after the general elections of June 2011. The referred meetings will be the first interaction of the new members of the Commission and the women NGOs and is expected to contribute to the development of the capacity development strategy and increase of the coordination among women NGOs. The meetings will be designed to discuss the capacity needs and gaps for effective dialogue among the women NGOs as well as the challenges faced for mainstreaming gender equality at all areas of life and eliminating the gender stereotypes. The meetings will be realized in 12 sub-regions in Turkey, namely i) İstanbul; ii) West Marmara; iii) Aegean; iv) East Marmara; v) West Anatolia; vi) Mediterian; vii) Central Anatolia; viii) West Black Sea; ix) East Black Sea; x) Northeast Anatolia; xi) Central Eastern Anatolia; xii) Southeast Anatolia

As per the findings of the initial needs assessment and sub-regional knowledge and experience sharing meeting with NGOs, the joint program will also have some actions for strengthening the cooperation and coordination among the women's movement in Turkey. To this end, following the development of a strategy for increased cooperation, consultative meetings with the participation of

the selected CSOs working at local, regional and national level. This would therefore ensure the sustainability of the program activities through continued and constructive dialogue among the representatives of women's movement in Turkey.

5.5. Awareness among the Public on Gender Equality and the Establishment of International platforms on Gender Equality

The joint program starts with the International Convention on Gender Equality, which is jointly organized by TGNA Equal Opportunities Commission for Woman and Man in partnership with UNDP Turkey. The Convention is conducted on the 2nd anniversary of the Commission and it is also considered to be the launch event of the joint program.

The Convention, which contributed to the design of the program activities during the inception phase, aimed to share national and international experiences in order to mainstream gender in all stages of policy formulation and implementation, including planning, implementation, monitoring and evaluation, to raise awareness on the issue and to support that awareness as a part of culture and function of institutions. The specific objectives of the conference can be summarized as follows:

- Internalizing gender equality perspective,
- Developing dialogue and partnership amongst equality bodies,
- Raise sensitivity on gender issues,
- Developing communication and partnership amongst NGOs, public and other institutions in the process of information and policymaking, and,
- Empowering women's status in national and international scales and knowledge and experience sharing on eradicating gender discrimination.

To reach those objectives, the Convention was designed to discuss different issues of gender equality in seven separate sessions to facilitate discussions and deliberations among the international and national participants on vitally significant issues concerning gender equality:

1. Education and Women
2. Women, Poverty and Economy
3. National and International Commitments: CEDAW and UN Millennium Development Goals
4. Women in Power and Decision Making Processes
5. Role of Stakeholders in the Process of Gender Mainstreaming
6. Women and Media
7. Gender Equality and the Role of the Parliaments

The initial findings of the Convention contributed to the design of the program activities, especially in terms of defining the needs and gaps in mainstreaming gender in policy making and possible solutions. Accordingly, the most striking findings of the Convention can be summarized as below:

- Women's movement in Turkey has to struggle in four different fronts:
 - Earning new rights and changing discriminatory regulations
 - Implementation and enjoyment of already gained rights
 - Struggling with the existing discriminatory practices

- Struggling not to lose gained rights in the process of losing them
- Emphasis on seeing women not as victims, but as active subjects and participants of change is crucial in the promotion of gender equality policies
- Making the issue of women's rights a priority of the parliament, and of politics.
- The issue of gender moved to the centre from the peripheries, but it is critical not to empty its content and make it meaningless.
- CEDAW's visibility in Turkey is insufficient; it should be explained to the civil society and to public officers, and be made an integral part of implementations. It should be taken into consideration especially by legislators.
- All legislation should be interpreted in accordance with CEDAW, since it is legally binding.

Following the International Convention on Gender Equality, through the work of the Scientific Committee on Gender Equality (see Section 4.4), a policy recommendation paper for the Gender Equality Machinery in Turkey will be developed. The policy recommendation paper is planned to be presented to the public on the 3rd anniversary of the TGNA Equal Opportunities Commission for Man and Woman in March 2012.

In parallel to the work of the Scientific Committee on Gender Equality, preparations of a nationwide awareness raising campaign on gender equality has also been initiated during the inception phase of the joint programme. The main objective of the campaign is to raise the public awareness and increase the ownership and visibility of the programme activities in the eyes of the public, NGOs and public institutions. The target group of the campaign is therefore identified as women, men, children, public officials, local administrators, development agencies, private sector, universities, local and national media. Main targets of the campaign, which will start on 25 November and continue until 2013 are as follows:

- Mainstreaming gender in all areas of life;
- Raise the awareness of the public on violence against women and gender equality in general;
- Mainstreaming gender sensitivity in all plans and programs,
- Raising awareness of the women who experience violence on their rights and facilitating their access to services;
- Establishing platforms of exchange of information and experience on gender equality at both national and international level;
- Strengthening the socio-economic conditions of women and sharing information and experience in order to eliminate gender based discrimination among the public.

In order to determine the scope and content of the awareness raising campaign, a group of representatives from UNDP Turkey, TGNA Equal Opportunities Commission for Man and Woman, Ministry of Family and Social Policies and GD Women's Status formed a working group and identified the following activities that will be carried out in this respect:

- Organize a press conference on 25 November 2011, the Day for Combating Violence Against Women, chaired by the Prime Minister of Turkey and with the participation of relevant Ministers and all relevant stakeholders;
- Develop TV-spots on gender equality, in which well-known figures among the public will take place;
- Develop posters and brochures on raising awareness on gender equality;
- Organize interactive information sharing platforms in coffee houses at the local level and with the local administrators;
- Develop a program website, which will include all necessary national and international documents on gender equality and products of the joint programme;
- Organize a meeting with the participation of high-level media representatives, chaired by the Minister of Family and Social Affairs in order to increase the ownership and sensitivity on the efforts of gender mainstreaming in Turkey;
- Organize consultative platforms with right based organisations;
- Develop modular based programs for the communication faculties of the universities on gender equality and test it in pilot selected universities;
- Promote the use of social media among the public for raising gender sensitivity among the public.
- Cooperate with the movie production companies in order to include the concept of gender equality in the scenarios of TV-shows in Turkey.

In order to measure the impact of the campaign, a needs assessment study at the beginning of the campaign and an impact assessment at the end will be conducted with the identified target group. For this purpose, an international and national communication expert will be recruited under the joint programme.

6. Proposed Programme

6.1 Objective

The proposed joint programme will directly contribute to the achievement of the MDG 3 on gender equality and women's empowerment as well as to Turkey's overall democratic governance and local governance efforts while promoting social urban upgrading and social inclusion.

Overall objective of the Programme at hand is to foster an enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission. By strengthening the institutional structures and developing their capacities, the project aims at ensuring that gender equality is mainstreamed in legislation processes and policy making and subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.

6.2 Sustainability

One of the expected results of the Joint Programme is the development of a Scientific Committee on Gender Equality in Turkey, which is also expected to provide continuous support to the Gender Equality Machinery during and perhaps after the joint program implementation. In that sense, the

policy recommendations report to be prepared by the Scientific Committee will also be instrumental in shaping the programs and policies of the Gender Equality Machinery in Turkey.

In addition, in order to ensure the sustainability of the program activities, a pool of gender experts/ resource persons will be created as a result of capacity development trainings both in Union of Municipalities of Turkey and General Directorate for Women`s Status and among the professionals of the local authorities, women councils and provincial special administrations. These experts/ resource persons will act as trainers and provide guidance in the process of mainstreaming gender within laws and national policies.

The improved coordination and cooperation among the women movement and with the Gender Equality Machinery in Turkey will also ensure sustainability and space for an ongoing dialogue among various organizations of women`s movement. Nature of that environment will be determined through broader consultations with respective stakeholders. This will ensure the continuity of the process and also act as a safeguard for sustainability of the results of the Joint Program at hand.

As mentioned earlier synergies with ongoing efforts will also be ensured throughout the programme implementation, such as the EU funded project on "Empowerment of Women and Women NGOs in the least developed regions of Turkey" project, the GAP women entrepreneurship initiative as well as the respective relevant programmes and projects of UNDP as well as those of other UN agencies. The UN thematic group on women and social inclusion will be engaged to this end as and when needed. A new knowledge management platform and project gateway of UNDP to be launched in last quarter of 2011 will also serve as a vehicle for coordination, synergies and sustainability.

6.3 Results Framework

The Programme outcomes directly contribute UNDCS Outcome 4 "Increased provision of inclusive and responsive public as well as community-based services to strengthen equitable access to knowledge, information and quality basic services (education, health, nutrition, water and sanitation, and human safety)" and Outcome 5 "Equal participation of women ensured in all fields of public sector, private sector and civil society with strengthened institutional mechanisms to empower women`s status."

Results Framework

UNDCS Outcome										
Outcome 4 “Increased provision of inclusive and responsive public as well as community-based services to strengthen equitable access to knowledge, information and quality basic services (education, health, nutrition, water and sanitation, and human safety)”										
Outcome 5 “Equal participation of women ensured in all fields of public sector, private sector and civil society with strengthened institutional mechanisms to empower women’s status.”										
Joint Program Outcome										
Outcome 1: Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.										
JP Outcome 1:	Participating UN organization-specific Outputs	Participating UN organization ¹	Participating UN organization corporate priority	Implementing Partner	Indicative activities for each Output	Resource allocation and indicative time frame*				Total
						Y1	Y2			
Output 1:	Capacity-building for gender equity processes at key institutions including the Parliament and policy levels to enable gender mainstreaming in policymaking and implementation	UNDP		Equal Opportunities Commission	Conduct mapping of the key pillars of national gender equality machinery)	X				60,000
Capacities and incentives of the existing national gender machinery bodies are improved to deliver on gender equality commitments					Ministry of Interior-GD Local Authorities	X				70,000
Indicators: # of good practices reviewed for strengthening the coordination					GD Women Status Union of Municipalities of Turkey					
Number of the references to the decisions and					Develop Capacity Building Strategy for GEM entities		X			80,000
					Conduct tailor					

¹In cases of joint programmes using pooled fund management modalities, the Managing Agent is responsible/accountable for achieving all shared joint programme outputs. However, those participating UN organizations that have specific direct interest in a given joint programme output, and may be associated with the Managing Agent during the implementation, for example in reviews and agreed technical inputs, will also be indicated in this column.

<p>recommendations of the Coordination mechanisms</p> <p>Number of the members of municipal councils, provincial special administrations and women councils participated to the trainings</p> <p>Number of the resource persons</p> <p>Baseline:</p> <p>Gender equality training data carried out by GD Women`s Status for the public institutions at the provincial level (2009-2010-2011) 2010 data of UMT collected in the scope of gender mainstreaming in local administrations</p>					<p>made capacity enhancement programs for the elected municipal councilors</p> <p>Create a pool of gender experts/resource persons in the local authorities, the Union of Municipalities of Turkey, women councils, provincial special administrations and General Directorate for Women`s Status for the institutionalization of the enhanced capacities on gender</p>		<p>X</p> <p>X</p>		<p><i>173,793</i></p> <p><i>30.000</i></p>
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<p>Output 2: Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation</p> <p>Indicators:</p> <p>Number of the experts from Prime Ministry, line ministries and Parliament participated to the capacity development programs</p> <p>Number of the legislations reviewed in gender equality perspective</p> <p>Number of the parliamentarians participated to the knowledge sharing platforms Baseline: 2010 data on legislation Expert assessments</p>		UN Women		Equal Opportunities Commission	<p>Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes</p> <p>Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes</p> <p>Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective</p> <p>Review the fundamental legislative framework from gender</p>	X				<p><i>180,000</i></p> <p><i>50,000</i></p> <p><i>53,711</i></p> <p><i>40,000</i></p>
<p>Output 3: Advocacy work of women movement,</p>	Capacity-building for gender equity	UNDP		Equal Opportunities Commission	Develop Capacity Building Strategy for women's CSOs	X				<i>60,000</i>

<p>including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened</p> <p>Indicators:</p> <p>Number of women CSOs participated to the capacity development programs</p> <p>Number of the coordination meetings held with the CSOs at local and national level</p> <p># CSOs supported to the campaigns at local and national level</p> <p>Baseline: Expert assessments Reports</p>	<p>processes at key institutions the Parliament and policy levels to enable gender mainstreaming in policymaking and implementation</p>			<p>Ministry of Interior-GD Local Authorities</p> <p>Union of Municipalities of Turkey</p> <p>CSOs</p> <p>Relevant departments of academia</p>	<p>Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality</p>	<p>X</p>	<p>X</p>			<p>68,239</p>
<p>Output 4: Awareness among the public on gender equality increased</p> <p>Indicators</p> <p># of platforms created at the local level to discuss gender equality</p> <p># of publications</p>	<p>Capacity-building for gender equity processes at key institutions including the Parliament and policy levels to enable gender mainstreaming in policymaking and implementation</p>	<p>UNDP UN Women</p>		<p>Equal Opportunities Commission</p> <p>Ministry of Interior-GD Local Authorities</p> <p>GD Women Status Union of</p>	<p>Develop Outreach Strategy for increasing the awareness on gender equality Implement Outreach Strategy for increasing the awareness on gender equality and establish an international knowledge and</p>	<p>X</p>	<p>X</p>			<p>54,227</p> <p>80,000</p>

<p>appeared in mass media on the outreach strategy and the program activities</p> <p>Number of the gender equality commissions participated to the international knowledge and experience sharing network</p> <p>Baseline: 2009 data on awareness on gender mainstreaming</p>				<p>Municipalities of Turkey</p> <p>CSOs</p> <p>Relevant departments of academia</p>	<p>experience sharing network among Gender Equality Commissions</p>					
UN Women	Program Cost **									<i>338,251.0</i>
	Indirect Support Cost (%7 indirect cost) (301,051.00 + 22,660.00)									<i>25,460.00</i>
UNDP	Program Cost									<i>585,386.00</i>
	Indirect Support Cost (%7 indirect cost + %1 implementation agent fee) (585,386.00+ 44,540.00+ 6,363.00)									<i>50,903.00</i>
Total	Program Cost									<i>923,637.00</i>
	Indirect Support Cost									<i>76,363.00</i>

7. Direct Links with Other Projects

7.1 Local Administration Reform Project

Activities related to the Phase 1 of the UNJP were incorporated into the ongoing 2nd phase of Local Administration Reform (LAR) program, which is implemented by MoI in partnership with UNDP to ensure effective, transparent, inclusive and participatory local government in Turkey, through full implementation of the new legislation on local administration, in particular, and public administration in general adopted during 2003-05. In the field of community participation, guidelines are being developed within the framework of the current LAR programme for the full-fledged functioning of voice and governance mechanisms.

7.2 Local Agenda 21

The UN system in Turkey has been developing and implementing interventions to address gender inequalities and mainstreaming gender. Since 1997, the Local Agenda 21 (LA-21) Program - in partnership with UNDP and announced as a global "best practice" during the 2002 World Summit on Sustainable Development in Johannesburg - introduced a new local governance model in Turkey that galvanized the public institutions, local authorities and civil society organizations to form the triangle of the local decision-making processes. In addition to the City Councils, Women's Councils and Youth Councils have also been established for developing policies and mechanisms to increase the participation of the women and the youth in local decision-making processes policies and strategies. The Women Councils, as one of the structures established in the scope of LA 21 Program, is not only a means but an end for the achievement of the MDG 3. The Women Councils set the ground and the framework for the visibility and voices of the women as the stakeholders of the communities. The last phase of this LA 21 Program will come to an end in 2011.

7.3 UN Joint Program on Protecting and Promoting Human Rights of Women and the Girl Child (UNJP)

UN Joint Program on Protecting and Promoting Human Rights of Women and the Girl Child is expected to improve the capacity of the local authorities (governorates and municipalities) for mainstreaming gender into their planning processes. Relying on this, the Program has several outputs that will complement and establish synergetic relations with the new proposed JP. Capacity development programs for MoI staff on gender responsive service delivery will contribute to the design of the capacity development activities and increase ownership at the local administration level. Moreover, improved capacities and dialogue among women's organizations and local administrations on gender responsive service delivery through advocacy and capacity development programs under UNJP will also contribute to the achievement of Program outputs in general.

8. Programme Management and Coordination Arrangements

The proposed UN Joint Program is considered as a joint initiative of the Equal Opportunities Commission, UNDP and UN Women. The Equal Opportunities Commission will be the overall executing agency of the Program. UNDP and UN Women will act as the implementing UN organization with responsibility for the implementation of the specific outputs of the Joint Program to which concrete budget will be allocated. UNDP and UN Women will provide its relevant knowledge and expertise in facilitating the capacity building and technical know-how activities. The Swedish International Development Agency (SIDA), within the scope of its newly launched cooperation strategy for Turkey, will act as the main UN Joint Program donor.

UNDP will serve as the Administrative Agent. The programmatic and financial accountability will rest with the implementing UN organizations.

UNDP will be responsible for channelling resources from the donor to the UN Women.

UNDP as the Administrative Agent shall be entitled to allocate 1 per cent of the amount contributed by donor for its cost of performing the IA functions.

UNDP will sign a MoU with UN Women and Equal Opportunities Commission for Man and Woman as overall executive agent of the Program. UNDP, UN Women and Equal Opportunities Commission will program and manage activities and funds in line with their established regulations and rules.

A Steering Committee (PSC), which will serve as the joint Program Management Committee, will be established to provide oversight and operational coordination to the Joint Program with the participation of the Equal Opportunities Commission, Ministry of Interior General Directorate of Local Authorities, Union of Municipalities of Turkey, General Directorate of Women's Status, Ministry of Family and Social Affairs, Ministry of Development, Ministry of Foreign Affairs, UN Women, UNDP and the donor. Other project partners and experts will be invited to the SC meetings as needed. The SC will meet quarterly, but may meet more often depending on the need to address issues related directly to management and implementation of the Joint Program.

In addition to Program Steering Committee, a Program Implementation Committee, which is composed of one representative designated from each partner institution including Equal Opportunities Commission for Man and Woman, GD Women's Status, Ministry of Interior GD Local Authorities and Union of Municipalities of Turkey will be established. The Program Team will directly work with the Implementation Committee in realization of daily program activities and the Committee will guide the Program Team in efficient implementation of the Program activities and provide necessary support at both national and local level.

The Swedish International Development Cooperation Agency (SIDA) will provide funding amount of which is specified above based on their newly approved strategy for Turkey and its emphasis on democratic governance and gender equality. UNDP will receive the SIDA funding as the Overall Implementation Agent of the program and pass through the budget allocated for activities to the UN Women.

Day-to-day management shall be done by the Project Associate to ensure that the programme produces the results (outputs) within the specified time lines and budget. Quality ensurance will be ensured by UNDP with daily oversight provided by Democratic Governance Programme Manager and overall oversight provided by the Deputy Resident-Representative.

Program activities will be carried out in accordance with the timeframe indicated in the attached Annual Work Plan.

The Program will be audited, in line with the UNDP audit requirements, once in its lifetime at a minimum. Adequate financial provisions for the audit are included in the attached annual work plan.

In addition to the roles and responsibilities of UNDP and Equal Opportunities Commission for Man and Woman, which are defined above, the roles and responsibilities of implementing partners in the implementation of the Joint Program are briefly summarized as below:

Union of Municipalities of Turkey (UMT): UMT is expected to contribute to the realization of the capacity development programs, particularly identifying the needs with regards to gender equality at the local authorities level, establishment of pool of local gender equality experts/resource persons in local authorities and UMT and determining the selection criteria of members of municipal councils who will participate to the trainings. In addition, UMT will have a critical role in identifying the CSOs and developing the capacity development strategy in the scope of the activities aimed to strengthen the cooperation and communication of women movement in the field of gender equality.

General Directorate for Women's Status (GDWS): GDWS is expected to reflect its extended knowledge and experience in the formulation and implementation of the awareness raising and capacity development activities in the scope of the joint program. In this context, the contribution of GDWS is crucial in terms of identifying the staff who will participate to the training programs, defining selection criteria and developing capacity building strategies establishment of the pool of experts/resource persons is crucial for effective implementation of the Program.

Ministry of Interior GD Local Authorities (GDLA): GDLA is expected to contribute to the realization of the capacity development programs, particularly identifying the needs with regards to gender equality at the local administration level, establishment of pool of local gender equality experts/resource persons in local authorities and determining the selection criteria of members of municipal councils who will participate to the trainings. In addition, GDLA will have a critical role in identifying the CSOs and developing the capacity development strategy in the scope of the activities aimed to strengthen the cooperation and communication of women movement in the field of gender equality.

8. Fund Management Arrangements

The total budget of the program will be \$ 1.000.000 funded by SIDA. This amount should cover all costs of the project implementation in line with UN rules as agreed by the member states. A detailed budget is provided in the AWP and budget sheets.

A detailed budget is provided in the AWP and budget sheets.

9. Monitoring and Evaluation

Quarterly updates will be made available to the PSC and donor through PSC Meetings. Periodic monitoring of implementation progress will be undertaken by these quarterly meetings with the Programme Team, or more frequently as deemed necessary. As the beneficiary of the programme, the Equal Opportunities Commission for Man and Woman will monitor all programme activities and reports.

Day-to-day monitoring of implementation progress will be the responsibility of the Programme Administrator/Associate to ensure that the program produces the results (outputs) within the specified time lines and budget. Quality ensurance will be ensured by UNDP with the daily oversight of the Democratic Governance Programme Manager and overall oversight of Deputy Resident-Representative of UNDP.

Program Implementation Committee (PIC), which is composed of representatives of the TGNA Equal Opportunities Commission for Man and Woman and other stakeholders including the representatives of the Union of Municipalities of Turkey, Ministry of Interior General Directorate for Local Authorities, Ministry of Family and Social Affairs and GD for Women’s Status will also monitor the daily activities and ensure the effective coordination among the responsible institutions for the successful implementation.

9.1 Programme Monitoring Framework

Expected Results (Outcomes & outputs)	Indicators (with baselines & indicative timeframe)	Means of verification	Collection methods	Risks & assumptions
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Outcome 1:

Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.

Output 1:

Capacities and incentives of the existing national gender machinery bodies are improved to deliver on gender equality commitments

Output 2:

Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation

Output.3:

Advocacy work of women movement, including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened

Output 4:

Awareness among the public on gender equality increased

of good practices reviewed for strengthening the coordination

Number of the references to the decisions and recommendations of the Coordination mechanisms

councillors participated to the Number of the members of municipal councils, provincial special administrations and women councils participated to the trainings

Number of the resource persons

Number of the experts from Prime Ministry, line ministries and Parliament participated to the capacity development programs

Number of the legislations reviewed in gender equality perspective

Number of the parliamentarians participated to the knowledge sharing platforms

Number of women CSOs participated to the capacity development programs

Number of the coordination meetings held with the CSOs at local and national level

CSOs supported to the campaigns at local and national level

of platforms created at the local level to discuss gender equality

of publications appeared in mass media on the outreach strategy and the program activities

Number of the gender equality commissions participated to the international knowledge and experience sharing network

Baseline:

Gender equality training data carried out by GD Women`s affairs for the public institutions at the provincial level (2009-2010-2011)

2010 data of UMT collected in the scope of gender mainstreaming in local administrations

2010 data on legislation

Records of trainings
Records and activity reports of the civil networks
Registry records of the Ministry
Minutes of the municipal councils
Review of the legislations in perspective of gender mainstreaming
Policy recommendation s paper

Training based
Annual review of the registry records
Quarterly reports

Assumptions:

Government adopted required policy actions enabling gender equality

Risks:

Delay of the implementation due to general elections

Low level of attendance of the municipal councilors in the midst of general elections of 2011

Problems faced in coordination mechanisms due to weak collective working culture

Expert assessments
Reports

2009 data on awareness on gender
mainstreaming

10. Reporting

In general the following principles apply to all reports:

- All reporting will be done in English, all reports, i.e. inception, progress reports will be translated into Turkish, as well.
- UNDP and UN Women will submit the final drafts of all reports, which will be prepared with contributions of Program Implementation Committee to the Equal Opportunities Commission and SIDA at the same time; Commission will ask for and receive comments from all relevant parties in written i.e. e-mails in 10 working days and share the final drafts, which are agreed with all program partners

Monthly Reports

Program Team will prepare brief monthly reports to be discussed for monitoring purposes. The monthly progress reports will elaborate on the technical aspects of the program and be informative enough to allow relevant stakeholders to monitor progress. Monthly progress reports are to be produced for information purposes, not necessarily for clearance and/approval.

Quarterly Progress Reports

Program Team will prepare the quarterly progress reports, which will be submitted to the Equal Opportunities Commission for Woman and Man, and SIDA for approval. Each report will include a detailed narrative discussion of the progress achieved in the reporting period and a detailed work plan for the following reporting period. These reports will be the basis of discussions at the Program Steering Committee.

Financial Reports

Financial reports will be prepared and submitted by UNDP to SIDA including a copy to the Equal Opportunities Commission for Woman and Man.

Periodic monitoring of implementation progress will be undertaken by the PMC through meetings to be held in three months or more frequently as deemed necessary. The PMC, as appropriate, will conduct at least semi-annual visits to field sites. The monitoring of the Joint Programme is devised to follow the programme's performance and achievement of expected results, and provide external input. The Joint Programme will also undergo a final evaluation to assess the achievement of results and impact of the program in view of the overall development objective and outcomes identified. Financial Progress Reports approved by the PMC will be submitted to the donor on annual basis. Reporting periods and

rules are accepted as agreed on Standard Administrative Arrangement between Swedish International Development Cooperation Agency and United Nations Population Fund signed on 13 December 2010. An inception report will be written and submitted by the end of the second month of the project. It will include the needs assessment results and any modifications within the project document related to activities based on the findings.

Joint Programme Reports will be prepared by Program Team with contributions of Program Implementation Committee, reviewed by UNDP Democratic Program Manager and submitted to the PSC. In addition, quarterly updates will be made available to the PSC and the donor(s) and the Joint Programme will have a mid-term review and a final external evaluation.

11. Programme Activities in detail

Activities per Outputs

Output 1: Improved capacities and incentives of the existing national gender machinery bodies to deliver on gender equality commitments

Activity 1.1 Conduct mapping of the key pillars of national gender equality machinery (including local level)

Activity 1.2 Develop a Road Map and a Coordination Mechanism for efficient functioning and interaction of the key pillars of the national gender equality structure

Activity 1.3 Develop a Capacity Building Strategy for gender equality machinery entities

Activity 1.4 Develop and conduct, with the Union of Municipalities of Turkey, tailor made capacity enhancement programs for the elected municipal councilors through technical cooperation with the Union of Municipalities of Turkey

Activity 1.5 Create a pool of gender experts/resource persons in the local authorities, the Union of Municipalities of Turkey, women councils, provincial special administrations and General Directorate for Women's Status for the institutionalization of the enhanced capacities on gender

Output 2: Strengthened gender mainstreaming into legislation, including review of the existing framework legislation through a gender lens and thus contributing to its full-fledged implementation

Activity 2.1 Review the fundamental legislative framework from gender perspective

Activity 2.2. Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes

Activity 2.3 Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes

Activity 2.4 Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective

Output 3: Strengthened advocacy work of women movement, including CSOs, and networks working towards elimination of gender stereotypes in all areas of life, and specifically in area of employment and political participation

Activity 3.1 Develop and Implement Capacity Building Strategy for women's CSOs

Activity 3.2 Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality

Output 4: Awareness among the public on gender equality increased

Activity 4.1 Develop Outreach Strategy for increasing the awareness on gender equality

Activity 4.2 Implement Outreach Strategy for increasing the awareness on gender equality and establish an international knowledge and experience sharing network among Gender Equality Commissions

Work Plan for Joint Program on Fostering an Enabling Environment for Gender Equality in Turkey Period: 1 November 2011- 1 August 2013

JP Outcome									
UN organization-specific Annual targets	UN organization	Activities	TIME FRAME			Implementing Partner	PLANNED BUDGET		
			Y1	Y2	Y3		Source of Funds	Budget Description	Amount
			JP Outcome: Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.						
Output 1: Capacities and incentives of the existing national gender machinery bodies are improved to deliver on gender equality commitments	UNDP	Conduct mapping of the key pillars of national gender equality machinery) Develop a Road Map and a Coordination Mechanism for efficient functioning, interaction of the key pillars of the national gender equality structure Develop Capacity Building Strategy for GEM entities Conduct tailor made capacity enhancement programs for the elected municipal councilors Create a pool of gender experts/resource persons in the local authorities, the Union of Municipalities of Turkey, women councils, provincial special administrations and General Directorate for Women`s Status for the institutionalization of the enhanced capacities on gender	X			EOP MoI UMT GDWS	SIDA	60,000	
			X					70,000	
				X				80,000	
				X				173.293	
			X	X				30,000	

Output 2: Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation	UN Women	Review the fundamental legislative framework from gender perspective	X			EOC	SIDA	180,000
		Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes	X	X				50,000
		Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes	X	X				53,711
		Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective	X	X				40,000
Output 3: Advocacy work of women movement, including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened	UNDP	Develop and Implement Capacity Building Strategy for women's CSOs	X			EOC CSOs CBOs	SIDA	60,000
		Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality	X	X		MoI UMT		68,239
Output 4: Awareness among the public on gender equality increased	UNDP UN Women	Develop Outreach Strategy for increasing the awareness on gender equality	X			EOC CSOs CBOs	SIDA	54,757
		Implement Outreach Strategy for increasing the awareness on gender equality and establish an international knowledge and experience sharing network among Gender Equality Commissions	X	X		MoI UMT GDWS		80,000
Total Planned Budget							1,000,000.00	
UNDP							636,289.00	

UN Women	363,711.000
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* The Total Planned Budget by UN Organization should include both program cost and indirect support cost