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GENDER EQUALITY MONITORING REPORT OF TURKEY 2019-2020

Enhancement of Participatory Democracy in Turkey:

Monitoring Gender Equality Project Phase II

Gender Equality
Monitoring Report of Turkey
2019-2020

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Preface

Turkey, at least for the past century, has been an important member of the civilized world with her ongoing struggles for the protection of fundamental human rights of women, and for the elimination of inequalities between women and men. These struggles have gained a new momentum in Turkey in the 1980s; and Turkey has become a strong defender of and stakeholder in the international development of gender equality norms, goals and policies. The process of being a part of the civilized world with respect to gender equality has made a considerable leap forward with the adoption of the *Convention on the Elimination of All Forms of Discrimination against Women* -CEDAW in 1985; and continued its advancement with the signing of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence -Istanbul Convention in 2011, and with the TBMM (Grand National Assembly of Turkey) adopting this most recent and comprehensive covenant in 2012.

During this time, Turkey created numerous structures and institutions to translate gender equality into life by adapting relevant international norms and goals; brought her legislative framework in line with these norms and developed various policies for effective implementation; and put action plans into effect for mainstreaming gender equality. Now, there is a need to monitor all these efforts, and address the deficiencies. The Gender Equality Monitoring Association (CEİD) is trying to contribute to the process at this level as a rights-based civil society organization monitoring the ongoing inequalities.

Since its establishment, CEİD has been identifying gender inequalities in different areas in Turkey, and conducting monitoring work through mapping and indicators that help expose problems. Since 2017, activities of the organization have been funded through direct grant support by the European Union Delegation to Turkey under the Project "Strengthening Participatory Democracy in Turkey: Gender Equality Monitoring I and II". During the 2017-2019 period gender equality mapping and monitoring reports were prepared for ten thematic areas: education, employment, health, participation to political decision-making, urban services, religious services, media, sports, violence against women, and combat against trafficking human beings/women. For the period 2020-2022, five new thematic areas were added to the original ten: Gender Equality in the fields of Science, Technology, Engineering and Mathematics (STEM), Gender Equality in Access to Justice, Gender Equality in Income, Poverty and Social Assistance, Women Refugees and Gender Equality, Masculinity and Gender Equality. Also, another report on the prevention of child, early and

forced marriages was prepared in cooperation with UN Women. Developments taking place in the initially addressed thematic areas were updated in 2020 by their authors with the help of new reports.¹ All these reports aim to evaluate the legislation, implementation and monitoring policies in Turkey in light of international norms and standards in gender equality; expose problem areas related to gender equality; and to enhance independent and scientifically-based monitoring capacity by developing monitoring indicators specific to respective areas.

The report at hand, *Gender Equality Monitoring Report for Turkey 2019-2020* aims to take the already conducted work to the next stage and present an overall evaluation of the current situation. This report, as a countrywide periodic mapping and indicator-based monitoring study prepared with the accumulated knowledge from the abovementioned work, is the first step for monitoring and reporting activities at a national level. The CEİD is planning to regularly develop and release similar national monitoring reports.

While CEİD has continued its efforts to monitor gender inequalities in various areas since 2017, we have also witnessed a serious resistance against achievements in gender equality in Turkey and some fundamental rights of women, including attempts to block and reverse the progress made. The most crucial move in this regard was the deletion of the norm 'gender equality', which had been long accepted as a national goal, from official state documents. Plus, most recently, upon a presidential decision, Turkey declared her withdrawal from the Istanbul Convention on 20 March 2021.

The perceivable inconsistencies and the regression in the implementation of women's rights which were gained gradually since 2008, and some rights being made practically unusable continues to cause public concern. Examples include the state encouragement of having at least three children, and threats to women's reproductive health and rights by de facto limitations to the exercise of the right to abortion.

These concerns were further aggravated with the justifications used for Turkey's withdrawal from the Istanbul Convention withdrawal; which include "ruining the family", "spread of homosexuality" and "destruction of religious and cultural structure." Despite the campaigns and protests launched by women's organisations, feminists, rights-based organizations and some political parties Turkey is out of the Istanbul Convention as of 1 July 2021. This unfavourable development regarding the convention demands that we approach other

¹ All reports can be found in CEİM E-library.
<https://dspace.ceid.org.tr/xmlui/handle/1/172>

similar discourse and attitudes as part of the same process; i.e. the negative comments and political statements concerning the Lanzarote Convention that bans child marriages and CEDAW which is considered to be the constitution for women. There are also some other examples to acts that aim to reverse women's acquired rights including the limitation of the rights of women to alimony, and proposals of legislative amendment submitted to the TBMM in 2019 to save men from the charge of illegal marriage when they marry girls under the age of 18 with their "consent" (!).

Criticisms targeting the use of the term "gender" led to the exclusion of this term in public institutions of the education field. Specific examples include YÖK's (Higher Education Board) removal of the Gender Equality Position Document; and termination of the Project for Gender Equality in Education by the Ministry of National Education. In parallel to the abandonment of gender equality aims, inequality persists in education and new negative developments are continually witnessed. These inequalities include the following: women have higher rates of illiteracy compared to men; early childhood education is behind global standards and targets of the 10th Plan; schooling within compulsory education is failing to cover the whole school-age population; for all age groups 13 and over female students shift to Open Education; in secondary education institutions that provide general, vocational-technical, and religious education, female students constitute the majority only in religious education. Meanwhile, the decrease in net enrolment rates for both women and men in secondary and higher education can also be seen as a case of regression. Furthermore, especially within the COVID-19 action and exit plans there are increasing inequalities in girls' and women's access to distant learning and information technologies at various levels including national, regional and local, in primary, secondary and higher education, in public and private institutions and also for risk groups such as children with special needs, migrant, refugees, temporary agricultural workers, etc.

The Covid-19 outbreak brought new claims of women's rights violations to light. As lockdowns forced people indoors, the consequent increase in women's housework; plus, the insufficiency of violence prevention services in addressing the rising rates of domestic violence became important problems related to gender inequality in Turkey. Studies show that COVID-19 related job losses affected women and particularly the employment of young women more negatively, given that they were already employed in temporary and informal jobs before the pandemic and that their educational backgrounds are weaker due to preexisting inequalities. Government's "suspension" of some fundamental achievements in

women’s rights, and the lack of serious measures against new gender inequalities triggered by the pandemic confirmed the importance of monitoring gender inequalities in the country with objective and scientific criteria. This report on periodic monitoring and reporting of gender inequalities has thus gained a critical importance.

Prepared in light of these developments, the report consists of two chapters. The first chapter, “Structural Monitoring” authored by Prof. Dr. Serpil Sancar, first summarizes the universal norms, strategies and policies of rights-based monitoring gender inequalities by referring to fundamental documents. It evaluates gender equality mainstreaming policies from this perspective. For this, fundamental legislation, development and action plans, vision, mission, strategies and action plans of ministries and their affiliated institutions in charge of realizing gender equality are reviewed and the extent to which objectives, strategies and policies in these documents are in compliance with the norm on equality is examined. This part also evaluates gender equality monitoring work by civil society organizations in Turkey and the stance of Turkey in international gender equality indexes.

The II Chapter in the report is “Monitoring with Indicators and Indicator Data”. This chapter is by Indicators Expert Group composed of Prof. Dr. Gülay Toksöz, Assoc. Prof. İlknur Yüksel-Kaptanoğlu, Assoc. Prof. Emel Memiş, Dr. Hilal Arslan, Aslıhan Kabadayı, Oğuzhan Akyıldırım and Bengin İnanç. This part offers users in tables indicators selected from among indicators developed by 16 thematic area reports in total so far for the purpose of annual monitoring of gender equality and values related to indicators whose data is available. In terms of many different thematic areas, it is possible to see developments taking place in some areas briefly mentioned above in the first part of the report on structural monitoring and in tables in the second part on monitoring with in indicators.

By its evaluation national-level practices and exposure of the present situation by “monitoring indicators” developed on the basis of scientific and objective data together with developments within the framework of Turkey’s international commitments in gender equality, we hope that this report contributes to the adoption of a common stance against negative trends in this particular area. Our wish is that this report supports countless persons and organizations struggling and making efforts to prevent and eliminate gender inequalities in Turkey.

CEİD Executive Board

Executive Summary

The present Gender Equality Monitoring Report for Turkey is based on thematic monitoring reports and monitoring indicators developed by the CEİD and it aims to draw the local and global attention to significant developments that took place in Turkey in the period 2019-2020. It is the first national periodic monitoring report covering issues that are important, common and worth monitoring from 16 thematic areas that CEİD had developed in line with international norms and approaches related to gender equality. The report aims to assess the compatibility of Turkish institutions and policies with universal gender equality norms, and strategies; and to assess the development towards the goals set by Turkey.

Documents Containing Gender Equality Strategies and Policies

The following are the international conventions and documents² that were considered during the preparation of this report. These conventions and protocols that Turkey acceded to have been developed based on global collective wisdom and experience for the realisation of gender equality:

Fundamental Gender Equality (GE) documents under the United Nations (UN):

- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and Beijing Action Plan,
- United Nations (UN) GE Monitoring Strategy and Policy Document in effect: Sustainable Development Goals (SDG),
- UN - Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children - Palermo Protocol (Turkey acceded to the protocol on 13.12.2000 and ratified in 2003),
 - UN-International Conference on Population and Development (ICPD) +25 (2019 Meeting on the 25th Anniversary of Nairobi Conference monitoring outcomes related to sexual and reproductive health),
 - The latest periodic monitoring report on Beijing Action Platform Declaration and Action Plan assessing developments and problems: Beijing + 25 (2020),
- UN, General GE Strategy Document (Gender Parity),
- UN, GE Strategic Plan covering the period 2018-2021 (Women's Strategic Plan, 2018-2021,
 - UN-CEDAW Committee Decisions,

² See the main report for information on access to documents mentioned here.

- UN-Women's Status Commission decisions.

Advisory GE documents for Turkey's European Union candidacy:

- EU- GE Action Plan presently in effect: Union for Equality 2020-2025: Gender Equality Strategy,
- EU Monitoring Report: Equality of Women and Men 2019 Annual Report,
- EU European Institute for Gender Equality (EIGE) Beijing +25 Evaluation Report,
- EIGE, 2019 Gender Equality Index Report,
- Council of European Municipalities and Regions (CEMR) European Charter for Equality of Women and Men in Local Life -2006.

Fundamental GE documents of the Council of Europe (CoE) that Turkey must comply with as a member state:

- CoE- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence -Istanbul Convention, (Turkey first signed the convention that was opened to signing on 11 May 2011. Though the Convention was published in the Official Gazette dated 8 March 2012, Turkey withdrew with a presidential decision dated 20 March 2021).
- CoE- Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (Lanzarote Convention),
- CoE-Action Plan: Gender Equality Strategy Document 2018-2023,
- GREViO Monitoring Reports,
- CoE- Decisions taken by the European Court of Human Rights (ECHR) as a supervisory body on human rights (Turkey recognized the right to individual application to the ECHR in 1987 and ECHR's jurisdictional authority in 1989),
- CoE-Recommendations (Particularly recommendations related to relationship between gender stereotypes, gender inequality, sexism and violence against women and girls (Recommendation CM/Rec (2019)).

Universal Norms in Gender Equality

Universal norms in gender equality identified in CEiD mapping reports in accordance with universal human rights documents can be listed as follows:

- Prevention of gender-based discrimination to ensure gender equality,
- Compliance with the principle of "respect for human dignity" in all practices,

- Attaching specific importance to discrimination stemming from “multiple inequality” experienced by persons who are discriminated against for more than one ground including, sex, sexual orientation, sexual identity, age, disability, ethnic origin, faith, language, etc. (principle of intersectionality),
- Recognizing that ensuring equality is firstly the responsibility of states and public actors,
- Application of “special measures” and “positive discrimination” to overcome persistent inequalities and forms of discrimination,
- Paying attention to such norms as decent work, conciliation of work and family life and economic independence of sexes in order to prevent violations of women’s human rights,
- Taking women’s empowerment as basis in all practices,
- Given the nature of offences against sexual inviolability, taking “women’s statement” as basis with respect to related complaints and requests for investigation.

Universal Strategies for GE

Major GE strategies included in the above-mentioned international documents adopted by Turkey and whose implementation will be monitored under this report are as follows:

- Ensuring relevant public and civil authorities’ commitment to gender equality,
- Inclusion of mainstreaming the gender perspective as the main policy in the development, implementation and monitoring of all legislative initiatives, policies, programmes and projects,
- Improvements in relevant institutions and legislation for mainstreaming,
- Development of action plans that define the actors, institutions and activities for policy implementation,
- Gender-based data collection and regular publication to see the effectiveness of implementation,
- Positive discrimination and support policies to eliminate persistent inequalities,
- Gender impact analysis to see the effects of policies implemented and transformation realized,

- Gender budgeting to see the effects of resource utilization,
- Methodological monitoring to see the level of realization of policies,
- Setting up and supporting independent monitoring bodies to monitor policy implementation,
- Cooperation with social stakeholders,
- Ensuring men's participation to the process of building gender awareness,
- Development and regular use of gender indicators that facilitate and add objectivity to monitoring,
- Considering 12 critical areas of the Beijing Action Plan while defining policy objectives and strategies.

Universal Policies Adopted for GE

This report has considered the following major policies based on the assumption that the UN-Sustainable Development Goals 2015-2030 and Council of Europe 2018-2023 Gender Equality Strategy Document cover the latest and most comprehensive objectives, strategies and policies in effect today regarding GE:

- Elimination of all forms of discrimination against women,
- Elimination of all forms of violence against women,
- Elimination of child, early and forced marriages and similar violations of rights,
- Considering women's unpaid family labour and family responsibilities in public services, infrastructure and social protection policies,
- Guaranteeing women's equal participation to all decision-making processes,
- Guaranteeing rights to sex and fertility,
- Giving effect to reforms that provide women equal opportunities in access to economic resources, right to acquire land and proprietorship, financial services, legacy and natural resources,
- Ensuring women's use of technology including information and communication technologies,
- Providing women equal opportunities in rural development,

- Ensuring men’s participation to the realization of gender equality,
- Preventing gender discrimination in population and migration movements and in refugees,
 - Preventing and combating against gender-based stereotypes and sexism,
 - Guaranteeing women’s right to access justice,
 - Protecting the rights of migrant, refugee and asylum-seeking women and girls.

Structural Monitoring of GE Mainstreaming Policies in Turkey

Key legislation, including the Constitution, was examined regarding mainstreaming. According to Article 10 in the **Constitution** the task of giving effect to gender equality rests with the state and the measures adopted for this purpose; in other words, **“positive discrimination”** cannot be considered to be in opposition with the principle of equality. According to the last paragraph in the article the state is bound by only the principle of “equality before the law.” Constitutional Court’s decision to annul the principle of **“equality in benefitting from all public services”** from this article constitutes an important problem.³

Article 41 in the Constitution states *“Family is based on equality of spouses”*; but it is not clear what kind of equality is implied in the context of the policy for “strengthening the family”. It is therefore important to monitor to what extent the policies for protecting and strengthening the family are compatible with the principle of “equality”.

It is also important to monitor **if fundamental legislation provides GE**. For example, we can say that the Turkish Civil Code (2001), Turkish Penal Code and Labour Code are all now more gender-sensitive after some modifications. Yet, there are many other pieces of legislation with no sensitivity at all in this regard albeit their important content. Examples include Law no. 979 on the Organization and Duties of the Ministry of Family and Social Policies; National Deputy Election Law no. 2839; Law no. 2820 on Political Parties; Municipalities Law no. 5393; Law no. 6253 on the Administrative Organization of the Grand National Assembly of Turkey; and Law no. 657 on State Personnel.

Fundamental policy arrangements governing public services are also crucial for GE monitoring. The first development plan under the Presidential Government System, the

³ With Article 1 in the Law no. 5735 dated 9/2/2008, “in the utilization of all kinds of public services” was inserted after “all proceedings.” This provision, however, was later repealed by the Constitutional Court decision no. E.: 2008/16, K.: 2008/116 dated 5/6/2008. <https://www.mevzuat.com/anayasa-mahkemesinin-e-2008-16-k-2008-116-sayili-karari-5735-sayili-turkiye-cumhuriyeti-anayasasinin-bazi-maddelerinde-degisiklik-yapilmasina-dair-kanun-ile-ilgili/>

11th Development Plan (2019-2023), has no mention of a gender equality standard and only mentions the strengthening of family and women. The abandonment of equality standards and the limited discourse around equal opportunities poses a vital risk to protecting women's rights. Men do not appear among the target groups of the 11. Development Plan as perpetrators or victims including in issues related to the prevention of violence against women. It is a serious problem that there is no mention of the men that perpetrate the violence while discussing the prevention of male violence against women. In the 11th Development Plan, targets and policies related to the rights of women appear only related to education, employment, health, strengthening of the family and women. In other words, policies regarding children, youth, social services, poverty, liveable cities, sustainable environment and urbanization are addressed as if they are totally genderless. These subjects lack any policy or target that addresses the gender-based discrimination faced by women and girls. This indicates that mainstreaming as a policy target at national level is applied to a limited extent.

Looking at **11th Development Plan** targets and policies we see that "indirect" policies such as "training", "information building" and "awareness building" are adopted in issues where there are significant inequalities and gender-based discrimination. Yet, the prevention of persistent inequalities and cases of gender discrimination requires, in many cases, direct transformative interventions of the public authority and, as foreseen by constitutional Article 10 and CEDAW Article 5, adoption of positive discrimination measures.

The most significant political document defining the practices of GE mainstreaming strategy is the **Women's Empowerment Strategy Document and Action Plan 2018-2023** which was prepared by the institution responsible of GE mainstreaming, Ministry of Family and Social Services (MoFSS). As a **national action plan**, this document has no mention of "gender equality" which was adopted as the foundation of the earlier plan. Instead, it has adopted the "women's empowerment" standard. Furthermore, it has excluded "women and poverty" and "women and the environment" from the 12 critical areas of the Beijing Action Platform, and defined only 5 major areas to consider: education, health, economy, participation to decision-making, and media.

The most important feature distinguishing the Empowerment Strategy Document from earlier action plans is that it includes **performance indicators** regarding processes and activities of the foundations and institutions involved. Hence, instruments making monitoring and evaluation possible are presented in this plan. Even though KGSM has planned for regular monitoring activities, there hasn't been a monitoring report prepared

and presented to the public, yet. **Empowerment Strategy Document** also defines the intersecting policies within the planned strategies, targets and activities. Among these the following are noteworthy: "Monitoring-Evaluation and Impact Assessment", "Gender-Sensitive Budgeting", "Women Under or Applying for Temporary/International Protection", and "Men's Participation to Women's Empowerment Process."

To provide a ground for **specific-purpose policies** there are action plans only for **preventing violence against women**. The only plan on this issue which is presently in effect is the **Coordination Plan for Combating Violence against Women (2020-2021)**. This plan has not yet been renewed. The gender equality standard is excluded from the whole Coordination Plan, and empowerment of woman and family is the only adopted standard. In order to ensure the coordination and cooperation of relevant institutions, the plan envisaged a cooperation protocol; and under the Coordination Plan, the MoFLS, Ministry of Justice, Ministry of Interior, Ministry of National Education, Ministry of Health and Department of Religious Affairs signed the "**Protocol on Enhancing Institutional Cooperation and Coordination in Combating Violence Against Women**" on 25 November 2019.

The **Coordination Plan** defines five major objectives: *Legislative Arrangements; Awareness Building and Mentality Transformation; Delivery of Protective and Preventive Services and Empowerment of Victims of Violence; Organization and Delivery of Health Services; and Empowerment Mechanisms of Cooperation and Policy Development to Ensure Effective Service Delivery in Combating Violence against Women.*

The **Coordination Plan** assigns duties to limited number of institutions for mainstreaming GE. These are institutions in charge of security affairs like ministries of interior and justice. Apart from security institutions, the duty mainly rests with the **Department of Religious Affairs** (DİB). The Coordination Plan assigns tasks to DİB regarding "Training in Basic Family Issues", "Project for Peaceful Family, Strong Society and Safe Future", "Project on Building Awareness for Protecting the Family and Preventing Domestic Violence" and "Religious References in Preventing Domestic Violence".

In the plan, one cannot find any concrete definition of perpetrators of violence, an effective intervention plan to prevent acts of violence, or the necessary strategic objectives and priorities. The plan focuses on the victims and disregards the perpetrators. Therefore, it seeks to remedy the consequences without mentioning the root causes of the problems.

The Women's Empowerment Strategy Document, and Coordination Plan for Combating Violence against Women assign duties to some ministries and the Department of Religious Affairs. But **institutional legislation and terms of reference** of these institutions do not include the principles and strategies necessary while performing their duties. Consequently, their practices may in some cases be incompatible with or even contrary to fundamental GE standards and strategies. It is therefore a priority to go over the legislation of these institutions and make necessary modifications to achieve gender-sensitivity.

Monitoring the Practices of Institutions in Charge of GE Mainstreaming

The report evaluates the following institutions for monitoring the capacity and practices of institutions in Turkey that are in charge of realizing GE: Ministry of Family and Social Services (MoFSS), and particularly the General Directorate on the Status of Women (KSGM) within MoFSS; Department of Religious Affairs (DiB); Turkish Statistical Institute (TÜİK); Ministry of Health; gender equality units of municipalities and local governments; equality expertise commissions; women's guesthouses and counselling centres under municipalities; women's guesthouses and ŞÖNİMs under the Ministry of Family and Social Services; General Directorate of Security Branch of Combat against Domestic Violence; General Command of Gendarme Branch of Children and Domestic Violence; Grand National Assembly of Turkey (TBMM) Committee on Equal Opportunities for Women and Men (KEFEK); Human Rights and Equality Institution of Turkey; and Ombudsman Institution.

The **Ministry of Family and Social Services** oversees the coordination of these institutions' activities. Upon examining this institution with respect to gender-sensitivity we find that the document **Objectives and Targets in the 2019-2023 Strategic Plan** has 6 major objectives and 27 targets defined, of which none is directly related to the protection of women's rights.

The standards for protecting women's rights and realizing gender equality are not included in the mission and vision definitions of the MoFSS. There is no commitment to comply with neither equality nor gender equality standards during the realisation of the Ministry defined mission "empowering the individual and the family." The ministry refers to the action plans under its responsibility as "women's empowerment"; yet, in contrast to its previous attitude, fails to provide any statement that "women's empowerment" should be interpreted as the protection of human rights, gender equality within the delivery of public services, and a de facto compliance with gender equality standards.

Only 0.97% of MoFSS's total budget, is spent on "Family Protection" and only 0.26% for "Women's Empowerment." This shows that since the ministry dropped "women" from its

name; “women’s empowerment” is not the only area deemed marginal but “family empowerment” has to become marginalised. **The budget allocated to the protection of women and family is 1.2% of the total budget of the ministry.**

The fact that a big portion of ministry’s all GE related efforts are based on **“awareness building”, “training for awareness”** creates monitoring issues. Effectiveness of such activities cannot be measured without impact analysis and it is difficult to evaluate them in terms of performance. For any effective monitoring and performance evaluation, indicators must be identified for the definition of quality: “Who carries out the work, according to which criteria and for which target group?” or “Is effectiveness measured through monitoring? In the absence of such performance indicators “awareness building trainings” often remain far from solving problems.

MoFSS’s efforts for **protection of the rights of women remained under the shadow and limitations of protection of the family** and lost its effectiveness as a policy. It can be said that this is the natural and inevitable consequence of dropping the word “women” from the name of the ministry. Besides the disappearance of protection of women’s rights, goals like equality of sexes, equality of women and men, and gender equality also disappeared and only the term “equal opportunities for women and men” is used occasionally and in reference to limited number of issues.

This report also addresses the **gender equality monitoring work done by civil organizations and research institutions.** These civil organizations are listed below.

Civil organizations engaged in monitoring gender equality and women’s and LGBTI+’s rights: Women’s Platform for Equality (EŞİK), Association for Supporting Women Candidates (KA-DER), Women’s Coalition, BİANET Male Violence Tally, Stop Femicide Platform, Women’s Solidarity Foundation (KADAV), Women Studies Association (KÇD), TCK 103 Women’s Platform, Mor Çatı Women’s Shelter Foundation, Social Policy, Sexual Identity and Sexual Orientation Studies Association (SPoD), Kaos Gay and Lesbian Cultural Studies and Solidarity Association (Kaos GL), Hevî LGBTI+ Association, Red Umbrella Sexual Health and Human Rights Association, Association of Women with Disabilities, Association for Women in Managing Boards, Women Entrepreneurs Association of Turkey (KAGİDER), Initiative for Women’s Labour and Employment (KEİG), Foundation for the Support of Women’s Work (KEDV), Association of Sports and Physical Activity for Women (KASFAD), Equality, Justice and Women’s Platform, Women in Foreign Policy Group (DPK), Public Policy and Democracy Studies Association (PODEM).

Other organizations engaged in rights-based monitoring: Monitoring for Equal Rights Association (EŞİTİZ); Local Monitoring, Research and Application Association (YERELİZ); Migration Studies Association (GAR); Association for Solidarity with Asylum-seekers and Migrants (SGDD-ASAM); International Organization for Migration (IOM); Social and Economic Studies Foundation of Turkey (TESEV); Educational Reform Initiative (ERG); Turkish Family Planning Foundation and Demography Association ; Mother-Child Education Foundation (AÇEV); Balance and Supervision Network (DDA).

Professional organizations and trade unions whose activities are monitored: TMMOB-Women's Working Group (KÇG), Turkish Medical Association Women Physicians and Women's Health Branch, Confederation of Unions of Public Employees (KESK), Confederation of Progressive Trade Unions (DİSK), INDUSTRIALL Global Industrial Workers Union, Eğitim Sen, Eğitim-Bir-Sen, Turkish Industry and Business Association (TÜSİAD).

Academic units: Kadir Has University Gender and Women Studies Research Centre, Sabancı University, SU Gender.

Polling firms: KONDA, IPSOS, YÖNEYLEM Research.

Reports prepared for the purpose of **international monitoring of Turkey's GE policies** are also addressed. Reports evaluated are:

- Civil Monitoring Reports (Shadow Reports) presented to the CEDAW Committee, and Country Reports presented by the State of Turkey to the same committee,
- Istanbul Convention-GREVIO' first Monitoring Report on Turkey and GREVIO monitoring reports by civil organizations,
- European Union's 2019 and 2020 Progress Reports on Turkey,
- UN Sustainable Development Goals 2019 Evaluation Report and reports by civil organizations on Sustainable Development Goals,
- National Report prepared for the 25th anniversary of Beijing Declaration and Action Platform.

The report also used International Indexes that offer internationally comparable data in GE monitoring and Monitoring Indicators included in these indexes. In this way, Turkey's current state is followed by referring to the following indexes:

- UN-Gender Development Index (GDI),

- UN-Gender Inequality Index (GII),
- Human Development Dashboards,
- Indicator Panel 2 / Life Cycle Gender Gap,
- UN SDG Gender Index (EM2030 SDG Gender Index),
- UNDP Gender Social Norms Index (GSNI),
- OECD Social Institutions and Gender Index (SIGI),
- World Economic Forum (WEF) Global Gender Gap Index (GGGI).

Work for GE-related indexes started in Turkey. The report addresses the following among these:

TEPAV Gender Equality Report Card of Turkey in 81 Provinces

YANINDAYIZ Association District-Level Gender Equality Index

- Women's Entrepreneurship Index (KAGİDER)

Under the heading **Monitoring with Indicators** in the second part of the report there are gender equality indicators in 16 thematic areas. 146 indicators with available data were selected by studying existing reports; these are indicators that produced and accessible at the national level. Depending on the availability of data, the values of these indicators are given in comparative terms of at least two years. This comparison is important in tracing the direction of trends over years. Of 144 indicators suggested, some have accessible data while other indicators require special research for data collection.

Available Indicators: Indicators produced and accessible at the national level.

Suggested Indicators:

- Accessible indicators: These are indicators that are not presently produced; although there is available data, accessibility of it would only be possible through conscious efforts for their production and raising awareness of the necessity of producing gender-sensitive indicators.
- Indicators requiring research: These are indicators that require intensive efforts for bringing relevant data together, combining data from different institutions and research on new topics.

The list of indicators selected with respect to thematic areas with available data and their data sources are given in tables presented here and in annexes. Suggested indicators can

be found in Table 1 in the annex. Table 2 presents even year data (when available) corresponding to selected indicators.

CHAPTER I

STRUCTURAL MONITORING

Prof. Dr. Serpil Sancar

INTRODUCTION

Fundamental Principle in the Annual Report: Rights-Based Monitoring

This report considers “rights-based monitoring”⁴ as an analytical tool ensuring the realization and sustenance of fundamental human rights principles. Rights-based monitoring aims effective monitoring of policies, strategies and resources used for building an all-inclusive and peaceful society that is equalitarian, sustainable and sensitive to rights. In this respect, rights-based monitoring is an effective tool in accelerating changes towards a democratic society respectful to human rights.

Rights-based monitoring also helps GE monitoring activities to be carried out on scientific grounds; facilitates the development of monitoring indicators; helps us improve monitoring capacity and awareness in gender-based organizations; serves to GE mainstreaming; and supports direct advocacy activities

Annual Report Monitors What, How and based on which Documents?

The objective of the annual report is to contribute to the identification of issues that need intervention by exposing the existing gaps and the extent to which Turkey complies with GE related universal human rights documents she has signed. The main objectives of the monitoring work are as follows:

- Protection of women’s fundamental human rights and prevention of rights violations (PRW),
- Ensuring equality of women and men (EWM),
- Translating gender equality into life (GE).

The annual report seeks to monitor the national-level implementation of norms; defined objectives, strategies and suggested policies in international documents Turkey acceded

⁴ For further information about rights-based monitoring see, Ecevit, Y. & Bayrakçeken Tüzel, G. (2019). *Toplumsal Cinsiyet Eşitliğinin İzlenmesi İçin El Kitabı*. CEİD Publications. (<https://dspace.ceid.org.tr/xmlui/handle/1/180>)

to; and of action plans and strategy documents of international organizations that Turkey has her membership.

International documents to be covered by the report are:

- Monitoring the compliance of **legislation** including the Constitution:
 - Constitution,
 - Monitoring the implementation of basic laws and governing regulations (decrees in force of law, circulars, regulations, orders, projects, programmes, etc.),
 - Monitoring the compliance of inner regulations of institutions with implementation mandates given by national action plans.
- Monitoring **national action plans** developed and implemented by the Ministry of Family and Social Services (MoFSS) as the institution responsible for GE:
 - Monitoring GE national action plans (plans with general objectives, actions plans to prevent violence against women),
 - Monitoring the extent GE is mainstreamed by national action plans in other areas.
- Monitoring institutional capacity in GE implementation of institutions who are assigned by national action plans to give effect to GE in their respective domains, even though their core mission is not GE:
 - Monitoring the legislation, regulations, circulars, action plans, strategic plans and performance indicators of relevant institutions to see whether they have sufficient mission towards and sensitivity in GE,
 - Monitoring the practices of managers of relevant institutions on behalf of their organizations,
 - Examining whether internal legislation of mandated institutions provide for principles and definitions required for GE.

GE norms, strategies and policies in the following 6 different thematic areas will be monitored regarding **violations of women's fundamental human rights**:

- Preventing male violence against women,
- Preventing child, early and forced marriages,
- Migration and providing equal protection to refugee women,
- Ensuring equal access to justice for both sexes,
- Preventing trafficking in women,
- Combating female poverty.

The following issues will be addressed in terms of gender equality within **equal access to public services** and non-discriminatory practices during the identification of available services:

- Equal access to education opportunities and equal access to girls, particularly for opportunities in STEM⁵ education,
- Equal access to rights to employment and social protection,
- Equal access to health services,
- Equal participation and representation in political, economic and social decision-making processes,
- Equal access to religious services,
- Equal access to opportunities in sports,
- Equal utilization of urban rights,
- Ensuring men's adoption of and participation to gender equality.

⁵ Acronym standing for Science, Technology, Engineering and Mathematics.

UNIVERSAL NORMS, STRATEGIES AND POLICIES OF GENDER EQUALITY

Gender Equality Norms

Universal GE norms, based on universal human rights documents, included in CEİD mapping reports can be listed as follows:

- Ensuring that individuals of different sexes, sexual orientations and identities enjoy equal rights,
- Preventing gender-based discrimination to ensure equality,
- Ensuring GE in both de facto and de jure terms,
- Mandatory compliance with “respect for human dignity” in all practices,
- Attaching specific importance to discrimination stemming from “multiple inequalities” experienced by persons who are discriminated against for more than one reason including, sex, sexual orientation, sexual identity, age, disability, ethnic origin, faith, language, etc. (principle of intersectionality),
- Recognizing that ensuring equality is the responsibility of states and public actors above others,
- Given the nature of offences against sexual inviolability, taking “women’s statement” as basis with respect to complaints and requests for investigation.
- Necessity to consider indirect discrimination as well as direct discrimination,
- Ensuring compliance with the principles of justice and equity as long as they are in accordance with principles of equality,
- Application of “special measures” and “positive discrimination” to overcome persistent inequalities and forms of discrimination,
- Paying attention to such norms as decent work, conciliation of work and family life and economic independence of sexes in order to prevent violations of women’s human rights,
- Taking women’s empowerment as basis in all practices,

Documents Containing Gender Equality Strategies and Policies

We know that concrete strategies and policies developed at international level based on collective wisdom and experience, improve and become more detailed over time. We find the first important expression of these strategies and policies in the **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**⁶ and **Beijing Action Plan**⁷.

These two were later followed by other strategy and policy documents developed in consensus under the umbrellas of the United Nations (UN), the European Union (EU) and the Council of Europe (CoE). These are summarized below:

United Nations Strategies, Action Plans and Monitoring Mechanisms

- Starting point of GE monitoring with data and indicators: CEDAW and Beijing Action Plan⁸
- UN's GE monitoring strategy and policy: Sustainable Development Goals (SDG)⁹
- CEDAW Committee Decisions¹⁰
- UN-Women's Status Commission decisions¹¹

EU Strategies, Action Plans and Monitoring Mechanisms

- Action Plans: Unity for Equality: Gender Equality Strategy 2020-2025¹²
- Monitoring Reports: Equality of Women and Men European Commission 2019 Annual Report¹³
- EIGE Beijing+25 Evaluation Report¹⁴

⁶ United Nations & UNICEF (2004). Convention on the Elimination of All Forms of Discrimination against Women - CEDAW. UNICEF. (<https://dspace.ceid.org.tr/xmlui/handle/1/619>)

⁷ United Nations (1995). Beijing Declaration and Action Plan. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/733>)

⁸ United Nations. (1995). Beijing Declaration and Action Plan. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/733>).

⁹ UN. (2015). Transforming our World: The 2030 Agenda for Sustainable Development. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/893>).

¹⁰ General Recommendations by the Committee on the Elimination of Discrimination against Women, <https://dspace.ceid.org.tr/xmlui/handle/1/722>. For texts in English see: <https://www.ohchr.org/en/hrbodies/cedaw/pages/recommendations.aspx>

¹¹ UN- Decisions by the commission on the Status of Women, <https://dspace.ceid.org.tr/xmlui/handle/1/1728>

¹² European Commission (2020). Striving for a Union of Equality The Gender Equality Strategy 2020-2025. European Union. (<https://dspace.ceid.org.tr/xmlui/handle/1/1604>).

¹³ European Commission (2019). 2019 report on equality between women and men in the EU. European Commission. (<https://dspace.ceid.org.tr/xmlui/handle/1/1006>).

¹⁴ EIGE (2020). Beijing + 25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States. European Institute for Gender Equality (EIGE). (<https://dspace.ceid.org.tr/xmlui/handle/1/545>).

- EIGE, 2019 Gender Equality Index Report¹⁵

Council of Europe Strategies, Action Plans and Monitoring Mechanisms

- Council of Europe Gender Equality Strategy Document 2018-2023¹⁶
- GREVIO Monitoring Reports¹⁷

GE Monitoring and Reporting in International Context

International documents related to gender equality that are signed by states also impose on these states the responsibility of preparing monitoring reports on implementation by countries and regions. The CEDAW mentions this monitoring and reporting responsibilities in its articles 2, 17, and 18. As required by these provisions, the **UN-Commission on Women's Status (CWS)** and the **UN-CEDAW Committee** performs monitoring by periodic country monitoring reports and civil/shadow reports.

With respect to parties to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)¹⁸ the GREVIO (Istanbul Convention Group of Experts) is engaged in Periodic Monitoring Reports and Civil/Shadow monitoring. The GREVIO released its first report on how convention provisions are implemented.¹⁹

The European Union (EU) defines how it will practise monitoring with action plans released in every five years; and releases monitoring reports on member and candidate member countries. The 2006-2010 Roadmap for Equality of Women and Men²⁰ as the second action plan of the EU relegated this task to the **European Institute for Gender Equality (EIGE)**. The EIGE keeps its task of reporting and monitoring with indicators and publishes Gender Equality Index that guides this monitoring work.²¹

The 2016-2019 Strategic Planning Document, which is the last completed action plan of the EU, assigned all member states to regularly monitor implementation and to report related

¹⁵ Gender Equality Index (2019). <https://eige.europa.eu/gender-equality-index/2019>

¹⁶ COE (2018). Council of Europe Gender Equality Strategy 2018-2023. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1075>)

¹⁷ See the related part of this report.

¹⁸ CoE (2011). Istanbul Convention - Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1169>)

¹⁹ GREVIO (2018). The GREVIO Report (first) on legal and other measures to give effect to the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention TURKEY. KSGM (unofficial translation) (<https://dspace.ceid.org.tr/xmlui/handle/1/1134>)

²⁰ European Commission (2006). A Roadmap for equality between women and men (2006-2010). <https://dspace.ceid.org.tr/xmlui/handle/1/1729>

²¹ EIGE Gender Equality Index (2020). <https://eige.europa.eu/gender-equality-index/2020>

developments. The document states that monitoring and reporting will be made annually based on defined goals and indicators.²²

Universal Policies in Gender Equality

While monitoring GE-related public institutions and their policies in Turkey, the annual report will examine the extent of implementation for policies suggested by international documents based on gender equality. These policies can be briefly summarized as follows:

- Ensuring public and civil authorities' commitment to gender equality,
- Inclusion of GE mainstreaming in the development, implementation and monitoring of all legislative initiatives, policies, programmes and projects,
- Improving the institutional structures necessary for mainstreaming,
- Development of action plans that define actors, institutions and activities in policy implementation,
- Gender-based data collection and regular publication to see the effectiveness of implementation,
- Positive discrimination and support policies to eliminate persistent inequalities,
- Gender impact analysis to see the effects of policies implemented and transformation realized,
- Gender budgeting to see the effects of resource utilization,
- Methodological monitoring to see the level of policy realisation,
- Setting up and supporting independent monitoring bodies to monitor policy implementation,
- Cooperation with social stakeholders,
- Ensuring men's participation to the gender awareness building process,
- Development and regular use of gender indicators that facilitate and add objectivity to monitoring,

According to the Beijing Action Plan (BAP) proposed cooperation partners in the implementation of these policies are as follows:

- All organizations active in women's rights,
- All government institutions,

²² European Commission (2016). Strategic Engagement for Gender Equality 2016-2019. European Union. (Ch. 7. Monitoring And Evaluation, Annexes 1 and 2) (<https://dspace.ceid.org.tr/xmlui/handle/1/751>)

- National parliaments and assemblies,
- GE units of local governments and administrations,
- Human rights institutions,
- Professional networks (particularly in the fields of justice, journalism, education, health and social services),
- Trade unions and employers' associations,
- Media institutions,
- Private sector institutions.

CONTENT OF UNIVERSAL DOCUMENTS IN GENDER EQUALITY

Gender Equality in United Nations Documents

Universal Declaration of Women's Rights: CEDAW

Convention on the Elimination of All Forms of Discrimination against Women can be considered as the human rights convention for women. The CEDAW is important since it:

- Defines all forms of discrimination against women.
- Aims not at an abstract gender equality but elimination of discrimination against women.
- Stresses women's rights as "individuals".
- Takes equality as basis in both legislation and practice.
- Anticipates the elimination of gender discrimination in both public and private spheres.
- Prohibits discrimination with respect to its "purposes" and "outcomes"; "direct" and "indirect", "intentional" and "unintentional" discrimination.
- Demands not only legal and formal but real equality as well.
- Holds states accountable not only for the acts of their official personnel but by all other real and corporate persons (i.e. companies, individuals).
- Adopts a broad and progressive understanding of rights pertaining to economic, social, cultural, civil and "all other areas".
- Anticipates "immediate" elimination of discrimination against women.
- Assigns states the responsibility of transforming cultural elements such as discriminatory traditions and constraining gender roles based on stereotypes.

CEDAW's contribution to women's rights standards since its adoption can be summarized as follows:

- **The necessity for de facto equality is accepted.** According to CEDAW, it is not sufficient to ensure merely de jure equality of sexes; de facto equality is now an internationally binding standard.
- **Details of discriminatory practices against women is defined in concrete terms.** CEDAW defined discrimination against women in detail and in concrete terms and suggested specific solutions, policies and an effective action plan for its elimination.

- **The necessity for special measures to remedy the existing inequality is accepted.** CEDAW recognizes the need for special measures (positive discrimination) for victims of discrimination until it is eliminated.
- **Actors with multiple responsibilities are identified.** All social actors including the state are obligated to realise gender equality.
- It is recognized that women must have **full and equal** share in economic, social, cultural and political **decision-making processes** for their advancement.
- The principle of equality of sexes and sharing of authority and responsibility by women and men is defined as realization of equal participation **at home, workplaces and in national and international communities.**
- Equality of women and men is a matter of human rights, a precondition for **social justice** and for equality, development and peace.
- Equality of sexes is a must for **human-centred sustainable development.**

Importance of Beijing Action Platform and Action Plan

Following the adoption of the CEDAW, the Beijing Declaration is one of the most important political documents defining principles and major goals in how UN member countries must protect women's rights.

It was adopted in 1995 during the United Nations **IV. World Conference on Women held** in Beijing with official representatives from 189 countries and over 36,000 representatives from civil society. The concept **"human rights of women"** was developed in this conference and the principle of **"gender mainstreaming"** was adopted as the basic strategy in implementation policies.

The **Beijing Declaration and Action Plan** also adopted by the same conference was prepared with the wide participation of international women's movement. There was a **Women's Forum** parallel to the conference where over 30,000 representatives from women's organizations and civil society from all around the world discussed the final version of the document.

The Beijing Conference gave the message that women's problems are universal. The **Beijing Declaration** adopted by 189 countries at the end of the conference combined all strategies for protecting the rights of women developed up to that date in a single text. The **Action Plan** is the **first comprehensive action plan for protecting the rights of women** that defined relevant strategies, policies and responsible actors.

Priority Areas in Beijing Action Plan

The Beijing Action Plan identifies **12 critical areas with priority and urgency**. Governments, civil society organizations and the private sector are called on to focus on and act in these areas. They are as follows:

- Persistent and increasing burden of poverty on women,
- Inequalities and inadequacies in and unequal access to education and training,
- Inequalities and inadequacies in and unequal access to health care and related services,
- Violence against women,
- Effects of armed conflict on women,
- Inequality in economic structures and policies, in all forms of productive activities and in access to resources,
- Inequality between men and women in the sharing of power and decision-making,
- Inadequate promotion and protection of the human rights of women,
- Inequality in women's access to and participation in all communication systems, especially in the media,
- Gender inequalities in the management of natural resources and in the safeguarding of the environment,
- Discrimination against and violation of the rights of the girl,
- Insufficient mechanisms for the advancement of women at all levels and places.
- **Beijing Action Plan** identifies in detail what must be done and points out to the following as responsible actors: Governments, international organizations, women's organizations, other social organizations, private sector, trade unions, etc.
- **Beijing Action Plan** gives definite dates for the fulfilment of obligations of various organizations and attainment of some goals.
- For the first time with the **Beijing Action Plan** governments have made binding commitments regarding changes in their national policies and steps to take. They have developed national plans showing how platform decisions are to be implemented in their countries.
- **Beijing Action Plan** is the first comprehensive example to action plans prepared by different countries **regarding** important and persistent issues of inequality.
- The Plan describes strategic targets and necessary actions in each of **12 priority areas** of critical importance identified for the protection of women's rights and realization of gender equality.

In the years that followed 1995, the Beijing Declaration and Action Plan served as a guide for policies and strategies developed by organizations and governments working for gender equality and a **reference document for defendants of women's rights**. The Beijing Action Plan is work of the **international women's movement** and a fundamental document under its protection. Although not legally binding, the document is a roadmap with very strong policy implications and with references to the CEDAW as its international legal basis.

The Principle of Responsibility of States according to the Beijing Action Plan

States express their undertaking of responsibility as follows in the document:

"We hereby adopt and commit ourselves as Governments to implement the following Platform for Action, ensuring that a gender perspective reflected in all our policies and programmes. We urge the United Nations system, regional and international financial institutions, other relevant regional and international institutions and all women and men, as well as non-governmental organizations, with full respect for their autonomy, and all sectors of civil society, in cooperation with Governments, to fully commit themselves and contribute to the implementation of this Platform for Action."

Monitoring Implementation after the Beijing Action Plan

Global meetings were held every five years to monitor the implementation of Beijing Action Plan; and UN Commission on the Status of Women issued reports²³ evaluating developments and problems for the purpose of monitoring Beijing Action Platform declaration and action plan:

- Beijing + 5 (2000)
- Beijing + 10 (2005)
- Beijing + 15 (2010)
- Beijing +20 (2015)
- Beijing + 25 (2020)

²³ For reports, see: <https://eige.europa.eu/beijing-platform-for-action>

Other UN Action Plans

Two more important global plans were developed in the context of the UN-Beijing Declaration and Action Plan (1995):

- **UN- Millennium Development Goals 2000-2015:** One of the 8 goals identified (for the period 2000-2015): Promoting Gender Equality and Empowering Women.²⁴
- **UN-Sustainable Development Goals 2015-2030:** The fifth of 17 global goals is “Achieving Gender Equality and Empowering All Women and Girls” which is defined as cutting across all other goals.²⁵

Strategic priorities under the 5th of 17 goals of the Development Goals 2015-2030 are as follows:

- Elimination of all forms of discrimination against women,
- Elimination of all forms of violence against women,
- Elimination of child, early and forced marriages and similar violations of rights,
- Considering women’s unpaid family labour and family responsibilities in public services, infrastructure and social protection policies,
- Guaranteeing women’s equal participation to all decision-making processes,
- Guaranteeing rights to sex and fertility,
- Giving effect to reforms that provide women equal opportunities in access to economic resources, right to acquire land and proprietorship, financial services, legacy and natural resources,
- Ensuring women’s use of technology including information and communication technologies,
- Giving effect to legislative arrangements to make women’s voice heard,
- Providing women equal opportunities in rural development,
- Ensuring men’s participation to the realization of gender equality,
- Preventing gender discrimination in population and migration movements and in refugees.

After adopting the Beijing Action Plan Turkey started to implement the equality of women and men through national action plans. Of 12 critical areas in the Beijing Action Platform,

²⁴ Millennium Development Goals. <https://www.tr.undp.org/content/turkey/tr/home/mdgoverview/millennium-development-goals.html>

²⁵ Sustainable Development Goals . <https://www.tr.undp.org/content/turkey/tr/home/sustainable-development-goals.html>

Turkey identified eight of these as priorities and announced her commitments in these areas and the programme of implementation with the 1996 National Action Plan on the implementation and Monitoring of Conference Outcomes.²⁶

UN-Supervisory Mechanisms on Sustainable Development Goals

There are two important mechanisms to monitor progress in SDG at global and national levels:

- **UN High-level Political Forum-HLPF.**
- **United Nations Economic Commission for Europe (UNECE)** operates as a supervisory mechanism introduced at regional and national levels.

Other Important UN Arrangements Related to Gender Equality

- The **1994 International Conference on Population and Development (ICPD) and 2019 ICPD +25 meeting outcome document** must be noted as a fundamental document exposing reproductive health and sexual health issues related particularly to women and girls and defining solutions in detail. It is especially important because one of the four main strategies identified by the ICPD +25 November 2019 meeting was in favour of addressing fertility and sexual health as women's rights issues rather than as family planning issues.
- **2000 UN Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children** ("Human Trafficking Protocol", also known as the Palermo **Protocol**). The purpose of the protocol is stated as "Prevention and combat against trafficking in human beings by giving special consideration to women and children, protecting the victims of this trafficking and their rights with due respect to their human rights and furthering cooperation between States Parties in this field." Turkey signed the protocol on 13.12.2000 and ratified in 2003.²⁷

²⁶ KSGM (1998). National Action Plan for Implementing and Monitoring of the Outcomes of the IV World Conference on Women held in Beijing in 1995. Prime Ministry General Directorate on the Status and Problems of Women . (<https://dspace.ceid.org.tr/xmlui/handle/1/1280>)

²⁷ TBMM (2003). Law on Confirming the Ratification of the Protocol to the United Nations Convention against Transnational Organized Crime on Preventing, Suppressing and Punishing Trafficking in Persons, especially Women and Children, (4804). Grand National Assembly of Turkey. (<https://dspace.ceid.org.tr/xmlui/handle/1/262>)

- United Nations General Assembly recommendations on **“Trafficking in Women and Girls”** no. 55/67 dated 31.01.2001, 57/176 dated 10.02.2005, 59/166 dated 7.11.2006, and no. A/C.3/61/L.11/Rev.1 (“Trafficking in Women and Girls”)

Recent UN Documents Related to GE

- UN, overall GE Strategy Document (Gender Parity),²⁸
- GE Strategy Document for the UN System as a Whole (System-Wide Strategy on Gender Parity),²⁹
- GE Strategic Plan 2018-2021 (Women’s Strategic Plan, 2018-2021: Achieve Gender Equality and Empower all Women and Girls, Including Women’s Full Enjoyment of Their Human Rights),³⁰
- Report of the Secretary-General on the Improvement in the Status of Women (2019),³¹
- UN Sustainable Development Goals 2019 Progress Report (Progress on the Sustainable Development Goals: The Gender Snapshot 2019),³²
- UN performance indicators for political participation.³³

Gender Equality in Council of Europe and European Union Documents

Until the 2000s, the fundamental policy of the European Union (EU) in equality of women and men and protection of the rights of women did not go much beyond equal pay for equal work and some systematic arrangements in such issues as marriage and prevention of trafficking in women and children, and survival sex. In the period after the 1995 Beijing Action Platform, however, the EU became a pioneer for GE with its policies for ensuring equality between women and

²⁸ Gender Parity, <https://dspace.ceid.org.tr/xmlui/handle/1/1126>

²⁹ UN Women (2017). System-wide Strategy on Gender Parity UN Women Implementation Plan. UN Women. (<https://dspace.ceid.org.tr/xmlui/handle/1/1110>)

³⁰ UN Women (2018) UN Women’s Strategic Plan (2018-2021) Achieve Gender Equality and Empower all Women and Girls, Including Women’s Full Enjoyment of Their Human Rights, <https://www.unwomen.org/en/executive-board/strategic-plan>

³¹ United Nations (2019). Improvement in the status of women in the United Nations system Report of the Secretary-General. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/1111>)

³² UN Women (2019). Progress on the Sustainable Development Goals: The Gender Snapshot 2019. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/1128>)

³³ UN Women (2019). Performance Indicator 12 Equal Representation of Women. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/1129>)

men, and gender equality.

The Council of Europe (CoE) acted as the architect and leading agent for gender equality both in the UN and in EU. Turkey was a part of this process as a participant and party to relevant steps as a founding member of the CoE. Hence, there is need to take a closer look at European documents that Turkey undersigned and became a party.

Council of Europe - Main Documents on Human Rights

European Convention on the Protection of Human Rights and Fundamental Freedoms³⁴ (HRC) (1953/2010 as amended): The Convention provides for civil and political rights also known as **first generation rights** (right to life, ban on torture, slavery and forced labour, freedom and safety, right to a fair trial). Turkey signed the convention in 1950 and ratified in 1954.

European Social Charter (ESC)³⁵ (1965/1999 as amended): The **European Convention on the Protection of Human Rights and Fundamental Freedoms** protects second generation rights. These are economic and social rights (right to work, right to organization, right to social protection, right to a fair wage). The ESC is an important source for being the only international human rights convention that provides for economic and social rights in all aspects.

In the preamble of the ESC, there is explicit mention of “**gender discrimination**” as part of the statement that is against discrimination in the enjoyment and exercise of social rights. Protection provided by the charter cover many important issues including the following: protection of motherhood; right to protection form emotional and sexual assault; legal protection for the family (equality of spouses and equal treatment of children, protection of children when spouses separate); equal treatment of women and men and equal opportunities in employment; guaranteeing equal rights for all citizens as well as legally employed and/or resident foreigners without any discrimination on the basis of **race, sex, age, colour, language, religion, national or social origin, health status or minority status**; and ban on discrimination based on family responsibilities.

³⁴ European Commission (2010). Convention on the Protection Human Rights and Fundamental Freedoms (European Convention on Human Rights). European Commission (<https://dspace.ceid.org.tr/xmlui/handle/1/720>)

³⁵ Ministry of Family and Social Policies General Directorate on Women’s Status & Hacettepe University Institute of Population Studies (2014). Study on Domestic Violence against Women in Turkey (Summary Report 2014). (<https://dspace.ceid.org.tr/xmlui/handle/1/136>)

It is a significant weakness that the ESC has **no supervisory mechanism**.

The rights provided for and defined as related to gender equality in the ESC are as follows:

- Women's right to protection in motherhood when in employment (Art. 8),
- Right of the family to social, legal and economic protection (Art. 16),
- Right of employed migrants and their families to protection and assistance (Art. 19),
- Right to equal opportunities and treatment in employment and occupations without any form of gender-based discrimination (Art. 20),
- Right of the employed with family responsibilities to equal opportunities and treatment (Art. 27).

Council of Europe Human Rights Supervision Mechanism: European Court of Human Rights³⁶ (ECHR): The ECHR is one of the most effective mechanisms of supervision in protecting and promoting fundamental rights and freedoms in Europe with its protection system based on individual application. Turkey recognized the right to individual application to the ECHR in 1987 and accepted ECHR's jurisdictional authority in 1989.

Council of Europe GE Strategy and Policies

Turkey is one of the founding members of the Council of Europe (CoE); and accepts the documents signed by the Council as part of her domestic legislation. The GE Programme, adopted by the CoE in 2012; GE Strategy Documents for the periods 2014-2017 and 2018-2023 are all equally important for the example they set for Turkey's own gender equality policies.

Objectives of the Council of Europe 2018-2023 GE Strategy Document³⁷

The 2018-2023 Gender Equality Strategy Document is CoE's latest action plan; its aim is women's empowerment and economic independence through equality of women and men in employment and remuneration, prevention of poverty, equalization of retirement benefits, and equal distribution of domestic and care work within families. The protection

³⁶ For important decisions of the court, see: <https://www.anayasa.gov.tr/tr/yayinlar/insan-haklari-bilgi-bankasi/avrupa-insan-haklari-mahkemesi/aihm-kararlari/>

³⁷ Council of Europe (2018). Council of Europe Gender Equality Strategy 2018-2023. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1023>)

of the rights of migrant, refugee and asylum-seeking women and girls was also added to the document as a new item.

2018-2023 Gender Equality Strategy Document's 6 strategic areas are as follows:

- *Preventing and combating gender-based stereotypes and sexism,*
- *Preventing and combating violence against women and domestic violence,*
- *Guaranteeing women's equal access to their rights to justice,*
- *Ensuring balanced distribution of women and men in political and social decision-making mechanisms,*
- *Protecting the rights of migrant, refugee and asylum-seeking women and girls,*
- *Ensuring gender mainstreaming in policies and measures.*

The strategy document stresses the **role of men** in eliminating gender inequality and anticipates **equal distribution of domestic and care work** for gender equality.

Council of Europe Recommendations

➤ ***There is a need to combat gender stereotypes.***

The Council of Europe issued the Recommendation CM/Rec (2019) in combating sexism by stressing the relationship between **gender stereotypes, gender inequality, sexism and violence against women and girls**.³⁸ The Recommendation draws attention to the fact that seemingly trivial daily sex-related behaviour, acts, remarks and jokes actually contribute to a social environment where women's activities and choices are restricted at workplaces, in private and public spheres and online, including harmful effects on their sense of self-respect. The Recommendation further states that sexist behaviour and particularly sexist hate discourse may transform into openly aggressive and threatening acts including sexual abuse, violence, assault and femicide, and such acts may end up with loss of resources, disturbed health status, self-harm or suicide. Thus, the CoE recommends the following to the governments of Member States:

1. *Adopt measures to prevent and combat against sexism and its manifestations in public and private spheres and encourage relevant stakeholders to implement*

³⁸ COE (2019). Recommendation CM/Rec(2019)1 of the Committee of Ministers to member States on preventing and combating sexism. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1077>)

legislation, policies and programmes by using definitions and instructions annexed to this recommendation

2. Monitor the progress in the implementation of this recommendation and inform the authorized Council of Europe bodies about measures adopted and progress made.

There is a need to combat and prevent sexism.

The 2019 **recommendation on combating and preventing sexism** is important as it explains how to prevent sexist discriminatory clichés which are quite common in social relations. This recommendation underlines the need to **adopt special measures in language, communication, internet and social media, advertising, workplaces, in public, judicial system, education institutions and culture and sports industries**. It also repeats the need for countries to design legislation for prevention of such acts. The Recommendation asks countries to penalize sexism and sexist hate discourse and to report their anti-sexist policies to the Council of Europe through existing monitoring mechanisms. Launched in line with this Recommendation, the **Campaign Sexism: See it , Name it and Stop it!** was translated into languages of member states alongside instruments to prevent sexism.³⁹

Other Relevant Recommendations by the Council of Europe

- Council of Europe Recommendation Rec (2007) 17 on Gender Equality **Standards and Mechanisms**,
- Council of Europe Committee of Ministers Recommendation CM/ Rec (2007) 13 dated 10 October 2007 on Ensuring **Gender Equality in Education**,
- Council of Europe Committee of Ministers Recommendation CM/ Rec (2008) 1 on the **Inclusion of Gender Differences** in Health,
- Council of Europe Recommendation Rec (2010) 10 on the Role of Women and Men in the **Prevention and Solution of Conflicts** and in Building Peace,
- 2012 Committee of Ministers Recommendation CM/Rec (2012) on the Protection of the Rights of **Women and Girls with Disabilities**,

³⁹ <https://www.coe.int/tr/web/human-rights-channel/stop-sexism>

- 2013 Committee of Ministers Recommendation CM/Rec (2013) on **Gender equality and the Media,**
- 2015 Committee of Ministers Recommendation CM/Rec (2015) on **Gender Mainstreaming in Sports,**
- 2017 Committee of Ministers Recommendation CM/Rec (2017) on **Gender Equality in Audio-visual Sector,**
- 2019 Council of Ministers Decision CM/Rec (2019) on **Combating and Preventing Sexism.**

Important Policies of the Council of Europe

Council of Europe Policy in Preventing Trafficking in Women, Girls and Children

The **Council of Europe Convention on Action against Trafficking in Human Beings** (2005/2008)⁴⁰ is an instrument aiming to prevent trafficking in human beings, protect victims of trafficking and to build national and international cooperation against trafficking in human beings. The convention set up a dual supervision mechanism to actively protect the victims of trafficking as the Group of Experts on Action against Trafficking in Human Beings (**GRETA**) and the Committee of Parties comprising States Parties to the convention. The Convention took effect in 2008 and Turkey adopted it as published in the Official Gazette dated 19 February 2016.

Within this framework the CoE issued the **Council of Europe Child Rights Strategy 2016-2021** in order to ensure the adoption of effective measures to prevent sex-related crimes committed particularly against children.⁴¹

Turkey signed the Convention on 19/03/2009 and ratified on 02/05/2016. The Convention took effect in Turkey on 01/09/2016.

Council of Europe Policy for Protecting Children from Sexual Harassment and Abuse

It is stated that in Europe about one in every five children is a victim of some kind of sexual violence and in about 80% of all cases abusers are persons known to the child. Sexual violence against and abuse of children is diversifying and becoming more visible. For instance, sexual abuse in family and close circles; sexual exploitation through prostitution

⁴⁰ CoE (2005). Council of Europe Convention on Action against Trafficking in Human Beings. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1371>)

⁴¹ CoE (2016). Council of Europe Child Rights Strategy (2016-2021). <https://dspace.ceid.org.tr/xmlui/handle/1/1731>

or sexual abuse materials; sexual violence on the internet; and sexual assault by peers all amount to a serious violation of rights especially for girls.

Article 34 in the 1990 UN Convention on the Rights of the Child (CRC) assigns States the responsibility of protecting children from violence of this kind. The **CRC Optional Protocol⁴²** on the Sale of Children, Child Prostitution and Child Pornography acted in 2000 provided a stronger ground to legally protect children from sexual violence.

The Council of Europe **Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse⁴³** or shortly **Lanzarote Convention** is the first regional treaty acted specifically for protecting children from sexual violence. The Convention was adopted in Lanzarote (Spain) in 2007 and took effect in 2010 with signatures of all members of the Council of Europe.

European Union's Specific Strategy and Policies for Gender Equality

Other than Council of Europe documents, the following European Union documents are also important in guiding Turkey, in the protection of women's rights, and in ensuring equality of women and men:

- European Union Declaration of Fundamental Rights⁴⁴ (2000),
- European Commission Strengthened Commitment to Equality between Women and Men: Europe Women's Charter⁴⁵ (2010),
- Europe 2020 Strategy⁴⁶ (2010),
- Council of European Municipalities and Regions (CEMR) European Charter for Equality of Women and Men in Local Life ⁴⁷ (2006).

With the 2000s, the EU started to develop special strategies and policies for **"Gender Mainstreaming"** as the major suggestion by the PEP. These strategies were developed in a principled way by focusing on **"equal treatment"** policies as required by the principle of **equal opportunities for women and men**, and on **"positive action and positive discrimination"** policies for eliminating persistent inequalities. As part of this strategy,

⁴² CRC Optional Protocol (2014). <https://www.ohchr.org/EN/ProfessionalInterest/Pages/OPICCRC.aspx>

⁴³ CoE (2007). Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse - Lanzarote 2007. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1373>)

⁴⁴ European Commission (2015). European Union Charter on Fundamental Rights. European Commission. (<https://dspace.ceid.org.tr/xmlui/handle/1/623>)

⁴⁵ European Commission (2010). Strengthened Commitment to Equality between Women and Men: Europe Women's Charter. <https://eur-lex.europa.eu/legal-content/EN/ALL/?uri=CELEX:52010DC0078>

⁴⁶ Europe 2020 Strategy (2010). <https://ab.gov.tr/45169.html>

⁴⁷ CEMR (2006). European Charter for Equality of Women and Men in Local Life. Council of European Municipalities and Regions (CEMR). (<https://dspace.ceid.org.tr/xmlui/handle/1/724>)

periodic action plans are renewed every five years, annual implementation and monitoring reports are prepared for each country, and roadmaps are developed.

The scope was widened with instructions issued in 2000 that covered **sexual orientation** and instructions issued in 2002 that defined **harassment and sexual harassment** as acts of discrimination.

The following are EU Action Plans that have been developed and implemented in this framework:

- Community framework strategy on gender equality 2001-2005⁴⁸
- Roadmap for Equality between Women and Men 2006-2010⁴⁹
- Strategy for Equality between Women and Men 2010-2015⁵⁰
- Strategic Engagement for Gender Equality 2016-2019⁵¹
- A Union of Equality: Gender Equality Strategy 2020-2025⁵²

If we take a look at GE- related strategies and objectives in EU action plans, we notice that it covers quite a large area with respect to discrimination and gender-based inequalities. Let's look at the latest action plan still in effect:

Basic objectives of the **European Union Unity for Equality: Gender Equality Strategy 2020-2025** are as follows:

- *Elimination of gender-based violence,*
- *Combating gender-related stereotypes,*
- *Reducing gender inequalities in labour markets,*
- *Ensuring equal participation to different sectors in economy,*
- *Closing gender-based gaps in wages and retirement benefits,*
- *Equal sharing of household care burden and ensuring gender balance in decision-making and politics.*

Some important objectives in the document are as follows:

⁴⁸ European Commission (2001). Community framework strategy on gender equality (2001-2005) <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=LEGISSUM%3Ac10932>

⁴⁹ European Commission. (2006). A Roadmap for equality between women and men (2006-2010). <https://dspace.ceid.org.tr/xmlui/handle/1/1729>

⁵⁰ European Commission. (2010). Strategy for equality between women and men (2010-2015) <https://dspace.ceid.org.tr/xmlui/handle/1/1733>

⁵¹ European Commission, (2016). Strategic Engagement for Gender Equality (2016-2019) <https://dspace.ceid.org.tr/xmlui/handle/1/751>

⁵² European Commission. (2020). A Union of Equality: Gender Equality Strategy (2020-2025). European Commission. (<http://dspace.ceid.org.tr/xmlui/handle/1/783>)

- The strategy stresses that it is necessary to consider both gender **mainstreaming** and **intersectional aspects that** stratify different inequalities to give effect to targeted actions.
- In order to eliminate **gender-based violence**, it is necessary to adopt additional measures against forms of violence like sexual abuse by including gender-based violence in the European list of crimes beyond the adoption and implementation of Istanbul Convention and ILO Convention no. 190.
- Development of recommendations related to forms of violence like **forced abortion and sterilization, early and forced marriages, and violence for “honour” which** are considered as harmful to women and girls.
- The strategy document covers some important action plans in other areas where the EU mentions GE mainstreaming:
 - EU Action Plan for Human Rights and Democracy (2020-2024),
 - EU Strategic Approach and Action Plan on Women, Peace and Security 2019-2024.

Monitoring of European Union Action Plans

The following are important monitoring reports for the monitoring of action plans:

- Evaluation report on *Strategy for Gender Equality 2016-2019* was released.⁵³
- European Commission released the *Equality of Women and Men 2019 Annual Report*.⁵⁴
- EIGE, published 2019 *Gender Equality Index* data.⁵⁵
- European Union Beijing +25 evaluation.⁵⁶

In the international documents mentioned above, we see that male violence against women is addressed particularly as the most abject violation of the rights of women. Then let's look at suggested policies to prevent male violence against women.

⁵³ European Commission, (2019). European Gender Equality Law Review, issue 2019/2

<https://dspace.ceid.org.tr/xmlui/handle/1/1734>

European Commission.(2019). New Vision on Gender Equality 2019, ed. Nial Crowley & Silvia Sansonetti

<https://dspace.ceid.org.tr/xmlui/handle/1/983>

⁵⁴ European Commission. (2019). Annual Report 2019 Report on Equality Between Women and Men in The EU,

<https://dspace.ceid.org.tr/xmlui/handle/1/1006>

⁵⁵ Gender Equality Index (2019). <https://eige.europa.eu/gender-equality-index/2019>

⁵⁶ EIGE (2020). Beijing + 25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States. European Institute for Gender Equality (EIGE). (<https://dspace.ceid.org.tr/xmlui/handle/1/545>)

INTERNATIONAL LEVEL STRATEGIES AND POLICIES TO PREVENT VIOLENCE AGAINST WOMEN

Expanded Context of Violence against Women

It is now recognized throughout the world that prevention of violence against women and ensuring women's equal access to justice is the foundation of preventing all forms of violation of women's rights. Hence, the definition and scope of all manifestations of gender-based violence, especially violence against women and girls, has broadened over time. It is now considered that the prevention of male violence against women requires, beyond merely protecting women against violence, consideration and solution of related problems such as women's right to access justice; protection of the right to fertility; prevention of child, early and forced marriages; trafficking in women and female poverty.

Prevention of Violence against Women in UN Documents

Prevention of Violence against Women in CEDAW

- It defines the prevention of violence against women, and **establishment of legal mechanisms** to protect the rights of women as equal to that of men (competent national tribunals and other public institutions with special authorities) as the condition for effective protection of women against all forms of discrimination (Article 2/c).
- It also associates the protection of fundamental rights of women with **"women's right to access justice"** besides the right to equality before the law (Article 15).
- It stresses that violation of the **"right to equal standing with men in marriages"** and the **"right to free choice of spouse and marriage with full consent"** are fundamental violations.
- It considers **"early engagement or marriage of the child"** as a fundamental violation of the rights of women and obliges states to observe the **"best interests of the child."** (Article 16).

- It considers **“all forms of trafficking in women and exploitation of prostitution”** in the context of violence and obliges states to adopt all necessary measures in this respect (Article 6).

There have been some additions to CEDAW’s scope over time:

The protection of the **rights of women and girls to reproductive health and fertility** is adopted at international level with the 1994 Cairo Conference on Population and Development as an indispensable condition for women’s empowerment.

In the critical area of the “Girl Child”, the 1995 **Beijing Action Plan** addressed each component of the term “child, early and forced marriage” in varying contexts. In the prevention of early marriages, the action plan called for measures against negative effects of religion and traditions, setting a minimum age for marriage, and legislative arrangements for the elimination of negative attitudes and practices that support these marriages.

The **United Nations General Assembly Resolution no. 57/176, 2000** mentions **trafficking in human beings for purposes of marriage** and considers such marriages as a special **form of violence** violating fundamental rights of women.

The **CEDAW General Recommendation 31**⁵⁷ defines measures to be taken against child and/or forced marriages. The recommendation stresses that marrying while a child leads to frequent pregnancies and births which increase maternal deaths and associated health problems while defining the need for an integrated approach to the elimination of culturally diverse practices. Recommended practices also include relevant legislative arrangements, building public awareness to change social and cultural norms that consolidate discrimination against women and girls, supporting the empowerment of women and girls, data collection and monitoring.

CEDAW Committee Recommendation no. 33 states that ensuring women’s access to justice is the foundation for the realization of all other rights.⁵⁸

CEDAW Committee Recommendation no. 35⁵⁹ states that in light of Recommendation 33 it is necessary to review and strengthen all components of the judiciary in order to ensure effective access to justice in cases of violence against women. In that part of the

⁵⁷ CEDAW (2014). General Recommendation no. 31. <https://dspace.ceid.org.tr/xmlui/handle/1/1735>

⁵⁸ CEDAW (2015). General Recommendation no. 33. <https://dspace.ceid.org.tr/xmlui/handle/1/1597>

⁵⁹ CEDAW (2017). General recommendation No. 35 on gender-based violence against women, updating general recommendation No: 19. CEDAW. (<https://dspace.ceid.org.tr/xmlui/handle/1/688>)

recommendation related to legislative measures, 31(a), child and forced marriages together with other harmful practices are categorized as forms of gender-based violence together with a call for zero tolerance to such cases.

CEDAW Committee Recommendation no. 36⁶⁰ (2017) is about the importance of education of women and girls in poverty alleviation, income support opportunities for a healthier life, reduction in child marriages and maternal mortality, and control of diseases. It is stressed that the age in marriage should be 18 regardless of family consent; and school enrolment and attendance of girls must be ensured since their absence in education increases the possibilities of early marriage and pregnancy.

Prevention of Violence against Women in UN Action Plans

UN's two successive global action plans, the **Millennium Development Goals 2000-2015** and **Sustainable Development Goals 2015-2030** also consider the prevention of violence against women as one of their basic objectives.

Sustainable Development Goals 2015-2030⁶¹ Sustainable Development Goal aims for the empowerment of women and girls for gender equality; encouragement of peaceful and inclusive societies; and creation of effective, accountable and inclusive institutions at all levels that guarantee access to justice for all.

It is known that women's access to justice has its strategic importance in preventing discrimination and violence against women. It is further stated that this in turn requires legislation and policies giving effect to, protecting and sustaining gender equality in all areas from sexual health and reproductive rights to the right to property. (Targets 5-6).

Other Arrangements with Specific Purposes in Preventing Gender-Based Violence

Principles 6 and 10 in the **United Nations Principles and Guidelines on Access to Legal Aid in Criminal Justice Systems⁶²** states that gender must be considered in access to

⁶⁰ CEDAW (2017). General recommendation No. 36 on girls' and women's right to education. CEDAW. (<https://dspace.ceid.org.tr/xmlui/handle/1/1036>)

⁶¹ Sustainable Development Goals <https://sdgs.un.org/> For indicators :<https://sustainabledevelopment.un.org/content/documents/11803Official-List-of-Proposed-SDG-Indicators.pdf>

⁶² United Nations Office on Drugs and Crime (2013). United Nations Principles and Guidelines on Access to Legal Aid in Criminal Justice Systems. <https://dspace.ceid.org.tr/xmlui/handle/1/1662>

justice, specifically mentions women among groups which require a sensitive approach and underlines the need to adopt special measures in extending legal aid to these groups. Also, the **Instruction 9** in the same document provides for procedures in women's access to legal aid.

In its report on extreme poverty and human rights the **United Nations General Assembly**⁶³ draws attention to women as a group affected by structural discrimination as they cannot take legal action because of possible social sanctions although victimized by cases of domestic or sexual violence; afraid of acting alone without the accompaniment of a male acquaintance; and therefore cannot benefit sufficiently from mechanisms of access to justice, also stressing the connection between this and female poverty.⁶⁴

The **United Nations High Commissioner for Human Rights** report titled **"Gender Stereotyping as a Human Rights Violation"** states that there isn't enough awareness of the ways gender-based discriminatory stereotypes prevent the realization of human rights⁶⁵ and stresses that it is necessary to eliminate such stereotypes which are common in public institutions and personnel, especially in the security and judiciary.

Prevention of Violence against Women in Documents of the Council of Europe

The Council of Europe started to stress ensuring equal access to justice for the prevention of violence against women; and recommended strict implementation of the special measures it suggested. The Council of Europe recommends the following in the prevention of violence and ensuring gender equality in access to justice:

- *Expediting procedures by establishing specialized courts,*
- *Employment of prosecutors with relevant expertise,*
- *Formation of separate police units,*
- *Free judicial assistance to women victims of violence and discrimination,*
- *Ensuring access to justice, and compensation for women exposed to violence in armed conflicts,*

⁶³ UN General Assembly (2012). Report of the Special Rapporteur on extreme poverty and human rights.

<https://www.ohchr.org/Documents/Issues/Poverty/A-67-278.pdf>

⁶⁴ Report of the Special Rapporteur on extreme poverty and human rights, s. 7, paragraph 21-22-23.

<https://www.ohchr.org/Documents/Issues/Poverty/A-67-278.pdf>

⁶⁵ OHCHR, *Gender Stereotyping as a Human Rights Violation*, 2014, s. 8 <https://dspace.ceid.org.tr/xmlui/handle/1/1658>

- *Providing legal basis for the participation of civil society in cases involving violence against women,*
- *Strengthening equality units,*
- *Training legal staff and lawyers in gender,*
- *Adopting protection and emergency measures and measures to keep physical distance between the perpetrator of violence and the victim.*⁶⁶

Recommendations by the Council of Europe Committee of Ministers state that cases about gender discrimination must be settled quickly, without cost and with the possibility of receiving legal aid;⁶⁷ and that it is necessary to develop instruments pertinent to combating violence to support women victims of violence.⁶⁸

Council of Europe Action Plans' Policies on Prevention of Violence

The Council of Europe Gender Equality Strategy Document 2018-2023 included women's right to equal access to justice as one of its six strategic areas.⁶⁹

Strategy III: For ensuring women's access to justice

- *Considering CEDAW's General Recommendation 33 (2015) on women's access to justice,*
- *Implementing recommendations of the Bern Conference (2016) on "guaranteeing women's equal access to justice",*
- *Disseminating good practices of member states,*
- *Encouraging gender-disaggregated surveys and standardized data collection,*
- *Preventing harmful effects of gender stereotypes on judicial decisions as foreseen by the Council of Europe's 2016-2021 Judicial Independence and Impartiality Action Plan (Action 2.4),*
- *Training of judicial and security personnel in gender equality and human rights of women,*
- *Following court decisions in order to build awareness in judicial staff in issues related to women's access to justice,*

⁶⁶ *Guaranteeing Equal Access of Women to Justice*, s. 5.

Also see: CoE (2015). Gender Equality Commission - Compilation of good practices to reduce existing obstacles and facilitate women's access to justice. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1145>)

⁶⁷ Council of Europe Committee of Ministers (1985). Recommendation No. R (85) 2, On Legal Protection Against Sex Discrimination. <https://rm.coe.int/168058ff43>

⁶⁸ Council of Europe Committee of Ministers (2002). Recommendation No. 5, On the Protection of Women Against Violence. https://search.coe.int/cm/Pages/result_details.aspx?ObjectID=09000016805e2612

⁶⁹ Council of Europe, (2018). Council of Europe Gender Equality Strategy 2018-2023. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1023>)

- *Encouraging the work of national equality institutions along these lines,*
- *Identifying and promoting instruments for strengthening women in their access to justice and relevant good practices,*
- *Informing vulnerable women about the Council of Europe instruments to encourage their access to justice.*

Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)

The Convention, as Turkey as its first signatory, was opened to accession in 2011 and took effect in 2014. The Convention defines **how policies against gender-based violence are to be mainstreamed**. While describing the process, the Convention mentions four major duties of the state as developing policies; prevention; protecting and strengthening victims of violence; and the prosecution of perpetrators. Besides penalizing violence against women or ending the state of impunity; the Convention also seeks to ensure that women can live safe, free of violence and discrimination; and be compensated for acts of violence they endured.

The Istanbul Convention is the first convention in Europe that addresses the issue of violence against women in the context of human rights that is also **binding and has sanction power**. Furthermore it assigns responsibilities to signatory states in preventing all forms of violence against women. Indeed, the Convention uses such expressions as abolishing legislation and practices of discriminatory nature against women, taking measures without delay, and forbidding discrimination by laws (Article 4).

The convention pertains more to women since it covers those forms of violence that women are exposed to more than men (domestic violence, forced abortion, sexual harassment and assault, stalking, forced marriage and forced sterilization, etc.)

Though much less common, males too are exposed to some forms of violence like domestic violence and forced marriage covered by the Istanbul Convention. The Convention recognizes this and encourages States Parties to apply the provisions of the convention to all victims of domestic violence including males, children and the elderly. It is up to individual states whether to apply the convention to these victims of domestic violence.

The Convention explicitly states that provisions must be applied regardless of any distinction based on social identity. It is known that domestic violence is blind to sexual

identity and sexual orientation. The Convention guarantees that there should be no exclusion regarding victims of domestic violence, sexual assault, rape or forced marriage including lesbians, bisexual individuals and homosexual males when it comes to support and protection. This will provide victims of domestic violence opportunities to stay in shelters and lead a violence-free life.

Furthermore, migrant and refugee women too may be excluded from such support services due to their residential status. For example, many groups such as women with disabilities and/or women belonging to ethnic minorities, women with HIV/AIDS may face various forms of discrimination. This holds true in cases where the woman is a victim of gender-based violence.

The objectives of the Istanbul Convention are expressed as follows in the convention text:

- a. *protect women against all forms of violence, and prevent, prosecute and eliminate violence against women and domestic violence;*
- b. *contribute to the elimination of all forms of discrimination against women and promote substantive equality between women and men, including by empowering women;*
- c. *design a comprehensive framework, policies and measures for the protection of and assistance to all victims of violence against women and domestic violence;*
- d. *promote international co-operation with a view to eliminating violence against women and domestic violence;*
- e. *provide support and assistance to organisations and law enforcement agencies to effectively co-operate in order to adopt an integrated approach to eliminating violence against women and domestic violence.*

By envisaging **integrated policies**, the Convention provides for data collection, prevention, protection and support, and covers the processes of investigation and prosecution including legal measures to enable victims to use legal suits against perpetrators. What states can and should do in order to prevent violence against women is clearly specified.

Istanbul Convention Monitoring Mechanism: GREVIO

The monitoring mechanism of the Istanbul Convention seeks to evaluate and improve the implementation of the convention by its parties. The mechanism consists of two parts that are separate but in interaction with each other:

- The **Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)** is an independent body. Its mission is to monitor the progress in States Parties' implementation of the convention. When necessary, the GREVIO may also make general suggestions relating to the content and purpose of the convention.
- Another monitoring mechanism is the **Committee of the Parties** as a political body comprising the representatives of State Parties to the Istanbul Convention. The Committee of the Parties follows GREVIO reports and their outcomes and makes suggestions to parties concerned. The Committee of the Parties also elects the members of the GREVIO.

The GREVIO "procedure of evaluation by countries" starts with the initial evaluation of the State Party after its ratification of the Istanbul Convention. This work evaluates responses and information conveyed by the parties, relevant Council of Europe organs, institutions established under other international documents (the UN Committee on the Elimination of all Forms of Discrimination against Women), civil society organizations (CSO) and national human rights institutions. In case information obtained is deemed insufficient the GREVIO may visit countries in question. Following the sharing of information and counselling with authorized bodies, the GREVIO concludes its final report. Once accepted, the final reports and conclusions of the GREVIO are announced to the public together with remarks from parties involved. The GREVIO report is then conveyed to the Committee of the Parties which is to make special recommendations for the implementation of GREVIO conclusions.

The GREVIO released its first evaluation report on Turkey on 15 October 2018.⁷⁰

ILO Conventions

ILO Convention no. 190 on Eliminating Violence and Harassment in the World of Work: The Convention no. 190 adopted in 2019⁷¹ lays down the following: banning of violence and harassment in the world of work; development of policies in this field; preparation of strategic plans that include measures to prevent and combat violence; support to victims of violence; establishment/consolidation of relevant monitoring

⁷⁰ For information about the text of the report see the "international monitoring in Turkey" in this report.

⁷¹ Violence and Harassment Convention (2019).
https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C190

mechanisms; preparation of programmes, trainings, guides and documents to build awareness and information in violence and harassment; and transfer of this information to individuals in the world of work. The convention will take effect a year after its signing (25 June 2021).⁷²

⁷² International Labour Organization (2019). Çalışma Yaşamında Şiddet ve Tacizin Ortadan Kaldırılmasına Yönelik Sözleşme. International Labour Organization (ILO). (<https://dspace.ceid.org.tr/xmlui/handle/1/687>)

MONITORING GENDER EQUALITY MAINSTREAMING POLICIES IN TURKEY

This section reviews the data required to examine the ways Turkey addresses, implements and evaluates the internationally adopted strategies and policies related to the realization of gender equality commitments.

Monitoring Legislation Related to Mainstreaming

The extent to which national legislation provides for GE as a legitimate and operational element is crucial for monitoring. Thus, it is necessary to go over pieces of legislation including the Constitution and authorities/mandates of institutions shaping relevant policies.

Gender Equality in the Constitution

The Constitution of the Republic of Turkey was amended in 2004 and 2010 as follows with respect to equality of women and men:

Constitutional Article 10:

“Everyone is equal before the law without distinction as to language, race, colour, sex, political opinion, philosophical belief, religion and sect, or any such grounds. “

Paragraph added in 2004: *“Men and women have equal rights. The State has the obligation to ensure that this equality exists in practice.”*

Paragraph added in 2010: *“Measures taken for this purpose shall not be interpreted as contrary to the principle of equality.”*

“State organs and administrative authorities are obliged to act in compliance with the principle of equality before the law in all their proceedings.”¹

With amendments made in the Constitution of Turkey in 2004 and 2010 the task of realizing gender equality is assigned to the state in which measures adopted for this purpose including cases of **“positive discrimination”** are not to be interpreted as contrary to the principle of equality.

The concept of equality in the article consists of **"equality of women and men"** without any mention of **gender equality**.

Last paragraph of the article suggests that, in light of the annulment by the Constitutional Court, that the State will comply only by the principle of "equality before the law" since the annulment of the provision **"equality in benefitting from all public services"** means this is no longer deemed mandatory.

The rejection of the constitutional provision of "gender equality in benefitting from public services" **is a notable obstacle to "equality monitoring"**. This means that the state may not consider equal access to public services as a fundamental right in some cases. According to this arrangement, for example, provision of equal praying conditions for women in mosques cannot be requested.

Equality in Family in the Constitution

Article 41 in the Constitution:

"Family is the foundation of the Turkish society..." Added in 2001: "...and is based on equality between spouses."

"The State shall take the necessary measures and establish the necessary organization to protect peace and welfare of the family, especially mother and children, and to ensure the instruction of family planning and its practice."

Added in 2010: *"Every child has the right to protection and care and the right to have and maintain a personal and direct relation with his/her mother and father unless it is contrary to his/her high interests."*

Added in 2010: *"The State shall take measures for the protection of the children against all kinds of abuse and violence. "*

Norms that define the duty of the state in relation to family are as follows:

The state will perform its duties to the family by **setting up institutions**. The existence of a ministry for the family is based on this provision.

The state will ensure **equality of spouses**; however, the basic standard for this equality is not specified. Is this equality the equality of the rights and freedoms of women and men? Equality criteria here is subject to interpretation and unfit to satisfy the necessities of practical implementation. It is unclear what is meant to be prevented by this provision. It is

important to monitor the compatibility between current implementation of family protection and strengthening policies and the the principle of “equality”.

It is among the duties of the state to protect the mother and the child in the family and to **teach family planning**.

Observing “**child’s best interests**” and their “**protection from abuse**” are the major duties assigned to the state by the Constitution.

Constitutional Provision for Compliance with International Norms Related to Women’s Human Rights

“International agreements duly put into effect have the force of law. No appeal to the Constitutional Court shall be made with regard to these agreements, on the grounds that they are unconstitutional.”

Added in 2004: “In the case of a conflict between international agreements, duly put into effect, concerning fundamental rights and freedoms and the laws due to differences in provisions on the same matter, the provisions of international agreements shall prevail.”

Article 90 in the constitution says:

Under this provision, **compliance with international conventions** Turkey is a State Party to on the protection of women’s fundamental human rights and realization of gender equality is **legally compulsory**. Under the same provision, the CEDAW and the Istanbul Convention both prevail over domestic legislation.

Fundamental Laws Providing for Gender Equality

The following are important pieces of legislation in Turkey enacted recently or modified based on gender-sensitivity that are directly related to the protection of the rights of women (PRW), equality of women and men (EWM), and gender equality (GE):

- Law no. 5251 on the Organization and Duties of the General Directorate on the Status of Women (2004)
- Women’s Status Advisory Board (Law no 5251/Article 15)
- Law no. 5840 on the Committee on Equal Opportunities for Women and Men (2009)
- Law no. 6328 on Public Ombudsman (2012)
- Law no. 6284 on the Protection of Family and prevention of Violence against Women (2012)

- Turkish Civil Code (2001)
- Law on the Establishment, Duties and Procedures of Family Courts (4787)
- Turkish Penal Code (Law no. 5237 dated 2004)
- Labour Code (Law no. 4857 dated 22.5.2003)

Fundamental Laws without Gender Equality-Sensitivity

In Turkey there are important public institutions that are assigned the duty of ensuring the protection of the rights of women (PRW), equality of women and men (EWM) and gender equality (GE) by national action plans or administrative/political decisions. However, the legislations governing the practices of these institutions lack specifications on the principles and objectives necessary for the realisation of these duties. It is therefore imperative to ensure that public policies pursued by these institutions, as well as their terms of reference, are in line with the Constitutional Article 90 and are gender sensitive. At present, practices of authorized but not sensitive institutions may cause significant problems. Below is the list of legislative acts that define the duties and authorities of these institutions:

- Law no. 979 on the Organization and Duties of the Ministry of Family and Social Policies (upon KHK -decree in force of law) (2011),
- Law no. 298 on Basic Election Provisions and Electoral Roll (1961),
- Law no. 2839 on the Election of Parliamentary Deputies (1983),
- Law no. 2820 on Political Parties (1983),
- Law no. 5302 on Provincial Private Administrations (2005),
- Law no. 5216 on metropolitan Municipalities (2004),
- Law no. 5393 on Municipalities (2005),
- Law no. 6253 on Administrative Organization of the Grand National Assembly of Turkey (2011),
- Law no. 657 on State Personnel (1965),
- Law no. 6701 on the Human Rights institution of Turkey (2016),
- Law no. 2828 on social Services (as was in 2007).

Legislation regulating the following public service areas must be made GE-sensitive:

- Legislation related to professional organizations (i.e., Union of Bar Associations, Union of Chambers of Architects and Engineers-TMMOB),

- Legislation regulating duties of authorities of top-level bureaucratic boards (i.e., RTÜK, YÖK, TÜBİTAK),
- Legislation related to judicial assistance,
- Legislation on mediation (Law and Regulations on Mediation in Legal Disputes).

Monitoring Gender Equality Mainstreaming Policies

Monitoring Gender-Sensitivity in the 11th National Development Plan

Mainstreaming is the basic strategy in realizing PRW, EWM and GE. The **11th Development Plan (2019-2023)**⁷³ was released in July 2019.⁷⁴

In the **10th Development Plan** for the period 2014-2018⁷⁵ policies for equality of women and men had clustered under the part called "Family and Woman." There were also various objectives, targets and policies related to gender equality under "Education", "Fundamental Rights and Freedoms", "Children and Youth", "Employment and Working Life", "Population Dynamics", and "Entrepreneurship and Small and Medium Size Enterprises (KOBİ)." Furthermore, the programmes "Activization of Labour Market"⁷⁶ and "Protection of Family and Dynamic Population Structure"⁷⁷ which were a part of Priority Transformation Programmes also included gender equality related objectives, targets and indicators.

As a preparation for the 10th Development Plan, the Ministry of Development had created 46 "Special Expertise Commissions" and 20 "Working Groups". The Gender Working Group was one of these with its "sub-groups" in five major areas: "education, health, violence, employment, decision making/participation to politics." The working group prepared a detailed report on the status of gender, related problem areas and suggested solutions.⁷⁸

⁷³ SBB (2019). 11th Development Plan (2019-2023). Presidential Department of Strategy and Budget. (<https://dspace.ceid.org.tr/xmlui/handle/1/831>)

⁷⁴ Earlier development plans by the Ministry of Development which mention problems of women are the 9th Development Plan 2007-2013, 10th Development Plan 2014-2018, and the 11th Development Plan 2019- 2023

⁷⁵ Ministry of Development (2013). 10th Development Plan 2014-2018. T.C. Ministry of Development. (<https://dspace.ceid.org.tr/xmlui/handle/1/114>)

⁷⁶ Ministry of Development (2015). 10th Development Plan-Labour Market Activization Programme. T.C. Ministry of Development. https://www.sbb.gov.tr/wp-content/uploads/2018/10/8Isgucu_Piyasasinin_Etkinlestirilmesi_Programi.pdf

⁷⁷ Ministry of Development & Ministry of family and Social Policies (2015). 10th Development Plan (2014-2018), Programme and Action Plan for the Protection of Family and Dynamic Population Structure. Ministry of Development. (<https://dspace.ceid.org.tr/xmlui/handle/1/247>)

⁷⁸ KSGM (2018). Women's Empowerment Strategy Document and Action Plan 2018-2023. Ministry of Family and Social Policies. p. 26. (<https://dspace.ceid.org.tr/xmlui/handle/1/887>)

While the 11th Development Plan mentions non-discrimination, respect for human dignity, care and empowerment; the terms equality of women and men, and gender equality are not used with the exception of the expression “equal utilization of rights and opportunities.” Non-violence is the only international standard that is mentioned.

Nowhere in the plan there is any mention of protecting women’s rights, equality of women and men and gender equality. The prevailing concepts in the plan are **strengthening the family** and **strengthening women**. These concepts appear as sub-headings under “Qualified Human Being and Strong Society”.

Basic Strategy in the Plan

The major objectives and policies stated under “**Objectives and Policies in Qualified Human Being-Strong Society**” in the 11th Development Plan are as follows:

In paragraph 536 defining the **target population** of the plan, women appear as a listed item:

*536. The development perspective for the plan period was developed through an approach that include **children, youth, women, persons with disabilities and the elderly** that require special policies.*

*539. The plan period develops solutions to problems faced particularly by **youth, women and persons with disabilities** in entering labour market and remaining there; policies in this area will consider significant changes taking place in labour markets as a result of digital transformation and technological advances and ensure that all sections of society are offered decent job opportunities.*

The plan has no mention of **men** in its definitions of target groups. Yet, it is vital to include men in such plans in the context of equality of sexes as perpetrators of acts of violence or sharing of responsibilities and burden equally in families.

Gender equality is implied only as **equal opportunities** in the plan:

548. Access to education will be ensured at all levels to provide for equal opportunities.

The absence of gender equality among objectives and policies related to the strengthening of family and women brings about a controversial situation given the Constitutional Article 41. This article provides for “equality in family” and it is uncertain how this principle is to be

translated into alongside “strengthening.” In the plan, “strengthening” is the only term that can be interpreted in the context of equality.

541. Policies for *strengthening family* are among the most effective of public policies for *social integration and mitigation of social risks*.

542. Building a strong society will be possible only through *strengthening women*. In this context, efforts will be made to ensure girls’ and women’s access to education and training, increase their participation to social and economic life, facilitate their access to resources, and to build awareness for improving the social status of women.

Objectives of the Policy of Strengthening Family: Preservation of National and Spiritual Values

The plan uses the terms “national and spiritual values” and “universal values” together as if there is no contrast in between. Yet, there are many other policy documents where these norms are used with opposing references:

551. By taking *national, spiritual and universal values* as basis, new educational content and teaching programmes will be developed to respond to global developments and needs.

595. We will combat any and all activities threatening the succession of healthy generations, and the institution of family based on our *national and spiritual values*; and create better social awareness on the topic.

Reconciling Work and Family Life

The plan approaches reconciliation of work and family life as a crucial policy target. It is a shortcoming, however, that there is no mention of the necessity of this reconciliation for both women and men. It must be noted that such policy targets usually focus on arrangements meant to enable women to practice work and family life simultaneously while excluding men:

570. 2. There will be dynamic realization of *practices reconciling work and family life including facilitation of access to care services* in order to increase women’s participation to labour force and employment.

594. Programmes will be developed and implemented *for the reconciliation of work and family life*.

Encouraging Large Families and Marriages for Strengthening the Family

As part of the policy objective “strengthening the family”, the state intends to be present in individual and private spheres which it should abstain from: i.e., encouragement of marriages and large families:

*593. 6. Education and counselling services will be promoted to **encourage marriages and their continuity.***

*593. 8. ... **extended and large family models** will be encouraged.*

Not Equal, but “Fair” Sharing of Family Responsibilities

As an indication that there is no objective of ensuring the equality of sexes, the plan states that family responsibilities are to be shared not equally but fairly. Besides the question of criteria related to “fairness”, it runs counter to the provision of the Constitutional Article 41:

*594. 1. At all levels of education training activities will be organized to enhance the sense of responsibility in **fair sharing of domestic responsibilities.***

*596. 3. By using audio-visual media, there will be training programmes in such issues as **family, marriage, intra-family communication and interaction.***

Objectives and Policies for Women’s Empowerment

There are broad and detailed objectives under the plan for “Women” (2. 3. 5.). The strategic content of these objectives can be summarized as follows:

- *Preventing all forms of discrimination against women; ensuring their empowerment and equal enjoyment of rights, means and opportunities,*
- *Encouraging women’s active participation to life and decision-making mechanisms at all levels,*
- *Offering counselling and guidance services to women entrepreneurs in business development processes,*
- *Supporting women’s economic activities in digital environments such as internet, portal and application,*
- *Supporting cooperatives established by women,*
- *Encouraging women’s higher representations in management and decision-making bodies in the private sector,*

- *Supporting girls' orientation to occupations in the fields of sciences, engineering, technology and mathematics,*
- *Increasing the capacity and effectiveness of protective and preventive measures to prevent violence against women, early and forced marriages and all forms of abuse,*
- *Improving women's representation in the media,*
- *Increasing women's participation to trainings in digital literacy,*
- *Ensuring that positive discrimination is applied to women, young farmers, etc. in the rural sector,*
- *Working to enhance the employment of groups that require special policies including women and youth in the first place,*
- *Developing programmes and practices to prevent cases of neglect, abuse and violence involving children.*

The table below shows the indicators of targets related to women's empowerment and indicator values. The inconsistency between 38.5% target for labour force participation 39% target for employment is noteworthy. Since labour force participation rate includes both employed and unemployed persons, this rate must always be higher than employment rate.

	2018	2023
Schooling ratio, Women (primary school) (%)	91.6	100
Schooling ratio, Women (secondary education) (%)	83.4	100
Schooling ratio, Women (higher education) (%)	47.4	60
Rate of female employment (%)	29.4	39
Labour force participation rate, Women (%)	34.2	38.5
Female Representation Rate in Parliament (%)	17.3	20
Rate of women in self-employed (%)	17.8	20
Rate of women in employees as employers (%)	8.7	10

Source: 2018 data are TURKSTAT Social Structure and Gender Statistics, 2023 data are the Eleventh Development Plan estimations.

Evaluation of Gender-Sensitivity in the 11th Development Plan (2019-2023)

While the **gender equality standard** had lost momentum in the 10th Development Plan with limited reference to it, **there is no mention of it at all** in any part of the 11th Development Plan which seems to be replaced by **strengthening of family and woman**. **The abandonment of the equality standard** and only limited mention of **equal opportunities** constitutes an important risk in protecting the fundamental rights of women. There is no mention of even **equality of women and men in family** in the definitions of policies for “family empowerment” although it is a binding provision in Article 41 of the Constitution. The total absence of protection of the rights of women, equality of women and men and gender equality in the plan is a **clear separation from the standards of human rights and equality**.

In the earlier development plans, there were independent special expertise commissions in health, population and women under the topic of “gender”. The reports of these commissions were printed or published online. There were no such commissions for the 11th Development Plan. The work of the **Gender Working Group** which had been formed for the preparation of the 11th Development Plan was later abandoned (the group was supposed to cover areas such as education, health, violence, employment, decision making and participation to politics) and the group report could find no place in the plan.

Men are not included in the plan as a target group, neither as perpetrators nor victims for the prevention of violence against women. It is a serious problem that there is no mention of men as perpetrators while there is mention of the objective of preventing male violence against women. Yet, the prevention of male violence and encouragement of responsible and sensitive fatherhood are basic issues that must be included in plan objectives and policies. Moreover, it is of strategic importance to include men **as both perpetrators of violence and a group of active agents in preventing violence**.

In the introductory paragraph of the plan, it is said “*responding to fundamental values and expectations of our nation ... will be our main roadmap*” (p.1). This is stated for **women, families and the youth without any mention of men**. Does it mean that men are not bound by national and moral values? The plan says nothing about what these values that exclude men are, how they are to be defined and implemented by whom. Furthermore, such values and their protection is problematic in terms of **performance assessment-monitoring**; plus such vague notions may well legitimize **stereo types against women**.

In the 11th Development Plan, objectives and policies related to the rights of women are mentioned only in the part **Qualified People, Strong Society**. Objectives and policies for

the prevention of violations of women's fundamental human rights and all forms of gender-based discrimination are addressed in the sections for education, employment, health, strengthening of the family and women. In other sections, i.e., children, youth, social services, poverty, liveable cities, sustainable environment and urbanization, **objectives and policies are totally genderless**. There is no objective and policy in these sections related to gender-based discrimination that women and girls face in these areas. This points out to a serious shortcoming in gender **equality mainstreaming** which is a major policy objective at the national level.

Looking at objectives and policies; we see that **"indirect"** policies such as "training", "information building" and "awareness building" are adopted for **areas riddled with significant inequalities and gender-based discrimination**. The prevention of **persistent inequalities** and cases of gender discrimination requires **direct transformative interventions of the public authority** and, as foreseen by constitutional Article 10 and CEDAW Article 5, adoption of positive discrimination measures. An example of direct intervention may be bringing the condition of minimum number of women members and women governing board members in trade unions to encourage their active membership and leadership in these organizations. Another example could be to exercise 40% women quota for top-level managing boards of public institutions that oversee the realisation of gender equality and the execution of duties assigned by the national action plans developed to combat violence against women. It is impossible to eliminate persisting inequalities without direct intervention policies.

The statement "there will be awareness raising and development of model practices in **gender-sensitive budgeting'** from the previous plan is absent in the new one.

Objectives and policies in the plan under the sub-category "Children" are stated without any reference to gender. There is no mention of the fact that problems addressed affect the girl child more; and there is no mention of measures to be adopted to ensure equal rights to the girl child. It must be reminded here that the **girl child is one of the 12 critical areas identified by the Beijing Action Plan**. It is a major defect that problems such as child, early and forced marriages, child abuse and harassment are addressed without any gender reference.

Monitoring GE Mainstreaming in National Action Plans

The recognition of GE mainstreaming as a fundamental policy strategy can be found in various policy documents including the 10th Development Plan and national action plans prepared so far. The inclusion of the fundamental principle of mainstreaming in legislation holds great importance; but it is also crucial to monitor and evaluate its effectiveness and to develop suggestions for improvement. It is necessary to take a closer look at the content of national action plans in general, and gender equality national action plans in particular since they are the major documents defining how mainstreaming strategy is to be pursued. The following are the national action plans related to gender equality in Turkey:

National Action Plans for Gender Equality

- 1996 Gender Equality National Action Plan⁷⁹
- Gender Equality National Action Plan 2008-2013⁸⁰
- Women's Empowerment Strategy Document and Action Plan 2018-2023⁸¹

Priority Critical Areas in National Action Plans and Beijing Action Plan (BAP)

12 critical areas specified in the Beijing Action Plan (BAP) have strategic importance and priority in protecting the rights of women:

1. *Women and Poverty,*
2. *Education and Training of Women,*
3. *Women and Health,*
4. *Violence against Women,*
5. *Armed Conflicts and Protection of Women,*
6. *Women and the Economy,*
7. *Women in Power and Decision Making,*
8. *Institutional Mechanisms,*
9. *Human Rights of Women,*
10. *Women and the Media,*
11. *Women and the Environment,*

⁷⁹ KSGM (1998). National Action Plan for Implementing and Monitoring of the Outcomes of the IV World Conference on Women held in Beijing in 1995. Prime Ministry General Directorate on the Status and Problems of Women. (<https://dspace.ceid.org.tr/xmlui/handle/1/1280>)

⁸⁰ KSGM (2008). National Action Plan for Gender Equality 2008-2013. T.C. Prime Ministry General Directorate on Women's Status. (<https://dspace.ceid.org.tr/xmlui/handle/1/110>)

⁸¹ KSGM (2018). Women's Empowerment Strategy Document and Action Plan 2018-2023. Ministry of Family and Social Policies. (<https://dspace.ceid.org.tr/xmlui/handle/1/887>)

12. *The Girl Child.*⁸²

The first national action plan developed in 1996 in Turkey after participation to the Beijing Action Platform included 8 critical areas. The plan excluded the areas of “women and poverty”, “armed conflicts and protection of women”, and “women and the environment”.

The 2008-2013 Gender Equality National Action Plan defined its fundamental norms as “Gender approach”, “Gender equality” and “Gender mainstreaming” and reduced its critical areas to 7 with the exception of “creating a national mechanism” (since that mechanism is now in place).

The 2018-2023 Women’s Empowerment Strategy Document and Action Plan dropped the “gender equality” standard, which was stressed as a fundamental norm in the earlier plan. Instead, it used “strengthening of women” as the fundamental standard and ended up with 5 major areas after dropping “women and poverty” and “women and the environment.” Education, health, economy, participation to decision-making mechanisms and the media.

This reduction in critical areas covered by national action plans may be the indication of an intention to have more detailed and in-depth policy interventions in the remaining areas. But this is not explicitly communicated, and it is worth examining whether women and poverty, women and the environment, and discrimination faced by the girl child are addressed within other sections or excluded completely.

In particular, the exclusion of women’s protection in armed conflict zones from mainstreaming policies in Turkey is an issue that needs further discussion.

It is difficult to understand the rationale behind the exclusion of these critical areas from national plans since there are serious cases of gender-based discrimination in these areas, and they are also of critical importance in monitoring violations of women’s human rights in Turkey.

You may find details of compatibility between GE standards and Turkey’s National Action Plans in the following table.

Table: Compatibility between GE National Action Plan Objectives and Beijing Action Plan

⁸² <https://eige.europa.eu/beijing-platform-for-action>

	Beijing Action Plan	1996 National Action Plan	2008-2013 Gender Equality National Action Plan	2018-2023 Women's Empowerment Strategy Document and Action Plan
Basic norms			<ul style="list-style-type: none"> ➤ Gender approach ➤ Gender equality ➤ Gender mainstreaming 	<ul style="list-style-type: none"> ➤ Empowerment of women
Major policy objectives	<p>12 main objectives</p> <ul style="list-style-type: none"> ➤ Women and Poverty ➤ Education and Training of Women ➤ Women and Health ➤ Violence against Women ➤ Armed Conflicts and Protection of Women ➤ Women and the Economy ➤ Women in Power and Decision Making ➤ Institutional Mechanisms ➤ Human Rights of Women ➤ Women and the Media ➤ Women and the Environment ➤ The Girl Child 	<p>8 main objectives</p> <ul style="list-style-type: none"> ➤ Women's education and training ➤ Protection of the girl child ➤ Women and health ➤ Prevention of violence against women ➤ Women and economy ➤ Women's participation to decision-making processes ➤ Creation of national mechanisms for the advancement of women ➤ Women and the media 	<p>7 main objectives:</p> <ul style="list-style-type: none"> ➤ Education ➤ Health ➤ Economy ➤ Authority and participation to decision-making processes ➤ Poverty ➤ Media ➤ Environment 	<p>5 main objectives:</p> <ul style="list-style-type: none"> ➤ Education, ➤ Health, ➤ Economy, ➤ Participation to decision-making mechanisms ➤ Media <p>(21 Targets, 21 Strategies, 126 Activities)</p>
Monitoring mechanism	<ul style="list-style-type: none"> ➤ Official and shadow reports 	<ul style="list-style-type: none"> ➤ None 	<ul style="list-style-type: none"> ➤ TÜİK, based on indicator data 	<ul style="list-style-type: none"> ➤ MoFLSS will prepare annual reports based

by the CEDAW Committee			on performance indicators
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Monitoring Women's Empowerment Strategy Document and Action Plan 2018-2023⁸³

Following the **2008-2013 Gender Equality Action Plan** by the KSGM, a technical board was set up for the new plan; a draft plan was developed after numerous meetings and submitted to the Ministry. While it was said to be waiting for approval, the new Gender Equality National Action Plan did not take effect for a considerable amount of time. Five years after the expiration of the earlier plan, the National Action Plan was re-written and released under the title of women's empowerment rather than gender equality. This is the result of the position taken by the political authority in relation to the concept "gender" and abandonment of the use of this concept in official/institutional contexts.

There is no reference to the gender standard in any target and strategy; with the only exception being the reference made to SDG 5 "ensuring gender equality and empowering all women and girls" by the Women's Empowerment Strategy Document.

"Women's Empowerment" as the Basic Standard in the Strategy Document

In the document, the definition of empowerment is made in reference to the **UN 2030 Sustainable Development Goal 5**⁸⁴ saying "achieve gender equality and empower all women and girls." Apart from this, the concept of women's empowerment is used in objectives and strategies **without any reference to gender equality**. According to the text, women's empowerment is a process where "women have power and control over their life and become capable of making strategic choices." But what about the cases where this empowerment cannot organically bring about gender equality? There is no clarification on whether gender equality is considered as an objective or not.

The definition of empowerment is made in the plan with reference to the European Institute for Gender Equality (EIGE):

- *"Empowerment of women", "It is the process in which women have power and control over their life and become capable of making strategic choices. Women's empowerment*

⁸³ KSGM (2018). Women's Empowerment Strategy Document and Action Plan 2018-2023. Ministry of Family and Social Policies. (<https://dspace.ceid.org.tr/xmlui/handle/1/887>)

⁸⁴ UN Sustainable Development Goals <https://turkey.un.org/tr/sdgs>

consists of five elements: women becoming aware of their value; have options and the right to prefer any of these; right to access to opportunities and resources; right to have control over their life in and out of home; and skills to influence the direction of social change for a fairer social and economic order at a national and international level.” In this context, important means in the process of empowerment of women and girls include education, learning, awareness, self-confidence, access to and control over resources, and transformation of institutions and structures that embody gender-based discrimination and inequality. “(Plan, p.17).

Characteristics of the Strategy Document: Standards, Justifications and Commitments

The most important feature distinguishing the strategy document from earlier action plans is that it prescribes a **time limit** for responsible institutions to complete their activities and also includes **performance indicators** for these activities. Hence, the plan provides **instruments that make monitoring and evaluation possible**. However, although regular monitoring of implementation is anticipated by the KSGM, there is yet no publicly available monitoring report.

The 2018-2023 Women’s Empowerment Strategy Document adopts five major policy axes of the 2008-2013 Action Plan: education, health, economy, participation to decision-making mechanisms and the media.

The plan differs from the earlier one in that it anticipates a detailed system of monitoring, presence of “**performance indicators**” for each activity, and commitment to conduct an impact analysis one year before the end of the implementation period to check whether objectives in each policy axis are attained.

References as Sources of Legitimacy in the Empowerment Strategy Document

Following are major references that the plan uses in defining its sources of legitimacy:

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) that Turkey signed in 1985 and ratified in 1986,
- CEDAW Optional Protocol that Turkey signed in 2000 and ratified in 2002,⁸⁵
- 1995 Beijing Declaration and Action Platform,

⁸⁵ Upon an application made under the Optional Protocol by a citizen named R.K.B. on 14 July 2009, the Committee concluded on 24 February 2012 that Turkey violated Articles 2 (a and c), 5 (a) and 11 (1-a and d) of the CEDAW Convention (Plan p. 27, footnote 5)

- “Empowerment of women and the girl child for gender equality” as specified by the 2015 Sustainable Development Goal (SDG) 5,
- UN International Covenant on Economic, Social and Cultural Rights and UN International Covenant on Civil and Political Rights (twin UN conventions),
- Examinations by the UN Human Rights Council (HRC) (Turkey was addressed by the council first in 2010 and second in 2015),
- European Convention on Human Rights and decisions of the European Court of Human Rights,
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention),
- CoE European Social Charter,
- International Labour Organization (ILO) Conventions,
- UN Convention on the Rights of the Child,
- UN Convention on the Political Rights of Women,
- UN Convention on the Rights of Persons with Disabilities,
- CoE Convention on Action against Trafficking in Human Beings,
- CoE Convention on Trans-frontier Television,
- CoE European Urban Charter,
- Charter for Equality of Women and Men in Local Life,
- UN International Conference on Population and Development Action Programme (ICPD).

Strategy, Objectives and Policies in the Empowerment Strategy Document

The established relationship between the empowerment of the family and empowerment of women is explained as follows in the introductory part of the document:

- *It is not possible to explain the importance of women’s empowerment only through a gender-based understanding by omitting their role raising new generations and adding to the power of the family.*
- *Hence, women’s empowerment, their access to individual rights and interests is of critical importance in strengthening our family and social structure.*
- *As the Ministry of Family and Social Policies we continue our work for “Strong Woman, Strong Family and Strong Turkey”.*
- *We carry out our work on women around three axes “empowerment of women”, “combating violence against women” and “combating early and forced marriages.”*

Important characteristics of the Strategy Document can be summarized as follows:

Woman’s mention as an individual: The expression “overcoming obstacles to women’s participation to social life as full and equal individuals” points out to the need of considering women as “equal individuals.”

Integrated outlook and mainstreaming: Since problems experienced by women are related to many different topics it is necessary to address the issue through an integrated approach. **For imparting the concept of equal opportunities for women and men in all major plans and programmes,** all institutions and agencies active in these areas must act in cooperation with the national mechanism and reflect this concept of equality in their respective policies and practices,

Measures to **ensure women’s empowerment** are included in policy documents such as development plans, government programmes and strategic plans (p.16).

Elimination of all forms of discrimination against women and inclusion of equal opportunities for women and men are expressed as the objective of all prepared action plans.

The Strategy Document and Action Plan provides for the present situation, major objectives, targets, strategies and activities related to five policy axes: education, health, economy, participation to decision-making mechanisms and the media. The plan includes “5 Major Objectives”, “21 Targets”, “21 Strategies” and “126 Activities” around five major policy axes.

The plan specifies the responsible institutions, their missions and activities; it also sets a time limit for the realization of activities and relevant performance indicators.

The most important addition to the plan is its identification of “Intersecting Policy Areas” with respect to education, health, economy, participation to decision-making mechanisms and the media as its five major axes. In other words, the plan identifies problem areas that need to be addressed separately in each of these five areas.

Intersecting policy areas are as follows:

- *Changes in legislation,*
- *Availability of gender-disaggregated data,*
- *Training in equal opportunities for women and men,*
- *Monitoring, evaluation and impact assessment work,*
- *Gender-sensitive budgeting work,*

- *Cooperation with local governments,*
- *Cooperation with civil society organizations,*
- *Cooperation with universities,*
- *Cooperation with the private sector,*
- *Disability,*
- *Old age,*
- *Rural women,*
- *Women applying for or under temporary/international protection,*
- *The girl child,*
- *Men's (including boys) participation to the process of women's empowerment (Plan, p. 21).*

Monitoring National Action Plans on Combating Violence against Women

National Action Plans on Combating Violence against Women⁸⁶ developed and implemented so far are as follows:

- *National Action Plan on Combating Violence Against Women (2007-2010),*
- *National Action Plan on Combating Violence Against Women (2012-2015),*
- *National Action Plan on Combating Violence Against Women (2016-2020),*
- *Coordination Plan for Combating Violence Against Women (2020-2021).*

Previously, the key standard in national action plans on combating violence against women was the realization of gender equality; as a result of changes in official attitudes it is no longer the case.

2016-2020 National Action Plan on Combating Violence Against Women⁸⁷ defines the concept gender in line with the Istanbul Convention as "socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for women and men."

The Plan explains the causes of violence against women as follows:

⁸⁶ National Action Plans on Combating Violence against Women <https://www.aile.gov.tr/ksgm/ulusal-eylem-planlari/kadina-yonelik-siddetle-mucadele-ulusal-eylem-planlari/>

⁸⁷ Ministry of Family and Social Policies General Directorate on Women's Status, (2016). National Action Plan on Combating Violence against Women 2016-2020. Ministry of Family and Social Policies General Directorate on Women's Status. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/113>)

- UN resolutions recognize that violence against women is the result of historically unequal relations between women and men which deprive women of chances of enjoying their human rights and fundamental freedoms, and stands as a barrier to women's development of their capacities.
- Again, the "**Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention)**" which brings obligations to States Parties and is the only binding document in this respect regards violence against women as a human rights problem and relates it to **gender**. The convention further states that violence against women is an instrument of domination over women used by men that bars their development which is associated with unequal power relations between women and men.
- In its **Recommendation** the CEDAW Committee defines gender-based violence against women as "violence that is directed against a woman because she is a woman or that affects women disproportionately." This definition covers "acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty."
- Gender-based violence may happen in **public or private domain**. There are some groups of women who are particularly vulnerable to such acts of violence including women belonging to minority groups; native, migrant and refugee women; women living in rural areas or areas too distant to civilized parts of countries; women in need of care; women in detention or prison; girls; women with disabilities; elderly women and women living in zones of armed conflict.⁸⁸
- The Istanbul Convention signed by Turkey in 2011 and ratified in 2014 defines violence against women as "a violation of human rights and a form of discrimination against women and shall mean all acts of gender-based violence that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life."
- The Law no. 6284 to Protect Family and Prevent Violence against Women prepared in line with Istanbul Convention defines violence against women as "gender- based discrimination directed against a woman just because she is a woman or that affects

⁸⁸Access to international documents that the MoLSS cites as source was deleted from the Ministry's website; while it had been available some time ago.

women disproportionately and any attitude and behaviour violating the human rights of women and defined as violence in this Law.”

International Conventions and Documents Used as Basis for the Action Plan

- UN Universal Declaration of Human Rights,
- UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- CEDAW Committee Recommendation no. 12 (1989),
- CEDAW Committee Recommendation no. 19 (1992),
- 1993 Vienna Conference on Human Rights (inclusion in UN human rights documents the concept of ‘human rights of women’),
- UN Declaration on the Elimination of Violence against Women (1993)⁸⁹ (first international document on violence against women),
- 1995 Beijing Declaration and Action Platform,
- Final reports of Beijing +5, Beijing +10, Beijing +15 meetings held for the purpose of monitoring Beijing Action Platform,
- UN “2030 Sustainable Development Goals,
- Council of Europe (CoE) Committee of Ministers Recommendation on “Domestic Violence” (1985), Resolution on “Sexual Abuse, Prostitution and Pornography Involving Children and Young Women” (1988), Recommendation on “Social Measures against Domestic Violence” (1990),
- Council of Europe III Conference of Ministers decisions on “Equality of Women and Men”,
- 2002 CoE Committee of Ministers Recommendation on Protection of Women from Violence (2002/5),
- 2011 CoE Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.

Definition of National Policy in the Action Plan

⁸⁹ TBMM (1993). UN Declaration on the Elimination of Violence against Women. <https://www.tbmm.gov.tr/komisyon/insanhaklari/pdf01/221-227.pdf>

- Upon the amendment of Article 90 in the constitution in 2004, international conventions on fundamental rights and freedoms like CEDAW and Istanbul Convention are made to prevail over domestic legislation.
- Reforms in fundamental laws i.e. Civil Code, Labour Code and Penal Code legislation in Turkey, the Constitution has gained the characteristics of observing the principle of equality between women and men and showing zero tolerance to violence against women.
- With the Law no. 5393 on Municipalities taking effect in 2005, Metropolitan Municipalities and municipalities with population of more than 50,000 are assigned the task of opening guesthouses for women and children. After a modification made in 2012, opening of guesthouses for women and children is made “compulsory” for municipalities with population over 100,000.
- “The Law no. 4320 on the Protection of Family” was passed in 1998. The scope of this law was expanded in 2007 and its Implementation Regulations was given effect in 2008.
- In 2012, the Law no. 6284 on the Protection of Family and Prevention of Violence against Women replaced the Law no. 4320. This new piece of legislation was developed by considering the provisions of the Istanbul Convention. The Law no. 6284 covers, without making any distinction, all women, children and other family members exposed to or under the risk of exposure to violence and stalking while defining the terms “violence”, “domestic violence” and “violence against women” to include physical, sexual, economic and psychological violence.
- The Implementing Regulation of the law and Regulation on Launching and Operating Women’s Guesthouses took effect in January 2013.
- The “Regulation on Violence Prevention and Monitoring Centres” took effect with its publication in the Official Gazette no. 29656 dated 17 March 2016.
- In 2005, a parliamentary investigation commission was established in the Grand National Assembly of Turkey to investigate the causes of so called “honour killings” and violence against women and children, and to identify measures to be taken to prevent such acts. Following the report of the commission, a Prime Ministerial Circular 2006/17 on “Measures to Prevent Acts of Violence against Children and Women and Honour Killings” was issued in 2006.
- The 10th Development Plan includes policies for preventing violence against women.

- An “Action Plan”⁹⁰ was developed under the “Programme for Protecting Family and Dynamic Population Structure” to be implemented by the MoFLSS. Measures to prevent violence against women and domestic violence are specified in the plan under “Policy 1. 2: Development of services for preventing domestic violence and abuse.”

Action Plan Objectives and Targets

The plan has five major objectives:

1. *Making necessary arrangements in legislation and eliminating gaps in implementation in issues of gender equality and combating violence against women and domestic violence.*
2. *Building awareness and sensitivity, and ensuring mentality transformation in issues of gender equality, violence against women and domestic violence in order to eliminate negative attitudes and behaviour that give rise to and consolidate acts of violence against women.*
3. *Ensuring the organization and delivery of health services to women victims of violence, their children if any and real and potential perpetrators of acts of violence.*
4. *Ensuring socioeconomic empowerment of women who are victims of violence or who face the risk of violence and their children, if any, by effective delivery and dissemination of easily accessible protective and preventive services.*
5. *Strengthening the mechanism of inter-sector/inter agency cooperation and developing policies in order to ensure effective service delivery in combating violence against women (Plan, p. 43).*

Activities Defined by the Plan

The five areas of activity in the action plan and the corresponding targets are as follows:

1. Legislative Arrangements

⁹⁰ Ministry of Development (2015). 10th Development Plan (2014-2018), Programme and Action Plan for the Protection of Family and Dynamic Population Structure. Ministry of Development. (<https://dspace.ceid.org.tr/xmlui/handle/1/247>)

1.1. There will be amendments in the **Constitution and relevant fundamental laws** in line with international conventions and documents related to the rights of women including Istanbul Convention.

1.2. Necessary amendments will be made, and **secondary legislation will be adopted** for more effective implementation of the Law no. 6284.

1.3. Institutional legislation (i.e., organizational legislation, regulations, circulars, instructions, etc.) of institutions with responsibilities under the Istanbul Convention and the Law no. 6284 will be **aligned** with the convention and the law mentioned.

2. Building Awareness and Mentality Transformation

2.1. There will be cooperation with relevant institutions in organizing seminars, workshops, etc. for **representatives of all institutions and agencies extending services for the prevention of violence against women**.

2.2. There will be **training of trainers** to build institutional capacity in all institutions taking part in combating violence against women, a **pool of trainers** will be created and the continuity of trainings will be ensured.

2.3. There will be television and radio programmes and audio-visual and printed materials to **promote sensitivity** in policy and decision makers, service providers and the public.

2.4. There will be activities to **build awareness and ensure mentality transformation in men** in the context of combating violence against women.

2.5. At all levels of formal and non-formal education starting from preschool education, existing school curricula will be reviewed in the context of **violence against women and gender equality** and necessary revisions will be made accordingly.

2.6. There will be national and local level efforts for the **prevention of early and/or forced marriages**.

2.7. Impact analysis of trainings in violence against women will be made and existing programmes and materials will be updated accordingly.

3. Delivery of Protective and Preventive Services and Empowerment of Victims

3.1. **Violence Prevention and Monitoring Centres** will operate in all provinces with their improved capacity and standardized services.

3.2. There will be standardization of services offered by **women's guesthouses**.

3.3. Opening of **guesthouses/shelters** by all municipalities with population over 100,000 will be ensured as required by the Law on Municipalities

3.4. A model will be developed for supporting and monitoring **women victims of violence** after they have left the guesthouse.

3.5. There will be a wider use of **technical means and methods** for effective protection of victims of violence.

3.6. **Psychosocial support programmes** will be developed and implemented for women victims of violence and child victims/witnesses of violence.

3.7. **Refugee and asylum-seeking women and children** will benefit from protective and preventive services.

3.8. Province and district-level **units of expertise** will be established and their capacity will be increased by the **Ministry of Interior General Directorate of Security and General Command of Gendarmerie**.

3.9. Service delivery capacity of **ALO 183 Social Support Line** for combating violence against women will be enhanced.

3.10. There will be initiatives in cooperation with other institutions to enable women benefiting from women's service units to benefit also from **employment-oriented occupation building courses**.

4. Organization and Delivery of Health Services

4.1. As required by Istanbul Convention, institutional service units will be established, and their number will be increased in order to **prevent secondary victimization and loss of evidence**.

4.2. Special service models will be developed and implemented for victims of sexual violence in line with the **Istanbul Convention**.

4.3. **Psychosocial support centres** will be established, and their capacity will be increased to implement rehabilitation and support programmes for perpetrators of acts of violence for whom probation measures are adopted under the Law no. 6284.

4.4. **Special therapy and rehabilitation programmes** will be implemented for child victims of violence, children witnessing acts of violence and children displaying or inclined to violent behaviour.

5. Reinforcing the Cooperation Mechanism Between Organizations and Sectors, and Developing Policies to Ensure Effective Service Delivery in Combating Violence Against Women

5.1. **An inter-institutional common database** will be created for effective monitoring of data related to violence against women.

5.2. Existing protocols in combating violence against women will be maintained and **new cooperation protocols** will be developed.

5.3. Efforts will be made to ensure effective activities by committees/boards at **central and local levels** engaged in combating violence against women.

5.4 Research will be conducted to calculate the cost of violence against women.

5.5 Research will be conducted to expose the male perception of violence.

5.6 Research will be conducted for in-depth analysis of mortal cases of violence against women.

5.7 Research will be conducted in suspicious cases of suicide by women and so-called honour killings.

Coordination Plan for Combating Violence against Women 2020-2021⁹¹

The period of the last action plan ended in 2020. This "Coordination Plan" is an "auxiliary" document for a period of two years prior to the preparation of the new five-year plan.

There is no mention of the **gender equality** standard anywhere in the Coordination Plan; norms included are related only to **strengthening of family and women**.

Under the Coordination Plan, the MoFLSS, Ministry of Justice, Ministry of Interior, Ministry of National Education, Ministry of Health and Department of Religious Affairs signed the

⁹¹ MoFLSS (2019), Coordination Plan for Combating Violence against Women (2020-2021). Ministry of Family, Labour and Social Services General Directorate on the Status of Women . (<https://dspace.ceid.org.tr/xmlui/handle/1/935>)

"Protocol on Enhancing Institutional Cooperation and Coordination in Combating Violence against Women"⁹² on 25 November 2019.

The protocol made a baseline analysis for combating violence against women, developed suggestions for solutions, and defined the responsibilities of institutions. The Coordination Plan aims at monitoring on-going activities by using specific indicators.

The Coordination Plan has 7 objectives, 6 objectives undertaken by six public institutions plus 1 under "common provisions" with 75 indicators.

Under the title "institutional capacity building" the plan illustrates the practices of institutions related to family. The following objectives in the plan suggest that the Ministry prioritizes family in combating violence against women: development of a risk analysis module to be integrated to **Family Information System**; identification of cases of violence against women among beneficiaries of Family **Counselling** and **Family Social Support Programme** (ASDEP) and development of a social service model; improving the capacity of ASDEP and extension of Family Counselling System.

The bulk of responsibility under "building awareness" is given to the **Department of Religious Affairs (DİB)**. The DİB is expected to be active in such areas as "Training in Family Basics", "Peaceful Family, Strong Society, Safe Future Project", "Awareness Building in Society for Preventing Domestic Violence", and "Religious References in Preventing Domestic Violence".

Since the Coordination Plan assigns the ultimate responsibility in opening women's guesthouses to the Ministry of Interior, responsibilities of municipalities in this regard are to be overseen by the local authorities under the Ministry that are also in charge of supervising these facilities.

The plan also mentions the activities of local governments at two levels. The first level is about municipalities that are legally obliged to open guesthouses according to the Law on Municipalities in line with institutional capacity building (3.2) under the coordination of the Ministry of Interior (Activity 3.2.3.). At the second level, activities to be carried out under the coordination of the Department of Religious Affairs in line with the "awareness building" objective (6.1) include seminars for couples who apply to municipalities for marriage

⁹² Protocol on Enhancing Institutional Cooperation and Coordination in Combating Violence against Women (2019). <https://ailevecalisma.gov.tr/media/31490/kys-isbirligi-protokolu-25-11-2019-imzali-renkli.pdf>

(Activity 6.1.6.) and organization of occupation building courses by municipalities (Activity 6.1.9.).

The Coordination Plan sets objectives for relevant ministries and the Department of Religious Affairs under three general headings as effective enforcement of legislation, capacity building and awareness raising. The plan also includes provisions related to coordination. For ensuring coordination, the **“Technical Board for Combating Violence against Women”** under the coordination of the Ministry of Family, Labour and Social Services will meet in quarterly periods, and **monitoring and evaluation report** prepared by this board will be presented to the **“Committee on Monitoring Violence against Women”** which meets annually. The implementation of this plan is an important step in ensuring coordination between institutions.

Evaluation of Action Plans on Combating Violence against Women

- Plans have no specific definition of perpetrators of violence, an effective intervention plan to prevent their acts and related strategic targets and priorities.
- The action plan is victim-focused and lacks any focus on perpetrators. It therefore seeks to remedy consequences without any objectives to address the root causes.
- It appears that legislative arrangements have not been completed.
- It is observed that the number of guesthouses is still insufficient, and so is the capacity of ŞÖNİMs.

Mainstreaming GE in Human Rights Action Plan

The **Human Rights Action Plan**⁹³ was released by the Presidential Strategy Department in March 2021. The following can be said about this plan with respect to protection of the rights of women, ensuring gender equality and taking gender into account:

The Action Plan defines 11 main principles. One of these principles is about **avoiding gender-based discrimination, and equality before the law**. Here, the principle of equality is addressed as classical de jure equality based on non-discrimination and there is no mention of a direct intervention to persisting inequalities as specified in CEDAW Article 5 and Constitutional Article 10. Since grounds of discrimination are not specified in the

⁹³ Ministry of Justice (2021). Human Rights Action Plan. T.C. Ministry of Justice. (<https://dspace.ceid.org.tr/xmlui/handle/1/1333>)

principle, there is no mention of protecting the rights of women and ensuring gender equality. The 3rd Main Principle is as follows:

Main Principle 03: "Everyone is equal before the law without any discrimination based on language, race, colour, sex, political view, philosophical belief, religion, sect or similar other reasons." (Plan, p. 14).

The Plan is gender-blind in listing social groups that are to be supported to ensure equality: "Children, women, persons with disabilities and the elderly."

The terms "gender equality", "girl child" and "boy child" are absent from the Action Plan.

Important Plan Goals Related to Women

Goals in the plan can be summarized as follows:

Considering women as victims

"The effectiveness of services such as psycho-social support and information towards victims of crime, particularly children, women, people with disabilities and the elderly, will be improved."

"More measures will be taken at courthouses to prevent victims of crime from feeling alone. In this scope, the number of Directorates of Judicial Support and Victim Services, which are set up with a view to providing assistance during judicial processes to these individuals, particularly children, women, people with disabilities and the elderly, will be increased." ("Protecting the Rights of Victims", Plan, p. 26).

Mediation is utilised in cases of divorce

The plan includes mediation which Istanbul Convention does not find appropriate in cases of divorce. The plan says the following under the title "Improving the Effectiveness and Expanding the Use of Alternative Dispute Resolution:

"A court-based family mediation system will be created, in consideration of the standards enshrined in international conventions, with a view to preventing in particular the traumatising of women and children over the course of the divorce process." (Plan, p. 47).

Prevention of domestic violence

Goal 6 in the plan covers objectives in combating violence. Besides action plans⁹⁴ for the enforcement of the Law no 6284 on the Protection of Family and Prevention of Violence against Women, it is stated that activities to be carried out in the period 2020-2021 are addressed under the "Urgent Activity Plan" to bring in a more effective system. It is also stated that this system will be implemented with joint work of the Ministry of Family, Labour and Social Services and Ministries of Justice, Interior, National Education and Health (Plan, p. 67).

"Probation Courts" were activated on 20 March 2020 to ensure specialization in orders of probation given by family courts in combating violence against women.

There are some details given under Goal 6.3 "Improving the Effectiveness of Combat against Domestic Violence and Violence against Women":

- *"The aggravating circumstances that are prescribed by law concerning offences committed against the spouse will also be rendered applicable to the divorced spouse.*
- *The act of repeated stalking will be defined as a separate criminal offence, thereby reinforcing the protection provided to the victims.*
- *The number of special centres/women support units that are set up at hospitals in an aim to prevent the re-traumatisation of women who are victims of sexual assault will be increased.*
- *The number of special investigation bureaus set up for the purpose of ensuring that offences stemming from domestic violence and violence against women are effectively investigated will be increased across the country.*
- *Appointment of an attorney by virtue of Article 234 of the Code of Criminal Procedure will be enabled in respect of women who are victims of violence so that they can effectively avail themselves of legal remedies; also, they will be granted facilities in terms of conditions for benefiting from legal aid services.*
- *Regular trainings will be offered to the public prosecutors assigned to domestic violence bureaus and the judges assigned to handle the interim measures in order to maintain uniformity in practice.*

⁹⁴ Implemented in this context are "Action Plans on Combating Violence against Women (2007-2010, 2012-2015, 2016-2020)" and "Women's Empowerment Strategy Document and Action Plan (2018-2023)".

- *The preventive and protective capacity will be enhanced for a more effective protection of women under threat and technological opportunities will be used to the largest extent in this regard.*
- *Persons who perpetrate domestic violence or violence against women, mainly those who are imposed a restraining order, will be rehabilitated; to this end, effective programmes such as anger management and stress management will be developed.*
- *To minimise the potential negative effects of divorce processes on the parties and the children, and especially to ensure the healthy functioning of personal relationship with the child, the parties and the children will be informed about the process and those who need will be offered psycho-social support.” (s. 75).*

Other goals in the plan related to women are as follows:

- *“The amount of green space per person will be increased and green spaces will be rendered safe and accessible for women, children, the elderly and people with disabilities.” (Goal 8.7. Guaranteeing a Healthy and Liveable Environment, p. 101).*
- *“Necessary measures will be taken within the public sector, and the private sector establishments will be encouraged to increase women’s employment and their participation in the work life under fair conditions.” (Goal 9.1. Raising the Awareness of Public Officials on Human Rights, p.109).*
- *An effective fight will be put up against hate speech and discrimination based on language, religion, race, colour, sex, political view, philosophical belief, sect, or similar other reasons. (Goal 4.4 Improving the Effectiveness of Combat against Hate Speech and Discrimination, p. 59).*

Other National Action Plans where GE Mainstreaming is Needed

Presently, there are action plans in various areas under public administration to define and plan public services. As per gender mainstreaming strategy, each of these plans must be in line with and sensitive to the norms of protection of the rights of women, equality between women and men and gender equality. Hence, the following National Action Plans need to be considered for monitoring.

- National Employment Strategy (2014-2023),⁹⁵
- TÜBİTAK Vision 2023 Strategy Document (2003-2023),

⁹⁵ Ministry of Labour and Social Security (2013). National Employment Strategy, <http://www.sp.gov.tr/tr/temel-belge/s/105/Ulusl+Istihdam+Strategy+ 2014-2023>

- Teacher Strategy Document (2017-2023),
- Ministry of Justice, Judicial Reform Strategy Action Plan 2020.⁹⁶

Though their terms of implementation passed, there are some other action plans given below to provide a retrospective view:

- Information Society Strategy and Action Plan (2015-2018),
- National E-State Strategy and Action Plan (2016-2019),
- National Action Plan for Empowering Rural Women (2012-2016),
- National Strategy and Action Plan in Health Sector, Sexual and Reproductive Health (2005-2015),
- KOSGEB Entrepreneurship Strategy and Action Plan (GİSEP) (2015-2018),
- National Child Rights Strategy Document and Action Plan (2013-2017),
- MEB Strategy Document and Action Plan (2015-2019),
- Lifelong Learning Strategy Document (2014-2018),
- Vocational and Technical Education Strategy Document and Action Plan (2014-2018),
- YÖK Strategy Document (2016-2020),
- (TÜBİTAK) National Rural Development Strategy (2014-2020).

Monitoring National Action Plans in National Mechanism

The task of monitoring action plans with general objectives was given to TÜİK to do it by developing indicator data. In the last National Action Plan, however, it is stated that this monitoring is to be made by the MoFLSS through annual monitoring reports. So far there hasn't been any publicly available monitoring reports. What is released as "monitoring reports" are in fact the collection of activity reports by relevant institutions devoid of any monitoring dimension.⁹⁷

Monitoring by the implementing institution itself can only be an internal monitoring and supervision. Monitoring in compliance with GE standards, however, must absolutely be conducted by independent organizations. The monitoring of the national mechanism is

⁹⁶ Ministry of Justice (2020). Judicial Reform Strategy Action Plan, <https://sgb.adalet.gov.tr/Resimler/SayfaDokuman/5102020133816eylemlani.pdf>

⁹⁷ For published monitoring and evaluation reports see,; <https://www.ailevecalisma.gov.tr/ksgm/ulusal-eylem-planlari/izleme-ve-degerlendirme-raporlari/>

possible only if civil society actors can reach the necessary information; and there are serious obstacles to this. Thus, there is neither official nor civil monitoring of national action plans.

Systematic monitoring and evaluation of institutions and agencies that were assigned tasks by the **Women's Empowerment Strategy Document and Action Plan** is important. The following is the vision for monitoring and evaluation mechanism:

- *"Performance indicators" corresponding to each activity in the Action Plan are measurable instruments facilitating monitoring and evaluation.*
- *A reporting format will be developed for monitoring activities given under "strategies" in the Action Plan.*
- *There will be an annual "monitoring meeting" coordinated by the MoFSS to evaluate the action plan with the participation of representatives from responsible and assigned institutions. Responsible institutions are supposed to submit their specifically formatted reports, to the web-based monitoring system to be developed by the MoFSS once a year.*
- *Responsible institutions present the state of realization of the "performance indicator" related to each activity to the Monitoring Meeting by reporting.*
- *Reports submitted by responsible institutions will be used by the MoFSS to prepare the annual "Monitoring Report".*
- *Also, one year before the termination of the implementation period, there will be an impact analysis work to evaluate and take the inventory of initiatives for women's empowerment through an integrated approach. This work will analyse whether the "goals" set specifically for each policy axis are attained (p. 22).*

Monitoring Institutions in Charge of Mainstreaming

Institutions in Charge of Mainstreaming⁹⁸ in National Action Plans

- Coordinator: Ministry of Family, Labour and Social Services (MoFLSS)⁹⁹ - General Directorate on the Status of Women (KSGM)

⁹⁸ For mainstreaming policy see: For basic information about the national mechanism, see: Ecevit, Y. & Bayrakçeken Tüzel, G. (2019). *Toplumsal Cinsiyet Eşitliğinin İzlenmesi İçin El Kitabı*. CEİD Publication. s. 69-75. (<https://dspace.ceid.org.tr/xmlui/handle/1/180>)

⁹⁹ During the writing of this report, the ministry was divided into two as Ministry of Family and Social Services and Ministry of Labour and Social Security upon a Presidential Decree published in the Official Gazette no. 31461 dated 21 April 2021. We kept information given in the present report untouched since this arrangement had no implication on its content and there are already frequent changes in the institution. For the Presidential Decree mentioned, see: <https://www.resmigazete.gov.tr/eskiler/2021/04/20210421-5.pdf>

Bureaucratic Stability of the Coordinating Institution within the National Mechanism

1990: The State Ministry for Women and Family was established.

1990: The General Directorate on Women's Status and Problems under the ministry was established with the KHK (Decree in Force of Law) no. 422.

1989: The Family Research Institution established with the KHK no. 396 was attached to this ministry.

2011: The word "Women" was dropped from the name of the ministry, and it became the Ministry of Family and Social Policies.

2011: The following services were merged with the unit on women's problems under the Ministry of Family and Social Policies established upon the KHK no. 633:

- Family and Social Studies,
- Child Protection,
- Social Assistance and Solidarity Services,
- Administration for Disabilities.

2004: The ministry redefined the duties of the General Directorate on the Status of Women upon the Law no. 5251.

2018: After transition to the Presidential Government System, the Ministry of Family and Social Policies, and the Ministry of Labour and Social Security were merged upon the KHK no. 703 (Presidential Decree No. 1).

2021: The ministry is divided into two as Ministry of Family and Social Services, and Ministry of Labour and Social Security (Presidential Decree published in the Official Gazette no. 31461 dated 21 April 2021).¹⁰⁰

Responsible Institutions/Units Defined in the National Mechanism

- Ministry of National Education,
- Department of Religious Affairs Family Religious Guidance Offices,
- Department of Training, Extension and Publication/Working Group for Services to Rural Women,

¹⁰⁰ <https://www.aile.gov.tr/bakanlik/hakkinda/tarihce/>

- Department of Employment Policies/Directorate of Gender Equality in the Ministry of Labour and Social Security (MoLSS),
- Women's Employment National Monitoring and Coordination Board under MoLSS,
- Department of Demographic Statistics /Vital and Gender Statistics Group in Turkish Statistical Institute (TÜİK),
- Ministry of Health, Equal Opportunities for Women and Men Unit under General Directorate of Public Health/Department of Women's and Reproductive Health and General Directorate of Management Services,
- Gender equality units and specialized equality commissions in local governments and municipalities; women's guesthouses and counselling centres under municipalities,
- Women's Problems Research and Application Centres existing in Universities or Departments of Women Studies.

Institutions with the Mandate of Preventing Violence against Women

- Women's Guesthouses,
- ŞÖNİMs,
- Ministry of Justice General Directorate of Penal Affairs, Department of Victim Rights,
- General Directorate of Security Department of Public Order Branch Directorate of Combat against Domestic Violence,
- General Command of Gendarmerie, Department of Security, Directorate for Children and Combat against Domestic Violence,
- "Child and Women Section" under Provincial Directorates of Gendarmerie,
- "Officer in Charge of Child and Woman Offences" at district/station level in Gendarmerie Forces,
- ASPB ALO 183 helpline, 155 Police helpline and 156 Gendarmerie helpline.

Commissioned Counselling, Supervision and Application Institutions

- Women's Status Advisory Board (established under the law no. 5251,
- Grand National Assembly of Turkey (TBMM) Committee on Equal Opportunities for Women and Men (KEFEK),
- Human Rights and Equality Institution of Turkey,

- Ombudsman Institution,
- Board for Higher Education (YÖK) - Unit for Women Studies and Issues in the Academia.

Gender Equality in Managing Boards of Institutions in Charge of Realizing Gender Equality

Except for ministers of Commerce and Family, Labour and Social Services, top-level managers of all other institutions in charge of realizing gender equality are men.

As the ministry in charge of implementing gender equality policies, the **Ministry of Family, Labour and Social Services** (MoFLSS)¹⁰¹ does not provide equal number of seats to women in its managing bodies. The majority of general directors and department heads are men with the exception of the Minister and General Director of KSGM.¹⁰²

Distribution of personnel in the Ministry is as follows: central organization: 1,672 women (38%), 2,717 men (62%); local organization: 27,460 women (58%), 19,668 men (42%); organization in foreign countries: women (%24), 29 men (76%).¹⁰³

In the **Ombudsman Institution** (KDK) while the president is always a man; 2 out of 5 supervisors in the institution are women.¹⁰⁴

Department of Religious Affairs (DİB) is another institution assuming more and more active duties. In the Higher Board for Religious Affairs and in the Board of Inspectors there is still no woman at the top levels. Only one out of five deputy-presidents is a woman.¹⁰⁵ A man was appointed as General Director of Religious Services where Family Religious Guidance Offices are attached to. No woman mufti has been trained so far.

There is only one woman at the top management level of the **Human Rights Institution of Turkey** (TİHEK - top management level: president, deputy president and 9 board members).¹⁰⁶

¹⁰¹ For the Presidential Decree mentioned, see: <https://www.resmigazete.gov.tr/eskiler/2021/04/20210421-5.pdf>

¹⁰² <https://www.ailevecalisma.gov.tr/bakanlik/bakanlik-yoneticileri/bakanlik-birim-amirleri/>

¹⁰³ Strategy Department (2021). 2020 Activity Report, p. 26. <https://www.ailevecalisma.gov.tr/media/73621/2020-faaliyet-raporu.pdf>

¹⁰⁴ <https://www.ombudsman.gov.tr/KamuDeneticileri>

¹⁰⁵ <https://dinhizmetleri.diyinet.gov.tr/>

¹⁰⁶ <https://www.tihe.gov.tr/kategori/kurul-uyeleri/>

The **Scientific and Technological Research Institution of Turkey** (TÜBİTAK) is an institution that makes significant decisions on scientific research and conduct of research projects. It doesn't have any women members in its six-membered Governing Body.¹⁰⁷

Implementation Capacity of Institutions in Charge of Gender Equality

Presidential Department of Strategy and Budget

The start of the presidential government system¹⁰⁸ took place with major institutional changes in the organization and mission of various institutions. In this new system, Department of Strategy and Budget (SBB) replaced Prime Ministry.

With a reorganization, the ministries of Family and Social Policies, and Labour and Social Security were merged as a single Ministry of Family, Labour and Social Service. The Ministry of Development was attached to the Department of Strategy and Budget under the Presidency. The State Personnel Department which is an important source of data about public employees was made a general Directorate under the Ministry of Family, Labour and Social Services.

Gender Sensitivity of the Ministry of Family, Labour and Social Services (MoFLSS)¹⁰⁹

After dropping of the word "women" in its name, the State Ministry in Charge of Women and Family became the Ministry of Family, Labour and Social Services. Today the ministry has its general directorates in Family and Social Services, Child Services, Services for the Disabled and Elderly, Survivors of Martyrs, Social Assistance, Labour, Work Safety and Health and International Labour Force. This much wider mission definition led to the marginalization of protection of the rights of women, equality of women and men and gender equality in terms of both priorities and resource utilization.

Vision and mission of the institution: Women's disappearance within family

The mission and vision of the MoFLSS as the implementing agent of the National Action Plan does not include issues of protection of the rights of women, equality of women and

¹⁰⁷ <https://www.tubitak.gov.tr/tr/kurumsal/hakimizda/icerik-yonetim-kurulu>

¹⁰⁸ Official Gazette no. 30473 dated 9 July 2018: "Law Decree Amending Some Laws and Law Decrees to Ensure compliance with Amendments to the Constitution." <https://www.olaganustuhul.com/ohal/dosya/uploads/2018/07/KHK703-20180709M3-1.pdf>

¹⁰⁹ While the present report was in progress the ministry was divided into two as Ministry of Family and Social Services and Ministry of Labour and Social Security upon a Presidential Decree published in the Official Gazette no. 31461 dated 21 April 2021. <https://www.kamuajans.com/guncel/cumhurbaskanligi-kararnamesi-kararname-numarasi-73-h559790.html> The report is based on documents that were in effect while being written.

men and gender equality; what is left behind is **“strengthening family and protecting social values.”**¹¹⁰

Ministry’s mission: “Delivering social services that strengthen the individual and family in line with social values; adopting measures to increase employment, regulate and supervise working life to contribute to socio-economic development and maintaining an effective social protection system.”

Ministry’s vision: “A wealthy Turkey where family is strong, individuals are happy, working and producing.”

MoFLSS Strategy, Objectives and Targets

Activity Reports, Strategic Plan and Performance Indicators are the fundamental documents of the MoFLSS. Let’s look at these documents with respect to the protection of the rights of women, equality of women and men and gender equality:

Objectives and Targets in the 2019-2023 Strategic Plan of the MoFLSS

In the Strategic Plan of the Ministry, there are 6 major goals and 27 objectives related to these goals.¹¹¹ These 6 major goals do not include any related to the protection of the rights of women:

G 1: Protecting and strengthening the individual, family and social structure,

G 2: Extending and improving the quality of protective and preventive services and ensuring equal opportunities,

G 3: Strengthening housing, care and rehabilitation services,

G 4: Making labour market effective,

G 5: Providing healthy, safe and protected working environments,

¹¹⁰ AÇHS (2019). “Our mission -and-Vision”, Ministry of Family, Labour and Social Services 2019-2023 Strategic Plan. Ministry of Family, Labour and Social Services. (<http://dspace.ceid.org.tr/xmlui/handle/1/1043>)

¹¹¹ Ministry of Family, Labour and Social Services 2019-2023 Strategic Plan. http://www.sp.gov.tr/upload/xSPStratejikPlan/files/HIP8i+ACSHB_2019-2023_Strategic_Plan.pdf

G 6: Improving institutional capacity and service quality.

As to objectives under major goals, only 3 out of 27 are related to the protection of the rights of women:

Objective 1.4: Combating discrimination against women and strengthening the position of women in society,

Objective 2.4: Providing preventive and protective services in combating violence against women,

Objective 3.1: Extending and improving housing and care services for women, children, persons with disabilities and the elderly.

MoFLSS Key Performance Indicators

There are only 3 related to women and girls among 14 key performance indicators in the Performance Programme of the Ministry¹¹²:

The base year for key indicators is 2018 and the following is what they should be in 2023:

PI 1.4.2. Number of projects/programmes/activities for women's empowerment will be increased from 0 to 40.

PI 1.5.1. School attendance rate of girls benefiting from Conditional Education Assistance will be increased from 91% to 96%.

PI 4.3.1. Women's labour force participation rate (age 15 +) will be increased from 34.2% to 38.5% (p.21).

Characteristics of the "Empowerment of Women" Programme Covered by the MoFLSS Performance Budget

There are 29 key programmes in the 2020 annual budget of the MoFLSS and only "**Empowerment of Women**" among these has its two sub-programmes:

- Combating Discrimination and Violence against Women,
- Improving Women's Social Status and Ensuring Equal Opportunities.

The **Performance Indicators** of these programmes are:

Sub-programme: Performance Indicators related to Combating Discrimination and Violence against Women

Scope of the Sub-programme: For the prevention of violence against women and early and forced marriages, extending and improving protective and preventive services and ensuring the strengthening of victims.

¹¹² Ministry of Family, Labour and Social Services (2021). 2021 Performance Programme. <https://ailevecalisma.gov.tr/media/72684/acshb-2021-yili-performans-programi.pdf>

Performance Indicators

Performance Indicator	Measurement unit	2018	2019 Planned	2019 Realized	2020 Target	2021 Estimate	2022 Estimate
Number of women's guesthouses	Number	144	145	145	150	155	160
Number of women staying in women's guesthouses	Number	40.329	43.038	43.038	43.532	44.032	44.532
Number of children staying in women's guesthouses	Number	29.110	30.185	30.185	31.272	32.353	33.434
Number of people participating in awareness activities within the scope of combating discrimination and violence against women	Number	35.000	50.000	50.000	65.000	80.000	95.000
Number of violence prevention and monitoring centers	Number	79	81	81	81	81	81

Sub-programme: Performance Indicators related to the Improvement of Women's Social Status and ensuring Equal Opportunities

Scope of the Sub-programme: Ensuring full access and participation to all levels of education for women to enable them to benefit equally from all rights, chances and opportunities; building information and awareness in health issues; women's say in economic life in line with changing labour market dynamics; higher representation in decision-making mechanisms at national and local level and their active participation to decision-making processes.

Performance Indicator	Measurement unit	2018	2019 Planned	2019 Realized	2020 Target	2021 Estimate	2022 Estimate
Number of women benefiting from on-the-job training programs	Number	125.011	131.250	150.000	137.500	143.750	156.250
Number of projects and programs implemented for the empowerment of women	Number	7	10	10	25	30	35
Number of people participating in awareness activities for women's empowerment	Number	352.000	450.000	450.000	575.000	700.000	825.000
Number of women benefiting from vocational training programs	Number	55.656	68.250	60.000	71.500	74.750	78.000

Monitoring Budget Allowances in the Empowerment Programme

Total budget share of women and family related allowances in estimated budget for 2020

113:

	MoFLSS 2020 Budget	Budget Share %
Total budget	136,690,300,000	100
Strengthening the Family	1,325,878,000	0.96
Strengthening Women	358,559,000	0.26
<i>Combating Discrimination and Violence</i>	<i>342,453,000</i>	<i>0.025</i>
<i>Ensuring Equal Opportunities</i>	<i>16,106,000</i>	<i>0.0011</i>

¹¹³ See ANNEX-3 for details of allowances.

Evaluation of the MoFLSS Strategic Plan and Budget

- Protection of the rights of women and ensuring gender equality are not included in the mission and vision of the MoFLSS. There is no commitment to acting in line with the norms of equality of sexes and gender equality while performing the mission of “strengthening the individual and family” as defined by the ministry. The ministry includes the norm “empowerment” as a heading in the action plan it is missioned to implement but, unlike earlier documents, there is no statement that this norm is to be interpreted as the protection of the rights of women, delivering public services with an eye on gender equality, and adapting to the requirements of gender equality. This means that “women’s empowerment as a norm is to be interpreted without any reference to other relevant norms.”¹¹⁴ This indicates that Turkey has made a significant strategy shift in her compliance with fundamental norms of equality adopted through national and international documents.
- In the total budget of the MoFLSS 0.97% goes to the “Family Protection” programme and 0.265 to “Empowerment of Women”. This shows that since the word “Women” was dropped from the name of the ministry not only “women’s empowerment” but “family strengthening” too became marginal activities for the Ministry.
- As can be seen in the summary budget table given above, **budget allocated to the protection of women and family is 1.2% of total ministry budget. Allowance for women’s empowerment is by 0.26% and for protection of women from violence is by 0.0025% or 25 in ten thousand.** These figures clearly show limitation that services in protecting the rights of women will face.
- Targets of capacity increase in women’s guesthouses as a key service unit in combating violence against women remain too limited.
- The definition of the main activity as “awareness building”, “training for awareness” and similar activities creates problems in monitoring. The problem is that the effectiveness of such activities cannot be measured without impact analysis, and it is difficult to evaluate them in terms of performance. For any effective monitoring and performance evaluation there is need to identify indicators defining the quality of these activities: “Who carries out the work, according to which criteria and for which target group?” or “Is there monitoring to measure the effectiveness of work?” In the absence of such

¹¹⁴ AÇHS (2019). Ministry of Family, Labour and Social Services 2019-2023 Strategic Plan. Ministry of Family, Labour and Social Services. (<https://dspace.ceid.org.tr/xmlui/handle/1/1043>)

performance indicators “awareness building trainings” often remain far from solving problems.

- In the public service of the MoFSS, protection of the rights of women remained under the shadow and limitations of protection of the family and lost its character of being a policy at desired level of effectiveness. It can be said that this is the natural and inevitable consequence of dropping the word “Women” from the name of the ministry.
- Besides the disappearance of protection of the rights of women, goals like equality of sexes, equality of women and men and gender equality also disappeared and only the term “equal opportunities for women and men” is used occasionally and in reference to limited number of issues.

General Directorate on the Status of Women (KSGM)

The General Directorate was reorganized as one of the main service units of the MoFLSS upon the Law Decree no. 633 on the Organization and Duties of the Ministry of Family and Social Policies published in the Official Gazette dated 8 June 2011.

General Directorate on the Status of Women-ŞÖNİM-Women’s Guesthouses-First Reception Units

Women’s guesthouses and Violence Prevention and Monitoring Centres (ŞÖNİM) established by the Law no. 6284 operate under the Ministry of Family, Labour and Social Services.¹¹⁵

ŞÖNİMs are centres operating 24 hours and 7 days to provide counselling, guidance, orientation and monitoring services to ensure effective implementation of protective and preventive services.

First Reception Units conduct initial observation of the situation of women victims of violence who apply to Provincial Directorates of Family and Social Services or ŞÖNİMs, examine their psychosocial and economic state and provide boarding for up to two weeks.

Women’s Guesthouses aims to help women exposed to physical, emotional, sexual, economic or verbal violence or abuse, solve their psychosocial and economic problems, provide them boarding facilities with their children if any and respond to their needs. In

¹¹⁵ General Directorate on the Status of Women (2016). National Action Plan on Combating Violence against Women 2016-2020, Ankara, p. 35. <https://www.ailevecalisma.gov.tr/uploads/ksgm/uploads/pages/kadina-yonelik-siddetle-mucadele-ulusal-eylem-planı/kadina-yonelik-siddetle-mucadele-ulusal-eylem-planı-2016-2020-icin-tiklayiniz.pdf>

these guesthouses operating under the MoFSP there is cooperation with bar associations to extend them legal support in addition to psychosocial support and with Adult Education Centres under MEB Directorates and Provincial Directorates of İŞKUR in terms of education and job support.

Provincial Directorates of the Ministry of Family and Social Policies and Social Service Centres extend counselling, guidance and social support services to victims of violence in places where there is no ŞÖNİM.

ALO 183 Social Support Line under the MoFLSS extends services to families, children, persons with disabilities, elderly people, survivors of martyrs and war veterans. "Alo 183 Social Support Line" operate as psychological, legal and economic counselling line for women and children who are victims of violence or under such risk. This line is in service 7/24 and services are without any charge.

Working with civil organizations and experts since its establishment, the General Directorate on the Status of Women has its central importance as the most experienced of all public institutions in its field and with skills to implement policies requiring specific sensitivity.

İŞKUR

The **İŞKUR Strategic Plan 2019-2023**¹¹⁶ envisages, among its Major Policies and Priorities, implementation of vocational training programmes designed to facilitate women's participation to working life and increase their employment.

In the 11th *Development Plan and New Economic Programme (YEP)* there is reference to measures that the İŞKUR is responsible for and commitment to "providing women opportunities of vocational training and skill building in technology areas such as coding and software to boost the employment of women in labour markets."

In the context of monitoring, the programme sets two performance indicators in relation to training:

- *PI 3.1.2. Number of women benefiting from annual on-the-job training programmes (cumulative)*
- *PI 3.2.2. Number of women benefiting from annual vocational training courses*

¹¹⁶ İŞKUR (2019). Strategic Plan (2019-2023). Turkish Employment Agency. (<https://dspace.ceid.org.tr/xmlui/handle/1/1046>)

For the employment of groups for which there is need for special policies, the İŞKUR and KSGM' cooperated in 2018 under the "Working Mothers Project" to build occupational skills and work experience in women with children who were receiving social and financial support from units against domestic violence under the MoFLSS.

Performance indicators of İŞKUR are as follows:

- *Share of women in persons placed in jobs in the private sector,*
- *Number of women being delivered job and occupation counselling services,*
- *Number of women benefiting from annual vocational training courses.*

Ministry of Interior

The Ministry of Interior is one of the institutions assigned active duty in combating violence against women. According to the Coordination Plan for Combating Violence against Women (2020-2021) the Ministry of Interior is also expected to mainstream the issue of violence against women. It is therefore important to monitor whether this institution is able to conduct its activities in line with GE norms.

In the legislation regulating the duties and authorities of the Ministry of Interior there is no provision making compliance with GE norms mandatory.¹¹⁷

In the Ministry of Interior Strategic Plan 2019-2023, there is no mention of "violence against women" in the plan. Even the terms or words like "combating violence" and "women" do not exist in this document.

Under the Law no. 6284, local-level authorities of the central government can take decisions on the provision of boarding facilities to women victims of violence and their children; temporary financial assistance and psychological, vocational, legal and social support; temporary protection in cases where victims face problems of life safety; and creche facilities. Victims of violence may apply to province and district governorates for protective measures.

Offices against Domestic Violence and Violence against Women

The branch of Domestic Violence and Violence against Women is the unit within the Ministry of Interior General Directorate of Security that attends cases of domestic violence and

¹¹⁷ <https://www.icisleri.gov.tr/>

violence against women. As of November 2015, Offices against Domestic Violence and Violence against Women exist under Directorates of Security in 81 provinces.¹¹⁸

In the Gendarme, the Directorate for Domestic Violence and Children is mandated to ensure coordination of available services and cooperation with relevant institutions and agencies.

Security Forces

The police and gendarme are among the first to be applied by women experiencing violence. Besides the Law no. 6284 assigns security forces wide-scope and important tasks including adoption of probational measures, asking for such decisions and ensuring the enforcement of measures.

General Directorate of Security

The Branch of Combat against Domestic Violence, General Directorate of Security at the centre is in charge of improving services in combating domestic violence, cooperating with relevant institutions in this field, giving effect to measures adopted for victims, and coordination of services. At the local level, there are police centres at province and district centres.

The "Office for Combating Domestic Violence and Violence against Women" was established in Security Directorates of 81 provinces on 11 November 2015 to improve services delivered by the police and ensure coordination between institutions.

Further, women experiencing acts of violence or witnesses of real or potential acts of violence may call Alo 155 Police helpline 7/24 without any charge.

General Command of Gendarme

At central level, the General Command of Gendarme Branch Directorate of Children and domestic Violence is responsible for coordinating existing services in its domain and cooperation with relevant institutions.

General Directorate of Local Governments

One of the administrative/institutional changes taking place upon transition to the Presidential System of Government after constitutional amendment in 2017 is the dissection

¹¹⁸ Küçükler A., & Öz Yıldız, S., (2016). Aile İçi Kadına Karşı Şiddetle Mücadele (Combating domestic Violence against Women), Ankara: Polis Akademisi Yayını. p. 53. <http://www.pa.edu.tr/Upload/editor/files/aile-ici-ve-kadina-karsi-siddetle-mucadele.pdf> (Retrieved: 3.11.2020).

of the General Directorate of Local Administrations from Ministry of Interior and its attachment to **Ministry of Environment and Urban Affairs** as the **General Directorate of Local Governments** in 2018.¹¹⁹

The Ministry of Interior General Directorate of Local Administrations used to oversee monitoring the activities of local governments ensuring that investments and services are carried out in line with of plans and programmes. This task is now given to the General Directorate of Local Governments under the Ministry of Environment and Urban Affairs and it is an important monitoring agenda to see how it is done. This is important since local governments have their important position in delivering effective services in the context of combating violence against women. According to the legislation in effect, metropolitan municipalities and municipalities with population of over 100,000 must launch women's guesthouses.

General Directorate of Migration Management (GiGM)¹²⁰

Established in 2013, the General Directorate of Migration Management oversees developing and implementing policies and strategies related to migration and conducting procedures related to entry and stay of foreigners in Turkey, their exit and deportation, international protection, temporary protection and protection of victims of trafficking in human beings. It is an important issue how the GiGM considers gender equality in solving problems of women refugees and asylum seekers.

Ministry of Interior Project for Supporting Women (KADES)

The KADES or Women's Urgent Support Reporting System was developed by the Ministry of Interior to intervene in urgent cases and prevent acts of violence against women. The system seeks to enable women experiencing or at the risk of experiencing violence from their partners or other persons to quickly reach the system through their smart phones.¹²¹

Ministry of Interior Circular on the Prevention of Violence against Women¹²²

¹¹⁹ Under this arrangement that took place not through a law but Presidential Decree as per Constitution, the General Directorate is within the Ministry of Environment and Urban Affairs as published in the Official Gazette no. 30474 dated 10.07.2018. For its duties and authorities, see: <https://yereyonetimler.csb.gov.tr/kurulus-ve-gorevler-i-91361>

¹²⁰ <https://www.goc.gov.tr/>

¹²¹ Republic of Turkey Ministry of Interior, Support to Women, <https://www.icisleri.gov.tr/kadin-destek-uygulamasi-kades>. (Retrieved: 15.09.2020).

¹²² <https://www.icisleri.gov.tr/81-ile-kadina-yonelik-siddetle-mucadele-genelgesi>

The mandate of the Ministry of Interior does not cover issues and norms related to the protection of the rights of women, ensuring equality of women and men and gender equality. Still, the Ministry issued a circular in January 2020 related to the prevention of violence against women. Sent to all provincial governments, the following are the main points in this **Ministry of Interior Circular**:

- *Delivery of in-service trainings to the personnel of the General Directorate of Security, General Command of Gendarmerie and the Coastal Guard in the period 202-2021 in the prevention of domestic violence and violence against women and effective enforcement of relevant legislation,*
- *Regular holding of meetings of Provincial Coordination, Monitoring and Evaluation Commissions for the Coordination Plan, Implementation of the Law no. 6284, ŞÖNİMs and Combating VAW,*
- *Ensuring the participation of all stakeholders and governors in person to these meetings,*
- *Supporting Social Assistance and Solidarity Foundations to increase their activities in this field,*
- *Activities to improve recording forms for cases of domestic violence and violence against women,*
- *Expanding the scope of KADES,*
- *Urgently completing the UYAP/POLNET/JABS/ŞÖNİM joint portal and solving problems experienced in service delivery.*

The Circular mentions the obligation of the state to be considerate and non-violence norm. The norm on equality is expressed as equality of women and men.

Ministry of Justice

Ministry of Justice is one of the institutions given active duties by the national action plan in combatting violence against women. It is therefore important to monitor the principles, objectives and strategies of the ministry with respect to the protection of the rights of women and ensuring equality of women and men and gender equality.

The Ministry of Justice has its documents specifying objectives and strategies in implementing key policies. These documents are¹²³:

¹²³ For related documents, see: <https://yargireformu.adalet.gov.tr>

- Judicial Reform Strategy 2019
- Judicial Reform Action Plan
- Ministry of Justice 2019-2023 Strategic Plan

The strategic approach of the Ministry in these documents which were developed with reference to the **Bangalore Principles of Judicial Conduct** and **Budapest Principles covers** the following principles:

- *Development of legislation on victim rights,*
- *Dissemination of judicial interview rooms,*
- *Simplification of procedures in applying for judicial assistance,*
- *Introduction of front offices to courthouses,*
- *Development of a New Human Rights Action Plan,*
- *Ensuring that juvenile cases are prioritized, and electronically supervised home-based execution of penalties of elderly, woman and child convicts whose acts involved no violence.*

The following are the major items in the plan geared to ensuring gender equality and facilitating access to justice for disadvantaged groups¹²⁴:

- *Keep observing the principle of equality of women and men while recruiting judges, prosecutors and personnel*
- *In policies related to the execution of sentences, ensuring that sentences given to elderly persons, women and children for acts not involving violence juvenile cases are executed at home with electronic supervision.*

The following are the units in the Ministry of Justice that women victims of violence may apply to:

- Office for Investigating Offences of Domestic Violence
- Office for Investigating Offences in Discrimination and Sexual Inviolability
- Directorate of Legal Support and Victim Services

Office for Investigating Offences of Domestic Violence

On 27 June 2011, Office for Investigating Offences of Domestic Violence was set up under Ankara Public Prosecution Office and the Ministry of Justice Circular in 2019 announced that

¹²⁴ For related information, see: Ministry of Justice (2019) Ministry of Justice 2019-2023 Strategic Plan [https://sgb.adalet.gov.tr/Resimler/SayfaDokuman/27102020154519Stratejik%20Plan%20\(2019-2023\)%2023.10.2020.pdf](https://sgb.adalet.gov.tr/Resimler/SayfaDokuman/27102020154519Stratejik%20Plan%20(2019-2023)%2023.10.2020.pdf)

these offices will be set up in other provinces too with the assignment of specialized prosecutors.¹²⁵ The duties of these offices are specified through official instructions. For example, Article 3.2.1. in Instructions on Principles and Procedures by Ankara Public Prosecution Office states the following:

This Office conducts investigation on and concludes cases of acts of violence involving:

- *Spouses and children living in the same of different homes,*
- *Family members sharing the same space and acting with the will of living together (blood relationship and affinity by marriage),*
- *Persons sharing the same house in marital relationship,*
- *Persons whose marital bondage has ended in some way.*

These offices are important in investigating cases of violence occurring between persons with intimate relationship. Under the Law no. 6284 victims of violence may also apply to Public Prosecution Offices besides police stations and family courts. In this respect, the establishment of specialized prosecution offices is important in taking detailed statements from victims, identifying their needs and adopting probationary measures accordingly by specialized prosecutors.

Office for Investigating Offences in Discrimination and Sexual Inviolability

The duties of these offices are defined by instructions. An example is Article 3.2.4.in the Instructions on Principles and Procedures by Ankara Public Prosecution Office. The duty domain is large including crimes against humanity, sexual abuse of children and acts of sexual violence.¹²⁶ The establishment of specialized prosecution offices in discrimination and sexual violence is quite important in access to justice an ensuring that issues are handled by specialists.

¹²⁵ See: <http://esitlikadaletkadin.org/adalet-bakanligindan-kadina-siddetle-mucadele-icin-genelge/>

¹²⁶ For Instructions, see: <https://rayp.adalet.gov.tr/resimler/54/dosya/yonerge26-06-20209-45-am.pdf>

Directorate of Legal Support and Victim Services

The Ministry of Justice Department of Judicial Support and Victim Services has started to establish directorates at province level in order to provide an effective, sustainable and accessible victim support system for victims and vulnerable groups in particular within the framework of restorative justice and social state of law. These directorates are established for: *“providing an effective information and referral system for all victims of crime; ensuring that psychosocial support presently extended by specialists in child and family courts is also given by prosecution offices, criminal courts and courts of law; and establishing an effective system where case management and judicial interview rooms are used with the improvement of service delivery standards. Within directorates there are offices of Information and Referral, Vulnerable Group Support, and Criminal and Civil Justice Support.”*¹²⁷ This system is intended to provide information not only to victims in the judicial system but all citizens. “Vulnerable groups” include children, victims of sexual offences, victims of domestic violence, women, persons with disabilities and the elderly and it is stated that these groups will be given necessary support with the judicial support system. The directorates are expected to bring about the following:

- *An effective system of information provision and referral is established in access to justice by all victims of crime.*
- *Psychosocial support that is presently delivered by specialists in child and family courts is to be extended to cover all courts and prosecutor offices.*
- *Existing system that was designed specifically for children and divorce procedures is extended to cover all vulnerable groups. In judicial processes, specific support is extended to victims of sexual offences, domestic violence, terror, migrant smuggling or trafficking as well as child, woman, elderly and disabled victims.*
- *Standards in service delivery is improved and an effective system using case management and judicial interview rooms is established. Specialist support is provided to all criminal courts by Child and Domestic Violence Offices.*
- *Link of the protection chain in judicial process is strengthened by working together and in cooperation with the MoFLSS, ÇİM (Child Monitoring Centre), Security, bar associations and CSOs.*

The report prepared by the Ministry of Justice Department of Victim Rights mentions problems that women face at police stations including male officers taking statements, their

¹²⁷ <https://magdur.adalet.gov.tr/adm-nedir-01761>.

indifference and slow progress of procedures. Other problems faced by victims include lack of information about court environments, personal safety problems, having to give testimony in the same space with perpetrators and slow progress in court procedures.

According to the report by the Ministry of Justice Department of Victim Rights, women victims say there are delays in the appointment of lawyers in judicial processes, appointed lawyers may act disinterested and they face difficulties in covering lawyer fees when they find their lawyers. The report makes clear that material constraints of women is the biggest obstacle in their access to justice. Besides court expenses, other problems include low amounts of alimony and fines imposed on men affecting women as well. There are even some cases where the man makes the women pay the fine imposed upon him. Furthermore, even when no fee is paid to the lawyer, women still have to pay fees for file and representation which is a serious problem especially for women staying in shelters.

In access to legal aid, a defendant can be appointed for a woman in penal cases if she does not have, but legal aid remains limited in civil cases. The Guide "Trial Standards in Combating Gender-Based Violence" states that there are cases of forfeiture in this regard.¹²⁸

Judicial Interview Rooms

Judicial Interview Rooms were introduced by the Ministry of Justice Department of Victim Rights as an output of the project "Justice for Children 2012-2014" to prevent secondary victimization of persons whose statements are to be taken. These are spaces consisting of three rooms as "Waiting Room", "Interview Room" and "Observation Room." Starting from 2017, these rooms are used when statements need to be taken in special environments or when face-to-face presence of both the victim and perpetrator is to be avoided victim. Interview rooms are used particularly in cases where children are involved as victims or witnesses or perpetrators, victims of cases of sexual offence and domestic violence, and victims belonging to other vulnerable groups. It is stated that these rooms are being extended to all provinces.¹²⁹

¹²⁸ Women's Solidarity Association (2018). Trial Standards in Combating Sex-based Violence -Guide for Lawyers. Capacity Building Association - Women's Solidarity Association. *Adli Süreç*, s. 35-36. (<https://dspace.ceid.org.tr/xmlui/handle/1/452>)

¹²⁹ Department of Judicial Support and Victim Services, <https://magdur.adalet.gov.tr/ago-nedir-01587>. For victim interviewing rooms, see: <https://magdur.adalet.gov.tr/adli-gorusme-odasi-bulunan-adliyeler-01554>.

Ministry of Health

Ministry of Health Strategic Plan (2019-2023)¹³⁰

Fundamental values in the strategic plan are defined as universality, equity, participation, work ethics, transparency, accountability, sustainability, evidence-base, quality and efficiency and innovation in health. the plan, however, does not include the norms of equality, non-discrimination/intersectionality, care, respect for human dignity and non-violence.

Sensitivity to the elimination of gender-based inequalities does not appear among the fundamental values of the mission and vision.

This plan does not include the strategy of “improving health services in the context of gender equality and combating violence against women” which existed in the previous plan (2013-2017).

Strategic Plan Objectives Related to Women

The objective in Article 603 under the heading **2.3.5. Women in the Strategic Plan** is “awareness in health will be raised by improving health services extended to women and awareness building activities.” Cancer screening and health literacy programmes are introduced under this programme.

The “proportion of health workers in Provincial Health Directorates who have received training in domestic violence against women” is included in **performance indicators**.

Addressing the plan with reference to monitoring and evaluation, we find performance indicators specifying the baseline value and values to be attained at the end of each year until the end of the plan period. Monitoring and reporting frequency is also specified.

Institutions of National Mechanism in Health

The **Maternal-Child and Adolescent Health Institute of Turkey** (TAÇESE) is one of the newly founded institutions.¹³¹ The regulation on the organization and activities of the institute took effect with its publication in the *Official Gazette* dated 24 November 2017.

¹³⁰ Ministry of Health (2019). 2019-2023 Strategic Plan. Ministry of Health. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1078>)

¹³¹ <https://www.tuseb.gov.tr/tacese/hakkimizda>

The **Regulation on Community Health Centres (TSM) and Affiliated Units** took effect in 2015. Maternal and Child Health and Family Planning Units (AÇSAP) can be formed within TSMs. The number of AÇSAPs in 2917 is 181 according to Ministry of Health data.¹³²

Further, arrangements like home-based healthcare, mobile health service, in-situ services, etc. are becoming more regular for groups in need of special policy/service.

Evaluation of GE Alignment of the Ministry of Health

The Strategic Plan of the ministry does not include **gender equality as a norm ad prefers the concept "equity" instead.** As stated earlier, this is the result of the recent abandonment of the concept of gender equality. We observe more frequent use of such terms as "gender justice" or "equity" instead of GE. The concept "equity" is in fact presently used by some UN agencies; but it has no place in the relevant terminology and in the context of international human rights conventions. The norm taken as basis in international human rights conventions is equality. "Equity" is a concept open to various subjective interpretations. It may be a misleading one since it allows governments to put forth justifications when they are insufficient in certain matters. Equality, on the other hand, is a human right and consequently a legal obligation.

Examining the objectives of the strategy document we see that woman's health is not addressed in an integrated way with due consideration of all phases in life and the **focus is only on "maternal health."**

It is problematic that **sexual and reproductive health** is addressed as reduced to motherhood and fertility only. Another point stressed here is the objective of reducing cases of C-section and increasing natural births.

Though among important determinants of woman's health, there is no mention at all of **family planning or birth control/contraception.**

Ministry of National Education (MEB)

Strategic Plan and 2020 Performance Programme

GE is included in the Ministry's Strategic Plan 2019-2023 and 2019 Performance Programmes. These documents assign duties to 11 general directorates under the Ministry

¹³² KSGM (2018). Women's Empowerment Strategy Document and Action Plan 2018-2023. Ministry of Family and Social Policies. (<http://dspace.ceid.org.tr/xmlui/handle/1/887>)

and among these general directorates whose duties have reference to girls and women are as follows:

- General Directorate of Basic Education,
- General Directorate of Teacher Training,
- General Directorate of Secondary Education,
- General Directorate of Lifelong Learning,
- Department of Strategy Development.

The **MEB 2019-2023 Strategic Plan**¹³³ female students are considered as one of the groups that need special care. The definition is as follows:

Definition of groups in need of special attention: It is among the duties of the Ministry *“to develop, implement and coordinate policies and strategies to increase the school enrolment of girls, persons with disabilities and other groups in need of special attention.”* It is questionable whether the expression *“groups in need of special attention”* implies a kind of subordination.¹³⁴

Performance Indicators

One performance indicator is to bring the share of women in MEB managers which is presently 18% (PI 2.2.2.) up to 21% in 2023.

There is no indicator relating to monitoring of non-attendance.

Though **Objective 4.1.1.** states there will be efforts to increase girls' enrolment to secondary education and reduce rates on non-attendance and class repetition, there is no performance indicator on this objective.

There is no indicator relating to trainings in violence.

Objective 6.4.: Awareness building in combating violence particularly against children and women is envisaged, but without any related performance indicator.

¹³³ MEB (2019). Ministry of National Education 2019 - 2023 Strategic Plan. Ministry of National Education Strategy Development Department. (<https://dspace.ceid.org.tr/xmlui/handle/1/1041>)

¹³⁴ MEB 2019-2023 Strategic Plan defines “Groups Requiring Special Policies or Practices” (Disadvantaged Groups) as women, young people, long-term unemployed and persons with disabilities whose education/training and employment may be more difficult than others.

MEB 2020 Performance Programme¹³⁵

The programme defines related tasks of the MEB as follows:

- **600.10.** It is stated that efforts will be made to orient girls to professions in sciences, technology, engineering and mathematics, but the Performance Programme gives no objective or **indicator** in this regard.
- **601.1.** It is stated that the rates of enrolment, attendance and completion of girls and women will be increased at all levels. The performance indicator is bringing up the rate of female students in compulsory secondary education ages (proportion of girls enrolled to total age population) from 87.5% to 88% in 2020. The rate of school enrolment of girls in the age group 6-9 which was 98.42 in 2018 will be increased to 100% in 2020.

MEB 2019 Administrative Activity Report¹³⁶

Gender ratio in management bodies (%): The targeted indicator was 28% which turned out as 18.5% meaning a rate of realization of 66.1%.

Department of Religious Affairs (DİB)

By years, the Department of Religious Affairs (DİB) has become an important institution undertaking major tasks under national action plans. In the protocol acted under the Coordination Plan 2020-2021 between the **MoFLSS and the Department of Religious Affairs in 2018**,¹³⁷ is in a strategic position in policy implementation together with the MoLFSS and the ministries of Justice, Interior, National Education and Health. Priority areas in duties assigned to the DİB un national plans are:

- Raising the level of education of girls and women,
- Preventing violence against women,
- Preventing early and forced marriages,
- Building awareness in woman's health,
- Religious guidance in the protection of the rights of women and family.

¹³⁵ MEB (2020). 2020 Performance Programme. Ministry of National Education Department of Strategy Development. (<https://dspace.ceid.org.tr/xmlui/handle/1/1042>)

¹³⁶ https://sgb.meb.gov.tr/meb_iys_dosyalar/2019_03/01175437_Milliy_EYitim_BakanIYY_2018_YYIY_Ydare_Faaliyet_Report_YayYn2.pdf

¹³⁷ MoFLSS and DİB (2018). Protocol of Cooperation between the Ministry of Family, Labour and Social Services and Department of Religious Affairs. Ministry of Family, Labour and Social Services & Department of Religious Affairs. (<http://dspace.ceid.org.tr/xmlui/handle/1/1097>)

DİB's Alignment with GE Norms

- The DİB has no consideration of the constitutional article 10 stating that it is the duty of the state to ensure gender equality. Starting with 2018, compliance with "gender equality" was deleted from the mandate of the DİB and replaced by the recommendation "behaving women in justice and equity." In ethic rules and spiritual values referred to in DİB recommendation and comments there is understanding of religion differentiated by gender and discriminatory content.
- While giving opinion of issues relating to women and family which are covered by the Civil Code, the Higher Board for Religious Affairs (DİYK) may step out of legislation (i.e. issues like divorce and parental rights of the mother, abortion and tube baby).
- It is not certain on which principles the DİB would reliver its services in the field of women, children and family. It is therefore not possible to monitor to what extent comments by religious officials are in accord with the law.
- Family Religious Guidance Offices (ADRB) make recommendations to applicants without any consideration of the provisions of Civil Code; but are not engaged in any activity in issues like prevention of domestic violence against women, which is a crucial issue that they must consider according to the National Action Plan.
- The DİB considers only women as its counterpart while performing its duty of protecting family, does not take men as a target group in any of its activities and makes no recommendation in issues such as good fatherhood, making a good husband, being a good man and so on. The DİB has no recommendation to men to stand against violence and undertake family responsibilities equally. Motherhood is regarded as if a profession and denial of all other engagements not found reconcilable with motherhood is an open discrimination.
- The Coordination Plan 2020-2021 under the National Action Plan against Violence assigns the DİB the duty of "preventing violence against women", but the rules that the institution should observe in performing this duty are uncertain. There is no monitoring report prepared to check how this duty is performed. DİB activities include none in equality in family and meeting the requirements of the Law no. 6284.
- Decision-makers and managers of all religious services conducted by the DİB including religious education are men while service beneficiaries are mainly women.

This gender-based discrimination with respect to service providers and receivers is particularly striking¹³⁸.

Other Relevant Institutions within the National Mechanism

TBMM Committee on Equal Opportunities for Women and Men (KEFEK)¹³⁹

According to the Law no. 5840 on Committee on Equal Opportunities for Women and Men, citizens can apply to the Committee in writing. The law defines the duties of the committee. These duties are indeed very important as we summarize below, but we have no evidence or data to what extent these duties are performed:

Important duties of the Committee:

- *Examining each draft law presented to the parliament with respect to its compatibility with the Constitution and international obligations of the country in terms of gender equality and presenting its opinion accordingly.*
- *Presenting, at the end of each legislative year, an evaluation report on developments taking place in ensuring gender equality to the Grand National Assembly of Turkey.*
- *Identifying amendments and arrangements to be made in order to ensure the compliance of the Constitution and other pieces of national legislation with the provisions related to the equality of women and men and rights of women of international conventions that Turkey is a State Party to.*
- *Examining allegations of violence of equality of women and men and cases of gender-based discrimination conveyed to the Grand National Assembly of Turkey and referring these to relevant authorities when necessary.*

The examination reports so far prepared by the KEFEK¹⁴⁰ are as follows:

- Early Marriages,
- Identification of Gaps in Legislation and Enforcement in Relation to Violence against Women,
- Gender-Related Psychological Violence against Women,
- Dowry and Traditional Marriages,
- Psychological Harassment at Workplace (Mobbing),

¹³⁸ See: Sancar, S. (2020). *Gender Equality Mapping and Monitoring in access to Religious Services 2018-2020 Update*. CEiD Publication. (<https://dspace.ceid.org.tr/xmlui/handle/1/1298>)

¹³⁹ <https://tbmm.gov.tr/komisyon/kefe/hakkinda.htm>

¹⁴⁰ TBMM Committee on Equal Opportunities for Women and Men- KEFEK (2010). Report on the Identification of gaps in legislation and implementation in preventing violence against women (<http://dspace.ceid.org.tr/xmlui/handle/1/1102>)

- Place of Gender Equality in the Education System,
- Role of the Media in Gender Equality,
- Constitution from Gender Equality Perspective,
- Increasing Women's Employment in All Areas and Suggestions for Solution,
- Gender-Sensitive Budgeting.

The latest annual activity report by the Committee belongs to the 24th period of the assembly and year 2015.¹⁴¹ The Committee seems to have conducted no activity in recent years. The TBMM Committee on Equal Opportunities for Women and Men issued no strategic plan, performance programme, activity report, etc. after 2015.

Human Rights and Equality Institution of Turkey (TİHEK)¹⁴²

According to the Law no. 6701 on the Human Rights and Equality Institution of Turkey, applications to the institution can be made when any case of violation is challenged in other judicial channels but remained futile. However, there may be direct application to the institution in cases where delay can cause irremediable harm to the party concerned.

Article 1 in the Law no. 6701 on the Human Rights and Equality Institution of Turkey is about the purpose of the institution:

*The present law establishes the Human Rights and Equality Institution of Turkey together with its organization, duties and authority. The institution is mandated to protect and promote human rights by taking human dignity as its basis, guarantee individual's right to equal treatment, and to prevent **any discrimination** in the enjoyment of legally granted rights and freedoms; the institution thereby operates in line with these principles, combats torture and maltreatment, and performs the function of national prevention mechanism in this regard.*

Article 3 in the law is about the principle of equality and prohibition of discrimination:

- *All are equal in enjoying legally granted rights and freedoms.*
- *Under this law, discrimination based on sex, race, colour, language, religion, belief, sect, philosophical and political opinion, ethnic origin, property, birth, marital and health status, disability and age is forbidden.*

¹⁴¹ <https://www.tbmm.gov.tr/komisyon/kefe/faaliyet.htm>

¹⁴² <https://www.tihkek.gov.tr/>

The TİHEK released its 2018 Activity Report, 2018 Report on Combat against Discrimination,¹⁴³ National Prevention 2018 Report,¹⁴⁴ and the 2018 Report on the Protection and Promotion of Human Rights.¹⁴⁵ These reports evaluate activities related to issues of equality of women and men/equal opportunities and combating violence against women.

In the book compiling papers of the **I. International Human Rights Symposium** organized by TİHEK in Istanbul in 2018 there were only two on gender equality.¹⁴⁶

While TİHEK's 2019 Activity Report¹⁴⁷ states that women and men have equal rights, activities in general focus on family. The **Workshop against Violence** was organized in 2019. In this workshop, violence is defined within the framework of human rights based on human dignity with the theme violence against human beings. The headings discussed during the workshop were "pre-emptive measures in protecting family/preventing violence", "social values and combating violence", "violence in education life", "violence in working life", "sports and violence" and "media in the prevention of violence". It is worth noting that in a period marked by acts of violence against women and cases of femicide the TİHEK preferred to focus on protection of family and domestic violence instead of violence against women.

In his opening speech in the workshop, President Süleyman Aslan had no statement focusing on GE, but touched upon the issue of violence against women. Though stating that they stand against all forms of violence, Aslan displayed a quite problematic approach saying:

¹⁴³ TİHEK (2019). Combating Discrimination 2018 Report. Human Rights and Equality Institution of Turkey. (<http://dspace.ceid.org.tr/xmlui/handle/1/1098>)

¹⁴⁴ TİHEK (2019). National Preventive Mechanism against Torture and Maltreatment 2018 Report. Human Rights and Equality Institution of Turkey. (<http://dspace.ceid.org.tr/xmlui/handle/1/1099>)

¹⁴⁵ TİHEK (2019). Protecting and Promoting Human Rights 2018 Report. Human Rights and Equality Institution of Turkey. (<http://dspace.ceid.org.tr/xmlui/handle/1/1100>)

¹⁴⁶ TİHEK (2019). I. International Symposium on Human Rights, Rethinking Human Rights, Collection of Papers. https://www.tihkek.gov.tr/upload/file_editor/2019/04/Sempozyum1.pdf

¹⁴⁷ TİHEK (2020). Activity Report 2019. Human Rights and Equality Institution of Turkey. (<https://dspace.ceid.org.tr/xmlui/handle/1/1101>)

“...it is true that there are hundreds of cases of femicide in the country, but it is also true that there are thousands of cases of homicide. A significant part of the latter is related to family issues. It will not be compatible with the principle of equality if the same sensitivity is not shown and relevant measures are not taken against thousands of cases of homicide while attaching importance to hundreds of cases of femicide... All human beings are born equal regardless of sex, race, ethnic origin, language, religion, belief, sect, philosophical or political opinion, marital status, age, birth, health status or disability; so, we also say ‘no’ to gender discrimination in violence as well”.¹

Ombudsman Institution-Ombudsman (KDK)¹⁴⁸

The Ombudsman Institution is based on Article 74 in the Constitution and according to Article 5 in the Law no. 6328 its duty is to examine complaints about the working of the administrative mechanism in line with principles of law and equity through a human rights-based understanding of justice.

There is an ombudsman unit within the institution addressing applications related to the rights of women and children:

Article 10 in the Constitution headed “Equality before the Law” explicitly states that women and men have equal rights, and the State is obliged to give effect to this equality. Women’s victimisation cannot be avoided only with legislative arrangements. No matter how well and satisfactory your legislative arrangements are, the perspective of the law enforcer will be in play. It is therefore important to change the way women are seen, build awareness and transform mentality. The institution does not accept applications on infringement of interest; however, Article 7 in our Regulation states: “No condition of infringement of interest is sought in case the complaint is about general issues in human rights, fundamental rights and freedoms, rights of women, rights of children and issues of public concern.” Based on this provision, the institution may examine complaints by civil society organizations and individuals related to women’s human rights without seeking for infringement of interest. The Ombudsman Institution performs its duty in combatting violence against women, as one of the principles of the Istanbul Convention and implementing relevant policies in an integrated and coordinated manner¹.

Turkish Union of Municipalities (TBB)

The Turkish Union of Municipalities is a public institution active since 2002 as an umbrella organization for all municipalities in Turkey. The institution represents its member

¹⁴⁸ <https://www.ombudsman.gov.tr/>

municipalities at national and international platforms, and it is the only union to which all municipalities are natural members.

Having all municipalities as its members, this institution has its strategic importance in ensuring that public services at local level are sensitive to gender equality. Despite this strategic importance, its legislation and policies cannot be said to have this sensitivity. As a matter of fact, the **Turkish Union of Municipalities Strategic Plan 2020 - 2024**¹⁴⁹ has no item related to the realization of gender equality.

An important issue in the mandate of the institution is that it is supposed to conduct activities in Turkey promoting the **European Charter for Equality of Women and Men in Local Life**, which was prepared by the Council of European Municipalities and Regions (CEMR) and committed to by many local governments throughout the world.

Local governments adopting the European Charter for Equality of Women and Men in Local Life commit to giving effect to the principle of equality of women and men as a public duty and to implement the Charter in their jurisdiction.

Scientific and Technical Research Institution of Turkey (TÜBİTAK)

In the 2020 Performance Programme of the institution¹⁵⁰ the following performance indicator is stated under the heading "Research, Development and Innovation Programmes" and "Development of Human Resources with a Culture of Science, Technology and Innovation":

Bringing the proportion of women benefiting from scholarships and support for scientists which is 47% in 2018 up to 49% in 2020.

There has been no woman scientist at the top management of TÜBİTAK. Recently, however, a policy document has been released which envisages a balance between men and women researchers in the field of R&D and innovation.¹⁵¹ This policy document states that the TÜBİTAK will pursue the following objectives starting from 24.12.2019:

¹⁴⁹ Turkish Union of Municipalities (2019). Strategic Plan 2020 - 2024. https://www.tbb.gov.tr/online/stratejik_plan_2020

¹⁵⁰ Scientific and Technological Research Institution of Turkey. TÜBİTAK (2020). 2020 Performance Programme. (<http://dspace.ceid.org.tr/xmlui/handle/1/1056>)

¹⁵¹ <https://www.tubitak.gov.tr/tr/haber/tubitak-sureclerinde-kadin-arastirmacilarin-katiliminin-artirilmesine-yonelik-politika-ilkeleri>

- *By observing scientific excellence and/or research quality, the TÜBİTAK will seek balance in participation by women and men researchers in governance mechanisms for decision-making (group executive and counselling bodies) and in project monitoring and evaluation processes and bring up the proportion of women researchers to ensure the balance when necessary.*
- *To encourage women researchers to apply to R&D and innovation support mechanisms, the TÜBİTAK will arrange the regulations of R&D and innovation support mechanisms so as to facilitate infant and childcare responsibilities of researchers.*
- *TÜBİTAK will encourage the inclusion of women researchers and/or scholarship holders in project teams of R&D and innovation projects supported.*
- *Publication of special calls for women researchers in the field of technology-based entrepreneurship will be encouraged.*
- *TÜBİTAK will regularly follow through statistics the balance of women and men researchers in activities carried out through R&D centres and institutes in the context of R&D and innovation support programmes.*
- *TÜBİTAK will pay utmost attention to gender balance among researchers employed in research centres and institutes for ensuring quality in research.*
- *There will be information building activities on importance attached and facilities provided to women researchers in R&D and innovation activities carried out by TÜBİTAK.*

Gender Equality Monitoring Work by Civil Organizations and Research Institutions

Activities of Civil Organizations in Monitoring Violence against Women, Migration and LGBTI+ Rights

BIANET¹⁵² Male Violence Tally

- **Male Violence Tally** follows gender-based acts of violence against women, children and LGBTI+ individuals and shares annual reports and visual materials.

Women's Solidarity Foundation (KADAV)

- 2020, "I did not keep silent, let other women speak as well: Gender-Based Violence and Discrimination: Experiences of Syrian Women Living in Ankara",¹⁵³
- 2019, Handbook on Combating Gender-Based Discrimination and Violence against Women,¹⁵⁴
- 2018, Trial Standards in Combating Gender-Based Violence: A Guide for Lawyers¹⁵⁵.

Stop Femicide Platform

- 2018 January-November, Stop Femicide Platform Cases, Report on Sexism in the Judiciary.¹⁵⁶

TPC 103 Women's Platform

About 140 women's organizations came together and constituted TCK 103 Women's Platform in 2016 to prevent some amendments in Article 103 of the Turkish Penal Code (TPC) which is related to sexual abuse of children.¹⁵⁷ Platform aims to stand against the "pardoning of sexual abusers and marriage of the victim with the abuser" together with women and child associations, family medicine practitioners, lawyers, etc. The Platform,

¹⁵² <https://m.bianet.org/kadin/bianet/133354-bianet-siddet-taciz-tecavuz-cetelesi-tutuyor>

¹⁵³ See: <https://dspace.ceid.org.tr/xmlui/handle/1/1751>

¹⁵⁴ See: <https://dspace.ceid.org.tr/xmlui/handle/1/1750>

¹⁵⁵ Women's Solidarity Association, K. (2018). Trial Standards in Combating Sex-based Violence -Guide for Lawyers.. Capacity Building Association - Women's Solidarity Association. (<https://dspace.ceid.org.tr/xmlui/handle/1/452>)

¹⁵⁶ The Platform follows court cases related to violence against women and issues monthly reports on these cases in Turkish and English. <http://kadincinayetlerinidurduracagiz.net/davalarimiz/2865/2018-ocak-kasim-kadin-cinayetlerini-durduracagiz-platformu-davalar-yargida-cinsiyetcilik-raporu>

¹⁵⁷ <https://www.tck103kadinplatformu.net/>

follows the process of amendment in TPC article 103 and raises the following common demands:

- It must be stated clearly that there can be no consent to sexual behaviour by children under age 15.
- Early and forced marriage must be defined as an offence in Penal Law.
- Children's marriage through religious wedlock must be considered as an offence and all such marriage must be kept in record.

Mor Çatı Women's Shelter Foundation

- 2020, Impressions on State of Emergency Practices in Combating Violence against Women.¹⁵⁸

Young LGBTİ+ Association

- Report on the State of LGBTİ+ Community during the COVID-19 Pandemic.¹⁵⁹

Social Policy, Sexual Identity and Sexual Orientation Studies Association (SPoD)¹⁶⁰

Monitoring through Strategic Litigation¹⁶¹

- 2020, Strategic Litigation for the Rights of LGBTİ+ in Turkey: Experiences, Insights, Further Steps,¹⁶²
- 2018, Municipal Equality Index Report.¹⁶³

Kaos Gay and Lesbian Cultural Studies and Solidarity Association (Kaos GL)

- 2019 Report on Homophobia and Transphobia-Based Hate Crimes,¹⁶⁴
- KAOS GL Journal,¹⁶⁵ (Issue no.177, March-April 2021)

¹⁵⁸ <https://morcati.org.tr/genel/438-kadina-yonelik-siddetle-mucadele-alanindaki-olaganustu-hal-uygulama-izlenimleri-2/> 39

To access reports for March, April, May and June : <https://morcati.org.tr/yayinlarimiz/raporlar/>

¹⁵⁹ <https://www.sivilsayfalar.org/raporlar/genc-lgbti-covid-19-salgininda-lgbti-toplulugunun-durumu-raporu/>

¹⁶⁰ LGBTİ+ Counselling line: 0850 888 5428 <https://spod.org.tr/>

¹⁶¹ Strategic litigation: "Having its important place in human rights activism, strategic litigation means the use of an application or legal process as a means to achieve some legal or social improvement beyond the immediate requests of the applicant".

¹⁶² <https://www.sivilsayfalar.org/wp-content/uploads/2020/09/T%C3%BCrkiye%E2%80%99de-LGBT%C4%B0-Haklar%C4%B1-i%C3%A7in-Strategic-Davalama.pdf>

¹⁶³ SPoD (2019). Municipal Equality Index Report - 2018. Association for Social Policies, Gender Identity and Sexual Orientation Studies. (<https://dspace.ceid.org.tr/xmlui/handle/1/1246>)

¹⁶⁴ Kaos GL, Report on Homophobia and Transphobia Based Hate Crimes Committed in Turkey in 2019.

<https://kaosgl.org/gokkusagi-forumu-kose-yazisi/2019-homofobi-ve-transfobi-temelli-nefret-suclari-raporu-onsoz> (Retrieved 21.09.2020).

¹⁶⁵ <http://www.kaosgldergi.com/anasayfa.php>

- 2018 Report on Human Rights of LGBTİ+’,
- 2019 Report on Turkey’s Test with LGBTI Refugees.

Migration Studies Association (GAR)

- Obligation, Negotiation, Change: Work Experiences and Gender Relations of Syrian Women.¹⁶⁶

Women Studies Association (KÇD)

- 2018, Handbook for CSOs Working with Refugee Women.¹⁶⁷
- 2018, Refugee Women in the Media: Rights-Based Reporting Guide for Local Media Workers: Ethically and Politically Responsible News Reporting.¹⁶⁸

Association for Solidarity with Asylum-seekers and Migrants (SGDD-ASAM)

- 2018, Report on Syrian Women in Turkey and Analysis of the Needs of the Girl Child.

Hevî LGBTİ+ Association

- Report on Right to Health and Discrimination against Refugee LGBTİ+¹⁶⁹

Red Umbrella Sexual Health and Human Rights Association

- 2017, Report of Syrians under “Temporary Protection” in Turkey and Survival Sex.¹⁷⁰

International Organization for Migration (IOM)

- 2019, the report on Migration Crisis Working Framework stresses the importance of considering gender-related uneven relations of power while extending humanitarian aid to women and girls.
- 2019, Baseline study in Istanbul: Field Observation Report provides information about areas where groups of migrant women work and their experiences of discrimination.

¹⁶⁶ <https://gocarastirmalaridernegei.org/tr/calismalar/arastirmalar/turkiye-de-goc-baglaminda-dayaniklilik-calisma-ve-toplumsal-cinsiyet>

¹⁶⁷ Soykan, C., Hanbay Çakır, E. & Tarıkçı, H. (2018). *Handbook for CSOs Working with Refugee Women*. Women Studies Association. (<https://dspace.ceid.org.tr/xmlui/handle/1/1459>)

¹⁶⁸ Yıldız, P. & Salmanoğlu-Erol, C. (2018). *Refugee Women in the Media: Rights-Based Reporting Guide for local Media Workers "Ethically and Politically Responsible Reporting"*. Women Studies Association.

¹⁶⁹ <http://hevilgbti.org/multeci-lgbti-saglik-hakki-ve-ayrimcilik-raporu-yayimda/>

¹⁷⁰ Sexual Health and Human Rights Association, K. & Ördek, K. (2017). *Syrians under Temporary Protection in Turkey and Sex Work*. Kırmızı Şemsiye Sexual Health and Human Rights Association. (<https://dspace.ceid.org.tr/xmlui/handle/1/464>)



Association of Women with Disabilities

- 2021, Monitoring Report on Human Rights of Women with Disabilities during the Covid-19 Pandemic.¹⁷¹

Activities of Civil Organizations in Monitoring Equal Participation to Politics

TBMM Monitoring Reports by Women's Platform for Equality (EŞİK)

Starting from 1 October 2020, the Platform monitors and prepares monthly reports on the coverage of women's problems and gender equality issues by TBMM General Assembly discussions, other legislative activities, commission meetings, parliamentary questions and draft laws proposed.¹⁷² The EŞİK fills an important gap with this work.

Association for Supporting Women Candidates (KA-DER)

- 2019, "Inclusive Municipal Governance Report Card"¹⁷³ pilot monitoring work,
- The report "2019 Local Elections from Gender Equality Perspective"¹⁷⁴ evaluates election declarations of participating political parties.
- 2019 "Equality of Women and Men in Representation Report Card".¹⁷⁵

Women's Coalition

- "Examination of Programmes and Statutes of Political Parties from Feminist Perspective".¹⁷⁶

Association for Women in Managing Boards¹⁷⁷

- "Women in Managing Boards 2020", Report on Turkey.¹⁷⁸

¹⁷¹ ENKAD (2021). Monitoring Report: Rights of Women with Disabilities during the Covid-19 Pandemic. Association of Women with Disabilities. (<https://dspace.ceid.org.tr/xmlui/handle/1/1456>)

¹⁷² <https://esikplatform.net/tbmm-esitlik-izleme/>

¹⁷³ Ka-Der & Argüden Governance Academy (2019). Inclusive Municipal Governance Report Card. Association for Supporting Women Candidates (KA.DER) and Argüden Governance Academy Publication. (<https://dspace.ceid.org.tr/xmlui/handle/1/1287>)

¹⁷⁴ Karişik, A., Dokuzcan, H., Akpınar, E. & Karaoğlu, N. (2020). 2019 Looking at Local Elections from Gender Equality Perspective. Association for Supporting Women Candidates Publication. (<https://dspace.ceid.org.tr/xmlui/handle/1/1153>)

¹⁷⁵ <http://ka-der.org.tr/ka-der-geleneksel-8-mart-temsilde-kadin-erkek-esitligi-karnesini-acikladi/>
<https://www.haberturk.com/iste-turkiye-nin-kadin-erkek-esitligi-karnesi-haberler-2605589-ekonomi>

¹⁷⁶ <http://kadinkoalisyonu.org/category/2019/>

¹⁷⁷ <https://www.yonetimkurulundakadin.org/raporlar>

¹⁷⁸ <https://gazetesu.sabanciuniv.edu/yonetim-kurullarinda-kadin-uye-sayisi-artistini-surduruyor>

Monitoring for Equal Rights Association

- Report by the Independent Election Monitoring Platform on Local Elections of 31 March 2019.¹⁷⁹

Local Monitoring, Research and Application Association (YERELİZ)

- Report on Good Practices from the World in Localization of Sustainable Development Goals,¹⁸⁰
- Report on Good Practices in Localization of Sustainable Development Goals.¹⁸¹

Social and Economic Studies Foundation of Turkey (TESEV)

- Study on Women's Participation to Top-Level Decision Making,¹⁸²
- Study on Women's Representation in the Judiciary,¹⁸³
- Report on "Women's Empowerment in Local Governance", 2017.¹⁸⁴
- 2017 Report "Equality Units as an Instrument of Local Participation for Women",¹⁸⁵
- "Women's Right to the City: Demanding All Corners".¹⁸⁶
- "Developing Gender-Sensitive Policies in Municipalities through Sustainable development Approach".¹⁸⁷

¹⁷⁹ <https://www.esihaklar.org/yayinlar/>

¹⁸⁰ YERELİZ (2018). Good Examples from the World to Localization of Sustainable Development Goals. Local Monitoring, Implementation and Research Association. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1289>)

¹⁸¹ YERELİZ (2018). Good Examples to Localization of Sustainable Development Goals. Local Monitoring, Implementation and Research Association. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1290>)

¹⁸² Akdoğan, I. (2019). Women's Participation to Top-Level Decision Making - Women's Participation in High-Level Decision Making. TESEV. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/876>)

¹⁸³ Emrah Oder, B. (2019). Women's Representation in the Judiciary and Turkey: Evaluation Note. TESEV. <https://www.tesev.org.tr/research/yargida-kadin-temsili-ve-turkiye/>

For TESEV gender reports, see: <https://www.tesev.org.tr/tr/topics/toplumsal-cinsiyet-esitligi/>

¹⁸⁴ Bayraktar, U. (2017). TESEV Good Governance Reports Women in Municipalities, Municipality for Women. TESEV Publication. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/385>)

¹⁸⁵ Yalçın, Z. (2017). TESEV Sustainable Development Policy Notes. https://www.tesev.org.tr/wp-content/uploads/rapor_kadinlar_icin_yerel_bir_katilim_araci_olarak_esitlik_birimleri.pdf

¹⁸⁶ Tuncer, S. (2018) TESEV Good Governance Discussions: https://www.tesev.org.tr/wp-content/uploads/rapor_Kadinlarin.kent_hakki_butun_kosebaslarini.istemek.selda_tuncer1.pdf

¹⁸⁷ Altun, D. (2018). "Development of Gender-Sensitive Policies in Municipalities through Sustainable Development Approach". TESEV Sustainability Discussions. https://www.tesev.org.tr/wp-content/uploads/rapor_Surdurulebilir.Kalkinma.Yaklasimi.ile_Belediyelerde.Toplumsal.Cinsiyete.Duyarli_Politikalar.Gelistirilmesi.Derya_Altun.pdf

Monitoring Gender Equality in Employment by Civil Organizations

Initiative for Women's Labour and Employment (KEIG)

2018: "Guide for Women's Cooperatives / Women's Cooperative Movement in Turkey: Trends and Ideal Types",¹⁸⁸

2020: Report on the effects of Covid-19 outbreak on women's labour and employment.¹⁸⁹

Foundation for the Support of Women's Work (KEDV)

With its work "The Present State of Women's Cooperatives in Turkey" the foundation developed various indicators for monitoring and evaluating the activities of women's cooperatives.¹⁹⁰

Union of Chambers of Architects and Engineers Women's Working Group (TMMOB KÇG)

The 2019 **Women's Convention and Symposium** conducted work on effects of economic crisis on women and state of women in local governments.¹⁹¹

Turkish Medical Association Women Physicians and Women's Health Branch

2020: The report "Women's Labour and Health" (outcomes of the survey conducted by the Women Branch of the TTB participated by 1,005 women physicians from different parts of Turkey, 78% of whom were TTB members).¹⁹²

Confederation of Unions of Public Employees (KESK)

"Survey on Fundamental Problems of Women Workers at Workplaces" (offers data obtained from a web-based survey conducted in the period 25 December 2019 - 15 February 2020).¹⁹³

Confederation of Progressive Trade Unions (DİSK)

➤ "Outlook of Working Class in Turkey Survey (2017)"¹⁹⁴ offers gender disaggregated data.

¹⁸⁸ http://www.keig.org/wp-content/uploads/2018/11/kooperatif_kilavuz_keigWeb.pdf

¹⁸⁹ <http://www.keig.org/korona-salgininin-yarattigi-kriz-kadin-emegi-acisindan-ne-ifade-ediyor/> ve Erdoğan S., <http://www.keig.org/covid-19-krizi-ve-kadin-istihdami-ve-issizligi>

¹⁹⁰ <https://www.kedv.org.tr/turkiyede-kadin-kooperatiflerinin-mevcut-durum-raporu>
https://www.kedv.org.tr/public/uploads/files/6_Kad%C4%B1n%20Kooperatifleri%20Bulus%CC%A7mas%C4%B1%20Raporu.pdf

¹⁹¹ <https://www.tmmob.org.tr/sayfa/tmmobde-44-donem-kadin-calismalari>

¹⁹² https://www.ttb.org.tr/userfiles/files/VI_Kadin-Hekimlik-Kadin-Sagligi-Kongresi-Sonuc-Bildirgesi.pdf

¹⁹³ <https://kesk.org.tr/2020/02/27/kesk-kadin-arastirmasi-kesk-8-mart-programi>

¹⁹⁴ See: <https://dSPACE.ceid.org.tr/xmlui/handle/1/1744>

- DİSK-AR' Report "Outlook of Women's Labour in the Covid-19 Pandemic" (June 2020)

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Global Industrial Workers Union (INDUSTRIALL)

- 2020: Report "Women's Representation and Activities Related to Women in Member Unions in Turkey".¹⁹⁶

Activities of Civil Organizations in Monitoring Gender equality in Education

Educational Reform Initiative (ERG)

- Education Monitoring Reports¹⁹⁷ issued by the organization in 2017 and 2020 contain gender data.

Eğitim Sen

- Report on Sexism in Education 2018.

Eğitim-Bir-Sen

- 2020: Report "Working Life of Women Teachers: Observations and Suggestions."¹⁹⁸

Monitoring Activities of Civil Organizations in Gender Equality in Access to Sport Opportunities

Association of Sports and Physical Activity for Women (KASFAD)

- The monitoring report released by KASFAD in 2020 covers four areas: participation to sports, sports management, coaching and education in sports.¹⁹⁹

¹⁹⁵ See: <https://dspace.ceid.org.tr/xmlui/handle/1/1738>

¹⁹⁶ Türer, A. (2020). Mapping of Women's Representation and Women-Related Activities in Member Unions in Turkey. Industriall Global Union. (<https://dspace.ceid.org.tr/xmlui/handle/1/903>)

¹⁹⁷ <https://www.egitimreformugirisimi.org/egitim-gozlemevi/izleme-raporlari/>

¹⁹⁸ <https://www.kamuajans.com/egitim-personeli/kadin-ogretmenlerin-calisma-hayati-tespitler-ve-oneriler-h547146.html>

¹⁹⁹ KASFAD (2020). Monitoring Report on Gender Equality in Sports in Turkey -2020 , <https://www.kasfad.org/?p=2797>

Research by Civil Organizations for Purposes of Gender Equality Monitoring

Research and Reports on the Right to Abortion

Report by the Family Planning Foundation of Turkey (TAP) and Demographics Association

- 2017: Report "Service not by the System but in Response to Demand: State of Abortion and Family Planning Services in Istanbul from the Eye of Health Workers"²⁰⁰.

Kadir Has University Gender and Women Studies Research Centre

- Legal But not Accessible: Abortion Services in Public Hospitals in Turkey- 2020 report - The report exposes to what extent hospitals in Turkey respond to abortion applications and monitors how a legal service becomes inaccessible.²⁰¹

Women's Solidarity Foundation

- 2019 Poverty Alimony Study.²⁰²

Mother-Child Education Foundation (AÇEV) manhood and fatherhood research

- Study: "Fatherhood in Turkey in-between Parenthood, Manhood and Working Life",²⁰³
- "States of Manhood and Fatherhood".²⁰⁴

Civil Organizations Engaged in Research with Gender Equality Theme

Kadir Has University Gender and Women Studies Research Centre

- Survey Report on Creche/Day-care Services provided to Academic and Administrative Personnel by Universities 2020,²⁰⁵

²⁰⁰ Topgöl, C., Adalı, T., Çavlin, A. & Dayan, C. (2017). Service depending not on system but demand: State of Abortion and Family Planning Services in Istanbul as seen by Health Workers. Demographics Association, Turkish Family Health and Planning Foundation, UNFPA- Turkey. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1079>)

²⁰¹ O'Neil, L., Altuntaş, D. & Keskin, &. (2020). Legal, but not accessible: Abortion Services in Public Hospitals in Turkey - 2020. Kadir Has University Gender and Women Studies Research Centre. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1219>)

²⁰² Akçabay, F. & Women, U. (2019). Welfare Alimony Survey (A social-legal study). Women's Solidarity Association. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/426>)

²⁰³ Bozok, M. (2018). Fatherhood in Turkey in-between Parenthood, Manhood and Working Life. AÇEV. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/801>)

²⁰⁴ Tol, U. & Taşkan, D. (2018). States of Manhood and Fatherhood. AÇEV. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/804>)

²⁰⁵ O'Neil, L., M., Altuntaş, D., Keskin, &. & Özgen, &. (2021). Report of the Study on Creche/Day Care Services Provided to Academic and administrative Staff by Universities. Kadir Has University Gender and Women Studies Research Centre. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1567>)

- 2020 Study on the State of Private Sector Employee Lesbian, Gay, Bisexual, Intersex and + Individuals in Turkey,²⁰⁶
- 2020 Study on the State of Public Sector Employee Lesbian, Gay, Bisexual, Intersex and + Individuals in Turkey,²⁰⁷
- Gender (In)equality in Higher Education in Turkey, 2019,²⁰⁸
- Study on Gender and Woman Perception in Turkey 2020,²⁰⁹
- Tool Set against Sexual and Gender-Based Harassment and Assault for all Enterprises in Turkey, 2021.²¹⁰

KONDA

- 2021: Istanbul Convention August 2020 Barometer²¹¹ Survey,
- 2018: Turkey Gender Report KONDA Lifestyles 2018 Survey.²¹²

IPSOS

- **2019** Turkey Barometer Survey: Women-Men Equality Data.²¹³

YÖNEYLEM Research

- Opinion of the Electorate on Turkey's Withdrawal from Istanbul Convention²¹⁴ March 2021 Report.

²⁰⁶ O'Neil, L., Ergün, R., Değirmenci, S., Turanlı, K. & Erkengel, D. (2020). State of Private Sector Employee Lesbians, Gays, Bisexuals, Trans, intersex and + in Turkey, Year 2020 Study. Kaos GL Cultural Studies and Solidarity Association (KAOS GL) & Kadir Has University Gender and Women Studies Research Centre. (<https://dspace.ceid.org.tr/xmlui/handle/1/1146>)

²⁰⁷ O'Neil, L., Ergün, R., Değirmenci, S., Turanlı, K. & Erkengel, D. (2020). State of Public Employee Lesbians, Gays, Bisexuals, Trans, intersex and + in Turkey, Year 2020 Study. Kaos GL Cultural Studies and Solidarity Association (KAOS GL) and Kadir Has University Gender and Women Studies Research Centre. (<https://dspace.ceid.org.tr/xmlui/handle/1/1149>)

²⁰⁸ O'Neil, L., M., Altuntaş, D., Aldanmaz, B., Quirant Quiles, R. M., Rose, N., & Tekmen, H., (2019). Gender (In)equality in Higher Education in Turkey. Kadir Has University Gender and Women Studies Research and Implementation Centre. <https://gender.khas.edu.tr/sites/gender.khas.edu.tr/files/inline-files/Yuksekokretimdeki%20Cinsiyet%20Esitsizligi%20TR.PDF>

Kadir Has University Gender and Women Studies Research Centre, K. (2020). Study on Perception of Gender and Women in Turkey (2020). Kadir Has University. (<https://dspace.ceid.org.tr/xmlui/handle/1/324>)

²⁰⁹ University Gender and Women Studies Research Centre, K. (2020). Study on Perception of Gender and Women in Turkey (2020). Kadir Has University. (<https://dspace.ceid.org.tr/xmlui/handle/1/324>)

²¹⁰ <https://gender.khas.edu.tr/tr/tum-isletmeler-icin-cinsel-and-cinsiyete-dayali-taciz-and-saldiriya-karsi-arac-seti>

²¹¹ KONDA (2020). Istanbul Convention. KONDA Research and Consultancy. (<https://dspace.ceid.org.tr/xmlui/handle/1/943>)

²¹² KONDA (2019). Report on Gender in Turkey KONDA Lifestyles 2018 Survey. KONDA Research and Counselling. (<https://dspace.ceid.org.tr/xmlui/handle/1/919>)

²¹³ Research was conducted in the period 21 December 2018 - 4 January 2019 with 18,000 persons in 27 countries. <https://www.ipsos.com/tr-tr/dunyada-ve-turkiyede-kadin-erkek-esitligi-konusundaki-tutumlari-arastirdik>

²¹⁴ YÖNEYLEM (2021). Elector Opinion on Turkey's Withdrawal from the Istanbul Convention. Operational Social Studies Centre. (<https://dspace.ceid.org.tr/xmlui/handle/1/1566>)

Activities by Other Civil Organizations

- **Balance and Supervision Network** (DDA) Gender Equality Action Plan (2020-2023)²¹⁵
- **Sabancı University, SU Gender's** research on Gender Equality Mechanisms in Higher Education, 2019,²¹⁶
- **Equality, Justice and Women's Platform**²¹⁷ 2019 Local Elections Guide for Women Candidates: Brochure "Qualification You Must Have for Effectiveness in Politics",²¹⁸
- **Women in Foreign Policy Group (DPK)** Almanac: Women, World Policy and Turkey in 2020,²¹⁹
- **Public Policy and Democracy Studies (PODEM):** Turkey from the Eyes of Women.²²⁰

Turkish Industry and Business Association (TÜSİAD)

Reports on gender equality²²¹

- 2018: Digital Technologies and Economic Growth: Report on Turkey's Position, Opportunities and Options in Digital Technology Sectors²²² (also gives account of rates of women's employment in different sectors of digital technology and addresses existing problems).

Gender Equality Monitoring Platforms of Civil Organizations

- CEDAW Civil Society Executive Board (CEDAW STYK),
- Istanbul Convention Monitoring Platform for Turkey,
- Women's Platform for Equality (EŞİK),²²³
- Stop Femicide Platform (KCDP),²²⁴
- Women's Coalition.²²⁵

²¹⁵ Hatiboğlu-Kısat, B. (2020). Gender Equality Mainstreaming Programme Gender Action Plan (2020-2023). Balance and Supervision Network. (<https://dspace.ceid.org.tr/xmlui/handle/1/1089>)

²¹⁶ Göker, G. & Polatdemir, A. (2019). Gender Equality Mechanisms in Higher Education in Turkey: A Baseline Study. Sabancı University Gender and Women Studies Centre of Excellence (SU Gender) and Research Worldwide Istanbul. (<https://dspace.ceid.org.tr/xmlui/handle/1/1155>)

²¹⁷ <http://esitlikadaletkadın.org/page/2>

²¹⁸ <http://esitlikadaletkadın.org/kadin-adaylara-rehber-etkili-siyaset-icin-sahip-olmaniz-gereken-ozellikler>

²¹⁹ <http://wfp14.org/>

²²⁰ Gülöz Bakır, Z., Dark Kahyaoğlu, G. & Çamdereli, R. (2019). Turkey from the Eyes of Women: Political, Economic and Social Issues. Public Policy and Democracy Studies Association, PODEM Publication.

(<https://dspace.ceid.org.tr/xmlui/handle/1/873>)

²²¹ <https://tusiad.org/tr/toplumsal-cinsiyet-esitligi-cg>

²²² https://tusiad.org/tr/tum/item/download/9070_e98b2690260ed6c3c8b63c42369c08a2

²²³ <https://esikplatform.net/>

²²⁴ <http://www.kadincinayetlerinidurduracagiz.net/kategori/veriler?sayfa=8>

²²⁵ <http://kadinkoalisyonu.org/>

International Monitoring of Turkey's Gender Equality Policies

Having ratified and become a party to international conventions on the protection of women's rights, equality of women and men and gender equality, Turkey also accepted to be monitored by mechanisms envisaged by these conventions. As such, Turkey is supposed to submit reports to international mechanisms about her implementation, help their monitoring of Turkey and to allow civil organizations to prepare and submit their own reports to same mechanisms (shadow-civil reports). In this framework, it is also necessary to look at criticisms and recommendations made by international monitoring mechanisms in their reports. The following are especially important for Turkey as monitoring mechanisms:

Gender equality monitoring institutions:

- CEDAW Committee
- Istanbul Convention GREVIO Committee

These monitoring mechanisms focus particularly on the following conventions and documents that Turkey is a State Party to:

Documents taken as basis in gender equality monitoring:

- 1981 CEDAW-Convention on the Elimination of All Forms of Discrimination against Women,
- 1995 Beijing Declaration and Action Plan,
- Millennium Development Goals 2000-2015,
- Sustainable Development Goals-2015-2030,
- Sustainable Development Goals 2030 Agenda,
- Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).

CEDAW Monitoring Reports

Turkey has long been continuing her monitoring work in cooperation with the CEDAW Committee. The following are the official and civil country reports submitted to the committee:

Turkey Civil Monitoring (Shadow) Reports Submitted to the CEDAW Committee

- 2016-Türkiye CEDAW Civil society Executive Board, Seventh Periodic Shadow Report submitted to the Monitoring Committee of the *UN Convention on the Elimination of All Forms of Discrimination against Women*,²²⁶
- 2016-KADEM, CSO Shadow Report on the Seventh Periodic Report Submitted to the CEDAW Committee by Turkey,²²⁷
- 2010- CSO Shadow Report on the Sixth Periodic Report Submitted to the CEDAW Committee by Turkey,²²⁸
- 2005- United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) Turkey Shadow Report,²²⁹
- 1997- CSO Shadow Report Turkey on the Implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).²³⁰

Country Reports Submitted to the CEDAW Committee by the State of Turkey

- 2014 -Seventh Periodic Report²³¹
- 2012- Interim Report²³²
- 2008- Sixth Periodic Report²³³
- 2003- Combined Fourth and Fifth Periodic Reports²³⁴
- 1993- Combined Second and Third Periodic Reports²³⁵

²²⁶ CEDAW Civil Society Executive Committee (2016). CEDAW - STYK 7. Shadow Report. CEDAW Civil Society Executive Committee. (<https://dspace.ceid.org.tr/xmlui/handle/1/1119>)

²²⁷ Women and Democracy Association (KADEM), K. (2016). CSO Shadow Report on the 7th Periodic Report Presented to the CEDAW Committee by Turkey. Women and Democracy Association (KADEM). (<https://dspace.ceid.org.tr/xmlui/handle/1/407>)

²²⁸ Report was prepared by CEDAW Civil Society Consultation and TCK Women's Platform: (2010). CSO Shadow Report on Turkey's Sixth Periodic Report Presented to the CEDAW Committee. CEDAW Civil Society Consultation and TCK Women's Platform. (<https://dspace.ceid.org.tr/xmlui/handle/1/1118>)

²²⁹ Report was prepared by Women's Human Rights-New Solutions Foundation: Women's Human Rights-New Solutions Foundation, K. (2005). United Nations Convention on the Elimination of All forms of Discrimination against Women (CEDAW) Shadow Report on Turkey. Women's Human Rights-New Solutions Foundation and TCK Women's Platform. (<https://dspace.ceid.org.tr/xmlui/handle/1/1122>)

²³⁰ Women's Human Rights-New Solutions Foundation Equality Monitoring Committee & Mor Çatı Foundation (1997). CSO Shadow Report on Turkey Concerning the Implementation of the United Nations Convention on the Elimination of All forms of Discrimination against Women (CEDAW). Women's Human Rights-New Solutions Foundation Equality Monitoring Committee and Mor Çatı Foundation. (<https://dspace.ceid.org.tr/xmlui/handle/1/1123>)

²³¹ There is no document about this report in websites of the Ministry and KSGM.

²³² CEDAW (2013). CEDAW Interim Report. CEDAW. (<https://dspace.ceid.org.tr/xmlui/handle/1/321>)

²³³ TBMM (2008). Sixth Periodic Report on Turkey to be Presented to the United Nations CEDAW Committee. TBMM. (<https://dspace.ceid.org.tr/xmlui/handle/1/314>)

²³⁴ Prime Ministry General Directorate on Women's Status (2003). Combined Fourth and Fifth Periodic Reports on Turkey to be Presented to the United Nations CEDAW Committee. (<https://dspace.ceid.org.tr/xmlui/handle/1/312>)

²³⁵ CEDAW (1993). CEDAW's Combined Second and Third Periodic Reports on Turkey. (<https://dspace.ceid.org.tr/xmlui/handle/1/310>)

Istanbul Convention-GREVIO Monitoring Reports

Presently, the most important monitoring mechanism for Turkey is **GREVIO Monitoring Reports** which is the mechanism for the latest and most comprehensive gender equality document, the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).

GREVIO's First Monitoring Report on Turkey

The GREVIO is the group of experts monitoring the implementation of Istanbul Convention. The first monitoring report prepared by this group with reference to obligations stated in the convention was released on 15 September 2018. This 116-page-long report includes evaluations about the state of affairs corresponding to convention articles and suggestions about measures that must be adopted in combating violence against women and domestic violence. The GREVIO report draws attention to gaps in complying with relevant international norms and gives a detailed account of what must be done in this respect.²³⁶

The official response of Turkey to the GREVIO report was submitted in October 2018. This response summarizes what has been done and states that gaps mentioned will be closed by various actions and measures including action plans in the first place.

In presenting its suggestions, the GREVIO report on Turkey adopts the way of using different verbs corresponding to gradual levels of urgency. These are, in order of priority, "urge", "strongly encourage", "encourage" and "invite". The GREVIO uses the verb "strongly recommends" in issues that it considers as in need of urgent measures. The verb "strongly encourage" is used in cases where GREVIO draws attention to gaps that must be filled in near future for full enforcement of the Convention. The verb "encourage" corresponding to third level of urgency points out to gaps that need attention even at a later stage. Finally, the verb "invite" is for smaller gaps or suggestion.

Some Important GREVIO Recommendations to Turkey

- *Strengthening coordinated responses to violence against women by fully addressing all forms of violence mentioned in the Istanbul Convention by attaching specific importance*

²³⁶ GREVIO (2018). The GREVIO Report (first) on legal and other measures to give effect to the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention TURKEY. KSGM (unofficial translation). (<https://dspace.ceid.org.tr/xmlui/handle/1/1134>) English version of the report: GREVIO (2018). GREVIO Baseline Evaluation Report Turkey. Council of Europe. (<https://dspace.ceid.org.tr/xmlui/handle/1/1135>)

to sexual violence against women and girls, crimes committed in the name of “honour” and forced marriages,

- Allocation of sufficient human and financial resources for the prevention of violence against women and combat against this violence at national and local levels,
- Strengthening national coordination unit and improving the coordination, monitoring and evaluation of policies with increased participation of CSOs including those of women,
- Systematization of data collection in the health sector and bringing all administrative and judicial data collection in line with data protection standards,
- Acceleration of awareness building activities in manifestations of violence against women addressed in the convention,
- Adopting necessary measures for the delivery of first compulsory in-service training to all relevant personnel by including women’s CSOs in the planning and implementation of training,
- Besides appropriate legal aid and protection measures, facilitating women’s access to remedies in judicial procedures,
- Adoption of additional measures to ensure that women take place on their own will in reconciliation processes in criminal proceedings,
- There is need to develop gender-sensitive procedures, guidelines and support services for women refugees in cooperation with CSOs with expertise in this field (p.10).²³⁷

Official response of Turkish Government to reports submitted to the GREVIO:

- Turkey’s final opinion on the GREVIO Report concerning legislative and other measures to enforce the provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence.²³⁸

GREVIO Monitoring Reports by Civil Organizations

The following are the reports submitted to the GREVIO by civil organizations in Turkey:

- 2017: Istanbul Convention Turkey Monitoring Platform, *Shadow Report by Civil Society Organizations concerning legislative and other measures for implementing the*

²³⁷ For a summary of GREVIO reports and recommendations, see: ANNEX 1.

²³⁸ KSGM (2018). Turkey’s final views concerning the GREVIO Report on legal and other measures adopted for the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. KSGM. (<https://dspace.ceid.org.tr/xmlui/handle/1/1629>)

*provisions of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence,*²³⁹

- BİANET (Independent Communication Network) Shadow Report²⁴⁰
- KADEM's Shadow Report: *NGO Shadow Report for the Periodical Questionnaire Response to be submitted by Turkey to GREVIO,*²⁴¹
- Shadow Report by Rainbow Women's Platform (GİKAP): *Rainbow Istanbul Women's Associations Platform (GİKAP) The Ngo Shadow Report on The Responses Submitted by Turkey to the GREVIO Committee,*²⁴²
- Shadow Report by KASAV (Training and Solidarity Foundation of Women Health Workers).²⁴³

*European Union Reports on Turkey*²⁴⁴

The **2019 European Union Progress Report on Turkey** the principle of non-discrimination on the basis of sexual orientation and protection of sexual identity is not sufficiently guaranteed for in the legislation.²⁴⁵

The **2020 European Union Country Report on Turkey** states that the ECHR Protocol no. 12 should be ratified and arrangements made accordingly by Turkey and that there is need to make legislative arrangements to prohibit discrimination on the basis of sexual orientation and identity as required by the Istanbul Convention.²⁴⁶ Of particular importance in this context is to insert sexual orientation and identity to the equality principle in the

²³⁹ In 2017, the Istanbul Convention Monitoring Platform comprising Mor Çatı, Women's Shelter Association, Women's Solidarity Association, Women's Solidarity Foundation, Women's Human Rights-New Solutions Foundation, Equality monitoring Women's Group, Association of Women with Disabilities, Kaos GL Association and Association against Sexual Violence prepared the GREVIO Shadow Report. Shadow reports to the GREVIO were also presented independently by Independent Communication Network (BİANET), Rainbow Istanbul Platform of Women's Organizations (GİKAP), Independent Women and Democracy Association (KADEM) and Women Health Workers' Training and Solidarity Foundation (KASAV). For the report, see:

Istanbul Convention Turkey Monitoring Platform, &. (2017). Shadow Report by Civil Society Organizations on Turkey's First Report related to legal and other measures adopted for the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence. Istanbul Convention Turkey Monitoring Platform. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1120>)

²⁴⁰ Kuyucu, N. (2017). BİANET (Independent Communication Network) Shadow Report. Independent Communication Network BİANET. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1136>)

²⁴¹ KADEM (2017). NGO Shadow Report for the Periodical Questionnaire Response to be submitted by Turkey to GREVIO. Women and Democracy Association KADEM. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1140>)

²⁴² GİKAP(2017). Rainbow Istanbul Women's Associations Platform (GİKAP) The Ngo Shadow Report on The Responses Submitted by Turkey to the GREVIO Committee. GİKAP Gökkuşluğu İstanbul Kadın Kuruluşları Platformu. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1138>)

²⁴³ KASAV (2017). Acc. to Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention) To the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO). KASAV - Women Health Workers' Training and Solidarity Foundation. (<https://dSPACE.ceid.org.tr/xmlui/handle/1/1137>)

²⁴⁴ For all reports, see: https://www.ab.gov.tr/ilerleme-raporlari_46224.html

²⁴⁵ 2019 Turkey Report, s. 42.

²⁴⁶ 2020 Turkey Report, s.38.

Constitution and to expand the scope of the offence of hatred and discrimination in the Penal Code.

Government Monitoring of Turkey's National Action Plans

The KSGM is responsible for the implementation of gender equality national action plans and monitoring reports prepared by this body are as follows:

Gender Equality National Action Plan-1996 (not monitored)

Monitoring related to Combat against Domestic Violence I. National Action Plan 2007-2010:

- 2010 Monitoring and Evaluation Meeting Combined Report
- 2009 Monitoring and Evaluation Meeting Report

Monitoring related to Combating Violence against Women II. National Action Plan (2012-2015):

- 2014-2015 Monitoring and Evaluation Meeting Combined Report
- 2012-2013 Monitoring and Evaluation Meeting Combined Report

Monitoring related to Combating Violence against Women III. National Action Plan (2016-2020):

- 2016-2017 Monitoring and Evaluation Meeting Report

Monitoring related to Gender Equality I. National Action Plan (2008-2013):

- Combined Report presented in 2013
- Combined Report presented in 2012
- Combined Report presented in 2010
- Combined Report presented in 2009

Women's Empowerment Strategy Document and Action Plan (2018-2023) (no published monitoring report)

UN Sustainable Development Goals Monitoring Reports

**Monitoring Report on UN Sustainable Development Goals Prepared by Government:
Sustainable Development Goals 2019 Evaluation Report**

The Presidential Department of Strategy and Budget presented Turkey's 2019 activities in the context of Sustainable Development Goals to the *High-Level Political Forum* for the second time in voluntary national reviews - VNR).

The Report²⁴⁷ is the official monitoring report prepared in line with the UN-Sustainable Development Goals 2015-2030 Action Plan which Turkey committed to. The report was developed to monitor the implementation of policies suggested in the context of Goal 5 and it gives information about the state in Turkey including 14 indicator values.

➤ Important responses given by the Government can be outlined as follows:

In relation to Objective 5.2., work is going on to integrate "Women's Module" to the Family Information System to develop policy for the identification and solution of problems experiences in services delivered by women's guesthouses.

In relation to Objective 5.3., the Strategy Document and Action Plan against Early and Forced Marriages (2018-2023) was developed to prevent such practices.

In relation to Objective 5.4., the National Employment Strategy and the Gender Equality National Action Plan are important policies also encompassing polities in this context.

In relation to Objective 5.5., gender equality in Turkey is not at desired level when it comes to active participation to politics and decision-making mechanisms. There is need for additional policies in this regard to strengthen legislation and its enforcement.

In relation to Objective 5.6., the Reproductive Health Programme (2003-2007) and Sexual Health and Reproductive Health National Strategic Action Plan for the Health Sector (2005-2015) are the fundamental policy documents in access to maternal and child health and sexual and reproductive health.

In relation to Objective 5.b., the Information Society Strategy and Action Plan (2015-2018) considers women as a group that must be assigned specific importance with respect to the use of information and communication technologies.

As one of the issues under Objective 5.c., gender-sensitive budgeting is included in the 10. Development Plan, National Employment Strategy and Action Plan (2014-2016) and in the

²⁴⁷ SBB (2019). Sustainable Development Goals Evaluation Report. Presidential Department of Strategy and Budget. (<https://dspace.ceid.org.tr/xmlui/handle/1/1061>)

report “Gender-Sensitive Budgeting” by the TBMM Committee on Equal Opportunities for Women and Men.

In relation to Objectives 5.1. and 5.c., legislative changes made in the period 2015-2016 introduced provisions in favour of women in maternity and parental leaves. Nevertheless, there is still need for increasing the role of men in the context of childbirths.

➤ Response to progress-made based on SDG indicators:

There are 14 indicators in relation to SDG Goal 5 and 9 of these indicators are available.

The indicator for Objective 5.4. is the time women in Turkey spare for unpaid care work. In Turkey the time spent by women for unpaid care work is 6.22 times longer than men while it is only 2.5 times longer on average in European and Central Asian countries.

As to the indicator for Objective 5.b.(gender distribution of holders of cellular phone) there is no gender-disaggregated data; this data exists in internet access.

➤ In the report, the overall evaluation of the Government regarding implementation is as follows:

The areas in Turkey where inequality between women and men is most salient are political representation, economic activity, participation to labour force, vocational-technical education and use of technology.

Sharing of burden in childcare and household works embodies significant inequalities and changes little in time. This is considered as one of the biggest obstacles to women’s presence and development in the areas of education, employment and political and economic activities.

Relatively high incidence of cases of violence against women and persistence of early and forced marriages are the factors that negatively affect Turkey’s position in the world with respect to equality of women and men.

In developing policies for ensuring gender equality, it is important that policies, programmes and projects in areas where inequalities are deeper and more salient are planned in an integrated way in line with priorities identified and necessary structures are in place. Their implementation requires mechanisms to ensure coordination among the public sector, universities, civil society organizations, the private sector and other stakeholders. Integration of gender equality policies with policies targeting income equality and poverty mitigation, formulating education and employment policies in a way to support gender equality and

monitoring the outcomes of policies and programmes are important elements in attaining objectives.

SDG 5 is among goals that are affected the most by other SDGs. The SDGs that have stronger influence on the are SDG 1 (Elimination of Poverty), SDG 2 (Elimination of Hunger), SDG 3 (Health and Quality Life), SDG 4 (Quality Education), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure Sanayi), SDG 10 (Reduction of Inequalities), SDG 11 (Sustainable Cities and Communities), SDG 16 (Peace and Justice) and SDG 17 (Partnerships for the Goals). Hence, with mentioned SDGs having their priority, almost all SDGs must be addressed in the context of gender equality and approaches like gender-sensitive budgeting must be attached importance. Meanwhile, SDG 5 significantly affects SDG 1, SDG 8 and SDG 9 targets thus bringing policies for women's employment to the fore.

Reports by Civil Organizations on Sustainable Development Goals

The following are some important observations included in the UN Sustainable Development Goals Turkey 2. National Review Civil Society Alternative Report²⁴⁸:

Steps taken by Turkey in the realization and monitoring of SDGs are not sufficiently fast and encompassing.

In Turkey, the presence of worrisome statements and structural retrogression in issues related to the empowerment of women and girls (Goal 5) will make the attainment of Goal 5 and its targets impossible.

It is also of concern that political assaults on vested rights in gender equality and empowerment of women and girls are still going on in Turkey - particularly in such issues as alimony after divorce, law no. 6284 protecting women against male violence, and rights of women with respect to sexuality and fertility.

For years, the State has been working more closely in the problem of violence against women with various interest groups that take the family as basis, approach rights with religious references, instrumentalize or ignore the rights of women and girls for the traditional concept of family unity instead of women's independent organizations. This proves that there is

²⁴⁸ Women's Human Rights - New Solutions Association, Women's Solidarity Association, Association against Sexual Violence, Women's Solidarity Foundation, Women Coalition-International Working Group, Mor Çatı Women's Shelter Association, EŞİTİZ - Equality Monitoring Women's Group, YERELİZ - Local Monitoring Research and Practices Association. (2019). Women's Organizations: Civil Society Alternative Report on Turkey. (<https://dspace.ceid.org/xmlui/handle/1/923>)

actually no political will in ensuring gender equality and the approach that closes women and girls in their traditional family roles is supported by top levels in the government.

In Turkey, services after cases of gender-based violence against women are limited and the number of ŞÖNİMs is insufficient. There is no assault or sexual violence referral centres. A very tiny part of the budget of the Ministry of Family, Labour and Social Services is allocated to efforts to terminate acts of gender-based violence.

Although included in SDG Goal 3.7. there is yet no sexual education in curricula. Contrary to SDG 5.3., child, early and forced marriages still remain as a problem for women and girls in Turkey.

It is clear that Syrians in Turkey, persons from such countries as Afghanistan, Iraq and Iran with temporary protection status and others from the countries of Eurasia, Africa and Asia the majority of whom are women in illicit/irregular status constitute the group that is most vulnerable to gender-based violence and employment without any protection. Syrian refugees are in a relatively better position with respect to access to and enjoyment of support. When it comes to support in matters related to gender-based violence, however, access is difficult for all these groups.

Unregistered migrants in particular work under the threat of sexual violence and they cannot claim their rights for high risk of being deported.

Beijing + 25 Monitoring Reports

National Report Prepared for the 25th Anniversary of Beijing Declaration and Action Platform

The national evaluation report prepared by Turkey to be submitted to the UN Commission on the Status of Women on the occasion of the 25th Anniversary of the Beijing Declaration and Action Platform²⁴⁹ essentially responds to question raised in relation to activities of the

²⁴⁹ UN (1995). Comprehensive National Review Report and Survey Prepared By Turkey On The Occasion Of 25th Anniversary Of Adoption Of 4th World Conference On Women And Beijing Declaration And Platform For Action (1995). United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/1143>)

last five years, achievements and difficulties faced in ensuring gender equality and empowerment of women.²⁵⁰

While mentioning initiatives to increase women's active participation to economic, social and cultural processes and difficulties encountered, the report first addresses, as a priority area, women's participation to labour force and employment. It is stated that while government policies and development plans support women's participation to labour force and employment, discriminatory practices persist in labour markets and there is need to promote institutional care services. The report says efforts to increase the employment of women continue with secure flexibility and active/passive labour market programmes and gives examples to project-based initiatives besides relevant legislative changes. Of examples given, those related to care services are addressed below in reference to SGK and İŞKUR activities.

The report is presented in two parts; the first part is on priorities including achievements and problems and the second part makes evaluations regarding progress in 12 critical areas. One of these critical areas is violence against women and girls and the response given in the report to the question "Which actions were prioritized within the last 5 years" (Question 13) defines the following priority areas:

- *Partner violence /domestic violence including sexual violence and marital rape,*
- *Sexual abuse and violence in public sphere, education and employment,*
- *Violence against women and girls via technology (i.e. cyberviolence, online stalking, etc.),*
- *Acts of femicide,*
- *Child, early and forced marriages,*
- *Trafficking in women and girls.*

As steps taken forwards there is mention of the ratification of the Istanbul Convention, enactment of the Law no. 6284, 2014 modification in the Penal Code envisaging heavier penalties for cases of sexual abuse in working life, and heavier penalties for acts of child sexual abuse given effect in 2016. It is stated that under the National Action Plan on Combating Violence against Women covering the period 2016-2020, there were Provincial Action Plans to combat violence against women and the number of ŞÖNİMs increased to

²⁵⁰ Although there is no statement about KSGM as the author of the report available under national assessments on UN WOMEN website, it is assumed that the author is the KSGM since the issue falls in its domain. <https://www.unwomen.org/en/csw/csw64-2020/preparations#national-level-reviews>

79 as of March 2019. The Action Plan against Early and Forced Marriages which is said to be prepared in 2018 but not shared with the public yet covers the period 2019-2023 and its report mentions activities against early and forced marriages without using the word “child”.

It is stated that the phone line of the **Women Support System (KADES)** was launched for reporting cases of urgency under the protocol acted by the MoFLSS and the Ministry of Interior. Under the protocol acted with the **Department of Religious Affairs** it is said that the MoFLSS regards family training as critical in solving the problem of violence and organizes Family Training Programmes in this context.

The report also summarizes activities carried out by the Ministry of Health. Of these activities, some are related to gender-based discrimination against women and acts of violence. Examples include: “Programme on Combating Domestic Violence against Women”, “Training of Midwives and Nurses at Migrant Health Centres to Strengthen Psychological Health Services for Children and Women”, and “Social Trauma and Psychosocial Support Programme in Disasters”. It is stated that the Ministry of Health is active, under the contract with the UNFPA, in reproductive health services, maternal and child mortality and diseases, HIV, unwanted and risky pregnancies, sexual and gender-based violence and reproductive while also updating the Strategy and Action Plan on Reproductive Health.

Beijing+ 25 Turkey Women’s Platform Policy Position Paper²⁵¹

On the 25th anniversary of the Beijing Action Platform, women’s and LGBTI+ organizations in Turkey came together and worked out a Policy Position Paper. After noting that significant progress is achieved in legislation related to gender equality as a result of women’s movement, the report says that this progress does not find sufficient reflection in practice and or serious problems are faced in enforcement. The document gives information about current inequalities areas such as “labour market, education, participation to politics and decision-making and violence against women” and also covers multiple discrimination faced by Syrian refugee women and girls, LGBTI+ individuals and women with disabilities.

The document draws attention to the stance of the political authority against gender equality which has recently become more salient and states that there are serious concerns about recent attacks targeting women’s alimony after divorce, Law no. 6284 on the protection of women against violence and the Istanbul Convention.

²⁵¹ Turkey Beijing +25 Women’s Platform. (2019). Turkey Beijing +25 Women’s Platform Policy Paper (<https://dspace.ceid.org.tr/xmlui/handle/1/922>)

The report points out to global rise of anti-feminism and extreme right movements adding that there is need to focus on gradually narrowing areas of democracy and its effects on civil society in general and on women's and feminist organizations. It is further stated that against this stance of governments there is also need for a global-level independent organization of women that women's rights defenders and LGBTI+ organizations can safely and directly apply to.

According to the policy document, this organization should monitor to what extent international commitments are fulfilled, be able to respond to women's needs and applications at global level, recognized by other international organizations and governments and have the authority to enter protocols with Special Rapporteurs of CEDAW, GREVIO, women's and human rights and other relevant institutions.

International Indexes, Monitoring Indicators and Current State in Turkey

Indexes on gender equality that are released by international agencies allows international comparisons over time and expose how the status of a country changes vis a vis other country in the course of time. So let's take a look at international indexes assessing Turkey in terms of gender equality.

UN Gender Development Index (GDI)

Turkey's position is as follows according to UN 2019 Human Development Index (HDI) data²⁵² :

- Turkey's index value as given in 2020: 0.820,
- With this value Turkey ranks 54th among 189 countries and regions,

GDI which is calculated together with Human Development Index data takes into account variables in three sub-areas related to GE.

- Long and healthy life indicator: life expectancy at birth,
- Information indicator: adult literacy rate and combined rate of schooling,

²⁵² UNDP (2020). Human Development Report 2020 The next frontier Human development and the Anthropocene. United Nations Development Programme. (<https://dspace.ceid.org.tr/xmlui/handle/1/1113>)

- Access to living standard indicator: income earned as calculated by purchasing power parity.

Values calculated according to data relating to these variables are as follows:

- Turkey's index values are 0.784 for women and 0.848 for men.
- Turkey's GDI value according to same data is 0.92.
- Turkey falls in the group medium and low equality which is the 4th among five country groups.²⁵³

UN Gender Inequality Index (GII)

The index calculated since 2010 is important in showing the details of gender-based inequalities.

The index uses data relating to three sub-variables:

- Reproductive health: maternal mortality and adolescent birth rates,
- Empowerment: proportion of women deputies in the National Assembly and rates of women and men who have at least secondary education,
- Labour market: labour force participation rates of women and men.

According to 2019 data Turkey ranks 68th among 189 countries with index value of 0.306 (in fourth group countries) and indicator data is as follows:

- Maternal mortality rate indicator value: 17 in 100,000 live births,
- Adolescent birth rate: 26.6 in 1,000,
- Proportion of women deputies in the National Assembly: 17.4 percent,
- The rate of women with at least secondary education is 50.2 percent while it is 72.2 percent for men,
- Women's labour force participation rate is 34.0 percent; it is 72.6 percent in men.²⁵⁴

²⁵³ UNDP (2020). Gender Development Index. <http://hdr.undp.org/>

²⁵⁴ UNDP (2020). Gender Inequality Index. <http://hdr.undp.org/en/content/gender-inequality-index-gii>

Human Development Indicator Panels (Human Development Dashboards)²⁵⁵

Indicator Panel 2 / Life Cycle Gender Gap

Indicators in the panel shows that Turkey is among the lowest groups of countries in terms of secondary education completion, share in non-agricultural employment, time spared for unpaid household and care work and representation in local governments. Inequalities in education starting from early years later continue and are further consolidated by unpaid family work, and limited participation to working life and decision-making mechanisms.

SDG Gender Index (EM2030 SDG Gender Index)

The SDG Gender Index developed by an independent civil society organisation “Equal Measures” assesses the state of gender equality in 129 countries with reference to education, health, gender-based violence, climate change, decent work and by using selected indicators under 14 Sustainable Development Goals The index gives a snapshot of the global state of gender equality with reference to 2030 Development Agenda. Turkey’s 2019 SDG Gender Index value is 65.2. Gender equality indicators in the interval 60-69 point to a weakness in this respect and Turkey is 70th among 129 countries.

UNDP Gender Social Norms Index (GSNI)

The Gender social Norm Index developed by gender equality related questions in the World Values Survey (WVS) consists of four components as politics, education, economy and physical integrity. Indicators used in calculating the index are:

- (1) Proportion of those agreeing with the statement “Men usually make better political leaders than women”,
- (2) Proportion of those thinking that women cannot have the same rights with men,
- (3) Proportion of those agreeing with the statement “University education is more important for men than women”,
- (4) Proportion of those agreeing with the statement “If men cannot find jobs in the country it is more the right of men to work than women”,

²⁵⁵ UNDP (2019). Dashboard 3: Women’s empowerment Technical note. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/1344>)

(5) Proportion of those agreeing with the statement “Men in general are better company managers than women”,

(6) Proportion of those who approve man’s beating of his woman partner,

(7) Proportion of those approving abortion.

Agreeing with at least one of these statements that reflect gender norms is classified as having strong gender prejudice. According to the Gender Social Norms Index, gender bias is rising throughout the world and this negative trend has its implications on index values of Turkey as well. Indeed, the proportion of those agreeing with at least 2 of these statements which was 77.6 percent in the interval 2005-2009 increased to 85.7 percent in the interval 2010-2014. The proportion of women having no prejudice at all is 4.4 percent while it is 2.6 among men. The most common prejudice is related to education with 30 percent of women and 34 percent of men.²⁵⁶

OECD Social Institutions and Gender Index (SIGI)

The Social Institutions and Gender Index by the OECD seeks to expose to what extent distinctions between women and men are further consolidated through institutions and social norms. This is done by using 33 indicators under headings “discrimination in family”, “limited physical integrity”, “limited access to productive and financial resources” and “limited civil rights”. The index value is expressed in terms of 20% quintiles from the lowest to the top while 0-20 percent shows the lowest level discrimination group.

- Sub-indicators of discrimination within family: legal age for marriage, proportion of early marriages, household responsibilities, legislation related to inheritance and divorce,
- Sub-indicators of limited physical integrity: legislation related to violence against women, female genital mutilation, control over reproduction and access to family planning, rate of missing women, fertility preference,
- Sub-indicators of limited access to productive and financial resources: secure access to land, secure access to assets other than land, access to financial services and attitude towards working women,
- Sub-indicators of limited civil rights: right to citizenship, right to travel, political say and representation and right to justice.

²⁵⁶ UNDP (2020). 2020 Human Development Perspectives Tackling Social Norms A Game Changer For Gender Inequalities. United Nations. (<https://dspace.ceid.org.tr/xmlui/handle/1/827>)

While ranking 35th among 107 countries in 2014, Turkey regressed to 58th among 120 countries in 2019. According to SIGI 2019 index value is among low-level discrimination countries with 25 percent. However, there is medium level discrimination in discrimination within family with 33 percent and in limited access to productive and financial resources with 37 percent. Turkey has her lowest levels of discrimination in limited civil freedoms with 20 percent and in limited physical integrity with 8 percent.²⁵⁷

World Economic Forum (WEF) Global Gender Gap Index

The index developed by the World Economic Forum which is an international civil society organization allows us to compare gender gaps over data from 153 countries. The index exposes gender-based discrimination in four areas with 14 indicators in total: Education (4 indicators), health (2 indicators), economic participation and opportunities (5 indicators) and political empowerment (3 indicators). In all indicators expressed as proportion of women the value "1" denotes absolute equality.

- Sub-indicators in labour force participation and opportunities: labour force participation rate, wage for a similar work, calculated earned income, professional and technical jobs, legislator, top-level staff and managers,
- Sub-indicators in education: rate of literacy, primary enrolment, secondary enrolment, enrolment in higher education,
- Sub-indicators in health and well-being: sex ratio at birth, expected duration of healthy life,
- Sub-indicators in political empowerment: proportion of women deputies in the parliament, women ministers, periods the country was governed by men/women leaders within the last 50 years.

In the 2020 Index Report Turkey ranks 130th among 153 countries with her equality value of 0.635. Turkey was 105th with her index value of 0.585 in 2006 as the starting year. Though Turkey brought up her score up in ensuing years she fell back as a result of faster progress in other countries.²⁵⁸ As to the components of the index value, Turkey is 136th in economic participation and opportunities, 113th in access to education, 64th in health and life expectancy, and 109th in political empowerment. Turkey fell back in in economic

²⁵⁷ OECD, 2019, *Social Institutions and Gender Index SIGI 2019 Global Report*, https://read.oecd-ilibrary.org/development/sigi-2019-global-report_bc56d212-en#page35

²⁵⁸ WEF (2019). *Global Gender Gap Report 2020*. World Economic Forum. s. 343. (<https://dspace.ceid.org.tr/xmlui/handle/1/930>)

participation and opportunities, access to education and political empowerment despite the program-ss made in health.

Indexes in Turkey

TEPAV Gender Equality Report Card of Turkey in 81 Provinces

Gender equality indexing work in Turkey started first in 2014 with TEPAV's "Gender Equality Report Card for 81 Provinces." The index which applied the UN Gender Inequality Index to provinces was repeated in every two years and built upon 4 key indicators at province level as health, representation in the parliament, education and participation to labour force. For the new report card in 2020, the number of indicators was increased and the report card was resigned so as to cover 3 sub-indices and 11 indicators. These 3 sub-indices contributing equally to the index value are: (i) representation in politics and economy, (ii) participation to production activities (formal employment in the private sector based on SGK data), and (iii) participation to education. In determining the set of indicators, index work conducted by EU, UNDP and WEF and United Nations Gender Equality Indicators Minimum Set were taken as basis. Index values vary from 0 to 1 where values close to 1 show equality of women and men while others close to 0 reflect situations of full inequality.

According to the 2020 Gender Equality Index, the average index score for 81 provinces is 0.471'dir. The most equalitarian province is Muğla with index value of 0.542 followed by İzmir, Yalova and İstanbul. On the other hand, provinces with highest levels of gender equality start with Muş (index value 0.395), followed by Bingöl, Bayburt and Şırnak.²⁵⁹

YANINDAYIZ Association District-Level Gender Equality Index

Another work for GE measuring at district level was conducted jointly by the Yanındayız Association and İstanbul University City Policies Implementation and Research Centre. Supported by the Embassy of Canada and Canadian Fund for Local Initiatives, the work calculated an index that covered 234 administrative districts in Turkey with population of 100,000 and over. In the index, there are 27 indicators in total under the headings of

²⁵⁹ Taşöz Düşündere, A., Kavas Bilgiç, A. & Avşar, &. (2020). Turkey's Gender Equality Report Card for 81 Provinces. TEPAV. (<https://dspace.ceid.org.tr/xmlui/handle/1/1083>)

“political participation and decision making”, “economic life and access to resources”, “education”, and “health and sports.” Index values vary between 0 and 1 and according to outcomes announced 5 of most equalitarian districts are in Istanbul (Kadıköy, Bakırköy, Beylikdüzü, Beşiktaş and Şişli), 3 in İzmir (Karşıyaka, Bornova and Bayraklı), 1 in Çanakkale (central district), and 1 in Ankara (Çankaya).²⁶⁰

Women’s Entrepreneurship Index (KAGİDER)

The KAGİDER published its “Turkey Women’s Entrepreneurship Index-2019 Research Report” in 2019. According to 2018/2019 Global Entrepreneurship Monitoring Report Turkey ranks 15th among 48 countries in terms of early-stage entrepreneurial activity while the number of women entrepreneurs is less than half of men. Interviewing 438 women entrepreneurs, the index was developed based on three components as behaviour score, perception score and future score. 100 points is given to the profile of a woman entrepreneur active both in Turkey and abroad for long years, with high annual return, employing more than 50 persons and high expectations of growth and profit; the average score of women entrepreneurs interviewed was found as 44.²⁶¹

Gender-Sensitive Data Collection and Publication in Turkey: Turkish Statistical Institute

Many international conventions action plans that Turkey is a party including CEDAW and Beijing Action Plan assigns national statistics institutions the task of conducting survey on gender, developing indicators and producing data.²⁶² The establishment of then called General Directorate on Women’s Status as a national mechanism in addressing women’s problems, research projects supported by United Nations agencies, and starting of research and application centres and post-graduate programmes on women’s problems in universities were important steps in generating gender-related data. Within the Turkish

²⁶⁰ Şeker, M., Akduran, &, Saldanlı, A. & Bektaş, H. (2020). District-Level Gender Equality Index – Turkey, 81 provinces, 234 Districts. Yanındayız Association. (<https://dspace.ceid.org.tr/xmlui/handle/1/1084>)

²⁶¹ Women Entrepreneurs Association of Turkey (KAGİDER) (2019). Women’s Entrepreneurship Index-Turkey - 2019 Research Report. Women’s Entrepreneurship Survey. (<https://dspace.ceid.org.tr/xmlui/handle/1/427>)

²⁶² CEDAW recommendations on monitoring by indicators: CEDAW Committee Recommendation no. 9 (1989); CEDAW Committee General Recommendation no. 35 - Article 48, Coordination, Monitoring and Data Collection; CEDAW General Recommendation no. 35 -Article 51, Coordination, Monitoring and Data Collection (2017)

Statistical Institute (TÜİK) that oversees producing national statistics²⁶³ the “Social Structure and Women’s Statistics Branch” was established in 1993. Its purpose is to “collect reliable, current and comprehensive data for developing and evaluating national and international policies to assess the position of women in Turkish society and strengthen women’s contribution to socioeconomic development.” With the work of the branch for “*Creation and improvement of Database for Women Statistics and Indicators*” data production in this field expanded in scope.

Upon the Prime Ministerial Circular no. 2006/17 which assigns significant responsibilities to public institutions and agencies in relation to violence against women research projects and data production were also included in gender-related activities of public institutions. As a result of these developments, surveys and data collection activities started in public institutions. In the process of Turkey’s alignment with the European Union (EU), policy development for equality of women and men in line with EU directives, relevant legislative arrangements and production of gender/sensitive data for the enforcement of legislation were all supported.

At present, the *Department of Demographic Statistics/Group of Vital and Gender Statistics* within TÜİK that is responsible for nationwide production of gender-related data produces reliable and update statistics usable in efforts to ensure gender equality. These statistics are prepared under the *Official Statistics Programme*. Since 2008, the TÜİK has been producing “Gender Statistics Data Set” by using administrative records and surveys of various public institutions and universities and compiling gender indicators.²⁶⁴ The Institute prepares annual “Gender Statistics Report”²⁶⁵ and news bulletins “Women in Statistics” on March 8th each year since 2012.²⁶⁶ To allow for international comparability, data for Turkey corresponding to “UN Gender Indicators Minimum Set”²⁶⁷ are produced and offered to users through TÜİK website since 2017.

The TÜİK is working with the Ministry of Family, Labour and Social Services/KSGM for producing national-level gender statistics and calculating for Turkey at national level the

²⁶³ It was then State Institute of Statistics.

²⁶⁴ For the data set: <https://data.tuik.gov.tr/Kategori/GetKategori?p=nufus-ve-demografi-109&dil=1>. As of 2021 there are 141 indicators under 17 headings: population, fertility, health, disability, marriages, family life, divorce, education, labour force, selected occupations, job-earning contentment, political life, violence and safety, time utilization, poverty, mortality, and sustainable development.

²⁶⁵ <https://biruni.tuik.gov.tr/yayin/views/visitorPages/index.zul>

²⁶⁶ <https://data.tuik.gov.tr/Bulten/Index?p=Istatistiklerle-Kadin-2019-33732>

²⁶⁷ <https://data.tuik.gov.tr/Kategori/GetKategori?p=nufus-ve-demografi-109&dil=1>. There are 54 indicators in this set of indicators gathered under 5 headings economic structure, participation to productive activities and access to resources; education and health services; public life and decision making; and human rights of women and girls.

Gender Equality Index set by the EIGE for the European Union and its member countries. The TÜİK is also working with the United Nations Economic Commission for Europe (UNECE) and Eurostat at international level and responding to data requests related to gender statistics at national and international levels. It appears that problems faced in producing gender-related data mainly derive from gaps in data available in the administrative recording system.

The protocols that the MoFLSS/KSGM acted with the Ministry of Interior, Ministry of Justice, Department of Religious Affairs, Ministry of Health and the Ministry of National Education also cover production of data in respective areas. Further, although recent strategic plans of public institutions envisage monitoring of activities by using various indicators, many of these plans assign limited importance to gender issues. Despite increased efforts in data production from administrative records and surveys of public institutions there are still significant gaps. Some of these gaps are explainable by lack of sufficient understanding and sensitivity about the importance of data in gender issues. Meanwhile, it is also an important problem that public institutions do not transparently share their data related to cases of femicide.

Not all 52 indicators included in the UN Gender Indicators Minimum Set are developed in Turkey. Indicators that are not developed include the *proportion of adults (age 15 and over) having their accounts in banks or finance institutions or mobile monetary service providers by gender, proportion of benefiting from under-3 care services and proportion of users of anti-virus medicines by gender.*²⁶⁸

Along with increased importance of data in public policies, data production activity ceased to be limited to public institutions and universities only. Increasing number of gender equality-related indicators and indexes at global level encouraged civil society organizations, women's organisations and rights-based organizations to procure data they need. Recently, many institutions and agencies have started to produce indicators and develop indexes. The work by the CEİD too should be assessed in this context.

²⁶⁸ UN Minimum Set of Gender Indicators

(<https://genderstats.un.org/files/Minimum%20Set%20indicators%202018.11.1%20web.pdf>)

TÜİK UN Minimum Set of Gender Indicators (<https://data.tuik.gov.tr/Kategori/GetKategori?p=nufus-ve-demografi-109&dil=1>)

EVALUATION OF GENDER EQUALITY MAINSTREAMING POLICIES IN TURKEY

Evaluation of Gender Equality Mainstreaming Legislation, Policy and Capacity of Responsible Institutions

Evaluation of General Approach and Outlook of GE Policies

Gender equality is not included as a fundamental norm in official government documents, national action plans, and in implementation practices in Turkey since 2018. Besides, there is no mention of the protection of the rights of women and alignment with norms related to the equality of women and men in many official documents as we pointed out in this report.

In national policies and in policy and legal documents of relevant institutions, the norms **“protection and strengthening of the family”** and **“protection of national and spiritual values”** have replaced the norms of protection of the rights of women, equality of women and men and gender equality. Additionally, the concepts like **mercy, compassion** and **justice** have started to be used in place of equality as observed in documents by the Department of Religious Affairs.

It must be noted here that avoiding the use of universal norms mentioned here and stating the objective of equality of sexes means **distancing from the concept of public administration that protects citizens based on law and rights.**

When state institutions start **offering services to citizens over values and ethics** that they consider as correct instead of protecting fundamental rights of citizens in the name of equality, this policy line will disturb law as the foundation of the state and also **cause discrimination** by making its own choices from multiplicity of values.

The objectives of the national policy related to the **“protection of family”** cannot be in contrast with the principle **“equality between spouses”** enshrined by Article 41 in the Constitution. Thus, legal framework for principles in implementing the policy of protecting the family must be drawn and enforcement must be monitored accordingly. Since this rule is not observed, the policy of “protecting the family” often makes public institutions insensitive to violations of the rights of women that they experience in their families.

The **recommending rather than transforming** nature of national policy confronts us with making an option. Gender-based inequalities in fact exist as discriminative mentalities,

cultural practices and sexist habits. In solving the problem, it is necessary to intervene with existing violations of rights by using legal and political instruments as much as supporting changes in mentalities, practices and habits. In other words, direct prevention of violations of fundamental rights and not leaving transformation to cultural changes alone is an indispensable principle of key strategies in this area.

While **transforming mentalities** is an important objective, what really matters is the adoption of measures to prevent gender-based discrimination and to give effect to changes to ensure equality by intervening with policy implementation areas of institutions and using public authority for this purpose when necessary. For example, there may be interventions like positive discrimination and quota policies to change mentalities.

Evaluation of National Action Plans

It is a positive development that national action plans have started to include performance indicators. It will also be an important and new step forward to monitor policy implementation in the light of these performance indicators.

It is an important defect that objectives and activities foreseen by national action plans are expected to take place **as a result of indirect actions of non-state actors in civil and cultural domains** instead of **direct intervention to and change** in gender-based inequalities by **public** authority. Indeed, most of activities included in national action plans are of indirect nature such as building role models, raising awareness and informing the public.

National action plans mostly use a **passive policy discourse** which suggests that activities envisaged by national action plans will suffice only with indirect interventions and recommendations instead of using executive power for public order.

While Article 10 in the Constitution legitimizes **positive discrimination policies** the case is that these policies are not actually implemented except for **social assistance** to women in need. Yet, in strategic areas where openly gender-based discrimination and inequalities persist as is the case with management levels of public institutions, local governments or in the national parliament, it is a shortcoming that national action plans do not envisage any direct intervention and actions to transform institutions to bring women's low rates of participation up to international levels.

It is clear that the problem of **persisting inequalities** cannot be solved by existing national action plans. Though existing inequalities are identified by national action plans and

incorporated into policies, here we see **national action plans that are not implemented and/or whose implementation is not monitored.** The monitoring of national action plans by both public supervisory bodies and independent and civil organizations and steering of implementation accordingly is a crucial need. Monitoring reports on national action plans are not prepared and released and consequently no information can be obtained to what extent what is written in the plan is realized. In the absence of evaluation on the basis of monitoring, no guidance can be obtained for the next plan. Each plan is as if an activity on its own and does not go beyond remaining merely as a wishful policy document.

With respect to the **mainstreaming of GE policy**, it is a positive development that the Action Plan 2018-2023 assigns responsibilities to more institutions relative to the earlier plan. Meanwhile, however, it is not clear based on which principles that these newly assigned public institutions (like Department of Religious Affairs for example) will perform their tasks. It is a problem that some public institutions are assigned some tasks, but there are no clear and concrete guidelines showing how they should do it in their respective areas. It is a problem indeed that these institutions may time to time adopt sexist and anti-equality practices examples of which are given in the present report. Therefore, regulations of these institutions must be rapidly made gender-sensitive while closing existing gaps in this regard.

Evaluation of Plans on Combating Violence against Women and Institutional Capacities

The prevention of violence against women is approached from a narrow perspective. Failing to ensure women's access to justice not only in cases related to violence, early and forced marriages, and leaving widespread female poverty unsolved must also be considered as forms of violence.

The definition of violence against women mostly as a **problem of conscience invoking pity and mercy for women and its reduction merely to domestic violence** is a serious defect that may lead to grave consequences.

Looking at the working of national policies and institutions we see that little attention is paid to violence and discrimination faced by LGBTI+ individuals. This issue was also raised in the *2020 European Commission Report on Turkey*.²⁶⁹ This issue is tightly connected to sexist prejudices.

²⁶⁹ European Commission (2020). Turkey 2020 Report. European Commission. s. 25. <https://dspace.ceid.org.tr/xmlui/handle/1/1255>

As for the national policy on combating violence against women and working of institutions concerned, we see that inadequate importance is attached to the presence of and combat against what is called **intersectionality** or different types of inequalities adding on gender-based inequalities and thus creating a more complex and layered structure.

As one of the 12 critical areas in the Beijing Action Platform, **violations of rights specific to the girl child** are not addressed with its specific dimensions and girls are not considered among target groups that need special attention. According to national policy documents children have no sex and it does not make any difference whether child victims of violence are boys or girls. Yet, the high rate of girls marrying at early ages and sometimes by force confirms the need for special solution policies in this field.

Though the KSGM states in its 2018-2023 **Women's Empowerment Strategy Document and Action Plan**²⁷⁰ that the "Action Plan against Early and Forced Marriages will be in implementation as soon as possible" this plan is still not released.

As also stated in national policy documents there are still significant gaps in producing and releasing gender-based data. The KSGM and TÜİK must undertake work to progress in this respect.

While the report was being prepared, the President of Turkey **declared Turkey's withdrawal from the Istanbul Convention** upon a decision taken on 20 March 2021. It was a surprise decision met with criticisms while many organizations claimed that this decision had no legal validity adding that the provision of the Convention will be accepted as still in effect within the framework of the enforcement of Law no. 6284.²⁷¹ Since Istanbul Convention is a very important legal arrangement in preventing violence against women, the decision of the President to withdraw is clearly a serious step taken back in the protection of fundamental rights of women. We hope that this situation emerging upon the political pressure of a narrow circle standing against the rights of women in Turkey is corrected by the judiciary and the Convention is brought back.

²⁷⁰ KSGM (2018). Women's Empowerment Strategy Document and Action Plan 2018-2023. Ministry of Family and Social Policies. <https://dspace.ceid.org.tr/xmlui/handle/1/887>

²⁷¹ For reactions, see: <https://www.dw.com/tr/Istanbul-s%C3%B6zle%C5%9Fmesinden-%C3%A7ekilme-karar%C4%B1na-tepkiler/a-56937068>

CHAPTER II

INDICATOR-BASED MONITORING

Expert Working Group on Indicators

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INDICATOR-BASED MONITORING

As part of our monitoring gender equality work as CEİD, mapping and monitoring reports were developed in areas identified as priorities by their respective experts. These reports prepared under the “Enhancement of Participatory Democracy in Turkey: Monitoring Gender Equality Project Phase-I” supported by the European Union, address the issue of gender equality in education, health, employment, participation to political decision-making, violence against women, urban rights and services, trafficking in human beings/women, sports, the media and religion and include 1355 indicators in total. This means a broad set of indicators including the 515 indicators from the first project with available data and 820 others that are suggested. In the second phase of the project starting in early 2020, 5 more gender equality mapping reports were prepared in the following areas: access to justice; women refugees; income, poverty and social justice; masculinity; and disciplines of science, technology, engineering and mathematics. These reports include 184 indicators with available data and 415 indicators that are suggested.

The thematic area reports mentioned²⁷² are as follows:

Gender Equality in Participation to Political Decision-Making:²⁷³ Prof. Dr. Serpil Sancar

Gender Equality in Employment:²⁷⁴ Prof. Dr. Gülay Toksöz, Assoc. Prof. Emel Memiş

Gender Equality in Education:²⁷⁵ Prof. Dr. Mine Göğüş-Tan

Gender Equality in Access to Health Services:²⁷⁶ Prof. Dr. Ayşe Akın, Ezgi Türkçelik

Gender Equality in the Media:²⁷⁷ Prof. Dr. Seçil Büker

Violence against Women and Gender Equality:²⁷⁸ Assoc. Prof. İlnur Yüksel-Kaptanoğlu

Gender Equality in Sports:²⁷⁹ Prof. Dr. Canan Koca

Trafficking in Human Beings/Women and Gender Equality:²⁸⁰ Assoc. Prof. Emel Coşkun

Gender Equality in Access to Urban Rights and Services:²⁸¹ Dr. Özgün Akduran, Assoc. Prof. Ayşegül Yakar-Önal, Prof. Dr. Gülay Günlük-Şenesen

²⁷² You can use the following links to reach all thematic area reports and status update reports prepared by CEİD.

²⁷³ See, <https://dspace.ceid.org.tr/xmlui/handle/1/176>

²⁷⁴ See, <https://dspace.ceid.org.tr/xmlui/handle/1/171>

²⁷⁵ See, <https://dspace.ceid.org.tr/xmlui/handle/1/182>

²⁷⁶ See, <https://dspace.ceid.org.tr/xmlui/handle/1/173>

²⁷⁷ See, <https://dspace.ceid.org.tr/xmlui/handle/1/175>

²⁷⁸ See, <https://dspace.ceid.org.tr/xmlui/handle/1/179>

²⁷⁹ See, <https://dspace.ceid.org.tr/xmlui/handle/1/177>

²⁸⁰ See, <https://dspace.ceid.org.tr/xmlui/handle/1/181>

²⁸¹ See, <https://dspace.ceid.org.tr/xmlui/handle/1/174>

Gender Equality in Access to Religious Services:²⁸² Dr. Mine Yıldırım, Dr. Özgür H. Çınar, Dr. Zehra Yılmaz, Dr. Hilal Arslan

Income, Poverty, Social Assistance and Social Protection: Assoc. Prof. Emel Memiş, Assoc. Prof. Seçil Aysed Bahçe

Gender Equality in the Fields of Science, Technology, Engineering and Mathematics: Assoc. Prof. Fatma Umut Beşpınar, Dr. Ezgi Kadayıfçı

Men's Participation to Gender: Prof. Dr. Serpil Sancar, Dr. Murat Göç

Gender Equality in Access to Justice: Prof. Dr. Gülriz Uygur, Dr. Nadire Özdemir

Women Refugees and Gender Equality: Dr. Kristen Biehl, Dr. Cavidan Soykan, Ceki Hazan

In the report prepared by Assoc. Prof. İlknur Yüksel-Kaptanoğlu, Dr. Hilal Arslan²⁸³ for the **Project against Early, Child and Forced Marriages (CEFM)** supported by UN Women, there were 77 indicators relating to such marriages, 22 with ready data and 55 as suggested. Thus, the framework for the mapping of 16 thematic areas, which will lay the foundation for monitoring gender equality in Turkey, was provided.

As the CEİD Group of Experts for Indicators, formed under the second project, we reviewed the indicators in all these reports to facilitate the monitoring of gender equality and identified a number of indicators for the Annual Report. This was also in preparation for the Gender Equality Index for Turkey that we plan to develop in the coming years. We, also, assessed the indicators in respect to the following criteria:

- Alignment with international organizations' indicator definitions/revisions,
- Alignment with definitions/statements in national indicators,
- Coverage of indicators (whether they are developed at NUTS levels),
- Years when accessible,
- Existing/alternative sources of data

Furthermore, we added explanations related to the levels of indicator groups like data type (quantitative or qualitative) and measurement unit (rate, number). We used the United Nations' criteria while identifying these levels. We made efforts to ensure that indicators are in line with the UN Gender Indicators Minimum Set and the indicators in Gender Equality Index calculated by the European Institute for Gender Equality (EIGE) for the European Union and its member countries.

²⁸² See, <https://dspace.ceid.org.tr/xmlui/handle/1/178>

²⁸³ See: <https://dspace.ceid.org.tr/xmlui/handle/1/1686>

We grouped the indicators selected for the Annual Monitoring Report under the following headings:

1. **Indicators with available data:** These are accessible indicators whose data is produced at national level. We included values for these indicators as in comparison of at least two years to the extent that current data are available. We think this comparison is important in checking trends over years. We also think that monitoring the activity based on these indicators which illustrate the various areas where inequality manifests itself will prove useful in developing data-based policies in favour of our gender equality struggle.
2. **Indicators suggested:** Some indicators under this heading have accessible data while others require special surveys.
 - a. **Indicators with access possibility:** These are indicators whose data is available yet not-produced; they can be made accessible through raising awareness for gender-sensitive data production, and increasing efforts for developing the indicators.
 - b. **Indicators requiring research:** These are indicators that require intensive efforts in data collection for their production; i.e. compilation of data from several institutions, and field work on new topics.

While selecting indicators in 16 thematic areas for the Annual Monitoring Report, we made sure that any indicator that is relevant to more than one area remains in only one of these areas. The tables below give the number of all indicators by areas and their lists including already available 146 and suggested 145 indicators related to thematic areas. Table 1 gives the number of indicators by areas, and Table 2 the list of selected indicators by thematic areas and their sources of data.

Indicators suggested can be found in the annexes. However, it must be noted that suggested indicators have their breakdowns within and figures in Table 1 do not reflect these. Also, Table 2 gives even year data (when available) corresponding to selected indicators.

CEİD Number of Indicators in Monitoring Gender Equality		
Thematic Area	Number of available indicators	Number of suggested indicators
CEİD-Employment	11	12
CEİD-Prevention of Poverty, Social Protection and Social Assistance	5	9
CEİD-Education	11	7
CEİD-STEM	6	9
CEİD-Urban Rights	13	13
CEİD-Women Refugees	10	10
CEİD-Trafficking in Human Beings/Women	1	5
CEİD-Health Services	15	15
CEİD-Sports	4	8
CEİD-Violence against Women	14	13
CEİD-Child, Early and Forced Marriages (CEFM)	11	12
CEİD-Media	8	10
CEİD-Access to Justice	5	2
CEİD-Access to Religious Services	11	5
CEİD-Masculinity	8	8
CEİD-Participation to Political Decision-Making	13	6
Total	146	144

AVAILABLE INDICATORS BY THEMATIC AREAS

Table 1: List of Available Indicators by Thematic Areas (EMPLOYMENT)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Employment-1	Number and rate of persons outside the labour force by gender (%)	TÜİK (Turkish Statistical Institute)-Labour Force Statistics
CEİD-Employment-2	Number and rate of persons outside the labour force by gender and reasons for nonparticipation (no job prospects/ not actively seeking but ready to work/ engaged in household work/ in school or training / retired) (%)	TÜİK-Labour Force Statistics
CEİD-Employment-3	Number and rate of employment by gender (%)	TÜİK-Labour Force Statistics
CEİD-Employment-4	Composition of the labour force by gender (agricultural/non-agricultural/informal employment in agriculture/ informal employment in non-agricultural jobs / wage earners / self-employed / employer / unpaid family workers / part-time workers) (%)	TÜİK-Labour Force Statistics
CEİD-Employment-5	Unionization rate by gender (%)	ÇSGB (the Ministry of Labour and Social Security)-Working Life Statistics
CEİD-Employment-6	Total working time by gender (disaggregated by paid and unpaid working time) (hours/days)	TÜİK- Time Utilization Survey
CEİD-Employment-7	Number and rate of young people outside of education and employment (Age 15-24) (%)	TÜİK-Labour Force Statistics
CEİD- Employment-8	Number of unemployed persons and rate of unemployment by gender (non-agricultural/broadly defined /unemployed for a year or longer) (%)	TÜİK-Labour Force Statistics
CEİD-Employment-9	Job placement number and rate for persons registered with İŞKUR by gender (%)	İŞKUR Records
CEİD-Employment-10	Difference in average annual main labour income by gender and level of education (%)	TÜİK-Income and Living Conditions Survey
CEİD-Employment-11	Net preschool enrolment rate by gender	MEB (Ministry of National Education) Statistics

Table 1: List of Available Indicators by Thematic Areas (POVERTY)		
Thematic Area Indicator No	Indicator	Data source
CEiD-Poverty-1	Relative poverty rate by gender ²⁸⁴ (%)	TÜİK-Income and Living Conditions Survey
CEiD-Poverty-2	Relative poverty rate by gender and level of education (illiterate/no diploma/less than high school diploma/high school graduate or equivalent / higher education graduate) (%)	TÜİK-Income and Living Conditions Survey
CEiD-Poverty-3	Number (1000) and distribution of persons who receive disability benefits (conditional/unconditional) by gender and type of benefits	TÜİK-Income and Living Conditions Survey
CEiD-Poverty-4	Number (1000) and distribution of persons who receive retirement/old age benefits (conditional/unconditional) by gender and type of benefits	TÜİK-Income and Living Conditions Survey
CEiD-Poverty-5	Number (1000) and distribution of persons who receive survivors' benefits (conditional/unconditional) by gender and type of benefits	TÜİK-Income and Living Conditions Survey

²⁸⁴ Rate of relative poverty – Disposable income-based – Below 60% median for equivalised household income

Table 1: List of Available Indicators by Thematic Areas (EDUCATION)		
Thematic Area	Indicator	Data Source
Indicator No		
CEİD-Education-1	Gender distribution of illiteracy for persons aged 15 and over	TÜİK National Education Statistics
CEİD-Education-2	Net school enrolment rate by gender and education level (primary, secondary education and high school) (%)	MEB Statistics
CEİD-Education-3	Distribution of students in basic formal education by gender, education level and type of school (preschool, primary, secondary school and secondary education by public and private schools) (%)	MEB Statistics
CEİD-Education-4	Distribution of students in secondary education by gender and programme type (disaggregated by general secondary education, vocational and technical training, religious education) (%)	MEB Statistics
CEİD-Education-5	Distribution of students in vocational and technical secondary education by gender and school type (disaggregated by public and private schools) (%)	MEB Statistics
CEİD-Education-6	Distribution of students in open education by gender and education level (secondary school, open education high school, religious high school and two-year degree higher education) (%)	MEB Statistics / YÖK (Council of Higher Education) Statistics
CEİD-Education-7	Distribution of students in higher education (two-year degree, graduate degree, post graduate and doctoral degree) (%)	YÖK Statistics
CEİD-Education-8	Distribution of trainees by gender and types of non-formal education institutions [disaggregated by public institutions (Vocational Training Centre, Public Education Centre, Technical Education Institute for Girls) and private non-formal education institutions] (%)	MEB Statistics
CEİD-Education-9	Distribution of teachers in basic formal education by gender and level of education (preschool, primary, secondary schools, general secondary education and vocational and technical education) (%)	MEB Statistics
CEİD-Education-10	Distribution of scholarship students in primary and secondary education institutions by gender (%)	MEB Statistics
CEİD-Education-11	Dormitory capacity under the Higher Education Credit and Dormitories Institution by gender (Number)	MEB Statistics

Table 1: List of Available Indicators by Thematic Areas (STEM)		
Thematic Area	Indicator	Data Source
Indicator No		
CEİD-STEM-1	Average score in Mathematics literacy by gender	MEB-PISA
CEİD-STEM-2	Average score in Sciences literacy by gender	MEB-PISA
CEİD-STEM-3	Average score in reading skills by gender	MEB-PISA
CEİD-STEM-4	Distribution of students in science high schools by gender and school type (disaggregated by public and private schools)	MEB Statistics
CEİD-STEM-5	Share of vocational and technical secondary education graduates in total secondary education graduates	MEB Statistics
CEİD-STEM-6	Distribution of R&D human resources by gender (with respect to occupation groups and sectors) (%)	TÜİK- R&D Activities Survey

Table 1: List of Available Indicators by Thematic Areas (URBAN RIGHTS)		
Thematic Area Indicator No	Indicator	Data source
CEİD-Urban Rights-1	Women ratio in Union of Municipalities of Turkey personnel (%)	TBB (Union of Municipalities of Turkey) website, Strategic Plan and Performance Programmes
CEİD-Urban Rights-2	Number of provincial and district municipalities with equality units	CEİD
CEİD-Urban Rights-3	Number of municipalities that are signatories of the CEMR European Charter for Equality of Women and Men in Local Life	TBB
CEİD-Urban Rights-4	Proportion of individuals feeling safe in their living environments at night by gender (%)	TÜİK-Life Satisfaction Survey
CEİD-Urban Rights-5	Proportion of individuals feeling safe while home alone by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-6	Rate of satisfaction with municipal services for the disabled by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-7	Rate of satisfaction with municipal services for the sick and poor disabled by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-8	Rate of satisfaction with municipal services for employment by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-9	Rate of satisfaction with municipal services for street lighting by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-10	Rate of satisfaction with security forces' (police and gendarme) attitude towards citizens by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-11	Rate of satisfaction with public security and safety services by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-12	Rate of satisfaction with the quantity of municipality-owned green spaces by gender (%)	TÜİK- Life Satisfaction Survey
CEİD-Urban Rights-13	Rate of satisfaction with municipal services in roads and sidewalks by gender (%)	TÜİK- Life Satisfaction Survey

Table 1: List of Available Indicators by Thematic Areas (WOMEN REFUGEES)		
Thematic Area Indicator No	Indicator	Data source
CEİD-Women Refugees-1	Distribution of persons under temporary protection by gender (%)	GiGM (General Directorate of Migration Management) Statistics
CEİD-Women Refugees-2	Gender-based rates of school enrolment in population under temporary protection (disaggregated by primary, secondary, high school and higher education (%))	MEB Lifelong Learning General Directorate /YÖK Statistics
CEİD-Women Refugees-3	Distribution of women under temporary protection by their level of education (illiterate, never been to school or attended primary/secondary school, higher than secondary school) (%)	2018- Turkey Demographic and Health Survey (TDHS)
CEİD-Women Refugees-4	Gender composition among refugees under temporary protection who have work permits (%)	ÇSGB Working Life Statistics
CEİD-Women Refugees-5	Rate of employment among women under temporary protection (%)	2018- Turkey Demographic and Health Survey (TDHS)
CEİD-Women Refugees-6	Rate of access to family planning services among women under temporary protection (%)	2018- Turkey Demographic and Health Survey (TDHS)
CEİD-Women Refugees-7	Rate of access to prenatal care services among women under temporary protection (%)	2018- Turkey Demographic and Health Survey (TDHS)
CEİD-Women Refugees-8	Rate of access to postnatal care services among women under temporary protection (%)	2018- Turkey Demographic and Health Survey (TDHS)
CEİD-Women Refugees-9	Number of international protection applicants	UNHCR Turkey
CEİD-Women Refugees-10	Proportional distribution of international protection applicants by gender and adult status	UNHCR Turkey

Table 1: List of Available Indicators by Thematic Areas (TRAFFICKING IN HUMAN BEINGS/WOMEN)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Trafficking in Human Beings and Women-1	Number of trafficking victims by gender	TÜİK Sustainable Development Statistics

Table 1: List of Available Indicators by Thematic Areas (HEALTH)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Health-1	Life expectancy at birth (years)	TÜİK-Life Tables
CEİD-Health-2	Satisfaction with overall health status by gender (satisfied, very satisfied) (%)	TÜİK, Life Satisfaction Survey
CEİD-Health-3	Low physical activity rate by gender (%)	TÜİK
CEİD-Health-4	Usage of tobacco and tobacco products for ages 15 + by gender (%)	TÜİK
CEİD-Health-5	Obesity rate for ages 15 + by gender (%)	TÜİK
CEİD-Health-6	Incidence rate of 10 most common cancer types by gender (in 100,000. According to World Standard Population)	SB-HSGM (Ministry of Health-General Directorate of Public Health)
CEİD-Health-7	Proportion of women who have never performed breast self-examination for ages 15 + (%)	SB-2018 Annual Report/ TÜİK
CEİD-Health-8	Proportion of women who have never had cervical screening for ages 15 + (%)	SB-2018 Annual Report
CEİD-Health-9	Proportion of caesarean births in all hospital deliveries (%)	SB-HSGM
CEİD-Health-10	Maternal mortality rate (in 100,000 live births)	SB-HSGM
CEİD-Health-11	Mortality due to pregnancy-related causes (%)	SB-HSGM
CEİD-Health-12	Adolescent (Age 15-19) motherhood rate (%)	HÜNEE (Hacettepe University Institute of Population Studies)
CEİD-Health-13	Rate of receiving four or more antenatal care services (Age group 15-49, married women or women with partners) (%)	2018-TDHS
CEİD-Health-14	Rate of receiving postnatal care (Age group 15-49, married women or women with partners) (%)	2018-TDHS
CEİD-Health-15	Rate of unmet need for contraceptive use (Age group 15-49, married women or women with partners)	2018-TDHS

Table 1: List of Available Indicators by Thematic Areas (SPORTS)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Sports-1	Distribution of licensed athletes by gender (%)	GSB-SHGM (Ministry of Youth and Sports/ General Directorate of Sports Services)
CEİD-Sports-2	Distribution of active athletes by gender (%)	GSB-SHGM (Ministry of Youth and Sports/ General Directorate of Sports Services)
CEİD-Sports-3	Gender distribution in decision-making mechanisms of federations (in most funded first eight sports branches, as president and secretary general) (%)	EIGE (European Institute for Gender Equality)
CEİD-Sports-4	Gender distribution in management boards of federations (in most funded first eight sports branches) (%)	EIGE (European Institute for Gender Equality)

Table 1: List of Available Indicators by Thematic Areas (VAW-VIOLENCE AGAINST WOMEN)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-VAW-1	Rates of different forms of violence to women by their intimate male partners (women in the age group 15-59 and disaggregated by physical, sexual and emotional violence)	HÜNEE-KSGM
CEİD-VAW-2	Prevalence of stalking (age group 15-59) (%)	HÜNEE-KSGM
CEİD-VAW-3	Rate of women applying to institutions for incidences of violence (%)	HÜNEE-KSGM
CEİD-VAW-4	Number of women's shelters (disaggregated by institutions)	ASHB-KSGM
CEİD-VAW-5	Number of persons benefitting from women's guesthouses	ASHB-KSGM
CEİD-VAW-6	Number of ŞÖNİMs	ASHB-KSGM
CEİD-VAW-7	Number of persons benefitting from ŞÖNİMs (disaggregated by women, children and men)	ASHB-KSGM
CEİD-VAW-8	Total number of provinces where technical surveillance methods are used in combating violence against women	ASHB-KSGM
CEİD-VAW-9	Number of Family Violence Bureaus of Investigation within Prosecutor General's Office, Ministry of Justice	Ministry of Justice
CEİD-VAW-10	Number of provinces with Provincial Action Plans Against KYTCTŞ (harassment, sexual assault and violence against women)	ASHB-KSGM
CEİD-VAW-11	Number of sexual Harassment and Assault Centres in Universities	CEİD
CEİD-VAW-12	Number of cases of femicide	BIANET- Stop Femicide Platform
CEİD-VAW-13	Availability of 24-7 national hotline for violence against women (yes/no)	ASHB-KSGM
CEİD-VAW-14	Whether Istanbul Convention is in effect (yes/no)	TBMM, CSBB

Table 1: List of Available Indicators by Thematic Areas (CEFM)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-CEFM-1	Proportion of women in the age group 20-24 who married earlier than age 18 and age 15 (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-2	Whether Lanzarote Convention is in effect (yes/no)	Official Gazette
CEİD-CEFM-3	Presence of a national strategy and action plan to prevent CEFM and harmful traditional practices on women/girls (yes/no)	ASHB-KSGM
CEİD-CEFM-4	Proportion of students aged 14 to 17 enrolled to open education high schools by gender (%)	MEB
CEİD-CEFM-5	Proportion of those with correct information about times when conception is possible (%) (in age groups 15-19 and 20-24)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-6	Proportion of women aged 20-24 who married before age 18 where marriage decision was made by families (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-7	Proportion of consanguineous marriages in women aged 20-24 who married before age 18 (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-8	Proportion of cases of bride wealth in women aged 20-24 who married before age 18 (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-9	Types and order of marriage ceremonies in women aged 20-24 who married before age 18 (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-10	Age difference rate between couples aged 20-24 who married before age 18 (%)	2018 Turkey Demographic and Health Survey
CEİD-CEFM-11	Average marriage age women would have preferred among women aged 20-24 who married before age 18	2018 Turkey Demographic and Health Survey

Table 1: List of Available Indicators by Thematic Areas (MEDIA)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Media-1	Distribution of workers in printed media by gender (disaggregated by publication, printing and distribution)	TÜİK- Printed Media Statistics
CEİD-Media-2	Gender distribution of persons working in newspapers/journals (General Manager/Institution Manager, General Editorial Director, Editor-in-Chief, Managing Editor-in-chief and Page Editor)	TÜİK- Printed Media Statistics
CEİD-Media-3	Gender distribution of personnel in regulating bodies and in state-run media corporations (disaggregated by RTÜK and Communication Presidency)	Websites of institutions
CEİD-Media-4	Rate of computer use by gender (%)	TÜİK- Household Information Technologies Survey
CEİD-Media-5	Rate of internet use by gender (%)	TÜİK- Household Information Technologies Survey
CEİD-Media-6	Rate of those with their own social media account by gender (%)	TÜİK- Household Information Technologies Survey
CEİD-Media-7	Distribution of students attending YÖK Faculties of Communication by gender (%)	YÖK Statistics
CEİD-Media-8	Distribution of academic staff in Faculties of Communication by gender (%)	YÖK Statistics

Table 1: List of Available Indicators by Thematic Areas (ACCESS TO JUSTICE)		
Thematic Area Indicator No	Indicator	Data source
CEİD-Justice-1	Total number and distribution of victims and complainants of an offence in criminal proceeding by gender and nationality	Annual Criminal Record Statistics
CEİD-Justice-2	Number and distribution of persons charged in criminal proceedings by gender and age group	Annual Criminal Record Statistics
CEİD-Justice-3	Number of court decisions delivered under the Law no. 6284	Annual Criminal Record Statistics
CEİD-Justice-4	Number of studies on gender-based differences in relation to trust in justice	Literature Research
CEİD-Justice-5	Number and distribution of persons working in the judiciary by gender (disaggregated as judges, prosecutors and chief prosecutors)	Annual Criminal Record Statistics

Table 1: List of Available Indicators by Thematic Areas (MASCULINITY)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Masculinity-1	Distribution of persons approving the superiority of males by gender (disaggregated by selected norms) (%)	World Values Survey
CEİD-Masculinity-2	Household decision-making status by gender (house selection, house order, issues related to children, relations with relatives and neighbours) (%)	TÜİK TAYA (Family Structure Survey)
CEİD-Masculinity-3	Participation to domestic division of labour (disaggregated by shopping, cleaning, cooking, childcare, etc.) (%)	TÜİK TAYA-Biruni
CEİD-Masculinity-4	Proportion of male perpetrators of violence by employment status (%)	HÜNEE- Survey on Domestic Violence against Women
CEİD-Masculinity-5	Distribution of male perpetrators of violence by level of education (disaggregated by without education, primary, secondary, high school, graduate and post-graduate)	HÜNEE- Survey on Domestic Violence against Women
CEİD-Masculinity-6	Proportion of parents punishing their children (disaggregated by forms of punishment) (%)	TÜİK TAYA-Biruni
CEİD-Masculinity-7	Distribution of single parent households by gender (%)	TÜİK TAYA-Biruni
CEİD-Masculinity-8	Time fathers spare for childcare (disaggregated by play, school work, nutrition, etc.).	TÜİK TAYA-Biruni

Table 1: List of Available Indicators by Thematic Areas (RELIGIOUS SERVICES)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Religious Services-1	Number of religious service managers by gender (disaggregated by DİB head and deputies, DİYK chair and members)	DİB Webpage
CEİD-Religious Services-2	Number of DİB Muftis by gender	DİB Activity Reports
CEİD-Religious Services-3	Number and proportion of DİB family religious guidance personnel by gender	DİB Activity Reports
CEİD-Religious Services-4	Number and proportion of DİB personnel by gender	DİB Activity Reports
CEİD-Religious Services-5	Number and proportion of MEB-DÖGM secondary level religious education teachers by gender	MEB-DÖGM Activity Report
CEİD-Religious Services-6	Number and proportion of academic staff in YÖK Faculties of Theology by gender	YÖK Statistics
CEİD-Religious Services-7	Number and distribution of persons fulfilling their haj obligation by age and gender (disaggregated by haj, umrah)	DİB statistics, TÜİK
CEİD-Religious Services-8	Number and distribution of students attending DİB's Quran courses by gender (with subgroup of age 4-6)	DİB statistics, TÜİK
CEİD-Religious Services-9	Proportion of students attending YÖK's Faculties of Theology by gender (disaggregated by two-year degree, graduate, post-graduate and doctoral degree) (%)	YÖK Statistics
CEİD-Religious Services-10	Proportion of mosques and other worshipping places fit for women's equal use (i.e. space for praying, ablution, toilet, etc.) (%)	DİB Activity Reports
CEİD-Religious Services-11	Proportion of persons applying to DİB family guidance units by gender (%)	DİB Activity Reports

Table 1: List of Available Indicators by Thematic Areas (POLITICAL PARTICIPATION)		
Thematic Area	Indicator	Data source
Indicator No		
CEİD-Political Participation-1	Number and distribution of deputies elected to the national assembly by gender	TÜİK Election Gender Statistics
CEİD-Political Participation-2	Number and distribution of mayors by gender	EIGE, TÜİK, KSGM, TCEUEP (National Action Plan of Gender Equality), KA+KK (KA-DER- Association for Supporting Women Candidates + Women's Coalition)
CEİD-Political Participation-3	Number and distribution of municipal council members by gender	EIGE, TÜİK, KSGM, TCEUEP, KA+KK
CEİD-Political Participation-4	Number of persons at top level political party organs by gender (chair, deputy chair, executive board member)	KA+KK/ Web pages of political parties
CEİD-Political Participation-5	Number and distribution of candidates on electoral lists of political parties by gender	KA+KK/ Web pages of political parties
CEİD-Political Participation-6	Number and distribution of political party candidates that won elections by gender	EIGE, TÜİK, KSGM, TCEUEP, KA+KK
CEİD-Political Participation-7	Number and distribution of persons in selected professional expertise groups by gender (Ambassador, Consul General, Local Authority, Governor, District Governor, Police)	EIGE, TÜİK, KSGM, TCEUEP, KA+KK
CEİD-Political Participation-8	Gender distribution in bureaucratic management (Public employees, Minister, Senior Manager, General Manager, Assistant General Manager, Department Head)	EIGE, UN Gender Stats, TÜİK, KSGM, TCEUEP,
CEİD-Political Participation-9	Number and distribution of Executive Board members of TMMOB by gender	TMMOB (Union of Chambers of Turkish Engineers and Architects)
CEİD-Political Participation-10	Number and distribution of Central Council members of Turkish Medical Association (TTB) by gender	TTB (Turkish Medical Association)
CEİD-Political Participation-11	Number and distribution of Presidents of YÖK Universities by gender	YÖK Statistics
CEİD-Political Participation-12	Number and distribution of Central Bank managing staff by gender	TÜİK Social Structure and Gender Statistics
CEİD-Political Participation-13	Number and distribution of company managers who can operate in Istanbul Stock Exchange (BİST)	EIGE, TÜİK, TCEUEP

Suggested Indicators by Thematic Areas

Table 2: List of Suggested Indicators by Thematic Areas (EMPLOYMENT)			
Obtainable indicators	Indicator	Data Source	Data collection frequency
CEİD-Employment-Suggestion 1	Proportion of persons in the age group 25-64 who are out of labour force by gender (%) (disaggregated by migrant status and disability)	TÜİK Household Labour Force Survey	Annual
CEİD-Employment-Suggestion 2	Rate of employment in the age group 25-64 by gender (%) (disaggregated by migrant status and disability)	TÜİK Household Labour Force Survey	Annual
CEİD-Employment-Suggestion 3	Proportion of the age group 25-64 in total employed population by gender, type of work and workplace (disaggregated by those working from home, in domestic services and in seasonal works)	TÜİK Household Labour Force Survey	Annual
CEİD-Employment-Suggestion 4	Segregation index by sectors	TÜİK Household Labour Force Survey	Annual
CEİD-Employment-Suggestion 5	Segregation index by occupations	TÜİK Household Labour Force Survey	Annual
CEİD-Employment-Suggestion 6	Number and proportion of union members by gender	ÇSGB Working Life Statistics	Annual
CEİD-Employment-Suggestion 7	Number and proportion of union leaders by gender	ÇSGB Working Life Statistics	Annual
CEİD-Employment-Suggestion 8	Number and proportion of workers benefitting from collective agreements by gender	ÇSGB Working Life Statistics	Annual
CEİD-Employment-Suggestion 9	Proportion of children benefitting from institutional care services for under 3-year-olds	MEB Statistics	Annual

Table 2: List of Suggested Indicators by Thematic Areas (EMPLOYMENT)			
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEiD-Employment-Suggestion 10	Labour force status of persons under temporary and international protection by gender	Research	Survey Period
CEiD-Employment-Suggestion 11	Number and proportion of complaints related to cases of sexual harassment in total complaints concluded by Provincial Directorates of Labour and Employment	Research	Survey Period
CEiD-Employment-Suggestion 12	Number and proportion of workplaces that include measures against sexual harassment in their disciplinary regulations	Research	Survey Period

Table 2: List of Suggested Indicators by Thematic Areas (POVERTY)			
Obtainable indicators	Indicator	Data Source	Data collection frequency
CEİD-Poverty-Suggestion 1	Rate of relative poverty by gender and household type (%) (according to median 60 equivalised individual income)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 2	Rate of relative poverty by gender and type of assistance received (%)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 2.1	Rate of poverty among those receiving cash-in-kind assistance at individual level by gender (%)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 2.2	Rate of poverty among those receiving cash-in-kind assistance at household level by gender (%)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 3	Distribution of population in relative poverty by gender and labour force status	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 4	Distribution of population in relative poverty by reasons of remaining out of labour force (no hope for employment/ seasonal workers/retired people/attending education-training/engagement in household work/illness-disability/old age)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 5	Distribution of population in relative poverty by gender and remuneration status (wage or salary earners/daily paid/ self-employed/unpaid family worker)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 6	Distribution of population in relative poverty by gender and social protection status (formal/informal worker)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 7	Distribution of population in relative poverty by gender and sectors (agriculture/industry/services)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 8	Rate of material deprivation by gender and household type (%)	TÜİK Income and Living Conditions Survey	Annual
CEİD-Poverty-Suggestion 9	Rate of multidimensional poverty by gender (%) (MPI- UNDP)	TÜİK Income and Living Conditions Survey	Annual

Table 2: List of Suggested Indicators by Thematic Areas (EDUCATION)			
Obtainable indicators	Indicator	Data Source	Data collection frequency
CEİD- Education-Suggestion 1	Distribution of single-sex schools by gender and level of education (%)	MEB	Annual
CEİD-Education Suggestion 2	Distribution of students absent from their schools for 20 days or longer by gender and level of education (%)	MEB	Annual
CEİD-Education Suggestion 3	School dropout rate by gender and level of education (%)	MEB	Annual
CEİD-Education Suggestion 4	School managers by gender and level of education (%)	MEB	Annual
CEİD-Education Suggestion 5	Number of schools that have infrastructure and materials for children with disabilities	MEB	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Education Suggestion 6	Number of schools where the subject of gender equality is included in the curriculum by level of education and school type	Research	Survey Period
CEİD-Education Suggestion 7	Number of teachers trained in gender equality by gender and level of education	Research	Survey Period

Table 2: List of Indicators Suggested by Thematic Areas (STEM)			
Obtainable indicators	Indicator	Data Source	Data collection frequency
CEİD-STEM-Suggestion 1	Number of students in secondary education by gender and field selection	MEB	Annual
CEİD-STEM-Suggestion 2	Proportion of secondary school teachers in STEM by gender (%)	MEB	Annual
CEİD-STEM-Suggestion 3	Proportion of secondary education teachers in STEM by gender (%)	MEB	Annual
CEİD-STEM-Suggestion 4	Number of students graduating from Science High Schools by gender	MEB	Annual
CEİD-STEM-Suggestion 5	Proportion of students studying STEM areas in higher education by gender (%) (disaggregated by graduate, post-graduate, doctoral degree)	YÖK	Annual
CEİD-STEM-Suggestion 6	Distribution of teaching staff in STEM areas by gender (disaggregated as research assistants, Dr. faculty member, associate professor, professor)	YÖK	Annual
CEİD-STEM-Suggestion 7	Proportion of YÖK/MEB/TÜBİTAK scholarships for STEM in higher education by gender (%)	YÖK/ MEB/ TÜBİTAK	Annual
CEİD-STEM-Suggestion 8	STEM employment rate by gender (%)	TÜİK Household Labour Force Statistics	Annual
CEİD-STEM-Suggestion 9	Number of engineers by gender	TMMOB	Annual

Table 2: List of Indicators Suggested by Thematic Areas (URBAN RIGHTS)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Urban Rights-Suggestion 1	Capacity of women's shelters in provinces, % (women's shelter capacity-person/number of women aged 18+)	ASHB, KSGM Provincial Directorates, CSOs, municipalities	Annual
CEİD-Urban Rights-Suggestion 2	Number and proportion of petitions and requests for sheltering from women beneficiaries (%)	Request of data from relevant units of municipalities	Annual
CEİD-Urban Rights-Suggestion 3	Proportion of title deed holder women in gecekondü (slum) areas with legal title deeds (%)	Municipal Development and Urban Affairs Unit, Provincial Directorate of Land registry and Cadastre	Annual
CEİD-Urban Rights-Suggestion 4	Proportion of public transportation personnel trained in cases of sexual assault and harassment (%)	Request of data from transportation units of municipalities	Annual
CEİD-Urban Rights-Suggestion 5	Proportion of underpasses with sufficient lighting and camera systems (%)	Request of data from municipal departments of public works and engineering	Annual

Table 2: List of Indicators Suggested by Thematic Areas (URBAN RIGHTS)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Urban Rights-Suggestion 6	Proportion of stops in mass transportation that comply with TSE standards for distance between stops ²⁸⁵ (%)	Request of data from municipal units in charge of mass transportation	Annual
CEİD-Urban Rights-Suggestion 7	Proportion of women in total age 65 + people using discounted transportation tickets (%)	Request of data from transportation Units of municipalities	Annual
CEİD-Urban Rights-Suggestion 8	Proportion of bus stops and subway-train stations with panic buttons (%)	Request of data from municipal units in charge of parks and green spaces and mass transportation	Annual
CEİD-Urban Rights-Suggestion 9	Proportion of women reporting to have experienced problems of safety in mass transportation, in streets and parks (%)	Request of data from municipal units in charge of parks and green spaces and mass transportation	Annual
CEİD-Urban Rights-Suggestion 10	Proportion of municipal billboards used for information building in violence against women (%)	Request of data from relevant units of municipalities	Monthly

²⁸⁵ According to Urban Roads - standard rules for selecting bus stop locations adopted by the Turkish Institute of Standards (TSE) no. 11783 dated 02.01.2014, ease of access by passengers must be ensured by selecting these locations on the route of busses or sports close to pedestrian arteries. To avoid slow-down in traffic flow the distance between two bus stops must be 400-500 meters. This could be 600-700 meters in primary roads. There may be reductions by 100 meters in sections where there is high passenger density.

Table 2: List of Indicators Suggested by Thematic Areas (URBAN RIGHTS)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Urban Rights-Suggestion 11	Women members of the general assembly of City Council (%)	City Council	Local Elections Period
CEİD-Urban Rights-Suggestion 12	Proportion of women in the team in charge of preparing Strategic Plan (%)	Request of information from the unit in charge of municipal strategic plan, local election period, strategic plan revision period	Request of information from the unit in charge of municipal strategic plan, local election period, strategic plan revision period
CEİD-Urban Rights-Suggestion 13	Proportion of decisions proposed by the Equality Commission in total decisions taken by the Municipal Council (%)	Request of information from Municipal Secretariat, local election period	Request of information from the unit in charge of municipal strategic plan, local election period, strategic plan revision period

Table 2: List of Indicators Suggested by Thematic Areas (WOMEN REFUGEES)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEiD-Women Refugees-Suggestion 1	Distribution of asylum applications of those arriving Turkish borders illicitly (airports, seaways and transit areas included) by gender and nationality	GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 2	Number of women refugees in Turkey whose application for international protection is rejected	GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 3	Number of women applicants whose asylum records are deleted and its share in total files deleted (%)	GiGM Statistics	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEiD-Women Refugees-Suggestion 4	Number of women applicants whose applications for temporary protection are not recorded	GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 5	Justifications stated for rejection in the files of women whose applications for international protection were rejected	JGK Coastal Guard statistics on persons intercepted along borders, GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 6	Number of women applying for asylum due to gender-based violence	GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 6.1	Rate of asylum-seeking women who benefit from gender-sensitive reception procedures (%)	GiGM Statistics	Annual
CEiD-Women Refugees-Suggestion 6.2	Number of trainings given in GE and SGBV (sexual and gender-based violence) (covering border personnel, personal in status identification and asylum system, personnel in repatriation centres and other places where refugees are detained)	GiGM Statistics	Annual

Table 2: List of Indicators Suggested by Thematic Areas (WOMEN REFUGEES)			
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Women Refugees-Suggestion 7	Keeping record of all acts of violence committed by the state and private persons against asylum seeking and refugee women during their official procedures in Turkey <ul style="list-style-type: none"> - Number of complaints recorded - Number of lawsuits brought for cases of violence - Trafficking in human beings - Rape - Child marriage by using force and/or in return for money - Forcing for sex work 	TÜİK statistics	Annual
CEİD-Women Refugees-Suggestion 8	In relation to asylum seeking and refugee women victims of SGBV in Turkey: <ul style="list-style-type: none"> - Proportion of recorded complaints - Proportion of recorded cases where requesting complainants are placed in shelters and ŞÖNİMs - Proportion of those benefiting from legal aid after complaint - Rates of lawsuits brought by victimized women asylum-seekers or refugees - Rates of court decisions in favour of women by types of offence 	ASHB KSGM, Monitoring and Evaluation Reports, TÜİK Statistics, CSO Reports, Ministry of Justice, GD of Criminal Records and Statistics	Annual
CEİD-Women Refugees-Suggestion 9	Rates of school dropout by refugee and asylum-seeking girls by reasons of dropping out	MEB, TÜİK	Annual
CEİD-Women Refugees-Suggestion 10	Number of various occupations building and training programmes for asylum-seeking and refugee women to ensure their participation to employment	ÇSGB, İŞKUR, SUMAF (EU Monitoring Project)	Annual

Table 2: List of Indicators Suggested by Thematic Areas (TRAFFICKING IN HUMAN BEINGS/WOMEN)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Trafficking in Human Beings and Women-Suggestion 1	Number and proportion of victims of trafficking in human beings by age and gender	GiGM Statistics	Annual
CEİD-Trafficking in Human Beings and Women-Suggestion 2	Number and proportion of victims of trafficking in human beings by gender and nationality	GiGM Statistics	Annual
CEİD-Trafficking in Human Beings and Women-Suggestion 3	Forms of trafficking that victims are exposed to by gender and nationality (i.e., sexual or labour exploitation, forced marriage, begging, illicit adoption, etc.)	GiGM Statistics	Annual
CEİD-Trafficking in Human Beings and Women-Suggestion 4	Number and share of calls related to human trafficking in total calls recorded by 157 hotlines	GiGM Statistics	Annual
CEİD-Trafficking in Human Beings and Women -Suggestion 5	Number of criminal cases related to trafficking, number of accused persons by gender and number of victims	Ministry of Justice General Directorate of Criminal Records and Statistics	Annual

Table 2: List of Indicators Suggested by Thematic Areas (HEALTH)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Health-Suggestion 1	Proportion of applicants to first step health services (%)	Ministry of Health	Annual
CEİD-Health-Suggestion 2	Percentage distribution of persons with decision-making and management authority in health institutions by gender	Ministry of Health	Annual
CEİD-Health-Suggestion 3	Prevalence of uterine and cervical cancer (in 100,000 women from adult age groups)	Ministry of Health	Annual
CEİD-Health-Suggestion 4	Prevalence of breast cancer (in 100,000 women by age groups)	Ministry of Health	Annual
CEİD-Health-Suggestion 5	Proportion of pregnant women aged 15-49 screened for syphilis (%)	Ministry of Health	Annual
CEİD-Health-Suggestion 6	Number of cases of AIDS by gender (in 100,000 by years)	Ministry of Health	Annual
CEİD-Health-Suggestion 7	Prevalence of anorexia, bulimia and postnatal depression in women aged 15-49 (%)	Ministry of Health	Annual
CEİD-Health-Suggestion 8	Causes of maternal mortality (preventable and unpreventable cases, by underlying cause/intermediary cause/final cause)	Ministry of Health	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Health-Suggestion 9	Proportion of first step institutions where young people can receive confidential sexual health services (%)	Research	Annual
CEİD-Health-Suggestion 10	Rate of access to contraceptive services and information without age limitation and authorising/informing partners or parents/legal guardians (%)	Research	Annual
CEİD-Health-Suggestion 11	Number and proportion of health institutions delivering abortion services	Research	Annual

Table 2: List of Indicators Suggested by Thematic Areas (HEALTH)			
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Health-Suggestion 12	Miscarriage rate in maternal deaths (%)	Research	Annual
CEİD-Health-Suggestion 13	Percentage of health institutions that cover the topics of human rights and gender equality in in-service trainings delivered to health workers (%)	Research	Annual
CEİD-Health-Suggestion 14	Proportion of institutions delivering training in sexual and reproductive health (by age groups and levels of education) (%)	Research	Annual
CEİD-Health-Suggestion 15	Unmet need for induced abortion	Research	Annual

Table 2: List of Indicators Suggested by Thematic Areas (SPORTS)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Sports-Suggestion 1	Proportion of trainers/coaches with professional certificates (%)	GD of Sports Services	Annual
CEİD-Sports-Suggestion 2	Proportion of coaches by gender and level (%)	GD of Sports Services	Annual
CEİD-Sports-Suggestion 3	Distribution of coaches by gender and sports branches (%)	GD of Sports Services	Annual
CEİD-Sports-Suggestion 4	Number of students enrolled to faculties offering education in sports (physical education, sports management, recreation, coaching) (%)	YÖK	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Sports-Suggestion 5	Licensed athletes with disabilities by gender (%)	GD of Sports Services	Survey Period
CEİD-Sports-Suggestion 6	Proportion of active athletes with disabilities (%)	GD of Sports Services	Survey Period
CEİD-Sports-Suggestion 7	Distribution of athletes by gender and sports branches (%)	GD of Sports Services	Survey Period
CEİD-Sports-Suggestion 8	Quotas for male and female students in faculties and other higher education institutions offering education in sports (physical education, sports management, recreation, coaching) (number)	YÖK	Survey Period

Table 2: List of Indicators Suggested by Thematic Areas (VAW- VIOLENCE AGAINST WOMEN)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-VAW-Suggestion 1	Number of women's counselling centres (women's organizations, CSOs, municipalities)	ASHB-KSGM	Annual
CEİD-VAW-Suggestion 2	Number of Domestic Violence Offices under the EGM (General directorate of Security)	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggestion 3	Number of Women's Counselling and Violence Prevention Centres under Bar Associations	ASHB-KSGM, Ministry of Justice	Annual
CEİD-VAW-Suggestion 4	Number of Children and Women Units under gendarme General Command	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggestion 5	Proportion of those benefiting from KADES (Women Support Practices) by gender and years	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggestion 6	Number of victims of cases of femicide (disaggregated by age, marital status and relation to the perpetrator)	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggestion 7	Number of women murdered while having decision for injunction (disaggregated by age, marital status and relation to the perpetrator)	ASHB-KSGM, Ministry of Justice	Annual
CEİD-VAW-Suggestion 8	Proportion of perpetrators of acts of violence participating to trainings in gender equality and violence against women	ASHB-KSGM	Annual
CEİD-VAW-Suggestion 9	Number of men resorting to violence who dropped training in gender equality and gender-based violence against women	ASHB-KSGM	Annual

Table 2: List of Indicators Suggested by Thematic Areas (VAW- VIOLENCE AGAINST WOMEN)			
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-VAW-Suggestion 10	Number of children killed by parents	Ministry of Justice	Annual
CEİD-VAW-Suggestion 11	Number of persons killed in hate crimes	Ministry of Justice	Annual
CEİD-VAW-Suggestion 12	Prevalence of digital violence (disaggregated by age, educational and marital status)	ASHB-KSGM	Annual
CEİD-VAW-Suggestion 13	Percentage of health institutions having protocols and roadmaps for cases of violence against women and female children (%)	ASHB-KSGM, Ministry of Health	Annual

Table 2: List of Indicators Suggested by Thematic Areas (CEFM)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-CEFM-Suggestion 1	Number of applications to Family Court to get official marriage permission for persons over age 16	Ministry of Justice	Annual
CEİD-CEFM-Suggestion 2	Number of marriages acted by persons over age 16 under Family Court decision	Ministry of Justice	Annual
CEİD-CEFM-Suggestion 3	Number of marriages acted by persons at age 16 under the decision of Family Court judge	Ministry of Justice	Annual
CEİD-CEFM-Suggestion 4	Number of marriages annulled when the case is sent to the court for child abuse	Ministry of Justice	Annual
CEİD-CEFM-Suggestion 5	Number of boys given sentence of imprisonment for marriage and sexual abuse before age 18	Ministry of Justice	Annual
CEİD-CEFM-Suggestion 6	Number of child marriages reported to the security	Ministry of Interior	Annual
CEİD-CEFM-Suggestion 7	Proportion of marriages before age 18 through official Mufti marriage ceremony (disaggregated by gender and population under temporary/international protection) %	Ministry of Interior	Annual
CEİD-CEFM-Suggestion 8	Number of children benefitting from Conditional Cash Transfer scheme (disaggregated by conditional education and conditional health assistance, age group and gender)	MEB	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-CEFM-Suggestion 9	Proportion of males aged 20-24 who married before age 18 and age 15 %	Research	Survey period
CEİD-CEFM-Suggestion 10	Proportion of persons under temporary and international protection who married before the age 18 (disaggregated by age and gender) %	GiGM	Annual
CEİD-CEFM-Suggestion 11	Proportion of women who were living in poor/low-income households when marrying before the age 18 %	Research	Survey period
CEİD-CEFM-Suggestion 12	Number of siblings that women were living with when married before age 18	Research	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (MEDIA)			
Indicators requiring research	Indicator	Data source	Data collection frequency
CEİD-Media-Suggestion 1	Gender distribution of journalists by their areas of reporting (disaggregated by news reporting in economic issues, health, social and legal issues, magazine, crime and acts of violence)	CSO Reports, BİANET, academic studies	Survey period
CEİD-Media-Suggestion 2	Media news/articles about women news/articles about cases of femicide, women's rights, equality of women and men, women's shelters, women's associations and women's status)	ASHB-KSGM, regulators bodies in the field of media/ RTÜK, Anadolu Agency, TRT, Media institutions, professional organizations and unions in the media, related academic and scientific publications, TİHEK	Survey period
CEİD-Media-Suggestion 3	Number/proportion of news with discriminatory/hate discourse against women and encouraging violence against women	ASHB-KSGM, regulators bodies in the field of media/ RTÜK, Anadolu Agency, TRT, Media institutions, professional organizations and unions in the media, related academic and scientific publications, TİHEK	Survey period
CEİD-Media-Suggestion 4	Number of women working in media institutions and lodging complaint about discrimination	KEFEK, ÇSGB Provincial Directorates of Labour and employment, professional organizations and unions in the media, CSOs monitoring	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (MEDIA)			
Indicators requiring research	Indicator	Data source	Data collection frequency
		media institutions and research institutions	
CEİD-Media-Suggestion 5	Courses in GE and/or rights-based approaches offered in Faculties of Communication	YÖK, Faculties of Communication	Survey period
CEİD-Media-Suggestion 6	Number of organizations/institutions producing GE-related documents and/or action plans (Media institution, professional organization, trade union)	Media institutions and their human resources units, Professional organizations and unions in the field of media, CSOs and research agencies monitoring the media	Survey period
CEİD-Media-Suggestion 7	Number of media institutions participating as stakeholders to campaigns and/or initiatives to build awareness in GE	Media institutions, professional organizations and unions in the media, CSOs monitoring media institutions and research institutions	Survey period
CEİD-Media-Suggestion 8	Number of media institutions applying gender quotas at management level	Media institutions and their human resources units, Professional organizations and unions in the field of media, CSOs and research	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (MEDIA)			
Indicators requiring research	Indicator	Data source	Data collection frequency
		agencies monitoring the media	
CEİD-Media-Suggestion 9	Number of professional organizations and/or trade unions suggesting gender quotas in participation to decision-making mechanisms	Professional organizations and unions in the field of media, CSOs and research agencies monitoring the media	Survey period
CEİD-Media-Suggestion 10	Number of media institutions with in-house mechanisms/units to prevent cases of gender-based violence	Media institutions and their human resources units, Professional organizations and unions in the field of media, CSOs and research agencies monitoring the media	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (ACCESS TO JUSTICE)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Access to Justice-Suggestion 1	Number of plaintiffs by gender, disability status, age and case in question	Ministry of Justice	Annual
CEİD-Access to Justice-Suggestion 2	Number of regular trainings for judges and prosecutors delivered through a gender-sensitive approach	Ministry of Justice	Annual

Table 2: List of Indicators Suggested by Thematic Areas (MASCULINITY)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Masculinity-Suggestion 1	Number of males completing their compulsory military service	Data from TSK's Administrative Records	Annual
CEİD-Masculinity-Suggestion 2	Number of persons avoiding enlistment	Data from TSK's Administrative Records	Annual
CEİD-Masculinity-Suggestion 3	Number of draft-doggers	Data from TSK's Administrative Records	Annual
CEİD-Masculinity-Suggestion 4	Number of persons paying for military service	Data from TSK's Administrative Records	Annual
CEİD-Masculinity-Suggestion 5	Number of on-contract officers and privates	Data from TSK's Administrative Records	Annual
CEİD-Masculinity-Suggestion 6	Number of persons dying (şehit) while on duty in the military service	Data from TSK's Administrative Records	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Masculinity-Suggestion 7	Proportion of men using parental leave	ÇSGB	Survey period
CEİD-Masculinity-Suggestion 8	Alimony decision in case of divorce	Ministry of Justice	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (ACCESS TO RELIGIOUS SERVICES)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Access to Religious Services-Suggestion 1	Proportion of religious course teachers conducting compulsory religion courses under MEB-DÖGM to all teachers by gender	MEB-DÖGM administrative record data	Data request (annual)
CEİD-Access to Religious Services-Suggestion 2	Distribution of YÖK Faculties of Theology by gender	YÖK administrative record data	Data request (annual)
CEİD-Access to Religious Services-Suggestion 3	Distribution of preachers working under DİB by gender	DİB administrative records	Data request (annual)
CEİD-Access to Religious Services-Suggestion 4	Proportion of DİB boarded Quran courses by gender	DİB administrative records	Data request (annual)
CEİD-Access to Religious Services-Suggestion 5	Number of students in MEB's primary education schools applying for exemption from weekly compulsory religion course by gender	MEB-DÖGM administrative record data	Data request (annual)

Table 2: List of Indicators Suggested by Thematic Areas (PARTICIPATION TO POLITICAL DECISION-MAKING)			
Obtainable indicators	Indicator	Data source	Data collection frequency
CEİD-Political Participation-Suggestion 1	Proportion of persons appointed to Presidential Policy Boards by gender	Presidency	Annual
CEİD-Political Participation- Suggestion 2	Proportion of membership in higher boards in public service by gender (disaggregated by Competition Board, Information Technologies and Communication Institution, Higher board for Radio and Television, Energy Market Regulatory Authority, Public Procurement Authority, Banking Regulation and Supervision Agency, Higher Board for Elections, Higher Education Board, Press Agency)	Relevant institutions	Annual
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Political Participation-Suggestion 3	Proportion of members of managing bodies of political parties with their groups in the parliament (disaggregated by province, district, youth section leaders and board members)	Administrative records of political parties	Data request (annual)
CEİD-Political Participation-Suggestion 4	Whether women's sections/units of political parties with their groups in the parliament have active role and say in determining women-related policies	Survey covering the target group	Survey period
CEİD-Political Participation-Suggestion 5	Whether women's sections/units of political parties with their groups in the parliament have active role and say in determining women-related policies	Survey covering the target group	Survey period

Table 2: List of Indicators Suggested by Thematic Areas (PARTICIPATION TO POLITICAL DECISION-MAKING)			
Indicators requiring research	Suggestion for research and indicator	Data source	Data collection frequency
CEİD-Political Participation-Suggestion 6	Proportion of members of managing bodies institutions and professional organizations of public character by gender (Disaggregated by TMMOB (Union of Turkish Chambers of Engineers and Architects) and affiliated chambers, Union of Turkish Bar Associations, Turkish Medical Association, Turkish Union of Banks, Turkish Pharmacists' Association, TÜRMOB (Turkish Union of Freelance Accountants, Financial Consultants and Certified Public Accountants), Turkish Association of Journalists)	Relevant institutions	Annual
CEİD-Political Participation-Suggestion 7	Proportion of membership in executive boards of industrial and employers' organizations by gender (Disaggregated by proportion of women in managing boards of such institutions as TÜSİAD, TOBB, TESK, TİSK, MUSİAD, TİM (Turkish Assembly of Exporters))	Relevant institutions	Annual

Available Indicator Data by Thematic Areas

Table 3: Available Indicator Data (EMPLOYMENT)													
INDICATORS	2016						2020						
	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	
CEiD-Employment-1 Number and rate of persons out of labour force by gender	20 052	67.5	8 133	28.0	28 185	48.0	21 855	69.1	9 851	31.8	31 706	57.5	
	2016						2020						
CEiD-Employment-2 Number and rate of persons out of labour force by gender and reasons for not participating	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	
<i>Lost hope in finding a job</i>	252	1.2	406	5.0	658	2.3	613	2.8	756	7.7	1 369	5.5	
<i>Ready to work while not looking for job (other)</i>	1 177	5.9	584	7.2	1 761	6.3	1 760	8.05	1 091	11.08	2 851	9.2	
<i>Engaged in household labour</i>	11 098	55.3	-	-	11 098	39.4	10 308	47.2	-	-	10 308	-	
<i>In education and training</i>	2 320	11.6	2 220	27.3	4 540	16.1	2 408	11.02	2 105	21.37	4 513	15.8	
<i>Retired</i>	958	4.8	3 201	39.4	4 159	14.8	1 281	5.86	3 605	36.6	4 886	28.5	
	2016						2020						
CEiD-Employment-3 Number and rate of employment by gender	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	
	8 312	30.6	18 893	69.4	27 205	46.3	8 306	26.3	18 506	59.8	26 812	42.8	

Table 3: Available Indicator Data (EMPLOYMENT-continued)												
INDICATORS	2016						2020					
	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)
CEiD-Employment-4	Composition of the labour force by gender											
<i>Agriculture</i>	2 384	28.7	2 920	15.5	5 304	19.5	1 891	22.8	2 825	15.3	4 716	18.1
<i>Non-agricultural</i>	5 928	71.3	15 973	84.5	21 901	80.5	6 415	77.2	15 682	84.7	22 097	82.5
<i>Informal in agriculture</i>	2 247	94.3	2 108	72.2	4 355	82.1	1 783	94.3	2 153	76.2	3 936	84.4
<i>Informal in non-agriculture</i>	1 432	24.2	3 324	20.8	4 756	21.7	1 299	20.3	2 967	18.9	4 266	19.3
<i>Wage earner</i>	5 276	63.5	13 101	69.3	18 377	67.5	5 728	68.9	12 991	70.2	18 719	69.8
<i>Self-employed</i>	734	8.8	3 801	20.1	4 535	16.6	758	9.1	3 662	19.8	4 420	16.5
<i>Unpaid family worker</i>	2 190	26.3	864	4.6	3 054	11.3	1 674	20.2	800	4.3	2 474	9.2
<i>Employer</i>	112	1.3	1 127	6.0	1 239	4.5	146	1.8	1 053	5.7	1 199	4.5
<i>Part-time worker</i>	1 585	19.1	1 221	6.4	2 806	10.3	1 619	19.5	1 712	9.5	3 331	14.2
CEiD-Employment-5	2016						2019					
Unionization rate by gender												
	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)
<i>Workers union membership</i>	254	7.4	1 182	12.3	1 501	11.4	352	8.8	1 448	15.5	1 859	13.8
<i>Public employee union membership</i>	692	28.2	1 065	43.4	1 757	37.4	686	58.8	1 016	73.5	1 702	66.8
CEiD-Employment-6	2014-2015											
Total working time by gender (hours/day)												
	Female						Male					
	08:03						07:11					
<i>Paid</i>	04:32						06:25					
<i>Unpaid</i>	03:31						00:46					

Table 3: Available Indicator Data (EMPLOYMENT-continued)												
INDICATORS	2016						2020					
	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)
CEiD-Employment-7 Number and rate of young people outside of education and employment (Age 15-24) (%)												
15-19	662	21.6	375	11.6	1 037	16.5	679	23.5	498	16.2	1 177	20.4
20-24	1 308	46.4	493	18.1	1 801	32.5	1 372	48.1	768	26.6	2 140	40.4
CEiD-Employment-8 Number of unemployed persons and rate of unemployment by gender												
<i>Non-agricultural</i>	1 007	18.1	1 759	9.6	2 766	12.8	1 336	20.7	2 401	13.9	3 469	16.0
<i>Broadly defined</i>	2 959	26.6	3 340	15.2	6 299	19.03	3 331	27.4	3 891	17.1	7 222	20.7
<i>Unemployed for one year or longer</i>	339	25.6	347	17.3	686	20.6	543	30.8	507	18.7	1 050	23.5
CEiD-Employment-9 Job placement number and rate of persons registered with İŞKUR by gender (%)												
	247	21.8	542	43.8	27 205	32.3	488	25.3	1 002	51.7	1 490	38.5

Table 3: Available Indicator Data (EMPLOYMENT-continued)						
CEiD-Employment-10 Difference in average annual real labour income by gender and level of education (%)	2016			2019		
	Female (Thousand TL)	Male (Thousand TL)	Earning differential by gender (%)	Female (Thousand TL)	Male (Thousand TL)	Earning differential by gender (%)
		20 645	26 438	75.9	28 214	37 072
Illiterate	9 289	12 338	75.3	11 852	17 305	68.5
Without any school diploma	8 509	15 183	56.0	13 576	20 506	66.2
Under high school	11 345	20 032	56.6	17 431	29 149	59.8
Graduates of high school and equivalent schools	17 107	27 073	63.2	25 049	36 678	68.3
Higher education graduates	32 847	43 598	74.5	42 238	57 848	73.0
CEiD-Employment-11 Net preschool enrolment rate by gender	2016			2017		
	Female Child	Male Child	Total	Female Child	Male Child	Total
	35.1	35.9	35.5	38.2	38.8	38.5
Age 3-5	45.1	46.3	45.7	50	50.9	50.4
Age 4-5	57.4	60.1	58.8	65.8	68	66.9
Age 5						

Table 3: Available Indicator Data (POVERTY)												
INDICATORS	2016						2019					
	Female (%)		Male (%)		Total (%)		Female (%)		Male (%)		Total (%)	
CEiD-Poverty-1 Rate of relative poverty by gender *	15.8		14.7		15.3		15.9		15.0		15.4	
CEiD-Poverty-2 Rate of relative poverty by gender and education status	2016						2019					
	Female (%)		Male (%)		Total (%)		Female (%)		Male (%)		Total (%)	
<i>Illiterate</i>	33.8		42.8		35.3		34.1		41.1		35.2	
<i>Without any school diploma</i>	37.1		37.8		33.5		30.1		38.6		32.8	
<i>Under high school</i>	18.4		20.7		19.6		18.9		21.8		20.4	
<i>Graduates of high school and equivalent schools</i>	9.5		11.0		10.4		12.3		11.5		11.9	
<i>Higher education graduates</i>	3.4		2.9		3.2		4.3		4.2		4.2	
CEiD-Poverty-3 Number and distribution of persons receiving disability benefits by gender and type of benefits	2016						2019					
	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)	Female (000)	Female (%)	Male (000)	Male (%)	Total (000)	Total (%)
	334	39.8	506	60.2	840	100	360	41.6	505	58.4	865	100
<i>Unconditional disability benefits</i>	18	13.4	116	86.6	134	100	21	14.8	121	85.2	142	100
<i>Conditional disability benefits</i>	316	44.8	390	55.2	706	100	339	46.9	384	53.1	723	100

Table 3: Available Indicator Data (POVERTY- continued)												
CEiD-Poverty-4 Number and distribution of persons receiving retirement/old age benefits by gender	2016						2019					
	Femal e (000)	Femal e (%)	Male (000)	Male (%)	Total (000)	Total (%)	Fema le (000)	Femal e (%)	Male (000)	Male (%)	Total (000)	Total (%)
	2 093	23.8	6 718	76.2	8 811	100	2 536	25.7	7 314	74.3	9 850	100
<i>Unconditional retirement/old age benefits</i>	1 747	21.3	6 448	78.7	8 195	100	2 013	22.3	7 031	77.7	9 044	100
<i>Conditional retirement/old age benefits</i>	346	56.2	270	43.8	616	100	523	64.9	283	35.1	806	100
CEiD-Poverty-5 Number and distribution of persons receiving survivors benefits by gender	2016						2018					
	Femal e (000)	Femal e (%)	Male (000)	Male (%)	Total (000)	Total (%)	Fema le (000)	Femal e (%)	Male (000)	Male (%)	Total (000)	Total (%)
	3 307	92.7	262	7.3	3 569	100	3 492	92.9	267	7.1	3 759	100
<i>Unconditional survivors' benefits</i>	2 971	92.2	251	7.8	3 222	100	3 278	92.8	255	7.2	3 533	100
<i>Conditional survivors' benefits</i>	336	96.8	11	3.2	347	100	214	94.7	12	5.3	226	100

*Rate of relative poverty - Disposable income-based - Less than 60% the median equivalent household income

Table 3: Available Indicator Data (EDUCATION)												
INDICATORS	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEID-Education-1	2 077	84.4	384	15.6	2 462	100	1 738	85.9	286	14.1	2 024 637	100
Distribution of illiterate persons aged 15+ by gender	950		654		604		225		412			
CEID-Education-2	2016						2020					
Net school enrolment rates by gender and level of education	Female (%)			Male (%)			Female (%)			Male (%)		
	Total (%)			Total (%)			Total (%)			Total (%)		
Primary school	95.2			94.5			93.5			93.7		
Secondary school	94.4			94.4			96.2			95.7		
Secondary education	80.2			79.4			84.8			85.2		
CEID-Education-3	2016						2020					
Distribution of students in basic formal education by gender, level of education and type of school	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
Public preschool education	486 260	47.8	531 176	52.2	1 017 436	100	648 312	48.4	692 195	51.6	1 340 507	100
Private preschool education	89 497	46.7	102 173	53.3	191 670	100	135 159	46.7	154 054	53.3	289 213	100
Public primary schools	2 507		2 620		5 128		2 431		2 574		5 005	
Private primary schools	804	48.9	860	51.1	664	100	652	48.6	275	51.4	927	100
Public secondary schools	2 236		2 358		4 595		2 512		2 619		5 131	
Private secondary schools	356	48.7	986	51.3	342	100	365	49.0	066	51.0	431	100
Public secondary education	1 870		1 928		3 798		1 815		1 896		3 712	
Private secondary education	221	49.2	676	50.8	897	100	758	48.9	255	51.1	013	100
Public secondary education	224 542	47.5	248 069	52.5	472 611	100	237 250	42.6	320 222	57.4	557 472	100

Table 3: Available Indicator Data (EDUCATION-continued)												
CEiD-Education-4 Distribution of students in secondary education by gender and programme type	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
<i>General secondary education</i>	1 472 919	48.3	1 574 584	51.7	3 047 503	100	1 703 650	49.9	1 708 914	50.1	3 412 564	100
<i>Vocational and technical secondary education</i>	1 083 474	46.4	1 254 306	53.7	2 337 780	100	796 706	43.2	1 048 691	56.8	1 845 397	100
<i>Religious high schools</i>	379 600	56.1	297 605	43.9	677 205	100	340 326	55.8	269 681	44.2	610 007	100
CEiD-Education-5 Distribution of students in vocational and technical secondary education by gender and school type	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
<i>Public</i>	784 315	44.0	997 595	56.0	1 781 910	100	518 609	38.6	823 941	61.4	1 342 550	100
<i>Private</i>	48 503	48.9	50 714	51.1	99 217	100	32 626	30.0	76 292	70.0	108 918	100

Table 3: Available Indicator Data (EDUCATION- continued)													
INDICATORS	2016						2020						
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
CEiD-Education-6	Distribution of students in open education by gender and level of education												
<i>Secondary schools</i>	211 882	62.7	126 193	37.3	338 075	100	142 240	63.9	80	36.1	222	638	100
<i>High schools</i>	510 133	42.1	702 859	57.9	121	2992	479 974	43.7	617	56.3	1 097	394	100
<i>Vocational high schools (except iHL)</i>	75 164	37.2	126 644	62.8	201 808	100	50 323	32.1	106	67.9	156	613	100
<i>Religious high schools (iHL)</i>	80 441	66.3	40 894	33.7	121 335	100	62 229	58.1	44	41.9	107	160	100
<i>Undergraduate</i>	757 334	41.3	1 078	58.7	1 835	563	930 312	44.4	1 166	55.6	2 096	720	100
CEiD-Education-7	2016						2020						
Distribution of students in higher education by gender and level of education (disaggregated by two-year, undergraduate, post-graduate and PhD)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
<i>Two-year degree</i>	1 087		1 198		2 285		1 526		1 476		3 002		
	063	47.6	343	52.4	406	100	121	50.8	843	49.2	964	100	
<i>Undergraduate</i>	1 777		2 123		3 900		2 119		2 419		4 538		
	317	45.6	284	54.4	601	100	610	46.7	316	53.3	926	100	
<i>Postgraduate</i>	167 586	40.2	249 498	59.8	417 084	100	138 888	46.8	158	53.2	297	001	100
<i>PhD</i>	35 702	41.5	50 392	58.5	86 094	100	46 943	46.4	54	53.6	101	242	100

Table 3: Available Indicator Data (EDUCATION- continued)												
CEiD-Education-8 Distribution of trainees by gender and type of non-formal education institutions	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
Public non-formal education institutions	4 043 096	52.6	3 646 985	47.4	7 690 081	100	4 990 957	59.9	3 337 873	40.1	8 328 830	100
<i>Vocational Training Centres</i>	38 581	17.2	185 818	82.8	224 399	100	41 762	22.3	145 495	77.7	187 257	100
<i>Girls' Technical Schools</i>	9 170	72.5	3 485	27.5	12 655	100	5 456	95.7	246	4.3	5 702	100
<i>Adult Education Centres</i>	3 954 941	53.8	3 393 446	46.2	7 348 387	100	4 900 758	60.9	3 145 515	39.1	8 046 273	100
Special non-formal education institutions	770 758	35.5	1 403 310	64.5	2 174 068	100	918 923	34.9	1 710 606	65.1	2 629 529	100
CEiD-Education-9 Distribution of teachers in basic formal education by gender and education level	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
<i>Pre-school</i>	68 357	94.6	3 871	5.4	72 228	100	52 663	93.7	3 555	5.3	56 218	100
<i>Primary school</i>	180 253	59.5	122 708	40.5	302 961	100	196 808	63.6	112 439	36.4	309 247	100
<i>Secondary school</i>	176 448	54.7	146 232	45.3	322 680	100	216 979	58.4	154 611	41.6	371 590	100
<i>Secondary education</i>	158 397	47.2	177 293	52.8	335 690	100	193 475	50.8	187 156	49.2	380 631	100
<i>General secondary education</i>	70 457	46.5	81 001	53.5	151 458	100	97 546	52.2	89 368	47.8	186 914	100
<i>Vocational and technical secondary education</i>	87 940	47.7	96 292	52.3	184 232	100	95 929	49.5	97 788	50.5	193 717	100
<i>Religious education</i>	30 643	48.7	32 282	51.3	62 925	100	51 540	53.6	44 560	46.4	96 100	100

Table 3: Available Indicator Data (EDUCATION- continued)												
INDICATORS	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Education-10 Distribution of scholarship students in primary and secondary education institutions by gender	126 408	52.2	115 943	47.8	242 351	100	155 530	55.8	123 366	44.2	278 896	100
<i>Basic Education</i>	33 576	51.7	31 392	48.3	64 968	100	52 101	53.1	46 042	46.9	98 143	100
<i>Secondary Education</i>	75 359	53.0	66 827	47.0	142 186	100	81 895	56.8	62 235	43.2	144 130	100
<i>Vocational and Technical Education</i>	7 686	49.4	7 870	50.6	15 556	100	2 679	48.7	2 819	51.3	5 498	100
<i>Religious Education</i>	9 664	50.0	9 645	50.0	19 309	100	18 645	60.8	12 012	39.2	30 657	100
<i>Special Education and Guidance Services</i>	123	37.0	209	63.0	332	100	210	44.9	258	55.1	468	100
CEiD-Education-11 Capacity of dormitories under Higher Education, Credit and Dormitories Institution by gender	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
	286 623	63.6	164 318	36.4	450 941	100	431 241	61.9	265 740	38.1	696 981	100

Table 3: Available Indicator Data (STEM)												
INDICATORS	2015						2018					
	Female		Male		Total		Female		Male		Total	
CEiD- STEM-1 Average mathematics literacy score by gender	418		423		420		450.7		456.5		454	
CEiD- STEM-2 Average sciences literacy score by gender	429		422		425		472		464.6		468	
CEiD- STEM-3 Average literacy skills score by gender	442		414		428		478.4		453.1		466	
CEiD- STEM-4 Distribution of students in science high schools by gender and school type	2017						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
<i>Public</i>	55 325	55.9	43 574	44.1	98 899	100	64383	53.2	56 641	46.8	121 024	100
<i>Private</i>	10 854	50.2	10 753	49.8	21 607	100	26 469	50.1	26 339	49.9	52 808	100
CEiD- STEM-5 Percentage of vocational and technical secondary education graduates in total secondary education graduates by gender	2015						2019					
	Female (%)		Male (%)		Total (%)		Female (%)		Male (%)		Total (%)	
	48.4		50.1		49.7		41.5		45.3		43.4	

Table 3: Available Indicator Data (STEM-continued)						
INDICATORS	2015			2019		
	Female (%)	Male (%)	Total (%)	Female (%)	Male (%)	Total (%)
CEİD- STEM-6 R&D human resources distribution by gender and by occupational groups and sectors)	34.9	65.1	100	36.1	63.9	100
<i>Researchers</i>	37.3	62.7	100	37.0	63.0	100
<i>Technicians and equivalent</i>	18.5	81.5	100	28.3	71.7	100
<i>Other support personnel</i>	27.0	73.0	100	39.8	60.2	100
<i>Financial and non-financial institutions</i>	23.6	76.4	100	25.6	74.4	100
<i>State</i>	25.1	74.9	100	28.7	71.3	100
<i>Higher education</i>	42.6	57.4	100	44.7	55.3	100

Table 3: Available Indicator Data (URBAN RIGHTS)				
INDICATORS	2016		2020	
CEİD-Urban Rights-1 Proportion of women in total personnel of the Turkish Union of Municipalities ²⁸⁶ (%)	34.2		29.5	
CEİD-Urban Rights-2 Number of existing equality units in province and district municipalities			24	
CEİD-Urban Rights-3 Number of municipalities that are signatories to the CEMR European Charter for Equality of Women and Men in Local Life ²⁸⁷	21		30	
	2016		2020	
	Female (%)	Male (%)	Female (%)	Male (%)
CEİD-Urban Rights-4 Proportion of individuals who feel safe at night in their living environments	47.5	71.0	48.7	69.9
CEİD-Urban Rights-5 Proportion of individuals who feel safe while alone at home by gender	76.0	86.7	78.3	85.4
CEİD-Urban Rights-6 Proportion of individuals who are satisfied with municipal services to persons with disabilities by gender	48.5	52.7	49.0	51.5
CEİD-Urban Rights-7 Proportion of individuals who are satisfied with municipal services to the sick and poor by gender	53.0	58.2	52.8	53.2
CEİD-Urban Rights-8 Proportion of individuals who are satisfied with municipal services for occupation building by gender	56.6	54.9	53.1	47.2
CEİD-Urban Rights-9 Proportion of individuals who are satisfied with municipal lighting services by gender	74.5	71.4	75.9	73

²⁸⁶ TBB Annual Reports (2016, 2017, 2018, 2019). Online access: <https://www.tbb.gov.tr/birligimiz/faaliyet-raporu-ve-stratejik-plan/faaliyet-raporu/> (Date of access: 04.12.2020)

²⁸⁷ <https://www.tbb.gov.tr/dis-iliskiler/uluslararasi-iliskiler/cemr-avrupa-yerel-yasamda-kadin-erkek-esitligi-sarti>

INDICATORS	2016		2020	
	Female (%)	Male (%)	Female (%)	Male (%)
CEiD-Urban Rights-10 Proportion of individuals who are satisfied with the attitude of security forces (police and gendarme) to citizens by gender	68.9	72.1	73.4	75.5
CEiD-Urban Rights-11 Proportion of individuals who are satisfied with public security and safety services by gender	74.8	76.6	75.9	78.9
CEiD-Urban Rights-12 Proportion of individuals who are satisfied with municipal green spaces by gender	58.7	58.9	59.6	57.4
CEiD-Urban Rights-13 Proportion of individuals who are satisfied with municipal services in providing roads/sidewalks by gender	60.7	57.2	58.8	53.7

Table 3: Available Indicator Data (WOMEN REFUGEES)						
INDICATORS	2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Women Refugees-1 Distribution of population under temporary protection by gender	1 670 990	46.2	1 947 928	53.8	3 618 918	100
	2020					
CEiD-Women Refugees-2 Gender-based rate of school enrolment in persons under temporary protection	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
<i>Distribution of preschool students by gender</i>	15 794	48.4	16 818	51.6	32 612	100
<i>Distribution of primary school students by gender</i>	170 887	48.4	181 968	51.6	352 855	100
<i>Distribution of secondary school students by gender</i>	134 292	48.9	140 155	51.1	274 447	100
<i>Distribution of high school students by gender</i>	56 833	51.2	54 177	48.8	111 010	100
<i>Distribution of Syrian citizens attending higher education by gender</i>	13 413	36.0	23 823	64.0	37 236	100
CEiD-Women Refugees-3 Distribution of women under temporary protection by their levels of education	2018					
<i>Proportion of those who are illiterate</i>	(%)					
<i>Proportion of those who have never been to school or attended primary or secondary school</i>	21.9					
<i>Proportion of those who attended higher than secondary school</i>	58.5					
	19.6					

Table 3: Available Indicator Data (WOMEN REFUGEES - continued)						
INDICATORS	2018					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Women Refugees-4 Distribution of refugees under temporary protection who have work permit by gender	3 047	8.8	31 526	91.2	34 573	100
CEiD-Women Refugees-5 Proportion of women under temporary protection who are employed						8.7
CEiD-Women Refugees-6 Rate of access to family planning services by women under temporary protection						67.4
CEiD-Women Refugees-7 Rate of access to prenatal care services by women under temporary protection						92.9
CEiD-Women Refugees-8 Rate of access to postnatal care services by women under temporary protection						89.4
	2017			2020²⁸⁸		
CEiD-Women Refugees-9 Number of persons applying for international protection	342 500			369 400		
	2017			2020		
	Child (%)	Female (%)	Male (%)	Child (%)	Female (%)	Male (%)
CEiD-Women Refugees-10 Proportional distribution of international protection applicants by gender and age	32	23	45	32	22	46

²⁸⁸ Number of persons applying to the UNHCR as of 10 September 2018.

Table 3: Available Indicator Data (TRAFFICKING IN HUMAN BEINGS AND WOMEN)						
CEiD-Trafficking in Human Beings and Women-1 Number of victims of trafficking in human beings by gender	2016			2019		
	Female (No)	Male (No)	Total (No)	Female (No)	Male (No)	Total (No)
	163	18	181	195	20	215

Table 3: Available Indicator Data (HEALTH)			
INDICATORS	2016-2018		
	Female (%)	Male (%)	Total (%)
CEiD-Health-1 Life expectancy at birth by gender (years)	81	75.6	78.3
CEiD-Health-2 Satisfaction with overall health status by gender (satisfied, very satisfied) (%)	62.4	74.3	
	2019		
	Female (%)	Male (%)	Total (%)
CEiD-Health-3 Low physical activity rate by gender (%)	53.1	31.7	42.4
CEiD-Health-4 Usage of tobacco and tobacco products for ages 15 + by gender (%)	14.9	41.3	28.0
CEiD-Health-5 Obesity rate for ages 15 + by gender (%)	24.8	17.3	21.1
	2016		
	Female		Male
CEiD-Health-6 Total incidence of cancer by gender (in 100,000. According to Word Standard Population)	183.2		259.9
	2018		
CEiD-Health-7 Proportion of women aged 15+ who have never performed a breast self-examination (%)	60.6		
	2016		
CEiD-Health-8 Proportion of women aged 15+ who have never had cervical screening (%)	69.3		
	2018		
CEiD-Health-9 Proportion of caesarean births in all hospital deliveries	56		
CEiD-Health-10 Maternal mortality rate (in 100,000 live births)	13.6		

Table 3: Available Indicator Data (HEALTH SERVICES - continued)	
	2015
CEiD-Health-11	Female
Causes of pregnancy-related deaths	(%)
<i>Directly obstetric causes</i>	41.1
<i>Indirectly obstetric causes</i>	51.5
<i>Cause not known</i>	6.6
	2018
CEiD-Health-12	Female
Rate of adolescent (Age 15-19) motherhood	(%)
	3.5
CEiD-Health-13	90
Rate of receiving four or more care services during antenatal period (Age group 15-49, married women or women with partners)	
CEiD-Health-14	96
Rate of receiving postnatal care (Age group 15-49, married women or women with partners)	
CEiD-Health-15	12
Rate of unmet need for contraceptive use (Age group 15-49, married women or women with partners)	

Table 3: Available Indicator Data (SPORTS)													
INDICATORS	2018												
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
CEiD-Sports-1 Distribution of licensed athletes by gender	1 646 102	33.5	3 261 853	66.5	4 907 955	100							
CEiD-Sports-2 Distribution of active athletes by gender	261 849	37.6	433 849	62.4	695 698	100							
	2018						2020						
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
CEiD-Sports-3 Gender distribution in decision-making mechanisms of federations (in most funded top eight sports branches ²⁸⁹) (president, secretary general)	6	5.0	113	95.0	119	100	5	4.2	115	95.8	120	100	
CEiD-Sports-4 Gender distribution in management boards of federations (in most funded top eight sports branches)	2	25.0	6	75.0	8	100	2	25.0	6	75.0	8	100	

²⁸⁹ First eight most funded sports branches: Turkish Basketball Federation, Turkish Wrestling Federation, Turkish Swimming Federation, Turkish Skiing Federation, Turkish Volleyball Federation, Turkish Taekwondo Federation, Turkish Golf Federation and Turkish Bicycling Federation.

Table 3: Available Indicator Data (VAW)	
INDICATORS	2014
CEİD-VAW -1	Female
Rates of different forms of violence to women by their intimate male partners (women aged 15-59 and disaggregated by physical, sexual and emotional violence)	(%)
<i>Prevalence of physical violence</i>	36
<i>Prevalence of sexual violence</i>	12
<i>Prevalence of physical and/or sexual violence</i>	38
<i>Prevalence of emotional violence</i>	44
<i>Physical violence during pregnancy</i>	8.3
CEİD-VAW-2	27
Prevalence of stalking (age 15-59)	
CEİD-VAW-3	11.0
Rate of women applying to institutions for incidences of violence (%)	
	Female (number)
CEİD-VAW-4	145
Number of shelters	
<i>Number of guesthouses managed by the Ministry</i>	110
<i>Number of guesthouses managed by local governments</i>	32
<i>Number of guesthouses managed by the Ministry of Interior</i>	2
<i>Number of shelters managed by civil society organizations</i>	1
	2020
CEİD-VAW-5	Female
Number of persons utilizing women's guesthouses	(%)
<i>Number of persons utilizing women's guesthouses</i>	3 766
<i>Number of children utilizing women's guesthouses</i>	2 413
CEİD-VAW-6	81
Number of ŞÖNİMs	

Table 3: Available Indicator Data (VAW-continued)	
CEİD-VAW-7	Female
Number of persons utilizing ŞÖNİMs	(%)
<i>Number of women utilizing ŞÖNİMs (January 2013-January 2020)</i>	448 409
<i>Number of children utilizing ŞÖNİMs (January 2013-January 2020)</i>	792
<i>Number of men utilizing ŞÖNİMs (January 2013-January 2020)</i>	33 600
CEİD-VAW-8	15
Total number of provinces where technical surveillance methods are used in combating violence against women	
CEİD-VAW-9	192
Number of Ministry of Justice- Prosecutor Offices investigating cases of domestic violence	
	2020
	Female
	(%)
CEİD-VAW-10	81
Number of provinces with Action Plans in combating KYTCTŞ (harassment, sexual assault and violence against women)	
CEİD-VAW-11	16
Number of Sexual Harassment and Assault Centres in universities	
CEİD-VAW-12	
Number of cases of femicide	
<i>BİANET</i>	284
<i>Stop Femicide Platform</i>	300
CEİD-VAW-13	No
Availability of 7/24 special service lines for cases of violence against women (yes/no)	
CEİD-VAW-14	Yes
Istanbul Convention in effect (yes/no)	

Table 3: Available Indicator Data (CEFM)			
INDICATORS	2018		
CEİD-CEFM-1	Female		
Proportion of women aged 20-24 who married before the age 18 and 15	(%)		
<i>Before the age 18</i>	14.7		
<i>Before the age 15</i>	2.0		
CEİD-CEFM-2	Yes		
Whether Lanzarote Convention is in effect (yes/no)	No		
CEİD-CEFM-3	No		
Presence of a national strategy and action plan to prevent CEFM and harmful traditional practices on women/girls (yes/no)			
CEİD-CEFM-4	2019		
Proportion of students aged 14-17 enrolled in open education high schools by gender	Female (%)	Male (%)	Total (%)
	43.7	56.3	100
	2018		
CEİD-CEFM-5	Female		
Proportion of those with correct information about when conception is possible by age	(%)		
<i>15-19</i>	17.8		
<i>20-24</i>	27.9		
CEİD-CEFM-6	46		
Proportion of women aged 20-24 who married before the age 18 whose marriage decision was made by families	37		
CEİD-CEFM-7	37		
Proportion of consanguineous marriages in women aged 20-24 who married before the age 18	38		
CEİD-CEFM-8	38		
Proportion of cases of bride wealth in women aged 20-24 who married before the age 18			
CEİD-CEFM-9			
Forms of marriage ceremony and their order in women aged 20-24 who married before the age 18			
<i>Proportion of marriages acted only through religious ceremony</i>	7		
<i>Proportion of marriage acts with both religious and civil ceremonies while religious ceremony preceded the other</i>	64		
<i>Proportion of marriage acts with both religious and civil ceremonies while civil ceremony preceded the other</i>	25		
<i>Proportion of marriages acted only through civil ceremony</i>	4		

Table 3: Available Indicator Data (CEFM-continued)	
	2018
CEiD-CEFM-10	Female
Age difference in couples aged 20-24 who married before the age 18	(%)
<i>Proportion of marriages where the male is at least 10 years older</i>	16
<i>Proportion of marriages where the male is older by 5-9 years</i>	50
	Female
CEiD-CEFM-11	22.6
Preferred marriage age average for women aged 20-24 who married before the age 18	

Table 3: Available Indicator Data (MEDIA)												
INDICATORS	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Media-1												
Distribution of printed media workers by gender												
<i>Publication section</i>	15 704	38.7	24 882	61.3	40 586	100	14 519	40.0	21 744	60.0	36 254	100
<i>Printing and circulation section</i>	2 159	21.8	7 748	78.2	9 907	100	1 167	19.5	4 825	81.5	5 992	100
CEiD-Media-2												
Gender distribution by title												
<i>General Director</i>	175	22.4	605	77.6	780	100	138	23.6	446	76.4	584	100
<i>Publication Director</i>	533	23.2	1 763	76.8	2 296	100	519	25.8	1 494	74.2.4	2 013	100
<i>Chief Editor</i>	552	26.9	1 500	73.1	2 052	100	477	28.1	1 220	71.9	1 697	100
<i>Managing Editor</i>	751	28.5	1 885	71.5	2 636	100	708	30.2	1 637	69.8	2 345	100
<i>Page Editor</i>	2 065	45.6	2 466	54.4	4 531	100	1 919	44.9	2 351	55.1	4 270	100
CEiD-Media-3												
Gender distribution of personnel in regulating bodies and state-run media corporations												
<i>Number and gender distribution of persons working the Higher Board for Radio and Television</i>	132	34.3	252	65.6	384	100	216	38.4	346	61.6	562	100
<i>Number and gender distribution of personnel in the Department of Corporate Communication²⁹⁰</i>												
	284	41.0	678	59.0	962	100	291	41.9	403	58.1	694	100

²⁹⁰ The BYEGM was closed on 10 July 2018; all duties and authorities as well as assets were transferred to the Presidency of Communication. 2016 data for the related indicator is from the BYEGM..

Table 3: Available Indicator Data (MEDIA-continued)													
CEiD-Media-4 Rate of computer use by gender	2016						2018						
	Female (%)			Male (%)			Female (%)			Male (%)			
	45.9			64.1			50.6			68.6			
CEiD-Media-5 Rate of internet use by gender	2016						2020						
	Female (%)			Male (%)			Female (%)			Male (%)			
	51.9			70.5			73.3			84.7			
CEiD-Media-6 Rate of social media account holders by gender	2020												
	Female (%)						Male (%)						
	77.1						82.9						
	2016						2019						
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
CEiD-Media-7 Distribution of students enrolled in faculties of communication under YÖK by gender	21 968	44.0	27 972	56.0	49 940	100	29 079	45.2	35 225	54.8	64 304	100	
CEiD-Media-8 Distribution of academic staff in faculties of communication by gender	832	54.2	702	45.8	1 534	100	987	51.9	915	48.1	1 902	100	

Table 3: Available Indicator Data (ACCESS TO JUSTICE)						
INDICATORS	2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Justice-1	642 150	32.6	1 325 353	67.3	1 967 503	100
Total number and distribution of victims and complainants of a criminal offence by gender and nationality						
<i>Turkish citizens</i>	599 017	32.7	1 234 156	67.3	1 833 173	100
<i>Foreigners</i>	43 133	32.1	91 197	67.9	134 330	100
	2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Justice-2	461 236	10.9	3 784 815	89.1	4 246 051	100
Number and distribution of persons tried for criminal offences by gender and age						
<i>12-14</i>	10 183	10.4	88 020	89.6	98 203	100
<i>15-17</i>	10 982	8.0	125 894	92.0	136 876	100
<i>18+</i>	440 071	11.0	3 570 901	89.0	4 010 972	100
	2019					
	Total (No)					
CEiD-Access to Justice-3						
Number of court decisions given according to Law no. 6284						743 338
<i>Total number of requests for protection according to Law no. 6284</i>						264 660
<i>Number of requests for protection rejected according to Law no. 6284</i>						41 383
<i>Number of requests for protection fully accepted according to Law no. 6284</i>						169 992
<i>Total number of decisions about protection orders given according to Law no. 6284</i>						264 753
<i>Total number of objections to decisions of preventive detention according to Law no. 6284</i>						1 304
<i>Total number of rejections to objections to decisions of preventive detention according Law no. 6284</i>						962
<i>Total number of accepted objections to decisions of preventive detention according Law no. 6284</i>						284

Table 3: Available Indicator Data (ACCESS TO JUSTICE - continued)						
	2019					
	Total (No)					
CEiD-Access to Justice-4 Number of studies that illustrate gender-based differences in persons' trust in the justice system	5					
	2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Justice-5 Number and distribution of staff in the judiciary by gender	7388	37.8	12 136	62.2	19 524	100
<i>Number and distribution of judges in judicial justice by gender</i>	4 298	50.1	4 274	49.9	8 572	100
<i>Number and distribution of judges in administrative justice by gender</i>	1171	68.8	531	31.2	1702	100
<i>Number and distribution of judges in regional courts of justice by gender</i>	570	34.6	1 077	65.4	1 647	100
<i>Number and distribution of judges in regional administrative courts by gender</i>	121	33.9	236	66.1	357	100
<i>Number and distribution of judges in Constitutional Court by gender</i>	25	21.0	94	79.0	119	100
<i>Number and distribution judges in the Council of State by gender</i>	254	44.3	319	55.7	573	100
<i>Number and distribution of public prosecutors in judicial justice by gender</i>	885	15.0	5 019	85.0	5 904	100
<i>Number and distribution of public prosecutors in regional courts of justice by gender</i>	15	7.5	186	92.5	201	100
<i>Number and distribution of chief prosecutors in judicial justice by gender</i>	1	0.4	222	99.6	223	100
<i>Number and distribution of prosecutors in the Court of Appeals by gender</i>	31	15.7	167	84.3	198	100
<i>Number and distribution of prosecutors in the Council of State by gender</i>	17	60.7	11	39.3	28	100

Table 3: Available Indicator Data (MASCULINITY)				
INDICATORS	2019			
	Female (No)	Female (%)	Male (No)	Male (%)
CEiD-Masculinity-1 Distribution of beliefs about male superiority by gender				
"Women having equal rights with men is one of the fundamental characteristics of democracy."	109	9.4	114	9.7
"Men generally make better political leaders than women "	534	45.8	716	61.2
"Receiving university education is more important for the male child than it is for the female "	356	30.0	417	35.3
"If a country is struggling with unemployment, employment is men's right more than women's. "	551	46.6	685	57.8
" Men generally make better company managers than women "	480	41.6	637	55.3
"It is sometimes necessary for the man to beat his wife "	60	5.0	39	3.2
CEiD-Masculinity-2 Distribution of household-level decision makers by gender	2016			
	Female (%)	Male (%)	Total (%)	
House selection	34.1	65.9	100	
House setup	78.1	21.9	100	
Issues related to children	44.9	55.1	100	
Relations with relatives	40.3	59.7	100	
Relations with neighbours	56.1	43.9	100	

Table 3: Available Indicator Data (MASCULINITY-continued)			
	2016		
	Female (%)	Male (%)	Total (%)
CEiD-Masculinity-3			
Division of domestic labour by gender			
<i>Cooking</i>	91.2	8.8	96.9
<i>Daily shopping for food, drink, etc.</i>	54.5	45.5	96.8
<i>Payment of monthly bills</i>	22.3	77.7	95.1
<i>Small repair/fixing work</i>	11.1	88.9	80.6
<i>Indoor painting, whitewashing</i>	19.6	80.4	49.0
<i>Ironing</i>	89.7	10.3	89.6
<i>Laundry (including use of washing machine)</i>	91.3	8.8	97.0
<i>Dish washing (including use of dish washer)</i>	90.8	9.2	97.5
<i>Simple sewing, buttonhole, etc.</i>	92.4	7.6	93.7
<i>Serving the evening tea</i>	89.3	10.7	97.8
<i>Setting and cleaning the dinner table</i>	89.9	10.1	98.0
<i>Daily house cleaning and tidying up</i>	91.3	8.7	97.1
<i>Weakly/monthly house cleaning</i>	92.0	8.0	90.9
	2014		
	Male (%)		
CEiD-Masculinity-4			
Distribution of male perpetrators of violence by their work status			
<i>Working</i>			36.9
<i>Not working</i>			38.9

Table 3: Available Indicator Data (MASCULINITY-continued)			
	2014		
CEiD-Masculinity-5	Male (%)		
Distribution of male perpetrators of violence by their educational status			
<i>No education</i>	43.3		
<i>Primary school</i>	40.9		
<i>Secondary school</i>	35.8		
<i>High school</i>	29.8		
<i>University graduate, host-graduate</i>	20.5		
	2016		
CEiD-Masculinity-6	Mother (%)	Father (%)	Total (%)
Distribution of discipline methods by gender			
<i>Locking up in a room</i>	9.5	8.1	8.9
<i>Restricting play</i>	38.1	40.2	39.0
<i>Cutting pocket money</i>	13.3	15.3	14.2
<i>Restricting TV time</i>	40.5	41.2	40.8
<i>Scolding</i>	76.2	67.8	72.6
<i>Silent treatment</i>	26.4	17.4	22.5
<i>Restricting new purchases</i>	36.6	31.6	34.4
<i>Restricting time with friends</i>	16.0	12.2	14.3
<i>Beating</i>	25.6	14.3	20.7
<i>Slapping</i>	37.5	26.2	32.6
<i>Banning internet use</i>	47.3	50.5	48.7
<i>Banning mobile phone use</i>	30.0	30.8	30.3
<i>Other</i>	0.2	0.5	0.3

Table 3: Available Indicator Data (MASCULINITY-continued)						
	2019					
	Mother (No)	Mother (%)	Father (No)	Father (%)	Total (No)	Total (%)
CEiD-Masculinity-7 Distribution of single-parent households by gender	1 726 532	78.2	482 739	21.8	2 209 271	100
	2020					
CEiD-Masculinity-8 Time spent on childcare by fathers	Father (%)					
<i>Paying attention to</i>						51
<i>Walking around together</i>						45
<i>Playing with</i>						36
<i>Interest in issues related to creche, school</i>						27
<i>Studying together</i>						29
<i>Reading books</i>						19
<i>Putting to sleep</i>						13
<i>Feeding</i>						13
<i>Giving bath</i>						10
<i>Changing</i>						8

Table 3: Available Indicator Data (ACCESS TO RELIGIOUS SERVICES)													
INDICATORS	2016						2020						
	Female (No)		Male (No)		Total (No)		Female (No)		Male (No)		Total (No)		
CEİD-Access to Religious Services-1													
Number of staff managing religious services by gender	Female (No)		Male (No)		Total (No)		Female (No)		Male (No)		Total (No)		
<i>Department of Religious Affairs (DİB), President</i>	0		1		1		0		1		1		
<i>Deputy Presidents of the Department of Religious Affairs (DİB)</i>	1		4		5		1		4		5		
<i>Chair of the Supreme Board for Religious Affairs (DİYK)</i>	0		1		1		0		1		1		
<i>Members of the Supreme Board for Religious Affairs (DİYK)</i>	0		14		14		0		14		14		
	2016						2019						
	Female (No)		Male (No)		Total (No)		Female (No)		Male (No)		Total (No)		
CEİD-Access to Religious Services-2													
Number of muftis in the Department of Religious Affairs by gender	0		81		81		0		81		81		
	2016												
	Female (No)		Male (No)		Total (No)		Female (No)		Male (No)		Total (No)		
CEİD-Access to Religious Services-3													
Distribution of personnel in family religious guidance offices in the Department of Religious Affairs by gender	243		31.8		521		68.2		764		100		
	2016						2019						
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	
CEİD-Access to Religious Services-4													
Distribution of personnel in the Department of Religious Affairs by gender	17 886	15.9	94 838	84.1	112 724	100	17 824	17.1	86 990	82.9	104 814	100	
<i>Headquarters</i>	79	7	1 043	93	1 122	100	111	8.00	1 291	92.0	1 402	100	
<i>Branch offices</i>	17 744	16.1	92 721	83.9	110 465	100	17 624	17.3	84 457	82.7	102 081	100	
<i>Education centre directorates</i>	63	5.8	1 021	94.2	1 084	100	89	7.00	1 180	93.0	1 269	100	
<i>Mission abroad</i>	0	0	53	100	53	100	0	0	62	100	62	100	

Table 3: Available Indicator Data (ACCESS TO RELIGIOUS SERVICES-continued)												
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-5 Distribution of teachers in the General Directorate of Religious Teaching by gender	37 389	51.6	35 032	48.4	72 421	100	51 540	53.6	44 560	46.4	96 100	100
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-6 Distribution of academic staff in YÖK faculties of theology by gender	440	19.6	1 801	80.4	2 241	100	911	20.3	3 581	79.7	4 492	100
	2016						2018					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-7 Distribution of persons practicing haj and umrah by gender	287 625	57.0	217 377	43.0	505 002	100	72 140	56.3	56 087	43.7	128 227	100
<i>Haj</i>	43 977	52.0	40 660	48.0	84 637	100	40 799	52.5	36 973	47.5	77 772	100
<i>Umrah</i>	243 648	58.0	176 717	42.0	420 365	100	31 341	62.1	19 114	37.9	50 455	100
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-8 Distribution of students in Quran courses of the Department of Religious Affairs by gender	121 980	11.2	964 744	88.8	1 086 724	100	199 631	17.8	924 419	82.2	1 124 050	100
<i>Age group 4-6</i>	43 707	49.8	44 083	50.2	87 790	100	84 839	49.8	85 674	50.2	170 513	100

Table 3: Available Indicator Data (ACCESS TO RELIGIOUS SERVICES- continued)												
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-9												
Distribution of theology students in YÖK universities by gender and degree programme	194		138		333		239		167		406	
	787	58.4	714	41.6	501	100	658	58.9	298	41.1	956	100
<i>Two-year degree</i>	138		93		232		159		108		268	
	378	59.6	693	40.4	071	100	337	31.7	827	68.3	164	100
<i>Graduate degree</i>	51		35		86		75		50		125	
	423	59.3	273	40.7	696	100	503	60.1	161	39.9	664	100
<i>Post-graduate degree</i>	4 355	37.0	7 414	63.0	11 769	100	3 821	41.4	5 400	58.6	9 221	100
<i>Doctoral degree</i>	631	21.3	2 334	78.7	2 965	100	997	25.5	2 910	74.5	3 907	100
	2019											
	Total (No)						Total (%)					
CEiD-Access to Religious Services-10												
Mosques/places of worship that are fit for women's equal use/participation (i.e. spaces for praying, toilet, ablution, etc.) (No, %)	10 850						12.8					
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Access to Religious Services-11												
Persons applying to DiB operated family guidance units by gender	2 174	12.9	14 643	87.1	16 817	100	12 273	87.1	1 810	12.9	14 083	100

Table 3: Available Indicator Data (PARTICIPATION TO POLITICS AND DECISION-MAKING MECHANISMS)												
	(01.11) 2015						2018					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Political Participation-1 Number and distribution of deputies elected to the parliament by gender	81	14.7	469	85.3	550	100	104	17.3	496	82.7	600	100
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Political Participation-2 Number and distribution of mayors by gender	40	2.9	1 357	97.1	1 397	100	41	3.0	1 348	97.0	1 389	100
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Political Participation-3 Number and distribution of municipal council members by gender	2 198	10.7	18 300	89.3	20 498	100	2 284	11.0	18 461	89.0	20 745	100
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEiD-Political Participation-4 Number of governing body members of leading political parties by gender												
Justice and Development Party												
Chair	0	-	1	-	1	-	0	-	1	-	1	-
Deputy-Chair							5	-	10	-	15	-
Central Executive Board Members	5	-	18	-	23	-	6	-	19	-	25	-
Republican People's Party												
Chair	0	-	1	-	1	-	0	-	1	-	1	-
Deputy-Chair							4	-	11	-	15	-
Central Executive Board Members	3	-	9	-	12	-	4	-	11	-	15	-

Table 3: Available Indicator Data (PARTICIPATION TO POLITICS AND DECISION-MAKING MECHANISMS-continued)												
	2019											
	Female (No)		Female (%)		Male (No)		Male (%)		Total (No)		Total (%)	
CEiD-Political Participation-6												
Number and distribution of local election winners by gender	7 883		3		284 212		97		292 095		100	
<i>Metropolitan Municipality Mayor</i>	3		10		27		90		30		100	
<i>Metropolitan District Mayor</i>	25		5		494		95		519		100	
<i>Municipal Council Member</i>	2 284		11		18 461		89		20 745		100	
<i>Provincial Mayor</i>	1		2		50		98		51		100	
<i>District and Township Major</i>	12		2		777		98		789		100	
<i>Provincial General Assembly Member</i>	48		4		1 223		96		1 271		100	
<i>Village Headperson</i>	115		1		18 081		99		18 196		100	
<i>Neighbour Headperson</i>	970		2		31 049		98		32 019		100	
<i>Village Board of Elderly</i>	1 007		1		79 689		99		80 696		100	
<i>Neighbourhood Board of Elderly</i>	3 418		2		134 362		98		137 780		100	
	2016						2019					
	Female (No)		Female (%)		Male (No)		Male (%)		Total (No)		Total (%)	
CEiD-Political Participation-7												
Number and distribution of persons from selected specialized professional groups by gender												
<i>Ambassador</i>	43		17.6		201		82.4		244		100	
<i>Consul General</i>	10		13.1		66		86.9		76		100	
<i>Local Authority Representing Central Government</i>	38		0.01		2 108		99.99		2 146		100	
<i>Provincial Governor</i>	3		3.7		78		96.3		81		100	
<i>District Governor</i>	14		1.6		852		98.4		866		100	
<i>Police</i>	15 003		6		235		94		250		100	
					735				738			
									20 338		7.1	
									266		92.9	
									135		100	

Table 3: Available Indicator Data (PARTICIPATION TO POLITICS AND DECISION-MAKING MECHANISMS-continued)												
	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
CEİD-Political Participation-8 Gender distribution in the management of bureaucracy												
<i>Public Employee</i>		37.8		62.2		100		39.4		60.6		100
<i>Minister</i>	1	-	26	-	27	-	2	-	14	-	16	-
<i>Top-level Manager²⁹¹</i>							534	11	4 156	89	4 690	100
<i>General Director</i>							14	10	129	90	143	100
<i>Deputy General Director</i>		9.7					34	11	265	89	299	100
<i>Department Head</i>		13.6					420	17	2 102	83	2 522	100
CEİD-Political Participation-9 Number and distribution of TMMOB central board members by gender	2019											
	Female (No)		Female (%)		Male (No)		Male (%)		Total (No)		Total (%)	
	2		8		22		92		24		100	
CEİD-Political Participation-10 Number and distribution of TTB (Turkish Medical Association) central board members by gender	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
	4	36	7	64	11	100	4	36	7	64	11	100
CEİD-Political Participation-11 Number and distribution of YÖK university presidents by gender	2017						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
	16	8.9	164	91.1	180	100	20	10.2	177	89.8	197	100
CEİD-Political Participation-12 Number and distribution of Central Bank board members by gender	2016						2019					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
	0	0	7	-	7	-	1	-	6	-	7	-
CEİD-Political Participation-13 Number and distribution of company managers who can operate in Istanbul Stock Exchange (BİST)	2016						2020					
	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)	Female (No)	Female (%)	Male (No)	Male (%)	Total (No)	Total (%)
	428	12.7	2 939	87.3	3 367	100	458	17	2 240	83	2 698	100

²⁹¹ These data do not include top-level positions in metropolitan municipalities, their affiliates, TBMM, military personnel, Central Bank and MiT.

ANNEXES

ANNEX TABLE 1: MoFLSS Performance Programme Cost by Activities

Program Classification	2020			2021			2022		
	WITHIN BUDGET	OUT OF BUDGET	TOTAL	WITHIN BUDGET	OUT OF BUDGET	TOTAL	WITHIN BUDGET	OUT OF BUDGET	TOTAL
PROTECTING AND STRENGTHENING THE FAMILY	1.320.568.000	5.310.000	1.325.878.000	1.414.344.000	0	1.414.344.000	1.498.778.000	0	1.498.778.000
STRENGTHENING THE FAMILY	568.117.000	0	568.117.000	608.888.000	0	608.888.000	642.001.000	0	642.001.000
Education, Counseling and Research Services for Family	1.470.000	0	1.470.000	1.470.000	0	1.470.000	1.548.000	0	1.548.000
Planning and Coordination of Family Services	12.147.000	0	12.147.000	13.051.000	0	13.051.000	13.888.000	0	13.888.000
Protection of Dynamic Population Structure	554.500.000	0	554.500.000	594.367.000	0	594.367.000	626.565.000	0	626.565.000
PROTECTION OF THE FAMILY	752.451.000	5.310.000	757.761.000	805.456.000	0	805.456.000	856.777.000	0	856.777.000
Social Work Activities for Family and Community	751.020.000	5.310.000	756.330.000	803.926.000	0	803.926.000	855.160.000	0	855.160.000
Services for Reducing Bad Habits and Addictions Affecting the Structure of the Family	1.431.000	0	1.431.000	1.530.000	0	1.530.000	1.617.000	0	1.617.000
WOMEN'S EMPOWERMENT	354.507.000	4.052.000	358.559.000	380.446.000	41.513.000	421.959.000	404.446.000	18.744.000	423.190.000
FIGHTING DISCRIMINATION AND VIOLENCE AGAINST WOMEN	352.453.000	0	352.453.000	367.495.000	0	367.495.000	390.698.000	0	390.698.000
Services for Women Victims of Violence	234.717.000	0	234.717.000	251.976.000	0	251.976.000	267.926.000	0	267.926.000
Services for the Prevention and Monitoring of Violence	107.736.000	0	107.736.000	115.519.000	0	115.519.000	122.772.000	0	122.772.000
DEVELOPING WOMEN'S SOCIAL STATUS AND ENSURING EQUAL OPPORTUNITIES	12.054.000	4.052.000	16.106.000	12.951.000	41.513.000	54.464.000	13.748.000	18.744.000	32.492.000
Planning and Coordination of Services for Women	12.054.000	4.052.000	16.106.000	12.951.000	41.513.000	54.464.000	13.748.000	18.744.000	32.492.000
SERVICE PROGRAMS, TOTAL	124.925.347.000	10.881.169.000	135.806.516.000	138.659.965.000	11.492.549.000	150.152.514.000	149.393.512.000	12.037.533.000	161.431.045.000
MANAGEMENT AND SUPPORT PROGRAM	883.784.000	0	883.784.000	161.431.045.000	0	161.431.045.000	1.005.891.000	0	1.005.891.000
TOTAL	125.809.131.000	10.881.169.000	136.690.300.000	136.606.773.000	11.492.549.000	151.099.322.000	150.399.403.000	12.037.533.000	162.436.936.000

Source: Ministry of Family, Labour and Social Services 2021 Performance Programme <https://dSPACE.ceid.org.tr/xmlui/handle/1/1709>

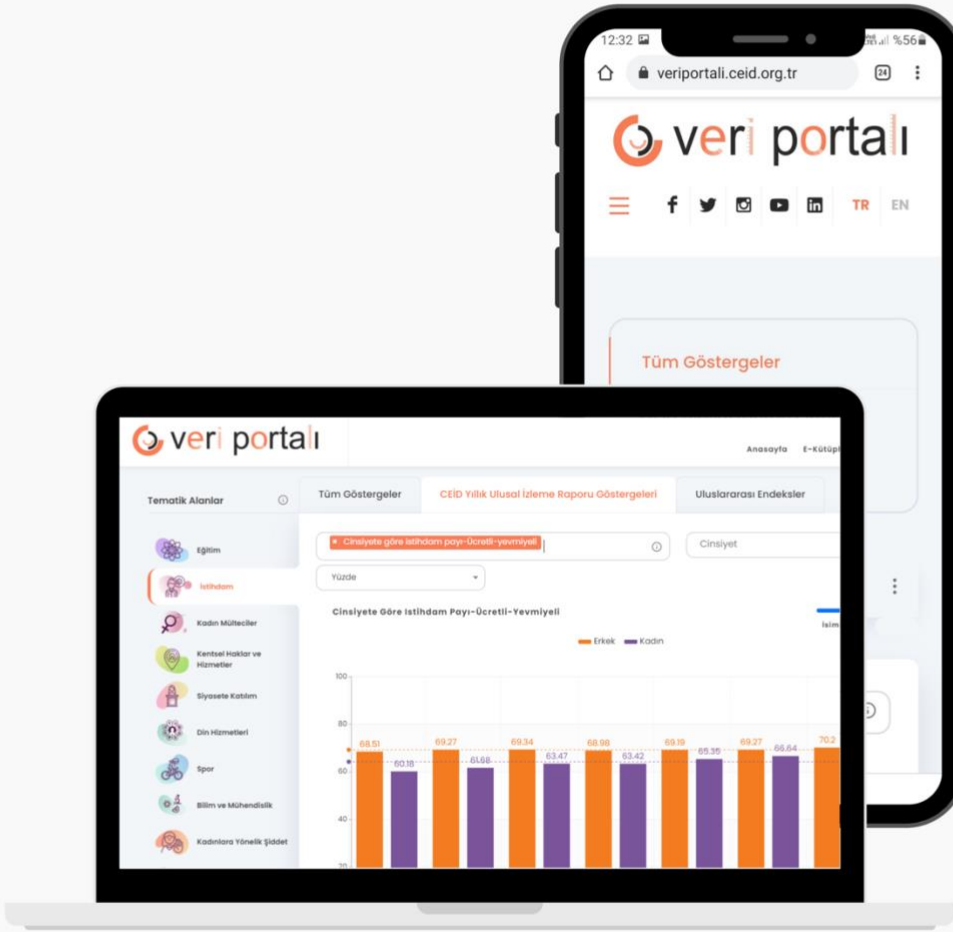
TABLE 2: Allocated Funds for Empowerment of Family and Women Within MoFLSS Budget

Budget	2020		2021		2022	
	Amount	%	Amount	%	Amount	%
MoFLSS Total Budget	136,690,300,000		151,099,322,000		162,436,936,000	
<i>Empowerment of Family</i>	568,117,000		608,888,000		642,001,000	
<i>Protection of Family</i>	757,761,000		805,456,000		856,777,000	
Protection and Empowerment of Family	1,325,878,000	0.97	1,414,344,000	0.94	1,498,778,000	0.96
<i>Combating Discrimination and Violence Against Women</i>	342,453,000		367,495,000		390,698,000	
<i>Improving Social Status of Women and Ensuring Equal Opportunities</i>	16,106,000		54,464,000		32,492,000	
Empowerment of Women	358,559,000	0.26	421,959,000	0.28	423,190,000	0.26

Source: Ministry of Family, Labour and Social Services 2021 Performance Programme <https://dspace.ceid.org.tr/xmlui/handle/1/1709>

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To examine the indicators in the report in detail, to transfer them to your own work and to share the data on social media:



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