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GENDER EQUALITY MONITORING REPORT OF TURKEY 2021-2022

Enhancement of Participatory Democracy in Turkey:

Monitoring Gender Equality Project Phase II

Gender Equality
Monitoring Report of Turkey
2021-2022

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LIST OF ABBREVIATIONS

APP	Annual Programme of the Presidency
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CEİD	Association for Monitoring Gender Equality
CEİM	Centre for Monitoring Gender Equality
CEMR	European Charter for Equality of Women and Men in Local Life
CİMER	Presidency's Communication Centre
CİSÜ	Sexual and Reproductive Health Rights Platform
CoHE	Council of Higher Education
CSO	Civil society organisation
CVAW	Combating Violence Against Women
DG	Directorate-General
DGRE	Directorate-General of Religious Education
DGWS	Directorate-General of Women's Status
DİSK	Confederation of Revolutionary Trade Unions of Turkey
DİSK-AR	Confederation of Revolutionary Trade Unions of Turkey Research Centre
EBA	Education Informatics network
EG-S-GB	Council of Europe Group of Specialists on Gender Budgeting
EIGE	European Institute for Gender Equality
ENG-KAD	Association of Women with Disabilities
ERG	Education Reform Initiative
EŞİK	Women's Platform for Equality
GB	Gender Budgeting
GE	Gender Equality
GNAT	Grand National Assembly of Turkey
GREVIO	Group of Experts on Action against Violence against Women and Domestic Violence

HDR	Human Development Reports
HLFS	Household Labour Force Survey
HSK	Council of Judges and Prosecutors
İŞKUR	Employment Agency of Turkey
KADES	Women's Support App
KASFAD	Sports and Physical Activity for Women Association
KETEM	Cancer Early Diagnosis and Training Centre
KİHEP	Women's Human Rights Training Programme
KİH-YÇ	Women for Women's Human Rights - New Ways
LEAP	Local Equality Action Plan
LEMP	Local Equality Monitoring Platform
LGBTI+	Lesbian, Gay, Bisexual, Transsexual, Intersexual
M&E	Monitoring and Evaluation
MoFSS	Ministry of Family and Social Services
MoNE	Ministry of National Education
MoTF	Ministry of Treasury and Finance
NEET	Not in employment, education or training
OECD	Organisation for Economic Cooperation and Development
PISA	Programme for International Student Assessment
PoMM	Presidency of Migration Management
PRA	Presidency of Religious Affairs
SDG	Sustainable Development Goal
ŞÖNİM	Violence Prevention and Monitoring Centre
SPoD	Social Policy, Gender Identity and Gender Orientation Studies Association
SRH	Sexual and reproductive health
STI	Sexually transmitted infection

TAF	Turkish Armed Forces
TAPV	Turkish Family Health and Planning Foundation
TBB	Union of Municipalities of Turkey
TPC	Turkish Penal Code
TÜRK-İŞ	Confederation of Turkish Trade Unions
TURKSTAT	Turkish Statistical Institute
UCLG	World Organisation of United Cities and Local Governments
UN	United Nations
Un Women	United Nations Entity for Gender Equality and the Empowerment of Women
UNDP	United Nations Development Programme
UNECE	United Nations Economic Commission for Europe
UNU-WIDER	United Nations University World Institute for Development Economics Research
WCC	Women's Consultation Centre
YADES	MoFSS Elderly Support Programme
YKK	Terra Development Cooperative

PREFACE

Since its establishment in 2011, the Association for Monitoring Gender Equality (*Cinsiyet Eşitliği İzleme Derneği* - CEİD) has been working towards identifying and revealing inequalities in various field in Turkey in order to contribute to gender equality (GE). By preparing mapping and monitoring reports, CEİD aims to reveal what changes occur over time using indicators. CEİD has prepared thematic reports in 16 fields since 2017 as part of projects financed directly by grants from the European Union Delegation to Turkey under the ***Enhancement of Participatory Democracy in Turkey: Monitoring Gender Equality*** action and has carried out indicator-based monitoring activities. The fields in which CEİD has prepared thematic reports are: gender equality in education; employment; health; participation in political decision-making; urban services; access to religious services; the media; ageing; income distribution; poverty; social aid; access to justice and STEM fields and; eliminating violence against women and the trafficking in human beings/women; the status of woman refugees and the participation of men in gender equality. CEİD has also prepared a separate mapping and monitoring reports on the prevention of child, early and forced marriages in cooperation with UN Women. In cooperation with the UNDP, CEİD has carried out a longitudinal analysis of Turkey's gender-based development and gender equality performance based on the UNDP Gender Equality Indices (2000-2020). For all our reports, the legislation, implementation and monitoring policies in Turkey were evaluated in the light of international norms and standards developed for gender equality, problematic fields in gender equality were revealed and monitoring indicators were identified specifically for these fields with the aim of developing independent and scientific monitoring capacity, as described in our previous monitoring report.

A full evaluation of the monitoring work CEİD has carried out in various fields was presented in our first national monitoring report, the ***Gender Equality Monitoring Report of Turkey 2019-2020***. The first monitoring reported consisted of two main sections. The first section on structural monitoring reviewed the vision and mission statements, strategies and action plans of ministries and affiliated institutions tasked with realising gender equality in Turkey and evaluated the compliance of targets, strategies and policies in these documents with equality norms. This section also evaluated the gender equality monitoring work of civil society organisations in Turkey and the position of Turkey in international gender equality indices. The second section of the report on monitoring using indicators and indicator data presented selected indicators from 16 thematic fields and tables of values for indicators for which data were available for the monitoring of gender equality by year.

The **Gender Equality Monitoring Report of Turkey 2021-2022** is our second report aimed at monitoring gender equality at the national level. Similar to the previous report, the current report includes structural monitoring and the monitoring of thematic fields using indicators. We formulated the **CEİD Gender Equality Index (CEİD Index)** with a rights-based approach. This has added a new dimension to CEİD's monitoring work.

It could be said that in the time passed since the first monitoring report, there has been no significant change in the policies of public bodies and organisations and their policy documents that may be used to answer the question "What and how will the monitoring Report monitor, and based on which documents?" On the other hand, Turkey's withdrawal from the Istanbul Convention by presidential decree in 2021 and the struggle waged against the withdrawal by women's organisations, LGBTI+ organisations, bar association and other professionals' organisations, labour organisations and political parties has occupied a very important place in the agenda over the last two years. Therefore, the structural monitoring section of this report was designed to take up civil society organisations, local administrations and the Ministry of Family and Social Services, in that order.

The structural monitoring section first interprets developments in 2020 and 201, based in part on the assessments of various civil society organisations that are members of the CEİD Gender Equality Monitoring Group. This part by Gülay Toksöz describes the work of CSOs. Özgül Kaptan contributed to this section by summarising the activities of the Women's Platform for Equality (EŞİK) during this process. The source of the information provided in this section were the responses provided by organisations which participate in the meetings of CEİD's Monitoring Group and run rights based monitoring activities to the questionnaire we sent them and information on their work on their websites. We would like to express our gratitude to all organisations which responded to the questionnaire.¹

The gender equality approach of services local administrations gains greater importance the more the central public administration distances itself from the target of gender equality. In the nine project provinces where CEİD undertakes its activities, Local Equality Monitoring Platforms monitor

¹14 organisations/platforms responded to the questionnaire. These are, in alphabetical order: Cinsel Şiddetle Mücadele Derneği (Association for Struggle with Sexual Violence), Engelli Kadın Derneği (Association of Women with Disabilities, ENG-KAD), EŞİK, Kadın Dayanışma Vakfı (Women's Solidarity Foundation), Kaos GL, Karadeniz Kadın Dayanışma Derneği (Black Sea Women's Solidarity Association), Kadının İnsan Hakları -Yeni Çözümler Derneği (Women's Human Rights - New Solutions Association, KİH-YÇ), Kadınlar için Spor ve Fiziksel Aktivite Derneği (Association for Sports and Physical Activity for Women, KASFAD), Kırmızı Şemsiye Derneği (Red Umbrella Association), Mor Çatı (Purple Roof Foundation), Sosyal Politika, Cinsiyet Kimliği ve Cinsel Yönelim Çalışmaları Derneği (Social Policy, Gender Identity and Gender Orientation Studies Association, SPoD), Türkiye Aile Planlaması Vakfı (Family Planning Foundation of Turkey, TAPV), Yanındayız Derneği (Yanıdayız Association) and Yeryüzü Kalkınma Kooperatifi'dir (Terra Development Cooperative, YKK).

local administrations using selected indicators. For the second section of this Monitoring Report, we have expanded the scope to examine 30 metropolitan municipalities and to evaluate 30 metropolitan municipalities, which include the project provinces, in the framework of equality mechanisms; care and support services which have a significant impact on ensuring gender equality and the policy documents prepared by municipalities. In this section Ülker Şener and Sunay Demircan review the Strategic Action Plans from the GE perspective and undertake a structural analysis of the Local Equality Action Plans (NEATs) prepared by the metropolitan municipalities of Ankara, Istanbul and Mersin.

The final part of the section on structural monitoring was written by Reyhan Karababa. This part focuses on the Ministry of Family and Social Services (MoFSS) as the basic component of structural monitoring. The activities of the MoFSS and its spending to realise these are examined from a gender budgeting perspective.

The first part of the second section on monitoring gender equality using indicators consists of the findings and interpretation of the CEİD Gender Equality Index (CEİD Index) formulated to measure gender equality in Turkey. The CEİD Experts Group on Indicators have formulated an index specific to Turkey by reviewing the findings and indicators of 17 thematic field mapping and monitoring reports, updating data and considering international and local indexing work. Work on the CEİD Gender Equality Index was undertaken by Emel Memiş, with the support of the CEİD Experts Group on Indicators. Members of the CEİD Expert Group are Aslihan Kabadayı, Bengin İnanç, Emel Memiş, Gülay Toksöz, Hilal Arslan and İlknur Yüksel-Kaptanoğlu. Up-to-date data on the gender equality indicators presented in the first monitoring report for which data was available and the newly added indicator for “ageing and gender equality” may be found in the second part of this section. This part was updated by Bengin İnanç, with contributions from the members of the group.

This report is the product of collective labour, and we would like to express our sincere gratitude to everyone who worked on it. We hope that the *Gender Equality Monitoring Report of Turkey 2021-2022*, as well as other monitoring activities developed by CEİD based on scientific and objective data will make a contribution to the work of civil society organisations and public bodies and organisations which work to eliminate gender inequalities.

CEİD Board of Directors

EXECUTIVE SUMMARY

The Association for Monitoring Gender Equality (*Cinsiyet Eşitliği İzleme Derneği* - CEİD) works to identify inequalities and issues in various fields in Turkey in order to contribute to gender equality (GE). CEİD prepares mapping and monitoring reports and presents changes over time through indicators. A general evaluation of the studies carried out is included in the monitoring reports covering two-year periods. The first of these reports, *Gender Equality Monitoring Report of Turkey 2019-2020*, was published in 2021. The current *Gender Equality Monitoring Report of Turkey 2021-2022* is the second of the reports that sheds light on the developments in Turkey. As in the first report, this report also consists of two sections. The first one covers the structural monitoring, in the second one, the gender equality index developed by CEİD and the indicators of 17 thematic areas for which mapping reports are prepared are included.

The first part of the structural monitoring section interprets developments in 2020 and 2021, based in part on the assessments of various civil society organisations (CSOs) that are members of the CEİD Gender Equality Monitoring Group. The most important development was undoubtedly Turkey's withdrawal from the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) with a decision taken on July 1st 2021, and the challenges and risks posed by this decision for gender-based violence despite being the first country to sign it in 2011. The democratic and legal struggle led by women's and LGBTI+ organizations, various rights-based organizations, workers' and professional organizations (trade unions, chambers, bar associations) and political parties against the decision to withdraw from the Istanbul Convention is among the developments that will be covered here. While the struggle has an important place in the history of Turkey, none of the justifiable objections and defences made at the legal level were taken into account. The denial of the stay of execution of the Presidential decree rendering the Istanbul Convention void by the 10th Chamber of the Council of State on 19 July 2022 was taken by three votes for and two against. This shows that the struggle is not over yet.

CSOs working in the field of gender equality draw attention to the fact that the attacks on the Istanbul Convention featured demands regarding the Law 6284 on the Protection of the Family and the Prevention of Violence Against Women that is based on the Convention as well as the right to alimony and the next phase may escalate to Turkey withdrawing from the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The report prominently features interpretations, mainly by CSOs combating violence against women and gender-based violence, of conditions that have become harsher with the impact of the COVID-19 pandemic. Some examples are

the pandemic being used as a pretext to shorten the duration of restraining orders, the suspension of the Council of Judges and Prosecutors (HSK) resolution, and some measures foreseen under the Law 6284 and the Istanbul Convention during the pandemic and the bad practices encountered by women applying to law enforcement. The problems encountered in first tier healthcare services with the COVID-19 pandemic were found to have interrupted the delivery of sexual health, reproductive health and maternal and infant health services that become all the more important in times of crisis. The lockdown process during COVID-19 is stated to have exacerbated inequalities in the labour market, had a negative impact on women's employment and increased poverty rates for women with the disproportionately rapid rise in women's employment. CSOs working in this field have reported increased rights violations against lesbian, gay, bisexual, trans and intersex (LGBTI+) individuals.

All CSOs that were interviewed have stated that while it is the responsibility of the state to collect data disaggregated by sex; they were having difficulties accessing data and that the data was inadequate and low quality, especially for gender-based violence but also in an increasing number of fields including health, access to justice, employment and sports. CSOs stated that this situation was making their work more difficult.

Another subject that the report deals with is metropolitan municipalities. In this section, we evaluate the delivery of care and support services that are significant for ensuring equality, examine equality units and review the strategic plans and Local Equality Action Plans (LEAPs) prepared by municipalities with a GE framework.

The care and support services offered by municipalities differ across municipalities. While some municipalities lean more towards empowerment and counselling activities, others pursue home and family focused work that aims to continue gender roles that are dominant in society. The care and support services offered by metropolitan municipalities were categorised as women's consultation centres, shelter homes, care for the elderly and persons with disabilities and childcare. Of the 30 metropolitan municipalities, 12 offer women's consultation centre and 11 offer shelter home services. Problems are observed in the provision of services for the elderly, children and persons with disabilities, which are groups that are generally cared for by women. While 27 metropolitan municipalities offer homecare support for the elderly, 13 of them offer the services as part of the Elderly Support Programme (YADES), which is financed by the Ministry of Family and Social Services (MoFSS). While some municipalities utilise YADES resources in addition to their own, others offer services solely on the basis of the programme. It is an important question whether municipalities will continue providing the service using their own resources once the programme has run its course.

As of May 2022, there were 35 equality units in Turkey. While some of the equality units are extremely active, others seem to exist on paper. In this report, we evaluated equality units in terms of whether they have regulating documents of their own, staff numbers and the directorates to which they are attached.

The strategic plans of the 30 metropolitan municipalities and the Union of Municipalities of Turkey (TBB) were evaluated in this report from a GE perspective, using pre-identified criteria and with view to the GE correspondence of integrated plans. The assessment from a GE perspective shows that in all plans, GE is considered an aspect of social work and is limited to the activities of the relevant unit. In most plans, “women” are taken up under the headings and concepts of “disadvantaged groups” and “the family”. It is observed that various other units of municipalities are far from developing GE-sensitive targets and activities.

Local Equality Action Plans constitute another field that is evaluated in the report. As of June 21st 2022, there were no metropolitan municipalities that had prepared a LEAP and shared it on their website among those metropolitan municipalities that signed the European Charter for Equality of Women and Men in Local Life of the Council of European Regions and Municipalities (CEMR). However, the metropolitan municipalities of Mersin, Istanbul and Ankara, which are **not signatories** of the Charter have shared the LEAPs they prepared on their websites. These three plans were found to introduce priorities for transformation for individuals living in the city in question and the capacity of the institution itself and that targets and activities were added to the plan accordingly. The basic and shared problem in the LEAPs for the three provinces that emerges from a structural assessment has to do with indicators. It may be said that the plans are inadequate in terms of measurable indicators. Almost all indicators in the plans are at the output level and no indicators at the outcome or impact level are in place.

The last section of the structural monitoring section evaluates the activities of the MoFSS and the spending for their implementation from a Gender Budgeting (GB) perspective. An important development in Turkey regarding GB in Turkey was the preparation of the National Action Plan for Gender Equality (2008-2013) by the Directorate-General of the Status of Women (KSGM). Furthermore, measure 257 in the Tenth Development Plan (2014-2018) reads “Awareness is to be created on gender budgeting and best practices are to be developed.” In the Eleventh Development Plan, the GB concept was abandoned. Similarly, while the 2019 budget justification emphasises the importance of “developing policies, plans and budgets responsive to gender”, the 2020 budget justification does not employ the concept of “gender equality”. Instead, the concept of “equality of opportunity for women and men” was used in the section titled Policies for Women.

There is a backwards trend in the already limited GB practices of the central administration and the Women's Empowerment Programme is observed to have been developed as a substitute approach. The assessment of resource allocation from an equality of women and men perspective as a GB approach aims at identifying the amount and share of resources used to develop women's rights and equality of women and men. This information produced as part of the annual budget makes it possible to follow budget allocations across years. In this report, the resources allocated to the Women's Empowerment Programme were evaluated from this perspective and in terms of their content and allocations.

In the 2021 MoFSS Performance Programme, a share of 0.26% was allocated for the Women's Empowerment Programme, but due to the realisation of 67.9% of the Ministry budget compared to 86.6% of the budget for the Women's Empowerment Programme, the end-of-the-year share of the programme rose to 0.35%. The 2022 MoFSS Performance Programme shows that the share allocated to the Women's Empowerment Programme almost doubled with 0.74%. This increase is due to the former Ministry of the Family, Work and Social Services being restructured into two separate ministries in 2021. In order to evaluate whether the resources allocated to the programme have changed compared to previous years, the budgets of the two new ministries were merged, which shows that the resources allocated for the Women's Empowerment Programme increased by 0.01%. This increase is clearly insufficient.

In the indicator-based monitoring section of the report, there are indicators for 17 thematic areas and the gender equality index developed by CEID for the first time this year. The CEID Index was to monitor Turkey's gender equality performance in a way that allows for international comparisons. The work on the index was based on indicators in 17 thematic areas identified by CEID experts based on the international norms and standards in the human rights documents.

CEID's thematic fields are the following: Gender Equality in Education; Gender Equality in Access to Healthcare Services; Gender Equality in Employment; Gender Equality in Participation in Political Decision-Making; Gender-Based Violence Against Women and Gender Equality; Gender Equality in Access to Urban Rights and Services; Human/Women Trafficking and Gender Equality; Gender Equality in Sports; Gender Equality in the Media; Gender Equality in Access to Religious Services; Gender Equality in Access to Justice; Woman Refugees and Gender Equality; Gender Equality in the Poverty Prevention, Social Protection and Social Aid; Men, Masculinities and Gender Equality; Ageing and Gender Equality; Gender Equality in Science, Technology, Engineering and Mathematics (STEM) Fields and; Child, Early and Forced Marriages (CEFM). In selecting the indicators included in the index first the indicators provided in the thematic areas mentioned above were taken into account, and

care was taken to ensure that the statistics and indicators in the Sustainable Development Goals (SDGs) and the UN Gender Indicators Minimum Set are compatible with the scope and content of the selected pool. CEID Index aims to contribute to the fight against gender-based discrimination, increase awareness of gender equality, contribute to and strengthen the efforts to promote gender equality, in a way that will serve the purpose of the establishment of CEID.

In addition to providing information about the Turkey's comparative situation, the CEID Index also presents a monitoring tool that can be updated regularly to monitor and evaluate public policies from a rights-based perspective. Using the index, we provide a summary evaluation of gender indicators, while taking into account the human rights norms and standards for relevant fields in the context of de jure, de facto and transformative equality that underpin gender equality in international human rights documents. Based on this conceptual framework, the indicators included prioritise the measurement of gender inequality in access to rights. In addition to access, care was taken to represent how individuals benefit from their rights and how they participate in areas related to their rights. Furthermore, with the inclusion of the dimensions depicting inequalities in terms of rights deprivation, CEID Index values are obtained by including the dimensions showing inequalities in terms of deprivation of rights will guide the determination of the direction of the change observed in gender inequalities over time and the sub-factors that trigger the deprivation of rights. Organization for Economic Cooperation and Development (OECD) countries are also included in the index calculation so that Turkey can be evaluated in the group of comparable countries.

The CEID Index covers national-level data for the years 2010-2020 and measures performance based on five main domains, namely the right to a healthy life, right to education, right to work, right to a good and adequate standard of living and the right to participation in decision-making and the satellite domain of the right to live without violence and includes 32 indicators in 19 sub-domains. Index values for Turkey are presented in a form that is comparable with other countries of the OECD, of which Turkey is a member. Index values are presented in the form of average values for the 2010-2020 period and with rankings for the 36 OECD countries by year. In sub-domains, annual values for 2016, 2018 and 2022 were provided in addition to the periodical average. You may access the index values and rankings for each year through the Data Portal of the Gender Equality Monitoring Centre (CEİM).

According to CEID Index values, Turkey ranked 35th among the 36 OECD countries with 56.6 points in the 2010-2020 period. Country rankings by main domain show that Turkey ranks the best in the **right to a healthy life**. For the right to a healthy life, Turkey ranks 27th in the ten-year average and 30th in 2020. Turkey's score for the right to a healthy life fell during this period because of higher than

OECD-average for adolescent birth rates and lower than average personal perceptions of health indicators. Mexico has the lowest score for the adolescent birth rate, followed by Chile, Turkey and Hungary.²

According to the first indicator for the **access to education** domain, Turkey is the country with the lowest average years in education value among the OECD countries for both women (7.3 years) and men (8.3 years). These figures are approximately four years shorter than the OECD average. The Programme for International Student Assessment (PISA) achievement ratios, representing quality of education, show that Turkey ranks 34th in literacy and numeracy, outranking only Mexico and Chile. In this period, Turkey outranked Mexico, Chile, Slovakia and Greece in scientific literacy and ranked 32nd. The “not in employment, education or training” (NEET) young people indicator included to measure the lack of access to the right to education similarly returns a low score for Turkey. While Turkey ranks last in NEET among countries with data for the beginning of the period, it rose by five places by the end of the period. The NEET rate in Turkey is twice the OECD average for men and 3.5 times higher for women. 34% of young women are in NEET against 18% of young men, which is while considerably lower than the ratio for women, still very high compared to other countries.

Considering **the right to work**, the existence of deep inequalities in terms of access and participation patterns in working life results in Turkey to be in the last place among 36 countries throughout the period. Turkey has the lowest score, along with Mexico and South Korea, due to the high gender gap in the workforce participation rate and the very low rate of enrolment in pre-school education, well below the OECD average. While countries such as Poland and Slovenia were observed to have dropped in the rankings in the ten-year period due to restrictions to collective bargaining and fall in union membership, Turkey has seen a rise in its equality score, from 55.2 to 60.2, due to the rise in union membership. Despite improvements in the right to participation, the increase in the score did not change Turkey’s ranking due to poor performance in access and high youth unemployment.

Similar to the right to work, Turkey is one of the three countries with the highest level of gender inequality in terms of the lack of access to resources and **the right to a decent and adequate standard of living**. Gender inequalities in paid working hours, internet use and gender inequalities in per capita income, which are among the sub-indicators and indicators of deprivation in terms of time as a resource, reduce Turkey's score in this domain.

² Country scores are calculated by using all indicator values for the sub-domains of relevant rights and converted to a value that falls between 1 and 100. Accordingly the score approaches 1 as inequality rises and approaches 100 as inequality falls.

Turkey ranks 34th with respect to the **right to participation in decision-making**. The top ranking three countries with scores closest to full equality in the right to participation in decision-making are Iceland, Latvia and Sweden. Turkey's is low mainly due to the participation in economic decision-making and participation in political life. In New Zealand, which has developed rapidly in this domain, the most effective driver of change is observed to be the progress in women's representation in parliament. South Korea, Japan and Turkey seem to get stucked in the last three places for this domain. Although the rate of female managers in companies is increasing in terms of participation in economic decisions, the fact that the share of women in middle and senior managers remains the same and that the scores on political decisions have values far below the OECD average prevent Turkey from improving its position in the field of the right to participate in decisions.

In terms of the **right to live without violence**, which was included as a satellite domain, Turkey ranks low mainly due to the rate of child, early and forced marriages and exposure to physical violence, even though she was ranking 28th with regards to the indicator on feeling safe when walking at night.

Finally, the second section of the report's indicator-based monitoring section provides up-to-date information for the indicators included in the *Gender Equality in Turkey Monitoring Report 2019-2020* and the newly added indicators for ageing and gender equality. When needed, access to indicator data by years is provided via the CEIM Data Portal.

SECTION 1.

STRUCTURAL MONITORING

1. Gender Equality 2021-2022 Situation Assessment

Through the international conventions it has signed and other documents, Turkey has pledged to realise gender equality. As explained in detail in the previous monitoring report, mainstreaming comes foremost among the gender equality strategies required to fulfil this obligation. Mainstreaming stands for the realisation of the gender perspective in the design, implementation and monitoring stages of all laws, policies, programmes and projects. This in turn requires the development of the necessary institutional structures, preparation of action plans that identify the actors, institutions and activities involved in the implementation of policies, collection and regular publication of sex-based data to reveal implementation effectiveness. In addition, it is necessary to implement positive discrimination and support policies to eliminate resilient inequalities, carry out sex-based budgeting to observe the effects of use of resources, to realise sex impact analysis in order to reveal the effects of policy implementation and the transition ensured, to engage in methodological monitoring, establish and support independent monitoring institutions and develop gender indicators to make monitoring objective and the level of realisation of policies easier to gauge. Meanwhile, it is important to cooperate with societal stakeholders and to include men in gender sensitivity development processes.³

The ramifications of the political will distancing itself from the norm of gender equality on official policies and documents and the results in practice were discussed in detail in the assessment of the structural monitoring of gender equality mainstreaming policies in previous report. Since that report discussed developments in 2019-2020, it did not include the problems resulting from Turkey's withdrawal from the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention) on July 1st 2021, despite being the first state party to sign the Convention in 2011.

The Istanbul Convention, which is considered the "gold standard" for eliminating violence against women was signed on May 11th 2011 and entered into effect on August 4th 2014. The Convention aims to prevent violence against women and domestic violence, to protect the victims of violence, punish perpetrators and develop integrated policies for combating violence. The Istanbul Convention, which was signed by all member states of the Council of Europe, differs from previous international conventions in that it introduces a monitoring mechanism called Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO). The Istanbul Convention

³ CEiD (2021) Gender Equality Monitoring Report of Turkey 2019-2020, p.10
<https://dSPACE.ceid.org.tr/xmlui/handle/1/1792>

underlines states' responsibilities for eliminating violence and aims to support national policies by evaluating national activities in the framework of international norms through GREVIO.

Claims voiced by groups demanding Turkey to withdraw from the Istanbul Convention, such as "destruction of the family" and "encouraging children to homosexuality" have occupied the national agenda since 2020. The EŞİK Platform, of which CEİD is a member, has summarised developments in this period that also led to the establishment of the platform as follows:⁴

"The first official expression of the government giving up on the Istanbul Convention took place on July 2nd 2022, when AK Party Vice Chairperson Numan Kurtulmuş said 'Just as this convention was signed duly, it is possible to withdraw from it duly' on television.⁵ Right after this statement, President Erdoğan said "Work on it, review it. If the people so want, annul it."⁶ Finally, at night on Friday, March 19th 2021, it was announced that Turkey had annulled the Convention, through an unlawful decree and despite all objections by women's organisations (who seem not to count among the "people")."

In fact, the women's movement had been making efforts since 2014 for the implementation of the Convention. The advocacy campaign with the Ministry of Family and Social Policies for Prof. Dr. Feride Acar, one of the architects of the Convention, to be nominated Turkey's candidate for GREVIO was one of the first joint campaigns. The slogan "İstanbul Sözleşmesi Yaşatır" ("Istanbul Convention Keeps Alive") first heard during reactions against the murder of Emine Bulut, whose throat was cut by her former spouse in the presence of her child, became a byword for all sections of society sensitive to violence against women. At the time Numan Kurtulmuş delivered his statement on the Istanbul Convention, the Turkish Penal Code (TPC) 103 Platform had met again for a new call issued to a wider civil society audience and was preparing to campaign against attempts to once more bring before parliament the TPC 103 proposed amnesty law for child abusers, known to the public as the "marry your rapist proposal", after the government had withdrawn the proposal in 2016 upon public reaction. Upon the new worrying development, the Platform included the Istanbul Convention in its call for the TPC 103 campaign.

Approximately 450 women's and LGBTI+ organisations, other rights-based organisations working in different civil society fields, labour and professionals' organisations (labour unions, chambers, bar associations), political parties, women from the women and/or equality units of city councils and

⁴ EŞİK, Asla Vazgeçmeyen Kadınların Platformundan Bir Mücadele Örneği ("A Sample Struggle from the Platform of Women Who Never Give Up"), Information note prepared for CEİD, 30 June 2022

⁵<https://www.aa.com.tr/politika/ak-parti-genel-baskanvekili-kurtulmus-usulunu-yerine-getirerek-istanbul-sozlesmesinden-cikilir/1897094>

⁶ <https://t24.com.tr/haber/erdogan-dan-istanbul-sozlesmesi-talimati-gozden-gecirin-halk-istiyorsa-kaldirin.888264>

independent women’s rights advocates once more met at the TPC 103 Platform in April 2020. Meeting online every Wednesday the Platform decided to adopt a more general name for the joint struggle against steps to create all kinds of discourse, de facto situation and legislation against gender equality. The common name adopted was Women’s Platform for Equality, or EŞİK. The new platform set its aim for establishment as “joint and holistic struggle against attacks on women’s rights”. The Platform issued its first public statement on August 1st, the anniversary of the entry into effect of the Istanbul Convention, in which it said ‘The Istanbul Convention is an international convention that is essentially aimed at protecting every individual who faces sex-based violence, especially women who are subjected to violence due to their sex. Withdrawing from the Convention would therefore mean opening up to debate all fundamental human rights documents, which the Convention references and to which Turkey is a party.’⁷ The promise in the last sentence of the statement; “Women will NEVER GIVE UP on their acquired rights and the struggle for a life without violence”, would be more than fulfilled, as a struggle began then that has continued unabated, never abandoned and gradually grown.

Following Turkey’s withdrawal of its signature from the Convention, which was criticised by the Council of Europe and member state of the EU, the Council of Europe published a leaflet about various claims and arguments made regarding the Convention.⁸ This leaflet provides information about various issues under the heading **“What the Istanbul Convention Does Not Say?”**

- There is no threat to the concept of the family.
- Traditions and values are not under threat, the word “gender” does not replace the terms “women” and “men”.
- The Convention does not promote any “gender ideology”.
- The word “gender” is used in the Convention to emphasise that women are more likely to experience violence because they are women.
- Recognition of same-sex marriages is not in the Convention. The Convention does not affect national civil law rules on marriage in any way.
- A “third gender” is not introduced by the Convention.
- A specific education model is not imposed for teaching gender equality and fighting stereotypes.

⁷ <https://esikplatform.net/kategori/istanbul-sozlesmesi-basin-aciklamalari/71858/istanbul-sozlesmesi-nden-cekilmek-kadina-karsi-siddeti-onleme-gorevini-terk-etmektir>

⁸ <https://ec.europa.eu/justice/saynostopvaw/downloads/materials/pdf/istanbul-convention-leaflet-online.pdf>

- Men who experience violence are not excluded.
- Existing migration and asylum policies are not put in question by the Convention.

The legal dimension has been an important element of the democratic struggle by women's and LGBTI+ organisations, various rights-based organisation, labour and professionals' organisations (labour unions, chambers, bar associations) and political parties following Turkey's withdrawal from the Istanbul Convention by presidential decree and without justification. Many cases were filed with the Council of State and lawyers from especially women's organisations and bar associations delivered highly humane and legally competent defences of the Convention, while members of organisations joined the hearings actively to make the courtrooms of the Council of State a strong locus of the democratic struggle. However, the 10th Chamber of the Council of State ruled on 19 July 2022 to dismiss the requests for stay of execution by three votes against two. The struggle is not over, it continues.

1.1. Assessments of the 2021-2022 Period by CSOs Active in the Field

CSOs working in the field of gender equality have stated that some fanatical men's groups and congregations have applied pressure to raise objections to the Istanbul Convention through "religious", "moral" and "nationalist" discourses and have tried to destroy the legitimacy of the Convention in the public opinion with the claim that it "encourages homosexuality". These attacks on the Istanbul Convention also included demands for the annulment of the Law 6284 Protection of the Family and the Prevention of Violence Against Women that is based on the Convention as well as attacks on the right to alimony and reached the point of requesting withdrawal from CEDAW in the next stage. In fact, this threat was highlighted in the Eighth Shadow Report to the UN Committee on the Elimination of All Forms of Discrimination Against Women, the latest in a line of shadow reports presented regularly to the committee since 1997 by the Turkey-CEDAW Civil Society Executive Committee.⁹

Gender-based CSOs, rights-based CSOs, labour unions and professionals' organisations working in the public interests, especially bar associations, began an intense legal and active struggle against the withdrawal from the Istanbul Convention and organised demonstrations. The struggle of the EŞİK

⁹8th Periodic Shadow Report to the UN Committee on the Elimination of All Forms of Discrimination Against Women by the CEDAW Civil Society Executive Committee in Turkey (2021), <https://dspace.ceid.org.tr/xmlui/handle/1/153>

Platform against the withdrawal from the Istanbul Convention by Presidential decree is described in the section on the work of CSOs below.

The **Women’s Human Rights - New Solutions Association (KİH-YÇ)**, which works towards monitoring policies in the fields of women’s rights and gender equality and for recording the ramifications of these policies on public space has provided the following assessment of this period:

“In the two years between 2019-2021, we experienced great losses in the fields of women’s rights and gender equality. While authoritarian states and anti-gender movements with increasing influence around the world have been making strong efforts to weaken the frameworks protecting women’s rights and gender equality in the international field, we felt their ramifications in Turkey with attempts at tarnishing the Istanbul Convention through religious, moral and nationalist discourse and finally the fully unconstitutional, unlawful and anti-democratic withdrawal from the Convention by presidential decree.”

KİH-YÇ has followed the process of withdrawal from the Istanbul Convention chronologically and produced a day by day account of legal developments, international reactions and women’s struggle beginning on 20 March 2021.¹⁰

Comments by CSOs working to combat violence against women and gender-based violence regarding increasingly negative circumstances under the COVID-19 pandemic conditions are particularly striking. During this period, with the coming into effect of the New Sentence Execution Package on 15 April 2020, men convicted of perpetrating violence against women and serving sentences were released on probation and with further regulation in November 2021, their parole was extended to 31 May 2022. Restraining order durations were shortened on the pretext of the pandemic and with the principled decision of the HSK issued during the COVID-19 period, some judicial measures required by the Law 6284 and the Istanbul Convention were suspended. The problems encountered in first tier healthcare services with the COVID-19 pandemic were found to have interrupted the delivery of sexual health and reproductive health services that become all the more important in times of crisis.

According to the **Turkish Medical Association’s (TBB) Evaluation Report on the Second Year of the Pandemic**, “Isolation at home and the risk of contracting COVID-19 infection has reduced applications to healthcare organisations, leading to disruptions to mother-infant healthcare services. In addition, the assignment of experienced healthcare personnel, including midwives, to combating COVID-19

¹⁰ <https://istanbulsozlesmesi.org/>

from the beginning of the pandemic has led to disruptions in first tier mother-infant healthcare services and a reduced number of personnel at birth units. (...) Sexual Health and Reproductive Health (SRH) services not being approached from a holistic perspective have led to poor health outputs. Disruptions in SRH services have, in a short time, resulted in an increase in the number of unwanted pregnancies, increase in unidentified risky pregnancies and finally an increase in mother deaths. During the pandemic, family planning services ground to a standstill and access to abortions, which are de facto banned, became even more difficult. While it could be foreseen that gender-based violence would increase, no measures were taken at the institutional level, and protective legislation such as the Istanbul Convention were abandoned.¹¹

The **Confederation of Revolutionary Trade Unions of Turkey (DİSK)**, which published its first *Female Labour Force in the COVID-19 Period Outlook Report* published its second report in the series in March 2021. The report indicates that with the pandemic inequalities in the labour force market have deepened, women's employment has suffered significantly, job losses with the effect of COVID-19 have led to the broadly-defined unemployment rate reaching 43%, women's participation in the labour force had declined by 8.2% in the previous year and that only one in four women work.¹²

According to the findings of the most recent *Unemployment and Employment Outlook Report* by the **Confederation of Revolutionary Trade Unions of Turkey Research Centre (DİSK-AR)**¹³ and the **Turkish Statistics Institution (TUKSTAT)** Household Labour Force Survey (HLFS)¹⁴, there has been a small decrease in narrowly-defined unemployment. Although there has been a fall in narrowly-defined unemployment compared to before the pandemic, broadly-defined¹⁵ unemployment has increased. However, there is an unexplained discrepancy between the increase in the number of formally employed workers reported by the Employment Agency of Turkey (İŞKUR) and the decrease in the same heading reported by TURKSTAT. The fact revealed by the data is that the increase in unemployment is far more conspicuous for women. According to TURKSTAT, the seasonally-adjusted narrowly-defined rate of unemployment was 9.7% for men and 14.5% for women in April 2022. Broadly-defined unemployment (idle labour force) was 17.5% for men and approximately 30% for women. There is a 12 percentage point difference between broadly-defined female unemployment

¹¹Zeynep Sedef Varol, Spc. Dr., *Mother Infant Health, Sexual Health and Reproductive Health in the Second Year of the Pandemic in Turkey*, Turkish Medical Association Public Health Branch, p.57 <https://dSPACE.ceid.org.tr/xmlui/handle/1/2080>

¹² <https://dSPACE.ceid.org.tr/xmlui/handle/1/2081>

¹³ DİSK-AR (2022) Unemployment and Employment Outlook Report <https://dSPACE.ceid.org.tr/xmlui/handle/1/2082>

¹⁴ The number of people looking for work using active job search channels according to TURKSTAT.

¹⁵ TURKSTAT defines the idle labour force as people who are of working age and are not in employment, education and training during the reference period, who are looking for work but are unable to begin in a short time, who are willing to work despite not looking for jobs and who can begin in a short time and those who are in time related underemployment. This is also known as broadly-defined unemployment.

and broadly-defined male unemployment. In absolute numbers, the seasonally-adjusted narrowly-defined unemployment rate for women denotes 1,646,000 women and the broadly-defined unemployment rate for women denotes 3,890,000 women. For men, the narrowly-defined unemployment rate denotes 2,207,000 men and the broadly-defined unemployment rate denotes 4,188,000.¹⁶ Recovery from the negative impacts of the pandemic is more difficult for the female and young labour force. The diminishing difference between the numbers of unemployed women and men despite the lower participation of women and young people in the labour force indicates that unemployment is what awaits them on the labour force market. As many women and young people do not look for work for this very reason, they are considered a part of the idle labour force.

Meanwhile, the curfews declared in response to the pandemic, measures for keeping the elderly and, following the closure of schools, students at home and the increasing hygiene requirements increased women's unpaid household work, with women spending four times the time spent by men on unpaid domestic work.¹⁷

The **Terra Development Cooperative (YKK)** which was established with the aim of supporting the means of welfare and social inclusion for disadvantaged groups through an egalitarian development and justice perspective and to engage in collective production has drawn attention to increased poverty among women in the 2019-2021 period:

“As women have had to shoulder almost all of the domestic work burden during the curfews and have had to work at their paid jobs from home, they found themselves under great economic, social and psychological pressure. (...) many studies and data have shown that especially poor households have encountered deeper forms of poverty during this period due to the layoffs by many economically challenged businesses in addition to the changing and more difficult working conditions of the period. There has been a significant increase not just in the economic poverty tied to inadequate income, but also in the proportion of households unable to access education, social opportunities, work opportunities and adequate nutrition. Female poverty increased during this period among women who could not access economic and social support and protection mechanisms and whose participation in employment fell.

The Education Reform Initiative (ERG), has assessed the 2020-21 school year which began and continued under COVID-19 circumstances in terms of the negative impacts on students' access to education. Accordingly, the limited duration of time in which schools were open and the

¹⁶ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2082>

¹⁷ UNDP Research Note: The Care Economy and gender-Based Inequalities in Turkey During the COVID-19 Pandemic (August 6th 2020) <https://www.tr.undp.org/content/turkey/tr/home/library/corporatereports/COVID-gender-survey-report.html>

continuation of distance education not only prevented access to education, but also children's access to social services and protection mechanism which they access through schools. Distance education and online learning made it impossible to measure access to education through indicators such as enrolment, attendance, grade retention and early drop-out from education. New indicators such as access to the internet and the Education Informatics Network (EBA), use of EBA Support Points and household circumstances were required to evaluate the access to education. Access to distance education has differed greatly from child to child and the deepening digital divide has exacerbated inequalities within the education system.¹⁸ Inequalities were observed among regions, between boys and girls and fragile child groups which require special measures.

The assessment of the last two years by CSOs whose opinions were sought are described in greater detail under the headings gender-based violence; sexual health and reproductive health; and violations of the rights of LGBTI+ individuals in the following section. Information is provided about the monitoring activities CSOs run in these fields. All CSOs that were interviewed have stated that while it is the responsibility of the state to collect data disaggregated by sex; they were having difficulties accessing data and that the data was inadequate and low quality, especially for gender-based violence but also in an increasing number of fields including health, access to justice, employment and sports. CSOs stated that this situation was making their work more difficult. Indeed, in its assessment of Turkey's eighth periodical report, the CEDAW Committee advised the state of Turkey to develop a comprehensive data collection system for data disaggregated by sex, age, nationality, ethnicity, disability and socio-economic status in order to reveal all forms of discrimination and alleviate knowledge gaps, in addition to producing and effectively implementing legislation to prevent all forms of discrimination against women.¹⁹

1.1.1. Assessments by CSOs Working in the Field of Combating Gender-Based Violence

The **Purple Roof Women's Shelter Foundation**, which is a feminist organisation established to combat male violence against women said the following in its assessment of the withdrawal from the Istanbul Convention:

"The Istanbul Convention is an international convention that protects the rights of women in becoming free of violence; it includes responsibilities for protecting women from violence, preventing violence and punishing perpetrators. With the decision to withdraw from the

¹⁸ ERG (2021) Eğitim İzleme Raporu 2021: Öğrenciler ve Eğitime Erişim. (Education Monitoring Report 2021: Students and Access to Education). Education Reform Initiative (ERG.) (<https://dspace.ceid.org.tr/xmlui/handle/1/2083>)

¹⁹ Committee on the Elimination of Discrimination against Women, Concluding observations on the eighth periodic report of the Republic of Türkiye (4 July 2022)

Convention, the state has refused to take on these responsibilities. The annulment of a convention that is directed at the prevention of violence means that many women in Turkey will not be able to reach fundamental regulations to which they can turn against violence, the dispersal of mechanisms or the existing mechanisms being rendered void. (...) We observe that the decision to withdraw from the Istanbul Convention has exacerbated lacks and problems in implementation. The agenda around the Istanbul Convention paves the way for women to more frequently encounter bad or dissuasive practices when they apply to law enforcement or judicial units under the Law 6284.”

The **Women’s Solidarity Foundation**, another feminist organisation established to combat violence against women and to engage in solidarity with women who are victims of violence is at the same time a member of the Ankara Provincial Coordination Monitoring and Evaluation Commission for Combating Violence Against Women. According to administrators of the foundation:

“The last two years have been a period in which we regressed and experienced rights losses in women’s rights. The annulment of the Istanbul Convention shows that public policy has distanced itself to equality during this process. We see that the mechanisms for combating violence against women do not function and the Law 6284, which is the national counterpart to the Istanbul Convention, is not implemented as it should. (...) The shortening of restraining order periods, the lack of social aid for women struggling with violence, the unwillingness to increase women’s employment and the number of basic organisations such as kindergartens and shelters are the main signifiers of this climate. (...) Violence against women is seen as an exceptional circumstance that only requires emergency interventions. As we have seen in the regulation for increasing sentences to perpetrators of violence, the matter of violence against women is being confined to punitive measures.”

The **Association for Women with Disabilities (ENG-KAD)** works to inform women with disabilities about discrimination, disability rights, equality of women and men, violence against women and potential protection mechanisms. ENG-KAD has summarised the situation regarding GE in the last year as follows:

“Legislation and public policies generally focus on women *or* disability. There has been no significant development specific to women with disabilities. The problems of women with disabilities are exacerbated by the withdrawal from the Istanbul Convention and the inadequate functionality of the articles of the UN Convention on the Rights of Persons with Disabilities.”

The **Association for Struggle Against Sexual Violence**, which works with a queer feminist perspective towards making sexual violence more visible, voiced and discussed, to place invisible forms of sexual violence on the agenda and to combat them without establishing a hierarchy among the forms of violence, has stated the following on the results of the withdrawal from the Istanbul Convention:

“Concerning the Convention, which was depicted as a document that destroys the family, state officials stated that homosexuality was being legally guaranteed and that this disrupted the social structure, in justifying the decision to withdraw. State media organs and newspapers close to the government presented the situation on the same grounds and there were manipulative media broadcasts and publication to alter opinions. Especially with the decision to withdraw from the Istanbul Convention, the non-existence of the state’s determination to combat violence has become all but official. However, organisations working on women’s and LGBTI+ rights have stated that the decision is unlawful and that the Law 6284 which ratified the Istanbul Convention is still in force. No steps have yet been taken for ‘setting up [of] appropriate, easily accessible rape crisis or sexual violence referral centres for victims in sufficient numbers’ as per article 25 of the Istanbul Convention. Only ‘Child Observation Centres’ dealing with the sexual abuse of children are in place. The Coordination Plan for Combating Violence Against Women foresees the establishment of a model for these centres, but it is not clear what kind of work will be carried out. Similarly, the Provincial Action Plans for Combating Violence Against Women include the establishment of such centres as an activity for Provincial Directorates of Health. (...) To ensure gender equality, it is a prerequisite for the state to be determined to combat violence. Yet in recent years, violence in Turkey has been systematically supported by the state. Of particular note are the periodically continuing attempts at issuing an amnesty for perpetrators of the sexual abuse of children covered by article 103 of the Turkish Penal Code. The attempted amendments to the law conflict with article 31/b of the UN Advisory Decision and the laws (TPC 103/104/105) currently in force. The amnesty that has been brought on the agenda would enable a 13-year old girl to marry a man 15 years older than her.”

The EŞİK Platform has explained the multi-directional struggle against the decision to withdraw from the Istanbul Convention as the final stage of developments against gender equality as follows:

“In its statement on 20 March 2021 issued right after the decision for the annulment, the EŞİK Platform said: ‘There can be no withdrawal by Presidential Decree from the Istanbul Convention, which was ratified unanimously by parliament representing the will of the nation. There can be no withdrawal with the decision of a single person from international conventions

on fundamental rights and freedoms that are accepted by legislation in parliament and which may override the execution of national laws as per article 90 of the Constitution. Such an attempt means that all international conventions such as the European Convention on Human Rights, the United Nations Convention Against Torture, and all fundamental human rights guaranteed by these conventions are up to the disposition of a single person. Worse yet, the complete suspension of the rule of the law means the complete liquidation of parliament and democracy.’ Through this statement, the EŞİK Platform pointed out to all sections of society sensitive to issues of democracy that the matter had consequences going beyond combating violence against women, to its unlawfulness and to the fact that the issue does not concern women alone. Immediately after the decision, more than 200 women, women’s organisations, political parties, labour unions and professionals’ organisations filed a case with the Council of State for the stay of execution of the decision. The EŞİK Platform continued to issue calls of the 10th Chamber of the Council of State to decide for the stay of execution until July 1st 2021, when the annulment decision was set to enter into force and repeated its demands for a stay of execution outside the Council of State building despite police pressure. However, the Chamber rejected the stay of execution with three votes against and two four. The process of debating the case on its merits then began. Three Council of State prosecutors who provided an opinion on the case stated that the decision was unlawful and contravened many articles of the Constitution, primarily article 90.²⁰

“While the legal struggle continued, the EŞİK Platform carried out many activities from March 20th onwards, such as campaigns at various scales, mass demonstrations, monitoring work, talks with opposition parties and international solidarity meetings. (...) The last campaign that the EŞİK Platform ran for the Istanbul Convention was organising the participation of civil society, the press, political parties and lawyers from almost all bar associations around Turkey in the four hearings held to discuss the case filed with the Council of State on its merits; taking an active role in determining the joint defence strategy and effectively managing the informing of the public of the defences.

“The defences undertaken at the four hearings, which approximately 60 plaintiffs attended, complemented each other, emphasised the rule of the law, defended the Constitution and the parliamentary system, exemplified and described how each article of the Convention affected women’s life and how the “Convention keeps alive”, were comical and dramatical in turn and each constituted a lecture in law. Mostly woman lawyers from the bar associations of almost

²⁰ <https://esikplatform.net/kategori/istanbul-sozlesmesi-basin-aciklamalari/71881/istanbul-sozlesmesi-ile-ilgili-cumhurbaskanligi-karari-yok-hukmundedir-sozlesme-yururluktedir>

every province who attended hearings whether it was their case or not, academics in law and representatives of women's organisations who filled up the 700-seat courtroom at each hearing cried out, both from the stand and from the audience seats, that they would stand united until every word of the Istanbul Convention is realised that they would NOT GIVE UP, and demonstrated a living example of 'whatever happens, we won'".²¹

1.1.2. Assessments by CSOs Working in the Field of Sexual Health and Reproductive Health

The **Turkish Family Health and Planning Foundation (TAPV)** is an organisation that carries out awareness raising activities for individuals' access to correct and scientific information on sexual health and reproductive health on a gender equality basis and acts as the secretariat for the Sexual Health and Reproductive Health Rights Platform (CİSÜ Platform). TAPV have stated observing in recent years regression in the accessibility of family planning services and access becoming restricted due to changes in the organisation of healthcare service provision and gaps in implementation, particularly after the Transformation in Healthcare policy of the government. TAPV's assessment of developments in sexual health and reproductive health services are as follows:

"The negative impact of the shutting down of Mother Infant Health & Family Planning Centres and Youth Consultation & Health Centres on SRH services has continued over the last two years. The problems encountered in first tier healthcare services with the COVID-19 pandemic were found to have interrupted the delivery of sexual health and reproductive health services that became all the more important in times of crisis. For example, many women were unable to access intrauterine devices (coils) and pills such as contraceptive pills at family health centres (GP's offices), including in 2022. However, the regulations require that these products be provided free of charge at family health centres. The restrictions on access to family planning services leads to abortions. As per the Law on Population Planning, abortions are legal up until week 10 of pregnancy. However, studies in recent years have shown that many women who are seeking abortions are unable to find hospitals where they can access this service."

The *Women's Experiences with Reproductive Healthcare Services and Abortion Study Report (2021)*, prepared by Dissensus Research for the **Women's Human Rights - New Solutions Association (KİH-YÇ)**, which was also supported by the Purple Roof Women's Shelter Foundation, shows that although abortion is a legally guaranteed right in Turkey, in practice access to voluntary abortions is constrained by de facto restrictions and bans. Information obtained through in-depth interviews with

²¹ EŞİK, Asla Vazgeçmeyen Kadınların Platformundan Bir Mücadele Örneği ("A Sample Struggle from the Platform of Women Who Never Give Up"), Information note prepared for CEİD, 30 June 2022

23 women and focus group interviews with three groups (physicians, general practitioners, nurses and public health specialists; experts; rights advocates) carried out for the study show that women experience the negative consequences of not having control over their own fertility in every aspect of their lives. Because women cannot receive the service they demand within the healthcare system, they have to seek approval and support for abortion, a healthcare service that concerns their own bodies which they should be able to access when they request it. Women want to be in charge of their own lives and to have greater say.²²

The KİH-YÇ's *Being a Woman During the Pandemic* study is based on a survey of 244 participants of the Women's Human Rights Training Programme (KİHEP) and 1201 women forming the Turkey-wide sample of the study that was carried out between May-June 2020. According to responses, while the COVID-19 pandemic has had a negative impact on the general health condition of women, it was the most destructive in terms of mental health. The ratio of participating women describing their general mental state as "very good" and "good" declined from 79% before the pandemic to 30% following the onset of the pandemic. For access to healthcare services, 4 out of 10 women stated not being able to access healthcare services during the COVID-19 pandemic. 7% of women stated that they felt the need to see a gynaecologist due to sexual health and fertility health issues, with acute disorders and pregnancy topping the list of reasons. However 6 out of 10 women who felt the need to see a gynaecologist could not consult a gynaecologist. The report also includes findings indicating more challenging economic circumstances and increasing domestic violence during the pandemic.²³

The **Red Umbrella Sexual Health and Human Rights Association** aims to inform, mobilise and organise sex workers regarding social exclusion, stigmatisation, discrimination, violence and the discrimination they face in sexual health and reproductive health and to ensure public officials act in line with the legislation. The association runs its activities under three main programmes, namely the Access to Justice Programme, Sexual Health and Reproductive Health Rights Programme and Humanitarian Aid Programme and carries out monitoring regarding the effectiveness of its programmes. During the pandemic, the Red Umbrella Association received a very high number of information requests from sex workers who found themselves facing many problems and lost their livelihoods with the indefinite closure of brothels. The applications show that most sex workers cannot receive state support, sex workers working in brothels have faced issues with housing and

²² <https://dspace.ceid.org.tr/xmlui/handle/1/1931>

²³ <https://dspace.ceid.org.tr/xmlui/handle/1/1265>

working informally, those working for being forced to work informally have had to continue working to survive despite the COVID-19 risk and could not benefit from any social support.²⁴

The Red Umbrella Association's *Impact of the COVID-19 Pandemic on Sex Workers* report, which is based on the findings of an online study with 107 sex worker respondents, shows no measures were taken for the protection of sex workers during the pandemic and sex workers who work with physical contact became more vulnerable to the virus. 35.5% of participants reported experiencing gender-based violence. Of the participants who experienced violence,²⁵ 53.3% reported psychological violence, 51.1% verbal violence, 37.7% sexual violence, 35.5% gender-based violence, 33.3% economic violence, 26.6% physical violence and 13.3% digital violence.

1.1.3. Assessments by CSOs Working in the Field of Human Rights of LGBTI+

There has been an increase in state organisations' negative and excluding attitude against LGBTI+ individuals and organisations, with homophobic hate speech becoming prominent and the activities of CSOs being obstructed or banned many times. The decision to withdraw from the Istanbul Convention is seen as a major set-back for eliminating gender-based violence by organisations that advocate for LGBTI+ rights.

The **Kaos GL** association, which works for the elimination of all forms of sexual orientation and gender identity based discrimination and violence, to defend the human rights of LGBTI+ individuals and to make the rights violations they experience visible have responded to the question on the reporting period by referencing their 2021 report as follows:

"Appointed or elected high ranking public administrators systematically produce homophobic/transphobic hate speech, criminalise the LGBTI+ and set them up as enemies. The access of the LGBTI+ to rights is systematically eroding due to this attitude of provoking the people against the LGBTI+ and promoting the perpetration of rights violations by these individuals who have the power to mobilise the masses. This results in entire public policy turning against the LGBTI+. In legislation, there are no norms under any heading that specifically guarantee the access of the LGBTI+ to fundamental rights. This results in the LGBTI+ having to rely on general guarantees and norms to demand legal protection, which is often not possible due to the attitude of the implementors of the law. On the other hand, some norms which

²⁴ COVID-19 Sonrası Genelevlerde Yaşananlar Hakkında Bilgilendirme Notu (Information Note on Developments at Brothels after the COVID-19 Pandemic) (24.08.2020), <http://kirmiziseksiye.org/wp-content/uploads/2021/04/COVID-19-Sonrasi-Genelevlerde-Yasananlar-Hakkinda-Bilgilendirme-Notu.pdf>

²⁵ COVID-19 Salgınının Seks İşçileri Üzerindeki Etkileri (Impact of the COVID-19 Pandemic on Sex Workers) (2020), <https://dSPACE.ceid.org.tr/xmlui/handle/1/2088>

introduce measures against discrimination (Law on the Human Rights and Equality Institution of Turkey, Turkish Penal Code) are indirectly discriminatory, because while they specifically identify forms of discrimination, they do not include the motivations that lead to discrimination against the LGBTI+ among them. Furthermore the withdrawal of Turkey from the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention), which was a contractual guarantee despite gaps in implementation, has led to the loss of a limited protected space that had symbolic significance for the LGBTI+.”

The **Social Policy, Gender Identity and Sexual Orientation Studies Association (SPoD)**, which aims to contribute the production of social policies to ensure a life in which the LGBTI+ will not feel under pressure for their gender identity and sexual orientation have pointed out the bans on activities which constitute a violation of the Constitutional rights of the LGBTI+, especially of the freedom of expression, and stated that the situation had worsened with the COVID-19 pandemic:

“In 2020, the COVID-19 pandemic which topped the global agenda disproportionately affected the LGBTI+ like other disadvantaged groups. The greatest ramification of this was the homophobic and HIV-phobic sermon of hatred delivered by the President of Religious Affairs and the ensuing witch hunt by public authorities and political figures that rested on mediaeval arguments as though the LGBTI+ were the cause of the pandemic. As discussed in many reports produced in the field (SPoD, Kaos GL etc.), during this period the LGBTI+ faced exclusion from society and intimidation in addition to the physical and psychological effects of the pandemic. The discriminatory aspect of public policies once again revealed itself with the increasingly strict and misdirected abuse of COVID-19 measures on the pretext of public health and security and the failure to take some measures for the benefit of the LGBTI+ during the pandemic. The difficulties experienced by trans persons in access to healthcare and the physical and psychological violence experienced by the LGBTI+ who had to return to the home of their families are some examples of this.”

In 2021, the situations was described with an example from Boğaziçi University:

“In 2021, with the resistance against the appointment of a public administrator to Boğaziçi University, LGBTI+ identities and symbols were once more criminalised by public authorities, and this time perhaps more conspicuously and strongly than ever before. Following this process, daily attacks on LGBTI+ identities continued with the shutting down of the LGBTI+ Studies club and the unlawful detention and arrest of students.”

1.2. Monitoring Activities of CSOs

A significant Turkey-wide study for monitoring activities is the **Yanıdayız Association's** District Level Gender Equality Index 2020.²⁶ Using 27 indicators selected for the fields of political participation and decision-making, education, economic life and access to resources, health and sports, comparable data was collected for 234 districts and the index was compiled to allow for comparisons with the Turkey national average in order to reveal the inequality between sexes in access to resources across different geographical locations in the country. According to the index, GE is highest in the districts of Karşıyaka (Izmir), Kadıköy (Istanbul), Bakırköy (Istanbul), Merkez (Çanakkale) and Çankaya (Ankara).

The EŞİK Platform undertakes monitoring and information activities against amendments to legislation that guarantee women's rights leading to greater inequality, such as legislation's non-implementation, complete annulment through smearing, misleading public opinion and manufacturing artificial victimisation and degradation in the name of "improvements". The EŞİK Platform addresses the Grand National Assembly of Turkey (GNAT) for all of the themes on which it works; monitors and regularly reports on the gender equality performance of political parties and individual MPs and presents the statements and proposals by MPs in the plenary and parliamentary commissions. Up until the present, EŞİK has published ten GNAT Monitoring Reports. The platform describes its monitoring work as follows:

"Of the monitoring work that has been carried out, the implementors of the MP monitoring study consist of EŞİK's volunteers who have no previous experience of monitoring. Therefore, the indicators were designed using basic questions such as 'has the person you are monitoring visited women's organisations during X time?' and 'have they told a sexist joke'.

"Volunteers also undertake the parliamentary monitoring activity. This activity is based on quantifiable indicators such as "how many pieces of legislation have they proposed/ how many speeches have they made to the benefit of women". The secondary objective of EŞİK's monitoring activities is to provide tools enabling volunteers to directly participate in its activities and facilitating direct contact with 'law makers' who are the target audience for advocacy activities."

The Women's Human Rights - New Solutions (KİH-YÇ) Association has shared its monitoring activities with the public in its reports titled *Women's Right to Reproductive Health and Abortion Experiences*

²⁶ Şeker, M., Akduran, Ö., Saldanlı, A. and Bektaş, H. (2020). İlçe Düzeyinde Toplumsal Cinsiyet Eşitliği Endeksi - Türkiye, 81 İl, 234 İlçe (District Level Gender Equality Index 2020 - Turkey 81 Provinces, 234 Districts). Yanıdayız Association (<https://dspace.ceid.org.tr/xmlui/handle/1/1084>)

and *Being a Woman During the Pandemic*^{27,28} which were published in 2021 and described in detail above. While the first report reveals the attitudes and behaviour of women regarding the right to abortion, the second report was prepared to make the effects of the pandemic on women's health visible. The KİH-YÇ has stated that it carries out monitoring by using the indicators provided in Annex 1.1 in order to evaluate both its own and other CSOs work in the field of gender equality.

1.2.1. Monitoring in Eliminating Gender-Based Violence

The monitoring activities carried out various civil society organisations which combat gender-based inequalities and discrimination and which responded to our questionnaire are primarily intended to increase the effectiveness of their own work by monitoring the level of reach and impact of their work to the target audience. However, the publication of the information they have collected categorised by year would be significant and valuable for the concerned public to observe the course of activities.

The Purple Roof Women's Shelter Foundation and the Association for Struggle with Sexual Violence collect information on the demographic characteristics, type of violence experienced and safety plan of applicants for violence and pose them questions on application to institutions and the type of support they want.

The Purple Roof Foundation has prepared the *Coronavirus Pandemic and Violence Against Women* monitoring reports, which were published every two months from April 2020 to the end of 2020. The reports were prepared based on information obtained from women who experienced violence and information obtained through phone calls to institutions responsible for eliminating violence against women. The reports indicated that the relevant institutions, especially the Ministry for the Family, Work and Social Services, did not have urgent prevention plans in place to address problems resulting from the pandemic, that the existing mechanisms were not being implemented on the pretext of the pandemic and that public officials tasked with implementing laws and regulations for combating violence were negligent of duty by not implementing the documents.²⁹

Another Purple Roof monitoring report is the *Monitoring Report on Coordination on the Elimination of Male Violence in Turkey*, which covers the period January 1st 2021 - August 31st 2021.³⁰ This report was based on the experiences of 1072 women who applied to the foundation between these dates

²⁷ <https://dspace.ceid.org.tr/xmlui/handle/1/1931>

²⁸ <https://dspace.ceid.org.tr/xmlui/handle/1/1265>

²⁹ <https://morcati.org.tr/yayinlarimiz/raporlar/>

³⁰ <https://dspace.ceid.org.tr/xmlui/handle/1/1892>

and reveals the current situation of mechanisms in Turkey for the elimination of violence against women and their impact in women's struggle to free themselves from violence.

In 2021, **ENG-KAD** published its *Monitoring Report on the Human Rights of Women with Disabilities in the COVID-19 Pandemic*. In addition to qualitative and quantitative research aimed at understanding the experiences of women with disabilities, the report includes the findings of a media study, a review of legislation and official responses to applications for information. The monitoring study, which covers the March 11th - September 1st period established that women and girls with disabilities experience intersecting forms of discrimination, rights violations and violence. The report states that this was especially the case in access to healthcare, in addition to difficulties in accessing education. Women experience various forms of violence, especially psychological and digital, and lack systematic support for escaping violence. No public institutions keep data on women with disabilities, which makes it impossible to produce strategies and policies for women with disabilities.³¹

In their 2020 *Impact Assessment Report on Post-Sexual Violence Support Activities* based on the experiences of survivors of violence, the **Association for Struggle with Sexual Violence** identified the following indicators for collecting experiences from applicants: the ratio of those stating they accessed the support unit after referrals by phone or e-mail; the reach and inclusivity of institution access for all (physical environment, attitude, experiences of discrimination); feedback on empowerment and deficiencies of institutions by those who applied to the association by phone or e-mail (qualitative data) and the prevalence of talking about experienced violence to a close circle (percentage).³²

All CSOs that work for the elimination of violence have complained of the state not producing data or relevant public institutions not sharing data at hand. It is said that disaggregated data on gender-based violence, sexualised violence and sexual violence is especially lacking. CSOs in the field have proposed many indicators to form the basis of data collection. For example, the Association for Struggle with Sexual Violence's suggested indicators for data they require and demand from public institutions, especially the MoFSS, is shown in Annex 1.1.

³¹ <https://dspace.ceid.org.tr/xmlui/handle/1/1456>

³² <https://dspace.ceid.org.tr/xmlui/handle/1/2090>

1.2.2. Monitoring in Sexual Health and Reproductive Health

TAPV has published its *Monitoring Report on Sexual Health and Reproductive Health in Turkey Before and During the Pandemic* as a joint publication of the Etkiniz EU Programme and CİSÜ.³³ During the research phase, the CİSÜ Platform carried out a survey with an open-ended questionnaire and in-depth expert interviews with representatives of 18 organisations in order to identify challenges in the provision of services by CSOs, gather information of the changes in the provision of SRH services and rights violations and best practices in the field. Study findings indicate that the fragmented and dispersed SRH service structure and the lack of comprehensive SRH service planning before the pandemic resulted in significant disruptions, severe limitations or complete suspensions in many SRH fields with the exception of monitoring of pregnancies after the pandemic. The data TAPV have suggested they need for monitoring activities are presented in Annex 1.1.

1.2.3. Monitoring the Rights of LGBTI+

Kaos GL regularly prepares and publishes its annual *LGBTI+ Rights Situation in Turkey, Homophobia and Transphobia Based Hate Crimes*,³⁴ *Situation of Private Sector Employee LGBTI+*,³⁵ and *Situation of Public Sector LGBTI+*³⁶ reports. The two studies on employment in the private and the public sector are carried out in cooperation with the Kadir Has University Gender and Women's Studies Centre. Kaos GL also produces thematic reports on specific fields of human rights when necessary. The thematic reports prepared with the 17 May Association on specific fields they select as focus fields are examples of this kind of work. In 2020 the following reports were published: *Human Rights Report on LGBTI+ Living with HIV*³⁷ and *Elderly LGBTI+: The Situation in the World and in Turkey*.^{38,39}

Kaos GL suggests legislation-based monitoring activities for monitoring LGBTI+ rights using indicators. Such monitoring should observe at least two criteria: First, do the “disadvantaged” categories specifically defined to create a positive impact include lesbian, gay, bisexual, transsexual and intersexual identities and sexual orientation, gender identity and sex characteristics that are the basic identity qualities over which they are discriminated against? Secondly, do the “disadvantaged” categories specifically defined to create a negative impact (such as the gender identity of the person targeted by crime aggravating the sentence) include lesbian, gay, bisexual, transsexual and

³³ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2089>

³⁴ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2091>

³⁵ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2003>

³⁶ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2004>

³⁷ <https://dSPACE.ceid.org.tr/xmlui/handle/1/2092>

³⁸ <https://kaosgl.org/haber/yaslanan-ve-yasli-lgbti-larin-ihiyac-ve-kaygilari-arastirmasi-na-katildiniz-mi>

³⁹ <https://gender.khas.edu.tr/tr/turkiyede-ozel-sektor-ve-kamu-calisani-calisani-lgbti-durumu-arastirmalari>

intersexual identities and sexual orientation, gender identity and sex characteristics that are the basic identity qualities over which they are discriminated against?

Through its ongoing *Constitutional Equality Demands of LGBTI+*⁴⁰ project, SPoD aims to observe the course of demands from a new constitution over the past decade and in electoral work. Furthermore, work is underway on developing monitoring indicators and criteria for discrimination through the *Gender Equality Mapping and Monitoring Project in State Universities in Ankara and Istanbul in the Context of LGBTI+ Rights* project, which is supported by the CEİD İzler Grant Programme with the ÜniKuir Association as the main recipient and SPoD as the co-recipient.

1.3. General Suggestions for Monitoring

The **Women's Human Rights - New Solutions Association (KİH-YŞ)** have stated that they attach importance to undertaking monitoring activities in the field of gender equality in Turkey with a "feminist" understanding" and that it is necessary to think about appropriate methods for this. The KİH-YŞ is of the opinion that in addition to public documents, "facts/events" that indicate changes in this field could also be monitored and that such "process monitoring" would allow for monitoring issues that are not reflected in public documents and add depth to monitoring activities. The chronological record of facts/events connected to Turkey's withdrawal from the Istanbul Convention is an example of "process monitoring".

According to the **Terra Development Cooperative**, "Numerical data is not sufficient to explain the present situation in monitoring activities carried out on sensitive groups, disadvantaged groups and women." (...) Especially quantitative data obtained through official channels may be viewed as data primarily intended to cover up the disrupted aspects of the system and are therefore presented to the public in manipulated form. (...) For this reason, expanding our form of monitoring to include the transfer of personal narratives and the archaeological evaluations of daily life to create a hybrid monitoring model would enrich our perspective."

Another suggestion for monitoring voiced by several CSOs is the use of the trial monitoring method for gender-based violence cases. There are indeed many women's organisations working on murders of women and children to support victims and not to leave them to fend for themselves, advocate for their rights and make the cases visible to the public and it is important for this work to gain a systematic monitoring dimension.

⁴⁰ <https://dspace.ceid.org.tr/xmlui/handle/1/2044>

2. Evaluation of the 30 Metropolitan Municipalities from the Gender Equality Perspective

The development of public policy and the implementation of developed services to eliminate gender-based inequalities is as much the duty and responsibility of local administration units and municipalities as it is of central government organs. Due to their structure, municipalities stand closest to individuals and the residents of their town. The direct communication municipalities establish with people living in their area, the subsidiarity approach and the direct impact that local level policies and services have on the daily lives of individuals ensure that services provided by municipalities lead to more rapid change. All services provided by municipalities result in facilitating the lives of individuals and contribute to equality and all services not provided by municipalities disadvantage individuals and deepen inequalities. Therefore, municipal policies and municipal service provision occupy an important place in ensuring gender equality.

In this study, the equality mechanisms of 30 metropolitan municipalities, care and support services which are significant in ensuring GE and policy documents prepared by municipalities are evaluated in a GE framework. The provision of care and support services, which are mostly provided by women, being provided through public services is significant in terms of lowering the “time poverty” of women. Services for women, as well as services for children, persons with disabilities and the elderly were evaluated in this framework. Questionnaires were sent to the 30 metropolitan municipalities to collect data on care services and the valuation was carried out based on the responses received. Equality units are structures established within municipalities to work towards the mainstreaming of GE and to realise GE within their administrative borders of municipalities. In this study, those municipalities with equality units are listed and the equality units are evaluated. Finally, the strategic plans of 30 metropolitan municipalities were reviewed from a GE perspective and structural analyses of the Local Equality Action Plans of three metropolitan municipalities, namely Ankara, Istanbul and Mersin were carried out.

2.1. Care/Support Services

The services provided to women and activities organised for women by municipalities vary across municipalities. While some municipalities lean more towards empowerment and counselling activities, others pursue home and family focused work that aims to continue gender roles that are dominant in society. Services are generally concentrated in fields such as counselling services, vocational training and hobby courses, sports and similar fields. Counselling services may be

structured around the elimination of violence against women and may include fields such as family counselling and working with children. Some municipalities provide women's shelter services in the framework of combating violence against women. As of 2021, while there were 248 municipalities with a population of over 100,000 and therefore legally obliged to run shelters, the number of municipalities providing shelter services was 33.⁴¹

Currently, it is difficult to distinguish between those services provided by municipalities in Turkey to ensure gender equality and those services provided to disadvantaged groups. One reason for this difficulty is the intertwined nature of services, while the other is the difficulty of implementing an integrated empowerment strategy without one type of service (e.g. social work). This requires analysing and assessing services provided to various groups in addition to those provided directly to women when evaluating municipal services from a GE perspective. The strategic aim should be for care responsibilities to be undertaken in an equal division of labour between the sexes within the household while public services act as a component and sometimes the main undertaker of care. However, the equal division of labour within the household requires a long and challenging transformation and struggle. At present, any and all services provided within the framework of child, person with disability, patient and elderly care make the lives of women easier at a basic level and make women more independent.

Table 1 shows the women's consultation centre, shelter, home care and kindergarten/day care services provided by metropolitan municipalities. Of the 30 metropolitan municipalities, 12 offer women's consultation centre services and 11 offer shelter services. Eight municipalities offer services through organisations called family consultation centres, family support and education centres and women's living centres. While some of these centres offer counselling services to women (Trabzon, Konya), others focus on hobby and vocational courses (Kahramanmaraş and Şanlıurfa). It was also found that some metropolitan municipalities such as Kahramanmaraş and Samsun had allocated space, buildings or plots for shelters, but had transferred these assets to the MoFSS due to difficulties in managing shelters and/or preferences.

Problems are observed in the provision of services for the elderly, children and persons with disabilities, which are groups that are generally cared for by women. Firstly, there are few spaces to prevent elderly and persons with disabilities' isolation/loneliness and allow for them to pass the time and socialise during the day. The home care coverage for the elderly and persons with disabilities is limited. These services cover persons with disabilities, and the elderly who live alone or with their

⁴¹ Information obtained from municipalities through official correspondence under the Law on Freedom of Information in May 2022.

spouses and who are in need. Care services are delivered by women due to gender roles. This role does not change with age, therefore the failure in the provision of any service to the elderly increases the workload of women.

13 metropolitan municipalities do not have any support centres that offer services to the elderly or persons with disabilities. Of the municipalities that offer home care services for the elderly, 13 (Diyarbakır, Erzurum, Gaziantep, Kahramanmaraş, Konya, Malatya, Mardin, Sakarya, Samsun, Ordu, Şanlıurfa and Trabzon) benefit from the Elderly Support Programme (YADES) financed by the MoFSS in providing services. While some municipalities utilise YADES resources in addition to their own, others offer services solely on the basis of the programme. For example, the Gaziantep Metropolitan Municipality benefits from YADES in addition to allocating resources from the municipal budget for the provision of services to the elderly. It is an important question whether municipalities will continue providing the service using their own resources once the programme has run its course. The increase in the number of service centres, expansion and spread of home care services would increase the welfare of the elderly and persons with disabilities, while reducing the amount of time women devote to care services.

In pre-school services, 14 of the 30 metropolitan municipalities have kindergartens/playrooms and similarly named centres. Two municipalities have provided centres such as kindergartens/playrooms from which only the children of women attending municipal courses can benefit.

Table 1: Services Provided by Metropolitan Municipalities					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Adana*	X	X	Disability Break Room service is provided. There is not day-care centre for the elderly.	Personal care, hairdressing and healthcare services are provided.	There are 3 child day-care centres, one in Kozan district and two in the city centre.
Ankara*	There is 1 Women's Consultation Centre.	There are 4 Women's Shelters.	There are two day-care centres for the elderly.	Personal care, home cleaning and maintenance and repair services are provided.	There are 4 kindergartens, 4 child day-care centres and 11 child playrooms.
Antalya*	There is 1 Women's Consultation Centre.	There is 1 Women's Shelter.	There is 1 Elderly Care Centre and 6 Persons with Disabilities Care Centres.	Medical monitoring and examination, self-care and home cleaning services are provided.	There are 5 kindergarten/day care/study centres.
Aydın*	X	There is 1 Women's Shelter.	There is 1 Autism Sports Centre, 1 Autism Support Centre and 1 sports hall for persons with disabilities.	Hairdressing, barbers and healthcare services are provided.	There are 2 Child Development Centres.

Note: Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Table 1: Services Provided by Metropolitan Municipalities (cont'd)					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Balıkesir*	There are 2 Women's Consultation Centres.	X	There is 1 Elderly Care Home. There is 1 Life without Disabilities Centre that serves 110 students.	X	X
Bursa*	There is 1 Women's Consultation Centre.	There is 1 Women's Shelter.	X	Psychologist, physio-therapist, practitioner doctor, nurse, care support (personal care, bathing etc.) and home cleaning services are provided.	There are 20 Mother's Lap Centres which provide free of charge preschool support for the 4-6 age group and have 1500 child beneficiaries.
Denizli*	X	X	X	Home cleaning and personal care services are provided.	X
Diyarbakır**	There is 1 Women's Life Centre.	There is 1 Women's Shelter.	X	Home cleaning, personal care, psycho-social support and basic home repair services are provided. (YADES)	X
Erzurum**	X	There is 1 Women's Shelter established in partnership with Pasinler District Municipality.	There is an Education, Rehabilitation and Recreation Centre for Persons with Disabilities and a Women and Persons with Disabilities Coordination Centre.	Home cleaning, personal care and psychological support services are provided. (YADES)	X

Note: Information on municipalities marked (**) was obtained in June 2022 using the websites of the municipality and its 2021 Activity Report.

Table 1: Services Provided by Metropolitan Municipalities (cont'd)					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Eskişehir*	There is 1 Women's Consultation and Solidarity Centre.	X	There is a Mental Disability Daytime Life Centre, which provides services to individuals with mental disabilities and autism spectrum disorders over the age of 18 and Alzheimer's patients.	Patient washing and personal care services are provided.	There is 1 kindergarten serving disadvantaged groups.
Gaziantep*	X	There is 1 Women's Shelter.	There is 1 Alzheimer's Centre and 1 "Home for the Needy". There is 1 Disability Rehabilitation Centre.	Home care services are provided. (YADES)	Here are 3 day-care centres and 3 preschools.
Hatay*	There is 1 Women's Consultation Centre.	X	X	Home cleaning and hairdressing services are provided.	X

Note: Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Istanbul	There is a Women's Hotline, a Women's Consultation Unit and 1 Women's Consultation Centre.	There is 1 Women's Shelter.	Day care services for the elderly are provided. Individuals with special needs between the ages of 4-14 are served by the Maltepe Short Break Centre.	Healthcare at home, social support, psychological counselling, accompaniment at the hospital and home, physio-therapy, home and personal cleaning services are provided.	There are 32 Yuvamız İstanbul Child Activity Centres serving children between the ages of 3-6 and their families.
Izmir*	There are 2 Women's Consultation Centres.	There are 2 Women's Shelters.	There are 4 daytime Elderly Care Centres and 3 daytime Persons with Disabilities Care Centres. There are in addition 2 Awareness Centres and 1 Modern Art Museum without Disabilities that provide services for persons with disabilities.	Wound and injury care services, psychological support services, physical therapy services, personal care and home cleaning services are provided.	There are 13 İZELMAN Preschools which serve children between the ages 3-6. There are 11 Fairy Tale Houses for the benefit of children between 36-53 months.

Note: Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Table 1: Services Provided by Metropolitan Municipalities (cont'd)					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Kahramanmaraş**	While the municipality runs 3 Family Counselling and Education Centres, their services do not constitute women's consultation centre services.	X	There is no daytime care centre.	Identification at home, physio-therapy, home cleaning, food and psycho-social support services are provided. (YADES)	X
Kayseri**	X	X	The Child's Home without Disabilities provides daytime care services to children between the ages of 4-12 with mental disabilities.	Home cleaning, personal care, hairdressing, health support and call centre services are provided.	X
Kocaeli**	X	There is 1 Women's Shelter.	X	Personal care, hygiene, accompaniment and transport services are provided. (YADES)	X
Konya**	There are Family Art and Education Centres and a Women and Family Support Centre. However, these centres do not fulfil the role of a women's consultation centre.	X	X	Personal care and hygiene services are provided. (YADES)	X
Malatya**	There are Family Consultation and Support Centres, but these centres do not fulfil the role of a women's consultation centre.	X	There is one daytime Elderly Life Centre.	Home cleaning and personal care services and transport services for those having difficulty accessing public transport are provided. (YADES)	There are Nezaket Schools which serve 4-6-year-olds.

Note: Information on municipalities marked (**) was obtained in June 2022 using the websites of the municipality and its 2021 Activity Report.

Table 1: Services Provided by Metropolitan Municipalities (cont'd)					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Manisa**	There is 1 Women and Family Consultation Centre.	X	X	Home care services for the elderly are provided.	There are 18 Children's Culture and Arts Centres. Various educational sessions, activities and courses are held for 4–12-year-olds at these centres. There are 3 daytime kindergartens.
Mardin**	There is 1 Women's Consultation Centre.	X	X	Home cleaning, hairdressing and transport services are provided. (YADES)	There is one kindergarten managed by the Metropolitan Municipality which serves the 4–6-year-olds children of municipal course attendees and employees.
Mersin*	There are 2 Women's Consultation Centres. There is one Women's Health Consultation centre and 1 Therapy centre.	There is 1 Women's Shelter.	The "Best Years Retiree's Home" is active. There is a "Break Home" that provides daytime care services for children with disabilities. There is a Life without Disabilities Centre.	Home care, healthcare at home and home cleaning services are provided.	There are 2 Child Development Centres which serve children between 46-72 months.

Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Information on municipalities marked (**) was obtained in June 2022 using the websites of the municipality and its 2021 Activity Report.

Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Muğla**	There is 1 Women's Consultation Centre.	X	There are 3 Short Break centres where persons with disabilities can spend time accompanied by expert personnel. There are 2 "100 Years Old Homes" for the elderly.	Healthcare and care at home, health counselling, patient training, dieting and nutritional services and transport to healthcare organisations services are provided.	There are 2 day-care centres serving 25-66 months olds.
Ordu**	X	X	X	Home cleaning, psychological support, healthcare services and food services are provided. (YADES)	X
Sakarya*	X	X	X	Home cleaning services, general counselling services and personal care services are provided. (YADES)	X
Samsun*	X	X	There are no centres providing services for the elderly. There is a Blue Lights Education Rest and Rehabilitation Centre for Persons with Disabilities	Home cleaning, healthcare at home, physical therapy, psychological support, social support, nutrition and dieting, personal care, laundry and cooking services are provided. (YADES)	X

Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Information on municipalities marked (**) was obtained in June 2022 using the websites of the municipality and its 2021 Activity Report.

Table 1: Services Provided by Metropolitan Municipalities (cont'd)					
Province	Women's Consultation Centre	Women's Shelter	Elderly/Disability Care	Home Care Services	Kindergarten/Day care
Şanlıurfa*	There is no Women's Consultation Centre. There are 31 Women's Support and Education centres managed by the Metropolitan Municipality.	X	There is no centre for the elderly. The Disability Coordination Centre provides services for persons with visual, audio, orthopaedic, mental and other disabilities.	Home care services are provided.**(YADES)	There are playrooms for 3–6-year-olds in municipal centres used by course attendees.
Tekirdağ**	There are three Women's Consultation Centres managed by the municipality, in Çerkezköy, Süleymanpaşa and Çorlu.	X	X	Healthcare at home and transport to healthcare organisations services are provided.	X
Trabzon*	There is no Women's Consultation Centre. The Social Services Department of the Trabzon Metropolitan Municipality carries out referrals over the TİKOM 153 hotline and provides counselling accompanied by pedagogists, sociologists and psychologists.	X	X	Home cleaning, warm food and health referrals services are provided. (YADES)	X
Van***	X	X	X	Medical examination at home, physiotherapy, routine health-checks and transport to healthcare organisations services are provided.	There is a Children's Kindergarten Day care and Soup Kitchen. There are 3 kindergartens.

Information on municipalities marked (*) was obtained in May 2022 by official correspondence with the municipality under the Law on the Freedom of Information.

Information on municipalities marked (**) was obtained in June 2022 using the websites of the municipality and its 2021 Activity Report.

Local interventions are significant for the empowerment of women and for them to lead their lives as equal individuals within society. However, this is also the case for men and LGBTI+ individuals. The significant issue is that gender equality or inequality is mainly discussed in terms of women. However, gender inequalities affect not just women, but also men and LGBTI+ individuals. Evaluating municipal services from this framework, it is found that although they are inadequate, empowerment, counselling and free time services target women to a significant degree and exclude other individuals. Municipal services for men seem to consist of sports and football fields. While these are necessary services, they are far from having the capacity to empower men, especially disadvantaged men.

Viewing municipal services from the perspective of gender equality requires not just officials at the executive level owning up to the ideal of gender equality, but also the formation of institutional structures within local administrations that can formulate policies to realise this ideal. Equality units are one of the most significant forms of such institutional structures.

2.2. Equality Units

As of May 2022, there were 35 equality units in Turkey (Table -2). While some of the equality units are extremely active, others seem to exist on paper. While the first equality units in Turkey were established in 2006, they became more widespread especially after 2019. 16 of the 35 equality units were established in or after 2019. In this study, the duties and responsibilities, personnel structure, whether they have their own regulating documents and the directorates with which they are affiliated was examined to understand the structure of equality units.

The duties and responsibilities of equality units may be defined at three levels:

- Duties and responsibilities of equality units determined by the directorate/presidency with which they are affiliated:

(e.g. Providing empowerment training at Women's Consultation Centres etc.)

- Duties and responsibilities of equality units in relation to the Municipality as a whole:

(e.g. Evaluating municipal policies from a GE perspective, undertaking GE-sensitive data collection and analysis, providing training to municipal personnel for GE-related services etc.)

- Duties and responsibilities of the equality units towards society, the region in which municipal services are provided and the residents of this region

(e.g. Undertaking activities to ensure GE takes root in municipal region, undertaking joint work with CSOs, undertaking activities for significant dates for GE such as March 8th and November 25th).

Of course, these duties and responsibilities are not strictly separated. Activities targeting municipal space-society can transform the internal structure of the municipal administration. The transformation in the internal structure of the municipality may influence activities for society.

Activities for other units of the municipality are defined among the duties of equality units. The scope and limits of these activities vary across municipalities. Some equality units list in-service training for other units of the municipality, evaluating the administrative structure and activities of the municipality from a gender equality perspective and providing suggestions that will spread the gender equality perspective among these units within their duties and responsibilities. Of course it is one thing for these to be listed among duties and responsibilities and quite another thing for them to be realised. As discussed above, no equality unit provides a full assessment of municipal services from a GE perspective.

Most units have only one member of staff. 13 equality units employ one personnel and 11 employ two personnel. The remaining 11 equality units have three or more personnel. Personnel number is an indicator that can be used to reveal the significance of the quality unit within the municipality. However, in some cases, evaluation using the official number of personnel can be misleading. Especially in cases when the job description of the staff of equality units is not clear, unit personnel may attend other business of the directorate with which they are affiliated, while other municipal employees may attend the business of the equality unit. Just as important as the number of personnel is personnel quality. There are cases in which being a woman is thought to by itself qualify a person for working in the field of gender equality, with the expertise, knowledge and experience required by the field being overlooked. However, the personnel employed at equality units having sufficient knowledge and experience of gender equality is highly significant for the planning and activities to be undertaken to be effective and in keeping with the founding objective of the unit. Otherwise, these units will not be capable of running effective activities in keeping with their founding objectives.

The position of the equality unit in the organisation of the municipality and the unit under which it is institutionally placed are significant for showing the meaning attached to the equality units. 21 of the equality units are attached to units directly working for women, such as directorates of women and family or women's branch directorates. Of the remaining units, five are affiliated with the social aid/support services directorates, four with the directorate for strategy development, one with the

press and public relations directorate, one with the health affairs directorate and one with the deputy mayor's office. For effective work to be carried out by equality units, they need to be positioned to be active in policy making. Therefore, it is more appropriate for them to be placed under the strategy departments/directorates, rather than units directly working for women.

11 of the quality units have their own regulating documents or directives, while the other 17 units are defined in the regulation of the directorates with which they are affiliated. There are seven equality units with no regulating documents. The structuring of equality units as units with their own regulations and budgets is significant for the realisation of services developed in keeping with gender equality. Regulating documents such as regulations and directives define the work, activities or most generally duties, while a budget ensures the realisation of these activities.

Number	City	Name of Municipality	Name of the Equality Unit	Year of Establishment	Number of Staff Employed at the Unit	Supervising Directorate	Does the Unit Have Its Own Regulatory Document
1.	ADANA	Çukurova Municipality	Equality Unit	2019	2	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.
2.	ADANA	Seyhan Municipality	Seyhan Municipality Equality Unit	2017	1	Directorate of Women and Family Services	Yes
3.	ANKARA	Çankaya Municipality	Çankaya Municipality Directorate of Women and Family Services Equality and Awareness Office	2014	4	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.
4.	ANTALYA	Muratpaşa Municipality	Muratpaşa Municipality Equality Unit	2014	2	Directorate of Women and Family Services	No
5.	BURSA	Nilüfer Municipality	Nilüfer Municipality Equality Unit	2010	1	Directorate of Strategy Development	Yes
6.	ESKİŞEHİR	Eskişehir Metropolitan Municipality	Eskişehir Metropolitan Municipality Equality Unit	2014	2	Brach Directorate for Working with Women	Has its own directives in addition to being defined within the regulation for the Department of Social Services.
7.	ESKİŞEHİR	Odunpazarı Municipality	Odunpazarı Municipality Equality Unit	2014	1	Directorate of Strategy Development	Yes
8.	ESKİŞEHİR	Tepebaşı Municipality	Tepebaşı Municipality Social Equality Centre	2022	3	Directorate of Health	No

Table 2: Equality Units (cont'd)							
Number	City	Name of Municipality	Name of the Equality Unit	Year of Establishment	Number of Staff Employed at the Unit	Supervising Directorate	Does the Unit Have Its Own Regulatory Document
9.	GAZIANTEP	Gaziantep Metropolitan Municipality	Gaziantep Metropolitan Municipality Equality Unit	2014	2	Department of Women, Family, Education and Social Services	No
10.	İSTANBUL	Ataşehir Municipality	Ataşehir Municipality Social Equality Unit	2021	3	Directorate of Women and Family Services	Within the regulation of the Directorate of Women and Family Services.
11.	ISTANBUL	Avcılar Municipality	Ataşehir Municipality Social Equality Unit	2020	1	Directorate of Women and Family Services	Yes
12.	ISTANBUL	Beşiktaş Municipality	Beşiktaş Municipality Social Equality Unit	2014	1	Directorate of Women and Family Services	Yes
13.	ISTANBUL	Beylikdüzü Municipality	Beylikdüzü Municipality Social Equality Unit	2016	1	Directorate of Strategy Development	No (with the approval of the mayor's office)
14.	ISTANBUL	Kadıköy Municipality	Kadıköy Municipality Social Equality Unit	2016	2	Directorate of Social Support Services	Yes
15.	ISTANBUL	Kartal Municipality	Kartal Municipality Directorate of Women and Family Services Equality Unit	2021	1	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.

Table 2: Equality Units (cont'd)							
Number	City	Name of Municipality	Name of the Equality Unit	Year of Establishment	Number of Staff Employed at the Unit	Supervising Directorate	Does the Unit Have Its Own Regulatory Document
16.	ISTANBUL	Küçükçekmece Municipality	Women's Equality Centre	2020	1 ⁴²	Directorate of Women and Family Services	No (Established by approval of the municipal council.)
17.	ISTANBUL	Şişli Municipality	Şişli Municipality Social Equality Unit	2015	2	Directorate of Social Support Services	Yes
18.	ISTANBUL	Maltepe Municipality	Maltepe Municipality Social Policies and Equality Unit	2021	3	Directorate of Strategy Development	Defined within the regulation for the Directorate of Strategy Development.
19.	IZMIR	Bornova Municipality	Women and Men Equality Unit	2021	2	Directorate of Women and Family Services	Listed under a separate section of the regulation for the Directorate of Women and Family Services.
20.	IZMIR	Buca Municipality	Buca Municipality Gender Equality Unit	2014	1	Directorate of Women and Family Services	No
21.	IZMIR	Çiğli Municipality	Gender Equality Unit	2021	5	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.
22.	IZMIR	Izmir Metropolitan Municipality	Izmir Metropolitan Municipality Gender Equality Unit	2012	5	Branch Directorate for Women	Defined within the regulation for the Branch Directorate for Women.

⁴² Although there are 8 members of staff at the Women's Equality Centre, there is one member of staff dealing with the work of the Equality Unit.

Table 2: Equality Units (cont'd)							
Number	City	Name of Municipality	Name of the Equality Unit	Year of Establishment	Number of Staff Employed at the Unit	Supervising Directorate	Does the Unit Have Its Own Regulatory Document
23.	IZMIR	Karabağlar Municipality	Karabağlar Municipality Women-Men Equality Unit	2015	1	Directorate of Social Aid	Defined within the regulation for the Directorate of Social Aid.
24.	IZMIR	Karşıyaka Municipality	Karşıyaka Municipality Social Equality Unit	2019	2	Directorate of Women and Family Services	Duties, authorities and responsibilities defined in the regulation for the Directorate of Women and Family Services.
25.	IZMIR	Konak Municipality	Konak Municipality Equality Unit	2018	2	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.
26.	IZMIR	Menemen Municipality	Menemen Municipality Equality Unit	2019	No personnel assigned to the Equality Unit yet. ⁴³	Directorate of Social Aid	Duties, authorities and responsibilities defined within the regulation for the Directorate of Social Aid.
27.	IZMIR	Narlidere Municipality	Equality Unit	2021	No	There is a room with a door sign within the WCC. WCC personnel also attend the Equality Unit.	Yes

⁴³ There is a municipal council decision for the establishment of the unit and the Equality Unit is included in the regulation for the Directorate of Social Aid. However, the unit is not currently active and has no personnel.

Table 2: Equality Units (cont'd)							
Number	City	Name of Municipality	Name of the Equality Unit	Year of Establishment	Number of Staff Employed at the Unit	Supervising Directorate	Does the Unit Have Its Own Regulatory Document
28.	IZMIR	Selçuk Municipality	Local Equality Unit	2021	2	Deputy mayor	No (Established by decision of the municipal council.)
29.	KARS	Kars Municipality	Konak Municipality Equality Unit	2006	3	Directorate of Women and Family Services	Defined within the Regulation for the Directorate of Women and Family Services.
30.	MERSIN	Mezitli Municipality	Mezitli Municipality Equality Unit	2021	1	Directorate of Cultural and Social Affairs	Yes
31.	MERSIN	Mersin Metropolitan Municipality	Gender Equality Unit head Office	30 September 2019	2	Branch Directorate for Women	Yes
32.	MUĞLA	Bodrum Municipality	Gender Equality Office	2019	3	Directorate of Press and Public Relations	Defined within the regulation for the Directorate of Press and Public Relations.
33.	SAMSUN	Atakum Municipality	Atakum Municipality Equality Unit	2022	3	Directorate of Women and Family Services	Yes
34.	TRABZON	Ortahisar Municipality	Ortahisar Municipality Women and Men Equality Bureau	2017	1	Directorate of Social Aid	Defined within the regulation for the Directorate of Social Aid.
35.	TRABZON	Trabzon Metropolitan Municipality	Trabzon Metropolitan Municipality Local Equality Unit	2014	1	Department of Cultural and Social Affairs	Defined within the regulation for the Department of Cultural and Social Affairs.

2.3. Strategic Plans of Municipalities

Article 41 of the Law 5393 on Municipalities reads: “Within six months of the nationwide local elections, the mayor shall draw up the strategic plan in accordance with the development plan and program and with the regional plan if any, and submit it to the municipal council; he shall likewise draw up the annual performance program and submit it to the council before the beginning of the year concerned. The strategic plan shall be prepared in consultation with universities if any, professional organizations and civil society organizations concerned with the subject, and enter into force after adoption by the municipal council. It shall not be mandatory to draw up a strategic plan in municipalities with a population of less than 50,000. The strategic plan and the performance program shall serve as the basis for preparation of the budget and be deliberated and adopted by the municipal council before the budget.

A regulation for the law was later prepared that lists the basis for the preparation, implementation and content of strategic plans.⁴⁴ In this study, CEİD has evaluated the strategic plans of the 30 metropolitan municipalities and the Union of Municipalities of Turkey (TBB) from a GE perspective, using pre-identified criteria and with view to the GE correspondence of integrated plans.

The main questions in examining strategic plans were the extent to which local administrations reflect equality of women and men in their policies and activities when planning city administration, the extent of fairness and egalitarianism in distributing financial and administrative sources in city administration and the degree of conceptual positioning of GE in the strategy as a whole. It should be noted that while this examination was made over metropolitan municipalities’ strategic plans, municipalities currently implement many activities targeting problems resulting from gender inequality which do not feature in the plans and obtain effective results. The evaluation provided here should be viewed as an analysis of the extent to which municipalities reflect GE in their institutional policies and strategic positioning for the future.

The strategic plans of 30 Metropolitan Municipalities covering the period 2020 - 2024 were analysed based on the following six criteria and their overall integrity:

1. Is GE included among principles and values?
2. Are strategic aims and objectives identified in the GE framework included in the plan?
3. Have activities with GE content been planned?

⁴⁴<https://www.mevzuat.gov.tr/File/GeneratePdf?mevzuatNo=38547&mevzuatTur=KurumVeKurulYonetmeligi&mevzuatTertip=5>

4. Does the plan include the concept of GE?
5. Is the term “woman” (“*kadın*”) included in the GE context?
6. Are LGBTI+ included in the plan?

The results for the 30 plans according to the criteria above are given in Table 3 below. Some expressions concerning the criteria in strategic plans are presented in boxes as good examples encountered in evaluation.

Table 3: GE in Strategic Plans				
	Non-existent	Very inadequate and indirect	Partially included	Fully and clearly expressed
Is GE included among principles and values?	21	3	3	3
Are strategic aims and targets identified in the GE framework included in the plan?	9	5	12	4
Have activities with GE content been planned?	6	6	12	6
Does the plan include the concept of GE?	24	1		5
Is the term “woman” (“ <i>kadın</i> ”) included in the GE context?	15	9	3	3
Are LGBTI+ included in the plan?	30			

2.3.1 Evaluation by Criteria

“Is GE included among principles and values?”

At the beginning of the evaluation, it should be noted that an assessment of the criteria above independent of the whole would not yield realistic results. There are only two metropolitan municipalities (Izmir and Mersin) which have included GE both in their vision, mission and principles statements and have consistently implemented it throughout the plan. Furthermore, the Strategic Plan of Eskişehir Metropolitan Municipality, which although does not feature GE among its vision, mission and principles statements consistently treats of women from a GE perspective throughout the plan, and is a good example of how this criterion cannot be taken independently of the whole. On the other hand, while the Strategic Plan of Ankara Metropolitan Municipality has identified one of its 15 strategic values as the “equality of women and men”, this value was found to have been very

inadequately reflected throughout the plan. Despite this, the three top scoring municipalities in Table 3 above include Ankara Metropolitan Municipality in addition to Izmir and Mersin.

“A city where women and children’s rights are building blocks” - Strategic principle of Mersin Metropolitan Municipality

“Defending gender equality” - Strategic principle of Izmir Metropolitan Municipality

“Are strategic aims and targets identified in the GE framework included in the plan?”

17 metropolitan municipalities were found to have partially or inadequately fulfilled this criterion. The main factor resulting in a “partial or inadequate” assessment is the expressions used in describing the aims, targets and indicators in plans do not contain direct means of intervention for eliminating inequalities resulting from sex-based discrimination. Aim/target statements that take up women mainly at the activity level by including them among disadvantaged groups and view them as course participants to be provided with protective, educational and empowering social services and individuals who may contribute to employment through the promotion of cooperatives to strengthen the rural economy were evaluated as being inadequate, indirect and partial.

For example, the sentence outlining a target of the Department of Social Services of Denizli Metropolitan Municipality states the target as: “Supporting disadvantaged groups and ensuring their integration with social life” and the relevant indicator for this target (which is the only indicator in the plan to expressly include women, in a single sentence) was identified as “the number of woman entrepreneurs benefiting from micro credits”.

The Strategic Plan of Bursa Metropolitan Municipality includes the indicator “the number of people rehabilitated to society at women’s shelters” for the target of “increasing the social welfare level of residents of the city”. Expressions such as this, which are problematic both in terms of the language employed and their connections to the relevant targets, may be found in many strategic plans.

The boxes below present two targets from the strategic plans of metropolitan municipalities of Mersin and Izmir that focus on GE.

Target 4.2. Gender equality in urban life is to be supported, the position of women in society is to be strengthened and the right to an equal life is to be provided for all disadvantaged communities

Izmir Metropolitan Municipality

Target 4. Supporting social inclusion, social cohesion and social harmony with a comprehensive understanding through the social support services of the municipality

Target 4.3

Implementing service provision to ensure that gender equality is established in municipal administration and local service provision; no one is disadvantaged due to their gender identity or age; fragile groups are empowered and play a role as active individuals in society.

Mersin Metropolitan Municipality

“Have activities with GE content been planned?”

18 of the 30 plans were found to include activities with partial or complete GE content. In evaluating the plans, those GE focused activities that were designed as a direct means of intervention for the elimination of inequalities resulting from sex discrimination were considered to have met this criteria. Some examples are establishing kindergartens and day care centres, women’s consultation centres and social facilities, women’s shelters/guesthouses and women’s products markets.

Other than these, activities such as pre-marital training programmes, training to protect the unity of the family and work towards the advancement of women were evaluated as being “very inadequate” or “partial” rather than being directly GE focused.

The boxes below give examples of three different GE focused activities from three strategic plans.

Indicator 7.1.2 The number of women benefiting from woman-friendly services

Activities 7.1.1. Activities for gender budgeting

Eskişehir Metropolitan Municipality

Indicator 6.3.1 Number of women's shelters

Activity: Construction of women's shelters

Hatay Metropolitan Municipality

Activity 4. establishing women's guesthouses to protect women from domestic violence

Tekirdağ Metropolitan Municipality

"Does the plan include the concept of GE?"

The inclusion of "gender equality" phrased as is in the plans was taken as the evaluation criteria. It was found that the strategic plans of metropolitan municipalities of Eskişehir, İzmir, Mardin, Mersin and Tekirdağ used the phrase "gender equality" as is and in its appropriate context.

Plans that used the phrase "GE" in reference documents were not included. It was also observed in the case on some metropolitan municipalities (such as Van) that while previous strategic plans used the phrase and concept "GE" and included targets identified to achieve it, the phrase was removed from plans with the change in local administration.

"Is the term "woman" ("kadın") included in the GE context?"

Although this may at first appear to be an "odd" or "unnecessary" criterion, it is observed that some strategic plans do not use the term "woman" ("kadın") at all, while others take up women as the protective elements of the family or a "disadvantaged group" that is need of aid and care rather than taking up women in the gender equality context. A significant number of plans do not provide data on gender as part of municipalities' data on the city and institutions. A typical example is the inclusion of data on municipal personnel that is not disaggregated by sex, which makes it unable for those examining the report to evaluate sex equality in municipal employment.

Some reports were found to use the word "woman" ("kadın") only once or never, outside of reference sources. For example, the Strategic Plan of the Kayseri Metropolitan Municipality uses the word "woman" only once, in the risk analysis section and there in a sentence that reads "Our women being unable to contribute to the family budget due to not being able to attend our vocational education courses".

In most reports the word "woman" was not used in or even out of the GE context.

"Are LGBTI+ included in the plan?"

None of the strategic plans included the phrases "LGBTI+", "sexual orientation" or any other expressions that may connote them.

2.3.2. Evaluation of the Entirety of Strategic Plans

The 2020-2024 Strategic Plan of the Union of Municipalities of Turkey does not contain the words “woman” (“kadın”) or “sex” (“cinsiyet”), or targets and activities for what these words stand for. When evaluating the strategic plans of metropolitan municipalities as a whole, the common feature that emerges in terms of GE is that the equality of women and men is confined to predetermined areas as a form of “social work” (under varying definitions depending on the equality of women and men approach of the administration preparing the plan). Municipalities have failed to identify targets and activities for preventing sex inequality in the service areas of their various units (transport, parks and recreation, human resources, environment etc.). One of the few exceptions is Hatay Metropolitan Municipality. The Human Resources and training Department of the Metropolitan Municipality of Hatay has established a clear target for eliminating the sex inequality in its personnel composition.

Target 1: Increasing institutional capacity with a strategic management approach

Target 1.2: Developing human resources in line with strategic targets

Indicator 1.2.1. Increasing the number of woman employees of the municipality from 21% to 25% by 2024

Hatay Metropolitan Municipality

Article 9/1 of the law governing the connections between strategic plans and the development plans and programmes states “Strategic plans prepared by public administrations are prepared and implemented compatibly with the development plan, the Presidential programme and other national, regional, sectorial and thematic plans, programmes and strategies relevant to their field of activity.” Therefore strategic plans feature full references in their higher policy document analyses and legislation analyses sections and state from the beginning that the plans are compatible with referenced documents. Among the references cited are the Annual Programme of the Presidency (2019), the Eleventh Development Plan, the Women’s Empowerment Strategy Document and Action Plan, the National Action Plan on Combating Violence Against Women and in some plans the relevant articles of United Nations Sustainable Development Goals on GE and most plans reference these documents. However, the GE targets referenced at higher level strategies are usually missing at the planning stage.

It was observed that monitoring and evaluation processes are usually not defined within the strategic plans and that only a few plans mention the importance of monitoring and evaluation in sections towards the end. This is at odds with article 20, paragraph 4 clause 1 of the relevant law, which

defines the general principles for monitoring and evaluation. As stated in this clause, strategic plans must provide clear and measurable indicators for monitoring purposes. In most of the strategic plans examined, indicators were defined without suitable quantitative data and time limits necessary to formulate an appropriate monitoring process.

It is worth noting the inadequacy of targets and activities regarding women's consultation centre, women's shelters/guesthouse services, despite metropolitan municipalities managing considerable numbers of such organisations. It is also significant that violence against women has not been perceived as a problem area in the strategic plans. For example, plans do not contain targets or activities for the organisation of municipal administration to ensure the safety of women. The failure of even those local administrations which implement practices for the safety of women (stop on request buses, panic alarm buttons in parks etc.) to include them as activities in their plans denotes the lack of a political approach to GE.

It is understood that most plans implemented participatory processes and consulted with civil society organisations in their preparation phase. The outcomes of such consultations are mainly listed in table form in the present situation analysis sections of plans. It was found that the GE-based problems and demands expressed in these tables were not taken up in the plans. Similarly, the GE-based needs and priorities identified during needs analyses in the preparatory phases of plans were often not reflected on the plans. Sex distribution is unequal for the personnel and managerial staff of all metropolitan municipalities, without exception. Other than Hatay Metropolitan Municipality, none of the municipalities have perceived this to be a problem or developed intervention means to address the inequality.

Karabağlar District Municipality: An example of a strategy plan that deals with gender equality in its various dimensions at the target and activity level

In its strategy plan, Karabağlar District Municipality has listed the target of empowering women in economic and social life under the aim "forming a strong society that enjoys social welfare and solidarity". Among the many activities planned to reach this target, the following are distinguishing features of the plan: Undertaking necessary work to prepare data sensitive to sex for municipal services; running social awareness raising activities to prevent violence against women and early and forced marriages etc.; campaigns to combat preconceptions; establishing women's shelters; managing all service projects in compliance with the European Charter for Equality of Women and Men in Local Life; empowerment training for woman refugees; building woman-friendly parks; holding training sessions and meetings to ensure that municipal services are planned with sensitivity

to sex (...) The plan is also remarkable for not categorising women, children and persons with disabilities as disadvantaged groups or groups that require social aid, identifying needs and priorities for each of these groups and planning targets and activities based on identified needs and priorities.

2.4. Evaluating Local Equality Action Plans

In many provinces, Local Equality Action Plans (LEAPs) are prepared, mainly by local administrations, to take tangible measures at the local level, develop and implement local policies to ensure women to benefit from their fundamental rights equally and without sex-based discrimination at the local level, strengthen their representation and ensure their active and equal inclusion in the administration of the city. In Turkey, LEAP preparation work began with the United Nations Women Friendly Cities Project. During the second phase of the project (2011-2013), 11 of the 12 programme provinces prepared LEAPs, but the process was interrupted with the end of the project. Notably, among the provinces included, Trabzon has continued its equality planning and implementation activities uninterruptedly since then, with the participation of various stakeholders in the province and under the leadership of the province governorate.

Another mechanism that promotes and encourages the preparation and implementation of Local Equality Action Plans is the European Charter for Equality of Women and Men in Local Life. The Council of European Municipalities and Regions (CEMR), which is the European region organisation of the World Organisation of United Cities and Local Governments (UCLG) prepared and called for the signing of the European Charter for Equality of Women and Men in Local Life in 2006 to ensure gender equality at the local and regional scale in Europe. One of the conditions of the Charter is that signatory parties should develop, accept, ratify and begin the implementation of a Local Equality Action Plan within reasonable time of signing the charter (two years at most). According to a list prepared and last updated at the end of 2021 by the Union of Municipalities of Turkey, eight metropolitan municipalities are signatories of the Charter. As of June 21st 2022, there were no metropolitan municipalities that had prepared a LEAP and shared it on their website among those metropolitan municipalities that signed the European Charter. However, the metropolitan municipalities of Mersin, Istanbul and Ankara, which are not signatories of the Charter have shared the LEAPs they prepared on their websites. İzmir Metropolitan Municipality, which is a signatory of the charter and has prepared a LEAP, and Eskişehir Metropolitan Municipality which has prepared a LEAP without signing the charter have both stated that they are about to finalise the publication of their plans on their websites. This evaluation study therefore covers the Local Equality Action Plans of the metropolitan municipalities of Mersin, Istanbul and Ankara which have made their plans public on their websites. Data on metropolitan municipalities that have signed the CEMR Charter and their

dates of signing presented in Table 4 below is taken from the Union of Municipalities of Turkey's Table of Signatory Municipalities of the CEMR Equality Charter dated August 20th 2021.

Metropolitan Municipality	Signatory to CEMR	Date of Signing CEMR	Prepared Up-to-date LEAP	Published on its Website
Adana	X	2013		
Ankara			X	X
Antalya	X	2013		
Bursa	X	2013		
Denizli	X	2013		
Eskişehir			X	
Gaziantep	X	2018		
Istanbul			X	X
Izmir	X	2013	X	
Mersin			X	X
Ordu	X	2014		
Trabzon	X	2013		

The evaluation was based on the following criteria:

1. Whether priorities were defined in the current situation analysis;
2. For signatory municipalities of the charter, whether the content of their plan matches the obligations of the charter;
3. The form of inclusion of inclusivity in the plan (defined mechanisms, participation processes planned and implemented at various levels, shared responsibilities, roles etc.);
4. The consistence of targets, indicators and activities throughout the plan;
5. The plan's inclusion of monitoring and evaluation (M&E) processes, whether there are defined M&E mechanisms and the suitability of indicators for monitoring

Due to inadequate information regarding the planning processes for the plans and the current situation, matters such as whether the plan matches the capacity of the implementing organisation, whether the targets are realistic and achievable, whether the plan content meets the GE priorities and needs of the city were not considered. For this evaluation, it was assumed that for all plans examined, the necessary analyses were carried out and priorities and needs were identified during the preparation process.

2.5. General Assessment

The three plans were found to introduce priorities for transformation for individuals living in the city in question and the capacity of the institution itself and that targets and activities were added to the plan accordingly. While the plans of the metropolitan municipalities of Mersin and Istanbul identify special GE-focused targets for the institutions themselves, Ankara Metropolitan Municipality has approached the matter at the activity level under various targets within the plan. The basic and shared problem in the LEAPs for the three provinces that emerges from a structural assessment has to do with monitoring indicators. It may be said that the plans are inadequate in terms of measurable indicators. Almost all indicators in the plans are at the output level and no indicators at the outcome or impact level are in place. Significant elements of an ideal action plan are the inclusion of the level of learning and transformation in the lives of people participating in specific activities as indicators alongside the number of people participating in activities and the formulation of a distinct monitoring programme through budgeting for the measurement, monitoring and evaluation methods for these indicators. Such an approach is capable of transforming the plans into a tool of political change and transformation, whereas a plan based on output planning alone is little more than an activity calendar. Mechanisms for internal and external monitoring were defined in the LEAPs of the metropolitan municipalities of Istanbul and Mersin. This mechanism being placed at the target level is a distinguishing feature of the Istanbul LEAP in terms of the management of the plan through a participatory process. An evaluation of the Local Equality Action Plans of the metropolitan municipalities of the three provinces is given below.

Ankara Metropolitan Municipality Local Equality Action Plan

The Local Equality Action Plan of the Ankara Metropolitan Municipality begins with a vision sentence and continues with tables of targets/activities. The plan does not contain information on work during the preparatory phase (present situation and stakeholder analyses) or on methodology and background. In its current form, the plan leaves the impression of a draft working document, which impression is supported by Note 1 at the end of the plan, which reads “The Action Plan draft text will be finalised with your opinions”. The plan includes targets in four basic fields relevant to gender equality (for education: increasing the participation in education of women and girls in the city; for participation: participation in decision-making processes; women and municipal services and women and health issues). In terms of inclusivity, three activities in the plan include refugee women and two activities include women with disabilities.

Targets and activities for the years 2021, 2022 and 2023 are defined with activity outputs in the plan flow. The information provided as output indicator for most activities are partially methodological information for the implementation of the activity or details of the activity. In terms of the compatibility of targets and activities and the compatibility of targets with general aims, it may be said that the plan has an internal hierarchical flow, but it does not adequately complete the flow using indicators. The indicators provided do not seem adequate for the monitoring of the plan and no activities pertaining to internal or external monitoring are defined in the plan. The only piece of information regarding the monitoring of the plan is the following sentences found in the Notes section at the end of the plan: “The principles of monitoring, auditing and transparency are to be observed and performance indicators will be taken as the basis of monitoring.”

Cooperation with the Union of Municipalities of Turkey for the activity for establishing a women’s assembly under the “ensuring the equal participation of women in local mechanisms” target in the “participation” theme of the plan is a distinguishing feature (see Table 5). The activity for drawing up a safe city map foreseen under the next target is also worth noting for the service content’s potential of setting a good example. The plan may also be said to have touched on a special and important subject with its activities for women’s shelters (see Table 6). Although the content features potentially impactful targets and activity plans regarding important issues, it is not possible to describe the Ankara Metropolitan Municipality’s LEAP as an integrated action plan in its current state. An integrated action plan requires an evaluation of the city and the institution from a GE perspective and providing background information on priorities and the participatory processes in its preparatory phase. Furthermore, the inadequacy of the indicators in the structural design of the plan (with the indicators given as examples as part of the target-indicator-activity hierarchy in tables below not being clear or equipped with qualitative data even at the output level) and the failure to define the monitoring and evaluation process are significant issues that need to be addressed during the revision of the LEAP.

Table 5: Participation in Decision-Making Mechanisms

TARGET 2. PARTICIPATION/ Ensuring the Equal Participation of Women in Local Mechanisms

2.1.3 Establishment of the Women’s Assembly (- <i>Muhtars</i> -Municipal Assembly Members-Woman Executives-Woman	Ankara Metropolitan Municipality	Ankara Metropolitan Municipality Union of Municipalities of Turkey City Council	Officially deciding on the establishment of a women’s assembly with the executive board of the city council; holding elections to the assembly; establishing the working standards of the assembly; publicising the assembly after the election of	Establishing the working calendar for the women’s assembly Publishing the women’s assembly report	Sharing women’s assembly re-election calendar and reports with the public
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Entrepreneurs)			members		
2.1.4 Training on Gender Budgeting	Ankara Metropolitan Municipality	Department of Social Services Department of Financial Services	Delivering gender budgeting training to employees of the departments of Social Services and Financial Services in cooperation with UN Women	Preparing the budget for the 2022 fiscal year on a GB basis and the monitoring of budget use by the monitoring commission	Preparing the budget for the 2023 fiscal year on a GB basis and the monitoring of budget use by the monitoring commission

Source: Ankara Metropolitan Municipality Local Equality Action Plan Sub-Target 2.1, Ensuring the equal participation of women in local mechanisms, p. 10 <https://dSPACE.ceid.org.tr/xmlui/handle/1/2055>

Table 6: Combating Violence Against Women

TARGET 6. Combating Violence Against Women

6.1.1. Increasing Digital Support Mechanisms	Ankara Metropolitan Municipality	Women and Family Branch Directorate Combating Domestic Violence Unit of the Directorate of Security	Coupling the MOR BUTTON ("PURPLE BUTTON") application with the Directorate-General of Security, increasing the visibility of and publicity for purple buttons and kiosks	Online delivery of training on mechanisms for combating violence	Sharing training modules on the website and the preparation and distribution of booklets to women receiving social aid
6.1.2 Increasing support provided by Women's Consultation Centres (travelling vehicle)	Ankara Metropolitan Municipality	Ankara Metropolitan Municipality	Publicising the travelling vehicle, beginning hygiene kit support provision in rural districts through the travelling vehicle	The travelling vehicle delivering combating violence training in districts	Delivering training on combating early and forced marriages in neighbourhoods and villages inhabited by refugees through the travelling vehicle
6.1.3. Strengthening the organisation of Women's Consultation Centres (increasing the number of Women's Consultation Units)	Ankara Metropolitan Municipality	Department of Social Services	Establishing new women's consultation units in the districts of Altındağ, Mamak and Keçiören	Establishing new women's consultation units in Etimesgut, Sincan and Yenimahalle/Şentepe	Establishing new women's consultation units in Beypazarı, Elmadağ and Kızılcahamam

Source: Ankara Metropolitan Municipality Local Equality Action Plan Sub-Target 6.1, Ensuring Effective Combating of Violence Against Women, p. 18 <https://dSPACE.ceid.org.tr/xmlui/handle/1/2055>

Istanbul Metropolitan Municipality Local Equality Action Plan

The Istanbul Metropolitan Municipalities' Local Equality Action Plan that covers the years 2021-2024 contains wide-ranging information on the present situation analysis and stakeholder analysis, thereby signalling that the GE-focused problems of the city were analysed from the onset and priorities and needs were identified through this work. The participatory process in the preparation phase of the plan is explained through summary information on the total of 73 meetings held with internal and external participants and workshops in the introduction to the plan.

The plan is structured around 15 headings/aims. These are: gender-based violence/violence against women and discrimination; health; poverty; housing; economic empowerment and employment; care services; urban planning, design, accessibility and a safe city; social support; mobility and transport; culture, arts and recreation; sports and green spaces; public relations information and publicity; a liveable city; education and lifelong learning; disasters and crisis.

There is a 3-4 pages long explanatory part on the present situation, work already carried out and the definition of the condition targeted with the activities planned in the introductory section or each article describing an aim of the plan, which give the reader adequate information about the plan.

The first aim of the plan being "participation" and the inclusion of various interest groups (migrants, persons with disabilities etc.) in the content of the plan is a distinguishing feature. Target 5 under the first aim is established as "Ensuring the monitoring of the Local Equality Action Plan by internal and external stakeholders through establishing the necessary mechanisms and disseminating the plan." That the monitoring of the plan is included at the target level is an important and exemplary detail. In activities under this target, the activity of departments reporting on the process for internal monitoring is identified, but no clear activities are proposed for external monitoring. The following explanation for of external monitoring is provided in the section on scope of aims: "Finally, it should be repeated that the establishment of a gender Equality and LEAP Coordination Unit that includes authorised representatives of all units, representatives of civil society and the City Council Women's Assembly will facilitate the dissemination of the targeted equality perspective to all municipal areas and the monitoring and evaluation of its spread in every field throughout the process." Despite repeatedly emphasising the need for a participatory mechanism for this issue, the plan does not define any activities for establishing this mechanism.

An overview of plan integrity shows that analyses were carried out in the preparatory process and there is compatibility among aims, targets and activities. However, it cannot be said that the compatibility extends to and integrated indicators (Table 7). In designing the structure of the plan,

indicators were provided at the end of each section as a full list (Table 8). For example, Aim 2 lists a total of 74 indicators. Some of these indicators are given as examples in Table 8 below. It is unclear which indicators are intended for which targets and the indicator propositions lack quantitative data. In its current state, the otherwise very comprehensively prepared plan suggests that it is expected for various units to formulate indicators concerning activities they are tasked with after the preparation of the plan. It seems impossible for the plan to be monitored and evaluated in its current form.

The inclusion of disadvantaged groups such as persons with disabilities and migrants in the plan strengthens its inclusivity, while the significance it attaches to the themes of migration and poverty in its activities and the inclusion of matters such as the participation of citizens who do not speak Turkish indicate that the plan has a mechanism against multiple discrimination as described in the Charter.

Table 7: Diversity Based data Analysis System

Target A1H2- Developing a diversity based data analysis system for the participatory realisation of policy making and implementation								
Action Code No.	ACTION	Estimated Start Date	Estimated Finish date	Unit Responsible	Cooperating Unit	Cooperating Unit	Cooperating Unit	Cooperating Stakeholder
A1H2E1	Data science training for personnel	2021	2024	Department of Human Resources and Training	Department of Information Technologies			Istanbul Planning Agency, universities, CSOs
A1H2E2	Gender equality sensitive analysis of service impact	2021	Routine	Department of Institutional Development and Management Systems	Department of Information Technologies			Istanbul Planning Agency, universities, women's organisations, CSOs
A1H2E3	Gender budgeting training for administrators	2021	Routine	Department of Human Resources and Training	Department of Financial Services	Directorate for the Coordination of Subsidiaries		Universities, women's organisations, CSOs
A1H2E4	Workshops to ensure participation	2021	2023	Department of Institutional Development and Management Systems	Directorate for the Coordination of Subsidiaries			Istanbul Planning Agency, CSOs, professionals' chambers, public institutions
A1H2E5	Developing participatory digital platforms/applications	2021	2023	Department of Information Technologies	Department of Press and Public Relations	Directorate for the Coordination of Subsidiaries		
A1H2E6	Forming a shared	2021	2024	Department of	Department of			Universities,

	database for the coordination of services that include migrants			Social Services	Information Technologies		international organisations, CSOs, Provincial Directorate of Migration Management, Provincial Directorate of Family, Labour and Social Services, Provincial Directorate of Health, Provincial Directorate of National Education
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Source: Istanbul Metropolitan Municipality Local Equality Action Plan, 2021 – 2024, p. 33
<https://dspace.ceid.org.tr/xmlui/handle/1/1377>

Table 8: Indicators for Monitoring Priority Areas

Indicator
Number of IMM service points where leaflets publicising IMM services are distributed
The number of <i>muhtars</i> receiving deliveries of leaflets publicising IMM services
Number of leaflets and other announcement materials delivered to <i>muhtars</i>
Ratio of outdoor media used for information activities
List of projects aimed at creating awareness of gender equality
Number of studies carried out to audit the accessibility of service announcements
Number of women interviewed during household visits for the dissemination of IMM services
Number of multilingual content (videos, websites, leaflets etc.) to be prepared for the dissemination of IMM services Number of personnel trained in sign language
Number of people receiving services in sign language
Number of persons with disabilities receiving service announcements
Number of IMM services announced using Braille or Audio Publicity
Number of units employing multilingual personnel
Number of centres providing services to groups including migrants
Ratio of migrant women among women applying to centres
Ratio of women on the IMM City Council
Ratio/number of local/refugee women participating in activities such as training and seminars on urban rights
Number of meetings held with woman <i>muhtars</i> on the right to the city
Number of image publications produced to disseminate the citizens' budget
Number of multi-lingual image publications produced to disseminate the citizens' budget
Number of personnel who completed the basic data science training under the Data Science for Social Good Programme.

Number of services analysed for gender equality impact
Number of equality impact assessment analysis reports prepared using BigData Programme data
Ratio of IMM administrators at the decision-making level who have received gender budgeting training
Ratio of women among participants using participatory digital platforms and applications
Number of women's organisations, CSOs etc communicated with
Ratio of women's organisations and CSOs in the IMM's database to the total number of women's organisations and CSOs in Istanbul
Number of units holding meetings with women's organisations/women
Number of women's organisations participating in meetings with CSOs
Preparation of the "principles of civil society participation and cooperation" document
Number of projects that include women's organisations/units
Number of meetings with woman entrepreneurs
Number of meetings held with mosque associations on revealed gender inequalities in mosque use and the equal access of women to mosques

Note: Only some of the 74 indicators are listed.

Source: Istanbul Metropolitan Municipality Local Equality Action Plan 2021-2024, p.40

Mersin Metropolitan Municipality Local Equality Action Plan

Mersin Metropolitan Municipality began preparing its LEAP for 2021-2023 on August 8th 2020. In the introduction to its LEAP, Mersin Metropolitan Municipality provides a two-page summary of the current GE situation of Turkey and the province of Mersin.

The summary information in the introductory section of the plan provides idea of the preparatory process, albeit limited. For example, it is stated that once the preparation of the plan began, GE training was provided to personnel at the level of department heads and branch directors, personnel of the Department of Women and Family Services and selected personnel from other units of the municipality (a total of 231 employees). The undertaking of such preparatory work is worth noting as a significant step that matches the content of the Charter. The introduction also contains information on the content and number of interviews held with various stakeholder groups while describing the preparatory process.

The plan contains a total of 19 targets structured around seven thematic fields or headers (education and awareness; employment and economic empowerment; participation; urban services; health; violence; improving institutional capacity for inclusive service provision). While the first six aims of

the plan are oriented towards citizens to which the municipality provides services, the seventh and final aim is for activities for the personnel of the municipality. The municipality listing its aim and plan for its own political transformation under a separate heading is a significant strategic approach. The activities listed under the total of 19 targets and the quantitative indicators for three-year periods following the present situation make the plan clear and amenable to monitoring. It is significant that targets for the future are designed over the present situation. However, the indicators in the plan are mainly output indicators rather than results and impact indicators.

The Mersin Metropolitan Municipality's LEAP is noticeable for being very clear, simple and internally consistent. An indicator of participatory processes having been carried out with stakeholders during the preparatory phase is that units which will be responsible for activities and the stakeholders (supporting institutions/organisations) are defined within the plan, sometimes with the identity of the stakeholder.

Mersin Metropolitan Municipality has planned activities under various targets of its plan to specifically increase the access to services of persons with disabilities, refugees and other groups facing discrimination. The plan is compatible with obligations under the Charter in terms of developing tools of eliminating multiple discrimination and sharing roles and responsibilities among various stakeholder groups in practice. Mersin Metropolitan Municipality provides a short "Monitoring and Evaluation" section at the end of its LEAP. This section states that the plan will be internally monitored and reported every three months and that a participatory Monitoring and Evaluation will be held at the end of each year with KA.DER, the Association for Monitoring Gender Equality (CEİD) and any other platforms, associations, organisations and institutions that request attendance for external monitoring.

Table 9: Participation**3. KATILIM**

3.1. Hedef: Karar Alma Mekanizmalarına, Belediye Hizmetlerini Planlama ve Tasarım Süreçlerine Katılımı Artırmak							
Faaliyet	Sorumlu birim	Destekçi kurum /kuruluş	Gösterge	Mevcut	2021	2022	2023
3.1.1. STK'lar ve kamu kurum ve kuruluşları ile toplantılar düzenleyerek görüş ve önerileri almak	Kadın ve Aile Hizmetleri Dairesi Başkanlığı	STK'lar Paydaşlar	Gerçekleştirilen toplantı sayısı	90	120	170	200
3.1.2. Kadınların ve ayrımcılığa uğrayan diğer grupların sorun ve ihtiyaçlarına yönelik tematik toplantılar yapmak	Kadın ve Aile Hizmetleri Dairesi Başkanlığı	STK'lar Paydaşlar	Tematik rapor sayısı	2	4	6	10
3.1.3. Bağımsız izleme toplantıları yaparak eylem planı uygulamalarının izlenmesini sağlamak	Kadın ve Aile Hizmetleri Dairesi Başkanlığı	STK'lar Paydaşlar	İzleme toplantı sayısı	-	1	2	3
3.1.4. Kız çocukları ile erkek çocuklarının eşit temsil edildiği Çocuk Meclisi kurarak çocukların karar alma süreçlerine katılımını sağlamak	Kadın ve Aile Hizmetleri Dairesi Başkanlığı	Sosyal Hizmetler D.B	Kız çocuklarının Çocuk Meclisinde yer alan toplam çocuk sayısına oranı	-	-	%50	%50
3.1.5. Engelli ve göçmen çocukların oluşturulan çocuk meclisine katılımını sağlamak	Kadın ve Aile Hizmetleri Dairesi Başkanlığı	Sosyal Hizmetler D.B	Engelli, göçmen çocukların toplam çocuk sayısına oranı	-	-	%5	%5

Source: Mersin Metropolitan Municipality Local Equality Action Plan 2021 – 2023, p. 29

<https://dSPACE.ceid.org.tr/xmlui/handle/1/1984>

3. Evaluation of the Ministry of Family and Social Services

3.1. Fourth National Action Plan for Combating Violence Against Women 2021-2025

The Fourth National Action Plan for Combating Violence Against Women 2021-2025 was prepared in response to criticism of the problems and weaknesses that would arise in eliminating violence against women by such attempts during the process of Turkey's withdrawal from the Istanbul Convention by presidential decree.⁴⁵ The Action Plan prepared by the Ministry of Family and Social Services (MoFSS) lists targets, strategies and action under five headings. The headings are: Access to Justice and Legislation; Policy and Coordination; Protective and Preventive Services; Social Awareness and; Data and Statistics. Five targets, 28 strategies and 227 indicators measuring actions were listed under these headings to monitor change in the defined timeline. Although it is a positive development that this Action Plan is more concrete, it is observed to have been designed in a way that does not reflect the facts on the ground in combating violence against women at the national level. The Action Plan not only omits mentioning Turkey's withdrawal from the Istanbul Convention despite being the first signatory state; it does not even acknowledge the existence of the Convention. The Council of Europe's work, action plans and conventions on violence against women are only referenced up to the year 2009. On the other hand, the targets of the Action Plan have been prepared to be compatible with the principles of the Istanbul Convention. Unlike in previous plans, the Fourth Action Plan does not feature the concepts of "gender" or "gender equality"; instead using the concept of "social awareness to achieve a society free from violence".

The following section evaluates the MoFSS' activities from a gender responsive budgeting perspective and shines alight on the resources allocated for eliminating violence against women and their limitations.

3.2. Evaluation of the MoFSS Budget from a Gender Responsive Budgeting Perspective

- The Development of the Gender Responsive Budgeting Approach

Gender Responsive Budgeting (GRB) is a thematic budgeting approach in which public income and spending are organised to advance the equality of women and men through fiscal policies and institutions^{46,47} GRB does not imply that separate budgets should be prepared for women and men,

⁴⁵ <https://dspace.ceid.org.tr/xmlui/handle/1/1793>

⁴⁶ Stotsky, M. J. G. (2016). Gender budgeting: Fiscal context and current outcomes. International Monetary Fund.

or the equal distribution of the budget between women and men. The GB approach attempts to answer the question “What is the impact of current fiscal policies on the equality of women and men?” To be more precise, GRB analysis focuses on the questions⁴⁸ “Do fiscal policies increase inequality of women and men”; “Do they decrease it”, “Do they have no impact?” Standard tools used in the GRB approach are tax and expenditure incidence analyses, time use analysis and the analysis of the medium term policy framework. The most frequently used of these tools is the expenditure incidence analysis, due to the accessibility of the data and the relatively simple methodology. Expenditure incidence analysis was first used by the World Bank in its poverty alleviation work in the 1970s to identify which sections of society benefit from public spending.^{49,50} This type of analysis is successfully implemented at the central administration level in Austria and at the state and local administration level in Berlin^{51,52}. The table below shows the retrospective gender budgeting analysis for relevant activities⁵³ in the Sports section in Berlin’s budget for 2020 and 2021 (Berlin prepares budgets for two-year periods).

Table 10: Berlin 2020-2021 Budget Financial Support to Sports Organisations Activity

	2017		2018		2019	
	Women	Men	Women	Men	Women	Men
Absolute Number	197	465	186	453	847	1.283
Ratio	29.8%	70.2%	29.1%	70.9%	39.8%	60.2%
Resources	318.7	750.6	257.4	627.3	403.9	611.0
(€ '000)						

Source: Berlin Budget 2020/2021 Volume 4 Plan 05: 48

⁴⁷ Quinn, S. (2009), Gender Budgeting: Practical Implementation Handbook, Directorate-General of Human Rights and Legal Affairs Council of Europe. <https://dspace.ceid.org.tr/xmlui/handle/1/1398>

⁴⁸ Elson, D. (2003), “Gender Mainstreaming and Gender Budgeting.” Paper presented at the Conference of the Jean Monnet Project on “Gender Equality and Europe’s Future” European Commission, Brussels.

⁴⁹ Elson, D. (1998), Integrating Gender Issues Into National Budgetary Policies And Procedures: Some Policy Options, Journal of International Development, 10(7), p. 929-941.

⁵⁰ Austen, S., Costa, M., Sharp, R., & Elson, D. (2013), Expenditure incidence analysis: a gender-responsive budgeting tool for educational expenditure in Timor-Leste?, *Feminist Economics*, 19(4), p. 1-24.

⁵¹ In Berlin, it is the rule to carry out user analysis of spending under each section of the both state and local budgets by target group and sex. While quantitative data for the user analysis is disaggregated by sex, GB analysis is included in explanations regarding the equality target. For more information on this subject, please see (Karababa, 2020: 57-172)

⁵² Karababa, R. (2020). Yerelde Toplumsal Cinsiyete Duyarlı Program Bütçeleme: Berlin Örneği ve Türkiye Büyükşehir Belediyeleri İçin Bir Uygulama Önerisi, Department of Public Finance, Ankara University, PhD Thesis.

⁵³ Berlin Budget Volume 4 Plan 05 2020/2021 (Berlin Haushalt 2020/2021 Band 4 Einzelplan 05). <https://www.berlin.de/sen/finanzen/haushalt/downloads/haushaltsplan-2020-21/artikel.890524.php>

As Table 10 shows, an analysis of the progress made in services use and resource distribution by year was carried out using sex-disaggregated user data.

Budgets are not documents in which numbers are simply compiled and ordered; they have different effects on different sections of society as *laws in which public policy becomes concrete*. GRB, which has become more widely applied and now shapes public income and expenditure as a result of women's struggle for rights derives its legitimacy from the law. The equality of women and men is a human rights issue and constitutions guarantee human rights. In other words, there is no legal obstacle to the implementation of GRB, while existing legislations and constitutions contain many elements that support this approach. Other than the legal dimension, the economic justification for GRB has also resulted in strong interest in this budgeting approach. Especially with the development of the literature on inclusive growth, the decency of growth at the cost of higher inequality and its sustainability have come to be questioned. It is impossible to assume that fiscal policies are sex neutral, when they are instrumental in determining the composition of public income and expenditure through budgets and affect human capital, physical capital accumulation, subsidies for the labour force supply, and economic behaviour such as investment and risk-taking.⁵⁴

The institutional basis for GRB, which is defensibly necessary from all of its economic, social, and legal aspects, was laid down with the Women's Budget Statement developed in Australia in the late 1980s. In response to the challenges described at the UN Decade for Women Conference, in November 1985 the Australian Prime Minister announced a new action plan to be implemented to improve the status of Australian women. This brought a strategy developed to ensure the access of women to equal rights on the national agenda. The GRB initiative in Australia prescribed the government to undertake gender impact analysis of expenditure at the ministerial and department level. This budgeting approach, which started off in Australia as an exemplary practice for the institutional implementation of GRB around the world, gained further momentum with the Fourth World Conference on Women held in Beijing in 1995. The Beijing Action Platform has called on governments to adopt the equality of women and men and the advancement of women in their budget policy and programmes. As a result of these initiatives, more than 80 countries have attempted GRB initiatives using various methods over the last ten years.^{55,56}

One of the forerunners and best practice examples of GRB practices in Turkey is the conditional cash transfer project implemented to increase the school enrolment of children. One of the components

⁵⁴ Stotsky, M. J. G. (2016). Gender budgeting: Fiscal context and current outcomes. International Monetary Fund.

⁵⁵ Stotsky, M. J. G. (2016). Gender budgeting: Fiscal context and current outcomes. International Monetary Fund.

⁵⁶ Sharp, R., & Broomhill, R. (2013). A case study of gender-responsive budgeting in Australia. London: Commonwealth Secretariat.

of the umbrella project (2002-2006) developed by the World Bank and implemented in cooperation with the Ministry of National Education of Turkey was support to poor families. Under this practice, the amount of transfers was set higher for girls and the aid was paid to mothers. The success of the project has been confirmed by the increase in school enrolment rates and school achievement of girls⁵⁷. Another important development in Turkey regarding GRB was the preparation of the National Action Plan for Gender Equality (2008-2013) by the General Directorate on the Status of Women (KSGM). The plan identified strategies for realizing GRB. Furthermore, measure number 257 in the Tenth Development Plan (2014-2018) read “Awareness is to be created on gender-responsive budgeting and best practices are to be developed.”

The use of the concept of GRB was abandoned in the Eleventh Development Plan. Similarly, while the 2019 budget justification emphasised the importance of “developing policies, plans and budgets responsive to gender”, the 2020 budget justification did not employ the concept of “gender equality”.⁵⁸ Instead, the concept of “equality of opportunity for women and men” was used in the section titled Policies for Women. There is a backward trend in the limited GRB practices of the central administration and the Women’s Empowerment Programme is observed to have been developed as a substitute approach. The reform of public fiscal administration in Turkey that began with Law 5018 in 2003 has continued in the last decade with the process of adopting program-based budgeting. It is debatable to what extent the “Women’s Empowerment” program formulated under this new budgeting approach, which aims to establish policy targets as programs, is compatible with the GRB approach.

3.3. How do resource allocations through the Women’s Empowerment Program affect women and men?

There are two fundamental methods for the implementation of GRB. The first is mainstreaming the equality of women and men perspective in all budget policies and programs, and the second is the development of special budget programs for the elimination of inequality. It is possible to adopt both methods at the same time. Although the resources directly allocated to equality of women and men targets make up a small part of the budget, such spending with high intersectionality makes a strong contribution to the equality of women and men and the empowerment of women.^{59,60} International

⁵⁷ Council of Europe, Equality Division Directorate-General of Human Rights (2005). Gender Budgeting: Final report of the Group of specialists on gender budgeting (EG-S-GB), Strasbourg. <https://dspace.ceid.org.tr/xmlui/handle/1/1385>

⁵⁸ Yakar-Önal, A. (2021). Toplumsal Cinsiyete Duyarlı Bütçeleme. Türkiye’de Katılımcı Demokrasinin Güçlendirilmesi: Toplumsal Cinsiyet Eşitliğinin İzlenmesi Projesi Faz II. CEİD Yayınları: Ankara p.9. <https://dspace.ceid.org.tr/xmlui/handle/1/1413>

⁵⁹ UN-WIDER, 2014, Position Paper-Aid and Gender Equality (Helsinki: UNU Wider Institute for Development Economics Research)

experiences have shown that GRB can be implemented in many ways. The most significant of these approaches are summarised in Box 10 below.⁶¹

Various GRB Approaches

- Mainstreaming the gender perspective throughout the public fiscal administration process
- Integrating the gender perspective into performance and program-based budgeting
- Categorising budget programs and gender analysis requirements
- Establishing a connection between GRB and participatory budgeting
- Monitoring budget allocations for the advancement of women's rights and gender equality
- Using standard budgeting tools such as gender sensitive policy and budget evaluation, sex disaggregated public expenditure and income incidence analysis, and gender-sensitive beneficiary needs assessment.
- Wellbeing Approach to Gender Budgets

A possible GRB approach to be implemented in the Turkey context would be compatible with the “integrating the gender perspective into performance and program-based budgeting approach”, although the use of the gender equality norm has been abandoned in higher policy documents. As part of the program-based budgeting reform, for which the Eleventh Development Programme for 2019-2023 states that “implementation, monitoring and evaluation process will become stronger with the plan-program-budget connection” has resulted in the implementation of program-based budgeting for the central administration budget as of 2020, while preparatory work continues at the local level.⁶² With the new budgeting system, programs and sub-programs that focus on long-term outcomes and are to be implemented under the responsibility and/or with the cooperation of public institutions were formulated. One of the 67 budget programs being implemented in this context is the “Women's Empowerment Program”. This is intended to *monitor the budget allocations for the advancement of women's rights and gender equality*.

The assessment of resource allocation from gender equality perspective is a GRB approach aimed at identifying the amount and share of resources used to develop women's rights and gender equality. This information produced as part of the annual budget makes it possible to follow budget

⁶⁰ Stotsky, M. J. G. (2016). Gender budgeting: Fiscal context and current outcomes. International Monetary Fund. p. 5

⁶¹ EIGE. (European Institute for Gender Equality). (2019). Gender Budgeting. EIGE, Luxembourg. p.8
<https://dspace.ceid.org.tr/xmlui/handle/1/1388>

⁶² TR Strategy and Budget Office of the Presidency, 2020. Program Bütçeye Geçiş Süreci ve 2020 Yılı İdare Performans Programları. <https://www.sbb.gov.tr/program-butceye-gecis-sureci-ve-2020-yili-idare-performans-programlari/>

allocations across years. The joint use of this budgeting approach, which yields more consistent outcomes when used in conjunction with other budgetary approaches, the GRB approach of program categorization and gender analysis⁶³ lends integrity to Turkey’s budget system framework. However, how appropriately these GRB tools are used and the sincerity of intentions for policy making are open to question.

3.4. Objectives of the Women’s Empowerment Program

Until 2022, MoFSS was the only institution to implement this program, however, the Ministry of Treasury and Finance (MoTF) has incorporated the women's empowerment program into its 2022 performance program along with a single activity. While the General Directorate on the Status of Women is responsible for the implementation of the “Improving the Social Status of Women and Ensuring Equal Opportunity” sub-program, provincial directorates are responsible for implementing the “Combating Violence and Discrimination Against Women” sub-program.⁶⁴

The aim of establishing the Women’s Empowerment Program is to collect all activities implemented for women by all public institutions under this program and ensure their monitoring. The priority in increasing the capacity for the implementation of GRB is to ensure the adoption of the GE perspective in all budget programmes. Indeed, the Budget Preparation Guidelines 2022-2024 states that the targets of “Preventing discrimination against women, protecting and developing the human rights and social status of women, identifying national policies and strategies directed towards women benefiting equally from their rights and opportunities in all fields of social life and the implementation of identified policy and strategies...” are to be evaluated under the Women’s Empowerment Program.⁶⁵ The targets of the two sub-programs under the program are identified in the MoFSS’ 2022 performance program as follows:⁶⁶

- **“Combating Discrimination and Violence Against Women:** Raising societal awareness and increasing the effectiveness and quality of services to prevent all forms of discrimination and violence against women will be ensured and monitoring and evaluation activities will be undertaken for the programmes and services being implemented.

⁶³(European Institute for Gender Equality). (2019). Gender Budgeting. EIGE, Luxembourg, p.9

⁶⁴ The “Conditional Cash transfers to women whose spouses have passed away”, which is discussed in detail below, is listed the “Improving the social status of women and ensuring equality of opportunity” sub-program of the “Women’s Empowerment Programme” in the MoTF’s 2022 performance programme. This activity is listed under a sub-programme under a different program in the MoFSS’ 2022 performance program.

⁶⁵ TR Presidency of Strategy and Budget (2022) Budget Preparation Guidelines 2022-2024 <https://www.sbb.gov.tr/2022-2024-donemi-butce-cagrisi-ve-eki-butce-hazirlama-rehberi/>

⁶⁶ TR Ministry of Family and Social Services, 2022 Performance Programme Access: <https://www.aile.gov.tr/raporlar/performans-programlari/>

- **“Improving the Social Status of Women and Ensuring Equality of Opportunity** It will be ensured that women are more included in decision-making mechanisms, employment is increased, education and skills levels are improved and representation in the media is strengthened.”

Although the program targets that reference national policies and strategies seem to point towards mainstreaming, it can be easily seen that even the most relevant policies of the MoFSS, which is the implementing institution, have not adopted gender equality. The mission and vision statements of the MoFSS, which is responsible for preparing and implementing the National Action Plan for the Empowerment of Women does not discuss gender equality or the empowerment of women, instead emphasising the “strong family” and “societal values”.⁶⁷ Furthermore, neither the Programme for Protecting and Strengthening the Family (see Annex 3.1) and its two sub-programmes include the empowerment of women or gender equality. The same approach can also be found in higher policy documents such as the Eleventh Development Plan. Policies and measures for the strengthening of the family do not reference the norm of “gender equality of women and men, which is the governing clause of article 41 of the Constitution”.⁶⁸ The family, which has emerged as a result of a series of institutional arrangements that define gender roles, the supply of women’s labour, the distribution of resources and distribution of labour among members of the household based on sex and reproduces relations of production and reproduction plays an important role in gender (in)equality.⁶⁹ Therefore, the failure to adopt the gender equality perspective in policies pertaining to the family is a loss in terms of progress towards GRB. Although programs are formulated for the long term through negotiations between the Presidency of Strategy and Budget and the relevant institutions, it is not impossible to develop program targets along gender equality lines. The revision of the Program for Protecting and Strengthening the Family in this direction would be beneficial.

3.4.1. Evaluation of the Budget Allocations of the Ministry of Family and Social Services in the Framework of the Women’s Empowerment Programme

The resources allocated to the Program for Protecting and Strengthening the Family as a ratio of the overall budget of the MoFSS has risen from approximately 1.43% in 2021 to 2.22% in 2022. A ratio of

⁶⁷ Sancar, S., Toksöz, G., Yüksel-Kaptanoğlu, İ., Memiş-Parmaksız, E., Arslan, H., Kabadayı, A., Akyıldırım, O. & İnanç, B. (2021). Gender Equality Monitoring Report of Turkey 2019-2020 <https://dspace.ceid.org.tr/xmlui/handle/1/1792>

⁶⁸ Sancar, S., Toksöz, G., Yüksel-Kaptanoğlu, İ., Memiş-Parmaksız, E., Arslan, H., Kabadayı, A., Akyıldırım, O. & İnanç, B. (2021). Gender Equality Monitoring Report of Turkey 2019-2020 <https://dspace.ceid.org.tr/xmlui/handle/1/1792>

⁶⁹ Dedeoğlu, S. (2000). Toplumsal cinsiyet rolleri açısından Türkiye’de aile ve kadın emeği. *Toplum ve Bilim*, 86(3), 139-170. p.141

0.26% was set aside for the Women's Empowerment Program in the 2021 Performance Program,⁷⁰ but actual allocation at the end of the year was realised as 0.35% due to only 67.9% of the ministry budget and 86.6% of the Women's Empowerment Program budget being realised.⁷¹ The shares of both the Protecting and Strengthening the Family Program and the Women's Empowerment Program within the budget of the ministry are low. The program with the highest share of the MoFSS budget is Struggle with Poverty and Social Assistance (see table 11).

Table 11: Ministry Budget Shares of Programmes under the Responsibility of the MoFSS

Budget	2021*	2022	2023	2024
MoFSS Total Budget	105,234,316,216	79,771,732,000	89,072,573,742	96,385,619,930
PROTECTING AND STRENGTHENING THE FAMILY (Amount)	1,503,139,811	1,767,399,000	1,960,463,000	2,153,038,000
PROTECTING AND STRENGTHENING THE FAMILY (%)	1.43	2.22	2.20	2.23
ACTIVE AND HEALTHY AGING (Amount)	1,587,134,270	1,925,287,000	2,119,224,000	2,326,577,000
ACTIVE AND HEALTHY AGING (%)	1.51	2.41	2.38	2.41
PROTECTION AND DEVELOPMENT OF CHILDREN (Amount)	4,154,166,851	5,291,356,000	6,040,265,000	6,696,666,000
PROTECTION AND DEVELOPMENT OF CHILDREN (%)	3.95	6.63	6.78	6.95
PARTICIPATION OF THE DISABLED IN SOCIAL LIFE AND SPECIAL EDUCATION (Amount)	13,107,853,017	16,233,552,000	18,839,084,000	20,769,260,000
PARTICIPATION OF THE DISABLED IN SOCIAL LIFE AND SPECIAL EDUCATION (%)	12.46	2.35	21.15	21.55
WOMEN'S EMPOWERMENT (Amount)	368,233,747	590,687,000	653,113,000	720,377,000
WOMEN'S EMPOWERMENT (%)	0.35	0.74	0.73	0.75
RELATIVES OF MARTYRS AND VETERANS (Amount)	8,465,241	13,454,000	14,938,000	16,285,000
RELATIVES OF MARTYRS AND VETERANS (%)	0.008	0.017	0.017	0.017
STRUGGLE WITH POVERTY AND SOCIAL ASSISTANCE (Amount)	50,781,566,489	52,755,834,000	58,103,854,742	62,226,078,930
STRUGGLE WITH POVERTY AND SOCIAL ASSISTANCE (%)	48.26	66.13	65.23	64.56
MANAGEMENT AND SUPPORT PROGRAM (Amount)	1,127,268,648	1,194,163,000	1,341,632,000	1,477,338,000
MANAGEMENT AND SUPPORT PROGRAM (%)	1.07	1.50	1.51	1.53

Kaynak: 2022 Performance Programmes of the MoFSS and 2021 T.R. Ministry of Family, Labor and Social Services Activity Report

T.R. The expenditures realized in 2021 for the programs for which the Ministry of Family and Social Services is responsible are taken from the activity report of the Ministry of Family, Labor, and Social Services. The total budget is the Ministry of Family, Labor, and Social Services 2021 budget. Since the programs for which the Ministry of Labor and Social Security is currently responsible for 2021 are not included in the table, the sum of the rates is not 100%.

The table above shows that the resource allocated to the Women's Empowerment Programme from the budget has nearly doubled. This increase is due to the former Ministry of the Family, Work and Social Services⁷² being restructured into two separate ministries in 2021. In order to calculate whether the ratio of resources allocated has changed compared to previous years, the table below merges the budgets of the two newly separated ministries. As shown in Table 12, the difference between the budget allocation for the program between 2021 and 2022 is just 0.01%. The foreseen increase for the two subsequent years is also low, set at 0.02% and 0.03% respectively.

Table 12: Budget Allocation for the Women's Empowerment Programme for the Merged Ministry of Family, Labour and Social Services Scenario

⁷⁰ Sancar, S., Toksöz, G., Yüksel-Kaptanoğlu, İ., Memiş-Parmaksız, E., Arslan, H., Kabadayı, A., Akyıldırım, O. & İnanç, B. (2021). Gender Equality Monitoring Report of Turkey 2019-2020 <https://dspace.ceid.org.tr/xmlui/handle/1/1792>

⁷¹TR Ministry of Family, Labour and Social Services 2021 Activity Report <https://www.aile.gov.tr/raporlar/yillik-faaliyet-raporlari/>

⁷² "The Ministry of Family and Social Services was established through the 'Presidential Decree on Amendments to Some Presidential Decrees regarding the establishment of the Ministry of Family and Social Services and the Ministry of Social Security and the Implementation of Public Personnel Procedures'" (Ministry of Family and Social Services, 2022 Performance Program).

Budget	2021*	2022	2023	2024
MoFSS Total Budget	105,234,316,216	79,771,732,000	89,072,573,742	96,385,619,930
Total Budget of the Ministry of Labor and Social Security		83,851,907,000	84,248,295,000	80,300,308,000
CHILD PROTECTION SUB-PROGRAM**				
Struggle With Child Labor Activities		14,000,000	582,000	0
EMPLOYMENT PROGRAM		44,514,845,000	51,847,827,000	60,012,200,000
SOCIAL SECURITY PROGRAM		38,956,291,000	31,980,724,000	19,832,599,000
MANAGEMENT AND SUPPORT PROGRAM		366,771,000	419,162,000	455,509,000
TOTAL BUDGET FOR TWO MINISTRIES	105,234,316,216	163,623,639,000	173,320,868,742	176,685,927,930
WOMEN'S EMPOWERMENT PROGRAM	368,233,747	590,687,000	653,113,000	720,377,000
Ratio of Women's Empowerment Program in Budget (%)	0.35	0.36	0.38	0.41

Source: 2021 Ministry of Family, Labor and Social Services Activity Report, 2022 Ministry of Family and Social Services Performance Program, 2022 Ministry of Labor and Social Security Performance Program

*Budget realizations taken from the Ministry of Family, Labor and Social Services Activity Report for 2021

**The child protection program is carried out together with the Ministry of Family and Social Services. The Ministry of Labor and Social Security carries Struggle With Child Labor Activities within the scope of this program out.

As mentioned above, the Women's Empowerment Program was formulated to cover all activities for women under this program. To this end, the spending on transfers to women whose spouses have passed away that are carried out by the MoTF was included in the "Improving the Social Status of Women and Ensuring Equality of Opportunity" sub-program. While this activity is listed under the Improving the Social Status of Women and Ensuring Equality of Opportunity sub-program in the MoTF's performance program, it is listed among the activities of the Social Assistance sub-program under the Struggle with Poverty and Social Assistance program in the MoFSS' performance program (cf. MoTF 2022 Performance Programme, MoFSS 2022 Performance Program).⁷³ Two different programs including the same activity conflict with the principles of clarity and correctness of public budgeting and the program-based budgeting system. This arrangement is misleading in that it gives the impression of more resources being allocated to the program. The seemingly higher spending on the Women's Empowerment Program with the activity implemented by the MoTF added is shown in Table 13 below. In other words, although the allocations worth TRY 352,611,000, TRY 412,998,000 and TRY 479,406,000 corresponding to the years 2022, 2023, and 2024 from the MoTF budget seem to fall under the Women's Empowerment Program in the MoTF's 2022 Performance Programme, they in fact come under the Struggle with Poverty and Social Assistance Programme in the MoFSS' 2022 Performance Program.⁷⁴

⁷³ TR Ministry of Treasury and Finance 2022 Performance Programme <https://www.hmb.gov.tr/performans-programi>, TR Ministry of Family and Social Services 2022 Performance Programme <https://www.aile.gov.tr/raporlar/performans-programlari/>

⁷⁴The following section discussed this activity undertaken by two ministries in greater detail.

Table 13: Budget Allocation for the Women’s Empowerment Programme with the Ministry of Treasury and Finance’s Allocation for Transfers to Women whose Spouses Have Passed Away Included in the Women’s Empowerment Programme

Sub-Programs	2021	2022	2023	2024
COMBATING DISCRIMINATION AND VIOLENCE AGAINST WOMEN	405,538,000	568,667,000	627,954,000	692,550,000
Services for Women Victims of Violence	276,653,000	386,714,000	428,489,000	472,601,000
Services for the Prevention and Monitoring of Violence	128,885,000	181,953,000	199,465,000	219,949,000
IMPROVING the SOCIAL STATUS OF WOMEN AND ENSURING EQUALITY OF OPPORTUNITY	19,445,000	374,631,000	438,157,000	507,233,000
Planning and Coordination of Services for Women	19,445,000	22,020,000	25,159,000	27,827,000
MoTF - Share Allocated for Women Whose Spouses Have Passed Away		352,611,000	412,998,000	479,406,000
	424,983,000	943,298,000	1,066,111,000	1,199,783,000

Source: 2022 Performance Programmes of the MoFSS and MoTF

3.5. Impact Analysis of Activities under the Program

As a qualitative method of analysis, impact analysis draws on qualitative data to understand the impact of budgets on gender relations and evaluates whether budgets include sex-related needs fairly.⁷⁵ Indicators are used in both formulating budget programs and evaluating them. Program analyses evaluate whether indicators are compatible with the policy targets. The order in which indicators are determined should be as follows:⁷⁶

- Identifying gender policy targets that establish the connection between the policy and the administration
- Formulating indicators for each priority
- Identifying data records and establishing new data records if necessary
- Beneficiary and activity analyses to formulate activities
- Evaluating lessons learned and outcomes, benchmarking with previously identified indicators

In the context of Turkey, the connection between the targets of the Eleventh Development Plan as the long-term higher policy document and the Women’s Empowerment Program may be considered. The MoFSS’ 2022 Performance Program lists the duties entrusted to the ministry through measures in the Eleventh Development Plan in 31 articles. Seven of these articles are directly about women. While the target group of the activities related to the other articles is not women directly, as they are relevant to women’s time use patterns, it would be appropriate to consider them from an equality

⁷⁵ Lucas, U. (2012), Gender Mainstreaming in Charlottenburg-Wilmersdorf/ Teil: 16 Bezirkswettbewerb für Gender-Budgeting Verfahren im Haushaltsjahr 2013, Digitale Landesbibliothek Berlin 2012. p.13 https://www.berlin.de/ba-charlottenburgwilmersdorf/verwaltung/beauftragte/gleichstellung/mdbteil_16_bezirkswettbewerb_f_r_gender_budgetin_g_verfahren_im_haushaltsjahr_2013_form.pdf

⁷⁶ Karababa, R. (2020). Yerelde Toplumsal Cinsiyete Duyarlı Program Bütçeleme: Berlin Örneği ve Türkiye Büyükşehir Belediyeleri İçin Bir Uygulama Önerisi, Department of Public Finance, Ankara University, PhD Thesis, p.153

perspective. The compatibility of higher policy measures and the MoFSS' activities may be summarised as follows: ⁷⁷

1. Activities to prevent domestic violence that number among the MoFSS' responsibilities and are established in measure 597 are included as "family issues" under the Programme for Protecting and Strengthening the Family. The activities are focused on resolving the issues and ensuring the continuation of the family. The Women's Empowerment Programme makes no mention of domestic violence.
2. The programs of MoFSS, which is one of the three institutions providing early childhood education services in Turkey, do not include any activities related to the measure numbered 597.1, which points to non-formal and formal education activities to be organized to prevent the development of elements of violence at an early age.
3. There is no reference to the measure numbered 542 aimed at improving the status of women in society.
4. There are no activities that are directly connected to measures 594.1 and 594.2 for lessening the burden of care on women that are under measure 594 pointing to harmonizing family and working life.

The second stage in Lucas's (2012)⁷⁸ ordering is the formulation of indicators that are compatible with policy targets. The third stage consists of identifying data sources and establishing new data sources if necessary. 13 indicators are identified under the Women's Empowerment Programme (see. Table 9). Comments on the compatibility of these indicators and how they might be improved using data sources are provided in corresponding items below:

1. As discussed above, the number of people benefiting from social assistance to women whose spouses have passed away is listed under the Improving the Social Status of Women and Ensuring Equality of Opportunity sub-program in the MoTF's 2022 Performance Program, but it is listed under the Social Assistance sub-program in the MoFSS' 2022 Performance

⁷⁷ The analysis of higher policy documents is initially carried out on strategic plans and then reflected in performance programmes. However, this analysis was based on the MoFSS' 2022 performance programme, as the programme and its related activities are included in the performance programme and policy targets materialise as action in performance programmes.

⁷⁸ Lucas, U. (2012), Gender Mainstreaming in Charlottenburg-Wilmersdorf/ Teil: 16 Bezirkswettbewerb für Gender-Budgeting Verfahren im Haushaltsjahr 2013, Digitale Landesbibliothek Berlin 2012. p.13 https://www.berlin.de/ba-charlottenburgwilmersdorf/verwaltung/beauftragte/gleichstellung/mbteil_16_bezirkswettbewerb_für_gender_budgeting_verfahren_im_haushaltsjahr_2013_form.pdf

Program. The listing of the same activity under two different programs conflicts with the budgeting principles and program-based budgeting.

2. New data sources for indicators of service quality could be established, especially for combating violence against women, in cooperation with law enforcement. Access time to the case, social, and psychological support provision and satisfaction with services provided could be taken as indicators.
3. Although awareness-raising training and participant numbers are often used as performance indicators, unless the scope of such activities, their audience, and their purpose are clearly stated and impact analysis is carried out, their contribution towards policy targets cannot be identified.⁷⁹
4. There is a little increase in the performance indicators identified for the Women's Empowerment Program. This results from the small increase in the resources allocated for the program.
5. Using the number of projects and programs for the empowerment of women does not provide data as to the content of these activities. It is not clear how such activities make a difference to the social, physical, and economic conditions of women and address inequalities.

Table 14: Women's Empowerment Programme Performance Indicators

Sub-Programs	Performance Indicators	2020*	2021*	2022	2023	2024
Combating Discrimination and Violence Against Women	Number of Women's Guest House	146	149	152	153	154
	Number of Children Staying in Women's Guest House	20,529	26,395	23,000	24,000	25,000
	Number of Women Staying in Women's Guest House	35,272	61,096	37,000	38,000	39,000
	Number of People Participating in Awareness-Raising Activities for Combating Discrimination and Violence Against Women	381,013	100,846	50,000	50,000	60,000
	Number of Women Benefiting From on-the-job Training Programs	158,443	167,675	182,326	191,442	200,000
Improving the Social Status of Women and Ensuring Equality of Opportunity	Number of Women Placed in a Job in Women's Guest House	273	274	700	1,000	1,250
	Number of Women Directed to Vocational Courses in Women's Guest House	642	1463	1,000	1,200	1,300
	Number of Women Directed to Literacy Courses in Women's Guest House	1,419	1,542	1,600	1,700	1,800
	Number of Women's Empowerment Projects and Programs	43	181	57	57	57
	Number of People Participating in Awareness-Raising Activities for Women's Empowerment	465,841	233,962	66,255	69,930	71,110
	Number of Women Benefiting from Vocational Training Programs	60,127	64,677	68,068	71,472	75,000
	Number of Beneficiaries of the Assistance Provided to Women Whose Spouses Have Passed Away	107,127	97,199	97,276	98,248	99,231

*Realized Values

Source: TR Ministry of Family and Social Services, 2022 Performance Programme

⁷⁹ Sancar, S., Toksöz, G., Yüksel-Kaptanoğlu, İ., Memiş-Parmaksız, E., Arslan, H., Kabadayı, A., Akyıldırım, O. & İnanç, B. (2021). Gender Equality Monitoring Report of Turkey 2019-2020 <https://dspace.ceid.org.tr/xmlui/handle/1/1792>
Dedeoğlu, S. (2000). Toplumsal cinsiyet rolleri açısından Türkiye'de aile ve kadın emeği. *Toplum ve Bilim*, 86(3), 139-170.

The fourth stage in formulating indicators according to Lucas (2012)⁸⁰ is “Beneficiary and activity analyses to formulate activities”. With the implementation of Law 5018 in 2008 following its ratification in 2003, the preparation of performance programs which include strategic planning and activity programs as well as performance indicators began. Performance programs are expected to establish connections between strategic plans and budgets. The performance-based program budgeting approach, in which budget spending is categorized according to policy targets, was adopted in 2020 to address the ongoing failure to establish connections between budget documents. However, the absence of activity outputs from indicators weakens the connection between policy targets and activities. Failing to determine unit costs presents an obstacle to carrying out beneficiary and cost-benefit analyses. Identifying separate activity headers with certainty is not possible from the explanations provided for services for women victims of violence, presented in Table 14.⁸¹ As an example, the number of women staying in women’s guest houses is included as a performance indicator in Table 14. Because the duration of stay varies and is limited to six months although extension is possible in exceptional circumstances, it is not clear how the duration of stay is calculated. In addition, unless the information on the number of women's shelters/guesthouses is accompanied by information on capacity, it is not possible to gain full insight into the situation. Assuming that the same amount is allocated from the budget to women and children staying in shelters/guesthouses and not amount is set aside for increasing capacity, the per person budget allocation for 2022 is TRY 6,445 (386,714,000/(37,000+23,000)) (see Tables 13 and 14). According to 2022 figures announced by TÜRK-İŞ⁸², monthly food expenditure for an adult woman is TRY 1,541.57. Given the level of social, psychological, and economic support needed by woman and child victims of violence, this amount allocated by the MoFSS is very low. The prevention and monitoring of violence, which constitutes approximately 30% of the program budget, has been allocated to a wide range of activities, from guidance to awareness training, with an uncertain target audience. 5% of the already low budget for the Women’s Empowerment Programme is allocated to activities under the “Planning and Coordination of Services for Women” sub-program. The placement of these weakly connected activities in the same activity cluster in a way that contradicts the program-based budgeting

⁸⁰ Lucas, U. (2012), Gender Mainstreaming in Charlottenburg-Wilmersdorf/ Teil: 16 Bezirkswettbewerb für Gender-Budgeting Verfahren im Haushaltsjahr 2013, Digitale Landesbibliothek Berlin 2012. p.13 https://www.berlin.de/ba-charlottenburgwilmersdorf/verwaltung/beauftragte/gleichstellung/mdbteil_16_bezirkswettbewerb_für_gender_budgeting_verfahren_im_haushaltsjahr_2013_form.pdf

⁸¹For example, the protection of women victims of violence; support for the solution of psycho-social and economic problems, empowerment and the provision of services to meet the housing and other needs of women along with their children if applicable; and the implementation of projects to increase the service provision capacity of women’s guesthouses affiliated with the ministry, local administrations, the Presidency of Migration Management and CSOs listed under the header Services for Women Victims of Violence are governed by the Regulation on the establishment and Management of Women’s Guesthouses that was published in the Official Gazette’s issue 28519 on January 5th 2013.

⁸² TÜRK-İŞ, News Bulletin (2022). Accessed: 29.06.2022 Accessed at: <https://www.turkis.org.tr/>

approach gives the impression that they were formulated to cover all other measures in the development program for which the MoFSS is responsible.⁸³

Table 15: The Share of Activities Listed in the Women’s Empowerment Programme

WOMEN'S EMPOWERMENT	Amount	Percent	Amount	Percent	Amount	Percent	Amount	Percent
1.COMBATING DISCRIMINATION AND VIOLENCE AGAINST WOMEN								
1.1.Services for Women Victims of Violence	276,653,000	65	386,714,000	65	428,489,000	66	472,601,000	65.60
1.2.Services for the Prevention and Monitoring of Violence	128,885,000	30	181,953,000	31	199,465,000	31	219,949,000	30.53
2.Improving the Social Status of Women and Ensuring Equality of Opportunity								
2.1. Planning and Coordination of Services for Women	19,445,000	5	22,020,000	4	25,159,000	4	27,827,000	3.86
Total	424,983,000	100	590,687,000	100	653,113,000	100	720,377,000	100

Source: Ministry of Family and Social Services, 2022 Performance Programme

The activity for which it is easiest to run an impact analysis among the activities listed in this program is the assistance to women whose spouses have passed away activity that is undertaken by the MoTF. For Table 16 below, the number of people benefiting from the assistance was sourced from the social assistance sub-program indicators in the MoFSS’ 2022 Performance Program, while the cost of the activity was taken from the 2022 performance programs of the MoFSS and the MoTF. While the MoFSS and MoTF 2022 performance programs both allocate the same amount for the same activity in 2022, the amounts for 2023 and 2024 are different (see Annex 3.2 and Annex 3.3). The explanation for the relevant indicator in the MoFSS’ 2022 Performance Programme is “Transfers of TRY 500 per month in 2-monthly periods are made to women who live in households with no member covered by social security, are in need of aid as per the Law 3294 and who have lost their last officially married spouse”. It is clear that TRY 500 makes a very small difference in the economic circumstances of women who have lost their spouses. Furthermore, when the amount allocated is divided by the number of beneficiaries, the obtained average is less than TRY 500 per month.⁸⁴ Table 16 below shows the unit costs (payments per person per month) calculated separately for the allocations in the MoFSS’ and the MoTF’s 2022 performance programs for this activity.

Table 16: Per Person Per Month Payments from the Allocations for Women Whose Spouses Have Passed Away in the MoFSS and MoTF Performance Programmes

		2022	2023	2024
According to the Share Allocated in the MoTF 2022 Performance Program	Share Allocated for Women Whose Spouses Have Passed Away	352,611,000	412,998,000	479,406,000
	Number of Beneficiaries of the Assistance Provided to Women Whose Spouses Have Passed Away	97,276	98,248	99,231
	Monthly Payment Amount per Person (Unit Cost TL)	302.07	350.30	402.60
According to the Share Allocated in MoFSS 2022 Performance Program	Share Allocated for Women Whose Spouses Have Passed Away	352,611,000	380,114,658	399,120,391
	Number of Beneficiaries of the Assistance Provided to Women Whose Spouses Have Passed Away	97,276	98,248	99,231
	Monthly Payment Amount per Person (Unit Cost TL)	302.07	322.41	335.18

Source: MoFSS 2022 Performance Programme, MoTF 2022 Performance Programme

⁸³ Meanwhile, counselling, guidance, referral, monitoring and evaluation activities and the undertaking of projects, training, awareness raising and research activities to improve these services for the prevention of violence and the effective implementation of protective and preventive measures are governed by the Law 6284 on the Protection of the Family and the Prevention of Violence Against Women.

⁸⁴ The monthly average of TRY 500 may not obtain due to the transfers beginning at different times of the year. However, since indicators in performance programmes are estimates for the future, adequate resource allocation would be expected.

3.6. Evaluation

The final stage proposed by Lucas (2012) for formulating the indicators is “evaluating lessons learned and outcomes, benchmarking with previously identified indicators”. Essentially, the purpose of the budget program indicators is to monitor the accomplishments of the program goals during the fiscal year. The assessment concerns which outputs were obtained and whether these outputs meet policy targets (outcomes) with the resources expended (input indicator) for the program. The program is especially lacking in terms of indicators or analyses that can evaluate the change that will be caused by awareness raising and vocational training in women's economic, physical and social conditions. The indicators regarding literacy and job placement featured under the Women’s Empowerment Programme can be considered outcome or key indicators, rather than output indicators. However, the activity reports do not provide impact or user analyses for activities. Reports assess activities not in terms of program targets, but in terms of whether they meet targeted performance indicators. Another document formulated to undertake monitoring and evaluation at the central level is The Annual Programme of the Presidency (APP). The APP is supported by the informatics infrastructure integrated with various governmental organizations. However, the connection between the APP, which is aimed at monitoring the measures in development plans, and budget programs has not yet been established. For example, the APP lists “the ratio of women among those working as employers” and “the ratio of women among self-employed” as indicators of the Women’s Empowerment Programme.⁸⁵ However, the Women’s Empowerment Program does not contain any such indicators or activities pertaining to these indicators. These indicators in the APP would allow for monitoring. For this reason, their inclusion in the 2023 performance programs of at least the Employment Agency of Turkey (İŞKUR) and the MoFSS would be desirable.

On the other hand, a major question is how the Women’s Empowerment Programme could collect all activities for women without duplication, as observed in the case of the “aid for women whose spouses have passed away” activity. It appears to be more feasible for the Women’s Empowerment Programme to remain as a program that seeks to eliminate disadvantages specific to women, while gender equality (or the quality of women and men as is accepted in the current agenda of Turkey) is mainstreamed in all budget programs. Meanwhile, the monitoring of all activities for equality in the APP could provide evidence-based information on progress.

⁸⁵ TR Presidency of Strategy and Budget (2022) Annual Programme of the Presidency 2022 p. 277. <https://www.sbb.gov.tr/yillik-programlar/>

SECTION II.

INDICATOR-BASED GENDER EQUALITY MONITORING

4. CEİD Gender Equality Index

This section presents a brief summary of the methodology used in calculating CEİD Gender Equality Index (CEİD Index) and an evaluation based on the measures obtained. The index allows for monitoring Turkey's gender equality performance with an international comparison. Sub-domains are selected among the indicators formulated in the CEİD Mapping and Monitoring Reports and identified by the Experts Group on Indicators. In the first stage, the Experts Group on Indicators identified supporting indicators featured in CEİD reports then reviewed and studied statistics and indicators in the SDGs and UN Minimum Set of Gender Indicators produced by international organisations for compliance.

The total of 1335 indicators have been compiled by CEİD in priority fields in Turkey for CEİD's activities for monitoring gender equality in 17 thematic fields form the population of index indicators. These indicators were grouped as i) indicators that can be calculated by experts in the field using available data and statistics (515 indicators) and ii) a significant part as those for which data is not available, may be obtained or requiring new research (820 indicators). The 17 thematic fields are: Gender Equality in Education; Gender Equality in Access to Healthcare Services; Gender Equality in Employment; Gender Equality in Participation in Political Decision-making; Gender-Based Violence Against Women and Gender Equality; Gender Equality in Access to Urban Rights and Services; Human/Women Trafficking and Gender Equality; Gender Equality in Sports; Gender Equality in the Media; Gender Equality in Access to Religious Services; Gender Equality in Access to Justice; Woman Refugees and Gender Equality; Gender Equality in the Poverty Prevention, Social Protection and Social Aid; Men, Masculinities and Gender Equality; Ageing and Gender Equality; Gender Equality in Science, Technology, Engineering and Mathematics (STEM) Fields and; Child, Early and Forced Marriages (CEFM). The distinguishing feature of the CEİD Index is the use of indicators identified by experts in the field for each domain. Field experts provide detailed information on which indicators should be used in rights-based monitoring from a gender equality perspective in their thematic reports.

The second stage in the selection of indicators consisted of choosing from among a smaller number of indicators that form a sub-set of the larger indicator set. These are indicators that can be monitored yearly or periodically based on the data already available for the CEİD Monitoring Report. The definitions of the indicators available in the monitoring reports that were selected for different fields were evaluated and standardised in terms of:

- *Compliance with international organisations' definitions/revisions of indicators*

- *Compliance with definitions/expression in national indicators*
- *Scope of indicators (whether they are produced at the level of statistical regions)*
- *Availability by years i.e. continuity*
- *Existing/alternative data sources*

Explanations for data type (quantitative or qualitative), data unit (ratio, absolute number) and layers of indicator clusters used at both preparatory stages may be found in the *Gender Equality Monitoring Report of Turkey 2019-2020*. The *Rights Based Gender Equality Monitoring Guidebook* prepared by the Experts Group on Indicators contains information on terms and concepts, data sources and how indicators are calculated.⁸⁶ The criteria prepared by the UN were used as the basis in formulating the inequality dimensions for the five main domains of the index. Attention was paid to making the indicators compatible with indicators used in the UN Minimum Set of Gender Indicators and the Gender Equality Index calculated for the EU and member states by the European Institute for Gender Equality (EIGE).

4.1. Scope of the CEİD Gender Equality Index

The CEİD Index was prepared to identify the direction of the change in time as well as the sub-factors that trigger the change in gender inequalities and to facilitate international comparisons. Index values for Turkey were calculated and are presented alongside the values for OECD countries. CEİD Index provides summary information for the rights-based monitoring and evaluation of public policy. The index aims to contribute to combat gender-based discrimination, raising awareness of gender equality and contributing to work on promoting gender equality in line with the aims underlying the establishment of CEİD and providing a user-friendly and easy to interpret measurement tool to facilitate this type of work.

The CEİD Gender Equality Index provides information on the gender equality performance of countries as part of fundamental human rights in five main domains, namely the right to a healthy life, right to education, right to work, right to a good and adequate standard of living and the right to participation in decision-making and one satellite domain on the right to live without violence across the years covered in the 2010-202 period. One criterion when formulating a composite index is for the domains included to cover inequality fields that apply to the general population to the extent possible. It is for this reason that the 17 thematic fields were not all considered to be a separate domain. This way, the number of domains and sub-domains was kept low. For example, indicators

⁸⁶ Toksöz, G., Yüksel-Kaptanoğlu, İ., Memiş-Parmaksız, E., Arslan, H., Kabadayı, A., Akyıldırım, O. & İnanc, B. (2021). Göstergeler Aracılığıyla Toplumsal Cinsiyete Duyarlı Hak Temelli İzleme Kılavuzu (Gender-Sensitive Rights Based Monitoring Guidebook) CEİD Yayınları. <https://dSPACE.ceid.org.tr/xmlui/handle/1/1848>

for thematic fields such as woman refugees, elderly rights and urban rights were not included. Including both the main and satellite domains, the CEİD Index includes **32 indicators in 19 sub-domains across 6 main domains**.

International human rights documents determine gender equality according to human rights norms and standards pertaining to the domains in the context of legal, real and transformative equality. Based on this conceptual framework, measurement using indicators prioritises the measurement of gender inequality in access to rights. In addition to access, care was taken to represent how individuals benefit from rights and their forms of participation. Finally, dimensions that display inequalities in deprivation of rights were included. General criteria that apply to all indicators include characteristics such as being dependable, comparable and covering regularly collected data.

4.2. Calculation Methodology for the CEİD Gender Equality Index

For the index calculation, a weighted average is calculated for each indicator selected for the six domains to monitor inequalities in the right to work, right to a good and adequate standard of living, right to education, right to a healthy life, right to participation in economic and political decision-making mechanisms and the right to live without violence that are featured in international documents for gender equality. Table 17 below lists the 32 indicators for the five main domains and the additional satellite domain of the right to live without violence.

Figure 1: Rights Included in the CEİD Gender Equality Index

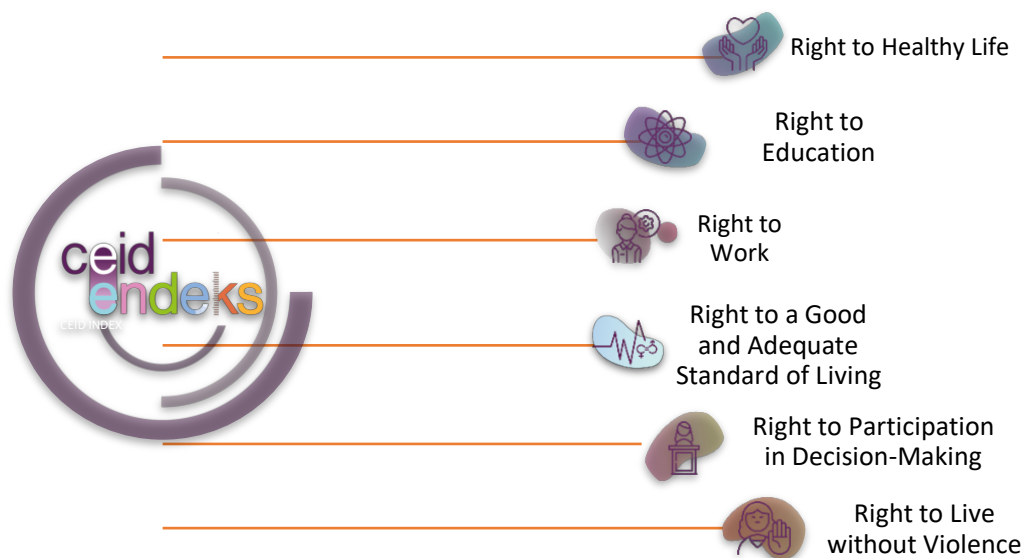


Table 17: CEİD Gender Equality Index - Sub-Indicators

RIGHTS	SUB-DOMAINS	NO.	NO.	NAME OF INDICATOR
RIGHT TO A HEALTHY LIFE	Access-1	1	1	Life expectancy at birth by sex (years)
	Access-2	2	2	Proportion of women of reproductive age (15–49 years) who are married or in-union who have their need for family planning satisfied with modern methods (%)
	Participation	3	3	Proportion of the individuals who satisfied from their overall health status by gender (satisfied, very satisfied) (%)
	Deprivation	4	4	Adolescent (15-19) fertility rate (%)
RIGHT TO EDUCATION	Access	1	5	Average time in education by sex (aged 15-64) (years)
			6	Proportion of high school graduation by gender (%)
			7	Proportion of university graduation by gender (%)
			8	Proportion of the individual who have not completed any level of education (%)
	Participation	2	9	Average score in scientific literacy by sex
			10	Average score in reading skills by sex
			11	Average score in mathematical literacy by sex
	Deprivation	3	12	Proportion of young people neither in employment nor in education and training (NEET) by gender (aged 15-24) (%)
RIGHT TO WORK	Access	1	13	Proportion of employed persons by gender (aged 15-64) (%)
			14	Net enrolment rate in pre-school education by age (aged 3-5) (%)
	Participation	2	15	Proportion of persons employed part-time by sex (aged 15-64) (%)
			16	Proportion of trade union membership (%)
			17	Collective bargaining coverage (%)
	Deprivation	3	18	Proportion of unemployed young population by gender (aged 15-24) (%)
			19	Proportion of unemployed population by gender (aged 15-64) (%)
RIGHT TO A GOOD AND ADEQUATE	Access to Income	1	20	Per capita national income (2017 PPP)
	Access to Resources	2	21	Proportion of the individuals used internet by gender (aged 16-

RIGHTS	SUB-DOMAINS	NO.	NO.	NAME OF INDICATOR
STANDARD OF LIVING				74) (%)
	Time Poverty	3	22	Time spent in unpaid work by gender (minutes per day
			23	Time spent in paid work by gender (minutes per day
RIGHT TO PARTICIPATION IN DECISION-MAKING	Economic Decisions	1	24	Proportion of female share of seats on boards of the largest publicly listed companies (%)
			25	Proportion of the individuals in managerial positions by gender (%)
			26	Proportion of the individuals in senior and mid-managerial positions by gender (%)
	Political Decisions	2	27	Proportion of seats held by women in the national parliament (%)
			28	Proportion of seats held by women in local governments (%)
	Judicial Decisions	3	29	Proportion of judges by gender (%)
RIGHT TO LIVE WITHOUT VIOLENCE	Deprivation	1	30	Proportion of women aged 15-59 experiencing physical and/or sexual violence by men in close relationships (%)
			2	31
	Access - Right to a safe life	3	32	Proportion of individuals feeling safe in their living environment at night by gender (%)

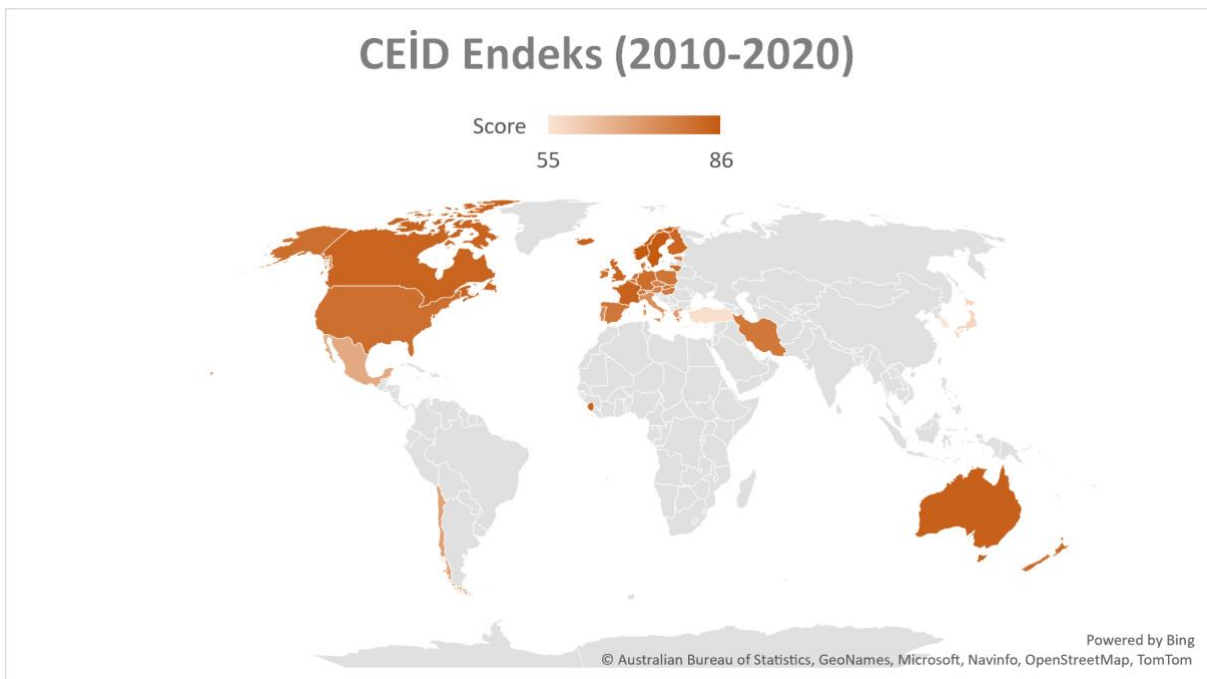
The inequality score for each domain included in the index was obtained by calculating the proportional gap between women and men using a method similar to that employed by the EIGE Gender Equality Index (GEI)⁸⁷. A distinguishing feature of the EIGE GEI is that it measures its gender gap metric the same way regardless of whether the gap disadvantages women or men. Another feature of the EIGE GEI is that its calculation methodology was designed to account for formal and material equality together. The EIGE GEI identifies a correcting coefficient based on the distance of national scores from the country with the best score and uses this coefficient to correct its gender gap metric when ranking countries from the highest to the lowest value. The CEİD Index similarly assigns a variable value between 0 and 1 that is known as the gender gap metric, which indicates higher inequality the closer it is to 0 and lower inequality the closer it is to 1. The value of 1 is subtracted from the obtained score to transform scores to indicate full equality at 1. The gender gap

⁸⁷ <https://eige.europa.eu/gender-equality-index/about>

metric for each sub-domain was weighted with the punishment/reward coefficient based on the distance to the average indicator value for the equality performance of countries to separate the positions of countries more conspicuously.

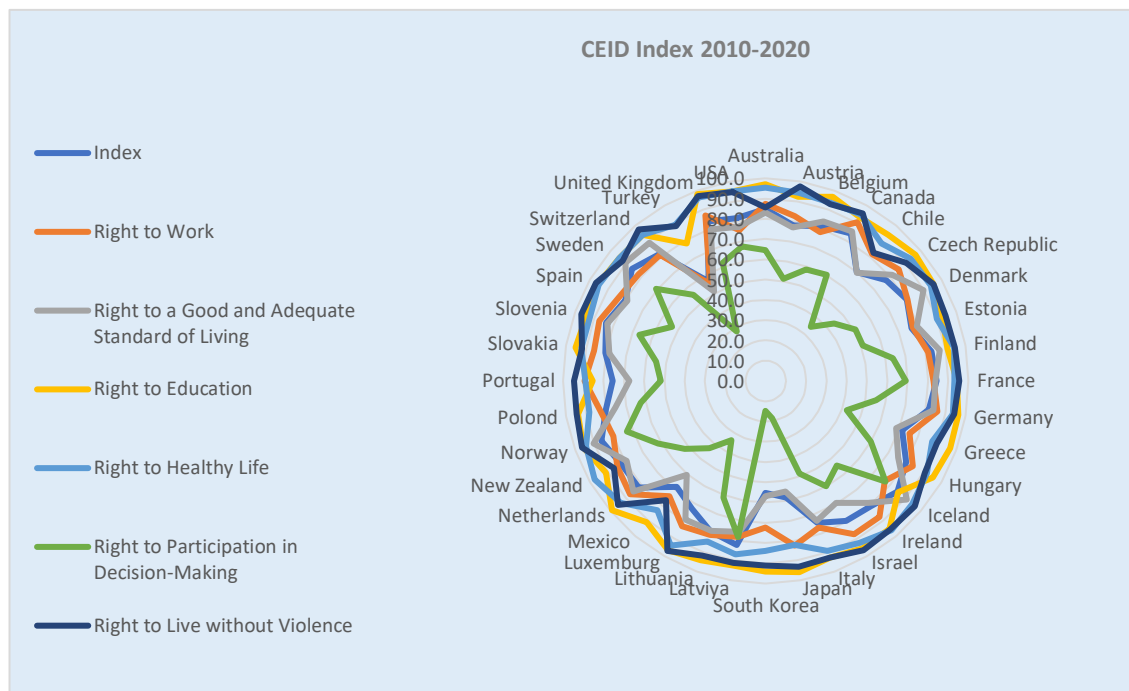
Turkey's performance was compared to fellow OECD member countries and country scores were weighed according to a coefficient based on the distance to the OECD average. Consolidated scores for domains include all values for their sub-domains and were transformed to give a score of between 1 and 100. To obtain the overall index score, the arithmetic mean was calculated for sub-domains and the geometric mean of the sub-domains was calculated for the index value that consolidates sub-domains. When data for some countries was not available for any years, those countries were excluded from the indicator calculation for the relevant year. In cases when indicator data was missing for some years, the data for the previous year was used.

Figure 2: CEİD Gender Equality Index 2010-2020



Data used to calculate values for the CEİD Index comes from various sources, primarily the OECD Database and also the UNDP database and SDG statistics. Metadata for indicators is provided in Annex 4.2.

According to the findings of the CEİD Index, Norway is the country where gender equality is best realised with a score of 86.3, while South Korea is the country with the highest gender inequality, with a score of 55.1.

Figure 3: CEİD Gender Equality Index 2010-2020: Index Scores by Sub-Domain

For OECD countries as a whole, the main domains in which gender equality is closest to full equality are education and health. The domains furthest away from full equality are the right to work and participation in decision-making. According to average index values for the 2010-2020 period, Turkey ranks 35th out of 36 countries with an index value of 56.5 for gender equality performance. In descending order, the top ranked three countries are Norway, Sweden and Australia, while the bottom ranked three countries are Japan, Turkey and South Korea. By main domains, index score show that Turkey ranks 27th out of 36 countries in the right to health domain. The main domain in which Turkey got the lowest score compared to other OECD countries is the participation in decision-making (28.3 score), while the second lowest domain is the right to a good and adequate standard of living (51 score). Despite its low score for participation in decision-making, Turkey outranks South Korea and Japan at 34th place in this domain. Turkey ranks last (36th place) in the work domain. Table 18 below shows average values for the 2010-2020 period and the country rankings by year for the 36 OECD countries. In addition, it displays annual values for 2016, 2018 and 2022 which are provided in addition to the periodical average for sub-domains. These scores are provided for three years only in order to display changes across the last five years. Annex 4.1 The average values for indicators for each sub-domain of the index are presented in separate tables. All index values and rankings for every year may be accessed through the CEİM data portal.

4.3. CEiD Index Scores

Table 18: CEiD Gender Equality Index - OECD Scores and Rankings - 2010-2020 Period Averages

Country	2010-2020							2010-2020						
	SCORE							RANKING						
	(1-100)							(1-36)						
	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to a Life Without Violence
Australia	84.9	95.4	97.1	87.4	83.1	64.5	85.6	3	4	3	3	12	8	34
Austria	78.0	94.3	92.3	82.5	77.0	51.2	97.5	25	12	30	18	24	25	2
Belgium	81.2	93.5	96.8	78.2	83.6	58.7	92.9	16	19	4	28	11	17	22
Canada	83.9	94.7	93.0	90.6	85.0	60.5	95.5	7	7	26	1	8	14	13
Chile	70.1	88.6	94.0	81.9	69.7	34.7	82.7	32	29	24	20	29	32	35
Czechia	77.6	93.6	96.6	85.8	81.4	43.9	90.5	26	18	6	11	14	29	30
Denmark	80.5	94.2	95.4	80.7	89.9	51.1	95.7	18	13	13	25	4	26	10
Estonia	76.4	89.8	92.6	77.2	79.2	50.9	94.3	27	25	28	29	16	27	19

2010-2020								2010-2020						
Country	SCORE (1-100)							RANKING (1-36)						
	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to a Life Without Violence
Finland	83.1	94.4	91.1	81.4	87.2	63.8	94.9	9	10	32	22	6	9	15
France	84.3	93.1	94.2	82.9	83.7	69.1	95.5	5	20	19	16	10	5	12
Germany	81.8	93.7	96.5	86.0	84.0	55.3	94.3	12	16	7	10	9	19	20
Greece	71.5	87.4	96.7	75.6	68.5	42.4	90.0	31	31	5	33	31	31	31
Hungary	80.0	91.6	95.1	83.9	75.3	59.9	90.8	21	24	15	13	27	15	29
Iceland	84.7	94.4	85.3	76.7	91.0	77.0	96.1	4	8	35	31	1	2	9
Ireland	80.9	96.3	95.1	87.4	78.4	54.5	95.7	17	2	16	5	21	21	11
Israel	79.6	92.4	95.5	87.4	69.3	59.9	96.3	23	22	11	4	30	16	7

Table 18: CEiD Gender Equality Index - OECD Scores and Rankings - Average Values for the 2010-2020 Period (cont'd)

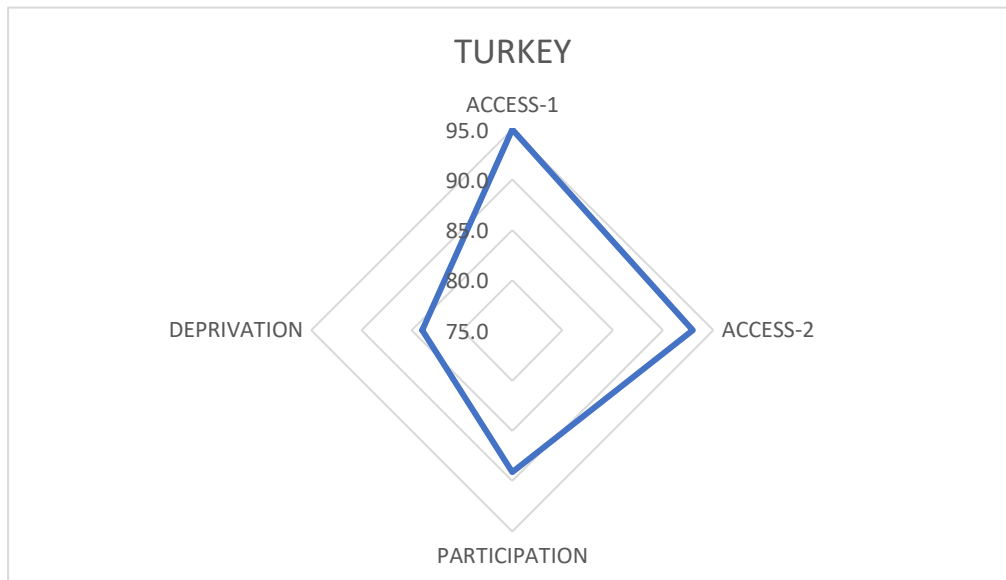
2010-2020								2010-2020						
Country	SCORE							RANKING						
	(1-100)							(1-36)						
	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence	CEiD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence
Italy	74.6	89.2	92.9	76.9	73.4	48.7	92.7	29	26	27	30	28	28	23
Japan	58.4	82.0	95.8	82.5	55.5	18.5	93.1	34	36	9	19	35	35	21
S. Korea	55.1	84.0	94.0	72.3	56.8	14.9	91.0	36	34	25	35	34	36	28
Latvia	82.2	86.9	92.4	78.2	75.6	78.2	91.2	11	32	29	27	25	1	27
Lithuania	79.2	84.4	94.2	80.7	78.6	61.4	91.7	24	33	21	24	20	13	26
Luxembourg	73.0	93.9	96.4	82.6	79.0	33.8	96.8	30	15	8	17	18	33	4
Mexico	68.3	83.1	91.2	74.1	60.7	43.5	76.7	33	35	31	34	33	30	36
The Netherlands	81.7	93.6	99.2	87.2	85.1	52.2	95.2	13	17	1	7	7	23	14
N. Zealand	82.3	97.5	90.9	84.7	79.2	61.5	86.4	10	1	33	12	17	12	33

2010-2020								2010-2020						
Country	SCORE (1-100)							RANKING (1-36)						
	CEİD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence	CEİD Index	Right to a Healthy Life	Right to Education	Right to Work	Right to a Good and Adequate Standard of Living	Right to Participation in Decision-Making	Right to Live Without Violence
Norway	86.3	94.4	95.8	80.0	90.4	72.9	96.3	1	11	10	26	3	3	8
Poland	80.1	88.3	94.2	83.0	75.4	62.8	94.6	20	30	20	15	26	10	17
Portugal	75.5	89.0	85.4	89.4	67.4	51.8	94.6	28	28	34	2	32	24	18
Slovakia	80.3	92.4	95.3	86.1	78.2	55.0	92.2	19	21	14	9	22	20	24
Slovenia	84.0	92.1	94.1	87.2	83.0	66.2	96.8	6	23	23	6	13	7	6
Spain	79.8	95.1	95.5	83.3	78.8	53.2	96.8	22	5	12	14	19	22	5
Sweden	86.1	94.4	94.5	81.8	90.6	70.5	92.1	2	9	18	21	2	4	25
Switzerland	81.5	94.2	94.2	81.1	89.2	55.3	97.6	15	14	22	23	5	18	1
Turkey	56.5	89.1	78.2	55.0	51.0	28.3	88.3	35	27	36	36	36	34	32
UK	83.7	96.3	98.2	86.9	79.4	62.2	97.2	8	3	2	8	15	11	3
USA	81.6	95.1	94.9	75.6	77.3	67.4	94.7	14	6	17	32	23	6	16

4.4. Subdomain Scores

4.4.1. Right to a Healthy Life

Figure 4: Right to a Healthy Life, Turkey 2020



NOTE: In the figure above, the corner points have a value of 100, which stands for perfect equality.

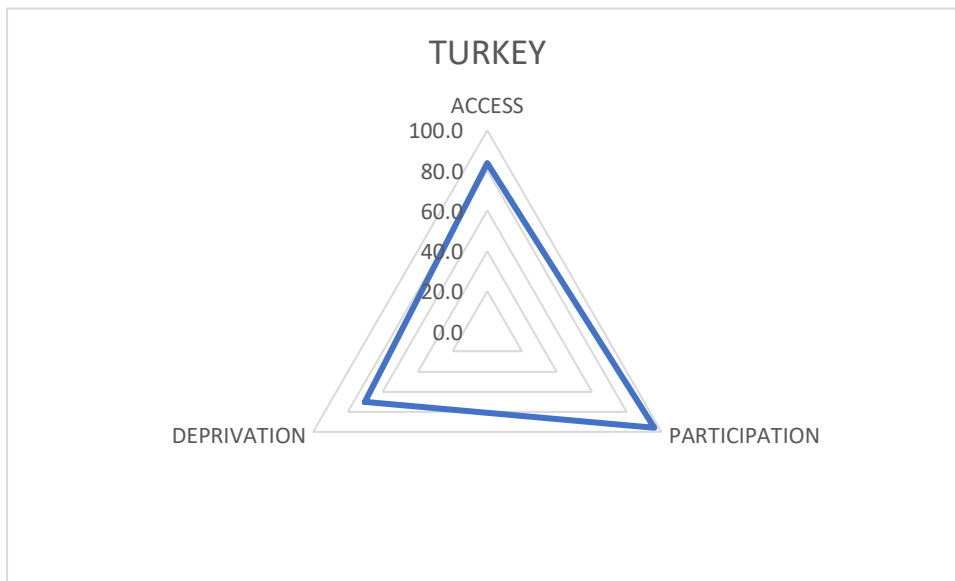
For the right to a healthy life, Turkey ranks 27th in the ten-year average and 30th in 2020 among OECD countries. The top three countries with scores closest to full equality for the right to a healthy life are New Zealand, the United Kingdom and Ireland. Turkey's score for the right to a healthy life fell during this period because of higher than OECD-average adolescent birth rates and lower than the OECD average perception based health indicators. Mexico has the lowest score for the adolescent birth rate, followed by Chile, Turkey and Hungary. One of the indicators underlying Turkey slipping two places in the right to a healthy life score ranking is the ratio of women (aged 15-49) who are married or in a relationship and who meet their family planning needs using modern methods. According to this indicator, Turkey has fallen more behind the OECD average value and has the lowest ratio of women who meet their family planning needs using modern methods among OECD countries, with only Japan, Greece and Italy ranking lower.

Table 19: Right to a Healthy Life - OECD Countries Index Scores and Rankings

	2016		2018		2020		2018-2020
	Score	Ranking	Score	Ranking	Score	Ranking	Ranking Change
Australia	95.2	7	95.7	6	95.9	6	0
Austria	94.6	11	95.0	10	95.3	9	↓ -1
Belgium	93.6	20	94.0	20	94.3	19	↓ -1
Canada	94.9	8	95.2	8	95.2	11	↑ +3
Chile	96.2	4	96.2	5	96.2	4	↓ -1
Czechia	94.0	18	94.6	15	95.0	15	0
Denmark	94.8	9	94.4	17	94.9	16	↓ -1
Estonia	90.1	27	89.7	30	91.0	27	↓ -3
Finland	94.5	14	94.7	14	95.2	10	↓ -4
France	93.5	21	93.7	21	94.0	20	↓ -1
Germany	94.2	16	94.7	13	95.4	8	↓ -5
Greece	87.9	32	88.8	32	89.2	32	0
Hungary	92.5	26	92.9	25	92.3	26	↑ +1
Iceland	94.5	15	94.1	19	94.0	22	↑ +3
Ireland	96.5	3	96.6	3	96.7	2	↓ -1
Israel	92.6	25	92.8	26	93.0	24	↓ -2
Italy	89.9	28	90.6	27	90.8	28	↑ +1
Japan	79.4	36	83.9	36	80.9	36	0
South Korea	84.2	35	84.7	35	84.8	35	0
Latvia	87.3	33	87.5	33	87.9	33	0
Lithuania	84.7	34	85.2	34	85.7	34	0
Luxembourg	93.8	19	94.2	18	94.6	18	0
Mexico	93.3	23	93.6	22	93.6	23	↑ +1
The Netherlands	94.1	17	94.5	16	94.7	17	↑ +1
New Zealand	98.8	1	98.7	1	98.4	1	0
Norway	94.5	13	94.8	12	95.2	13	↑ +1
Poland	89.2	31	89.8	29	90.3	29	0
Portugal	89.2	30	89.5	31	89.9	31	0
Slovakia	93.5	22	93.2	23	92.8	25	↑ +2
Slovenia	92.6	24	93.0	24	94.0	21	↓ -3
Spain	95.5	6	95.7	7	95.9	5	↓ -2
Sweden	94.7	10	95.1	9	95.2	12	↑ +3
Switzerland	94.6	12	94.9	11	95.1	14	↑ +3
Turkey	89.8	29	90.0	28	90.1	30	↑ +2
UK	96.7	2	96.7	2	96.6	3	↑ +1
USA	96.2	5	96.4	4	95.5	7	↑ +3

4.4.2. Right to Education

Figure 5: Right to Education, Turkey 2020



NOTE: In the figure above, the corner points have a value of 100, which stands for perfect equality.

According to the first indicator for the right to education domain, Turkey is the country with the lowest average years in education value among OECD countries for both women (7.3 years) and men (8.3 years). These values are approximately four years lower than the OECD average. Graduation rates by educational level show that Turkey rose from 36th to 35th rank in equality scores for high school and undergraduate graduation rates between 2010 and 2015. The PISA achievement ratios, representing the quality of education, show that Turkey ranks 34th in literacy and numeracy, outranking only Mexico and Chile. In this period, Turkey outranked Mexico, Chile, Slovakia and Greece in scientific literacy and ranked 32nd.

The “youth not in employment, education or training” included to measure the lack of access to the right to education similarly returns a low score for Turkey. While Turkey ranked last in NEET among countries with data available⁸⁸ for the beginning of the period, its place rose by five places by the end of the period. While 34% of young women are not in employment, education or training, this ratio stands at 18% for young men, which is considerably lower than that for young women, although still very high. The NEET rate in Turkey is twice the OECD average for men and 3.5 times

⁸⁸Data is available for only 29 of the 36 countries in this domain, with data for Australia, Canada, Japan, Mexico, New Zealand and Spain not available.

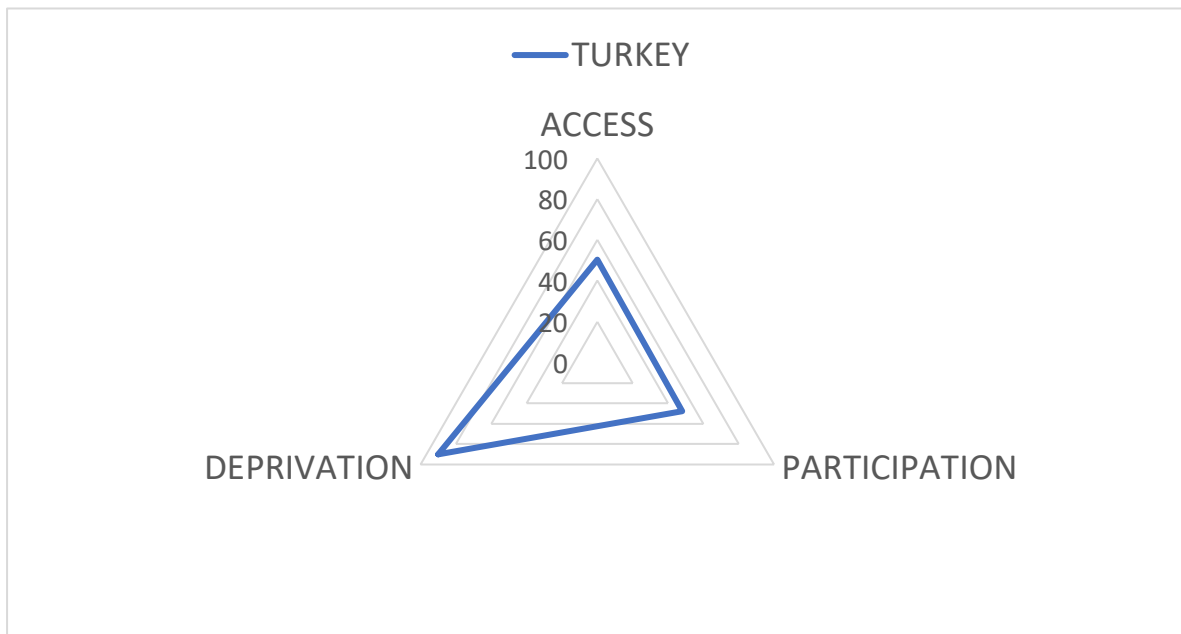
higher for women. The countries closest to full equality according to scoring for the right to education are the Netherlands, Czechia and Luxembourg.

Table 20: Right to Education - OECD Countries Index Scores and Rankings

	2020	
	Score	Ranking
Australia	97.9	7
Austria	95.2	22
Belgium	97.4	11
Canada	92.3	31
Chile	96.3	17
Czechia	99.4	2
Denmark	94.8	27
Estonia	94.8	26
Finland	92.4	30
France	91.7	33
Germany	99.0	4
Greece	97.7	8
Hungary	98.3	6
Iceland	84.9	35
Ireland	95.9	20
Israel	96.5	16
Italy	97.4	10
Japan	93.7	29
South Korea	95.0	24
Latvia	95.2	23
Lithuania	96.0	18
Luxembourg	99.1	3
Mexico	93.8	28
Netherlands	100.0	1
New Zealand	92.1	32
Norway	97.4	12
Poland	97.3	13
Portugal	90.1	34
Slovakia	98.4	5
Slovenia	97.1	14
Spain	95.3	21
Sweden	96.0	19
Switzerland	94.9	25
Turkey	83.7	36
UK	97.6	9
USA	96.5	15

4.4.3. Right to Work

Figure 6: Right to Work, Turkey 2020



NOTE: In the figure above, the corner points have a value of 100, which stands for perfect equality.

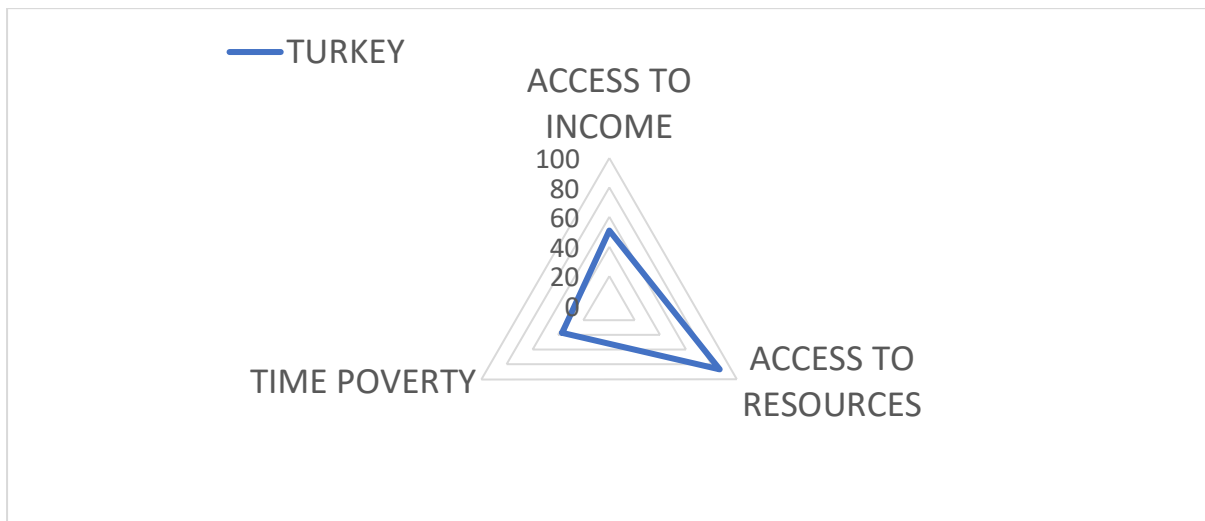
In terms of the access and participation dimensions of the right to work, the presence of deep inequalities compared to the OECD average has contributed to placing Turkey last among the 36 countries in the study period. The wide gender gap in participation in the labour force and the ratio of registration in early childhood education being much lower than the OECD average resulted in Turkey getting the lowest score in 2016 with an index value of 55.2, along with Mexico and South Korea. While countries such as Poland and Slovenia rank lower due to the limits imposed on collective bargaining and falls in the unionisation rate, Turkey's score has risen to 60.2 as a result of rising unionisation. Despite improvements in the right to participation, the increase in the score did not change Turkey's ranking due to poor performance in access and high youth unemployment.

Table 21: Right to Work - OECD Countries Index Scores and Rankings

	2016		2018		2020		2018-2020
	Score	Ranking	Score	Ranking	Score	Ranking	Ranking Change
Australia	89.1	4	89.4	4	88.8	3	↓-1
Austria	83.3	17	83.7	16	82.5	18	↑+2
Belgium	77.9	26	78.4	27	77.8	28	↑+1
Canada	90.4	1	91.4	1	92.1	1	0
Chile	85.7	12	85.9	10	86.1	5	↓-5
Czechia	85.8	10	83.0	18	83.2	17	↓-1
Denmark	80.5	25	80.6	26	79.7	25	↓-1
Estonia	77.5	27	73.0	34	73.8	34	0
Finland	81.6	21	82.7	19	82.3	19	0
France	82.8	19	83.8	15	84.3	14	↓-1
Germany	85.8	11	85.5	13	85.3	9	↓-4
Greece	74.5	32	74.3	32	75.5	33	+1
Hungary	83.8	14	81.1	25	80.4	24	↓-1
Iceland	75.8	30	75.4	31	78.4	26	↓-5
Ireland	89.7	3	90.0	3	86.5	4	↑+1
Israel	86.9	8	86.4	9	84.8	12	↑+3
Italy	77.0	28	77.1	28	77.4	30	↑+2
Japan	80.9	23	85.8	12	85.8	6	↑-6
South Korea	72.2	35	77.0	29	76.9	32	↑+3
Latvia	76.0	29	75.5	30	77.3	31	↑+1
Lithuania	74.4	33	83.2	17	83.3	16	↓-1
Luxembourg	83.7	15	85.8	11	85.5	7	↓-4
Mexico	73.9	34	73.0	35	70.4	35	0
Netherlands	87.1	6	86.5	8	85.2	10	↑+2
New Zealand	87.0	7	87.1	5	85.0	11	↑+6
Norway	80.7	24	81.9	24	81.4	23	1
Poland	84.1	13	82.7	20	78.0	27	↑+7
Portugal	90.2	2	90.1	2	89.9	2	0
Slovakia	83.6	16	85.1	14	84.6	13	↓-1
Slovenia	88.0	5	86.5	7	84.0	15	↑+8
Spain	82.5	20	82.1	23	81.6	21	↓-2
Sweden	81.3	22	82.2	22	82.0	20	↓-2
Switzerland	82.9	18	82.4	21	81.5	22	↑+1
Turkey	55.2	36	58.6	36	60.2	36	0
UK	86.3	9	86.9	6	85.4	8	↑+2
USA	74.8	31	74.1	33	77.8	29	↓-4

4.4.4. Right to a Good and Adequate Standard of Living

Figure 7: Right to a Good and Adequate Standard of Living, Turkey 2020



NOTE: In the figure above, the corner points have a value of 100, which stands for perfect equality.

Similar to the right to work, Turkey is among the three lowest ranking OECD countries for gender inequality in access to resources and deprivation of the right to a good and adequate standard of living. The best scores closest to full equality for the right to a good and adequate standard of living were obtained by Norway, Iceland and Sweden. Among sub-indicators which are indicators of deprivation in terms of time, gender inequalities in paid working hours⁸⁹ (28th out of 30), internet use⁹⁰ (34th out of 34) and per capita income (35th out of 36) lower Turkey's score in this domain. The overall index score and rankings shown in Table 22 below do not include countries with missing data for working hours and internet use.

⁸⁹ As data for Slovakia, Israel, Iceland, Czechia and Chile were not available for inequality in paid working hours, the rankings table was prepared for 30 countries (see Annex 4.2).

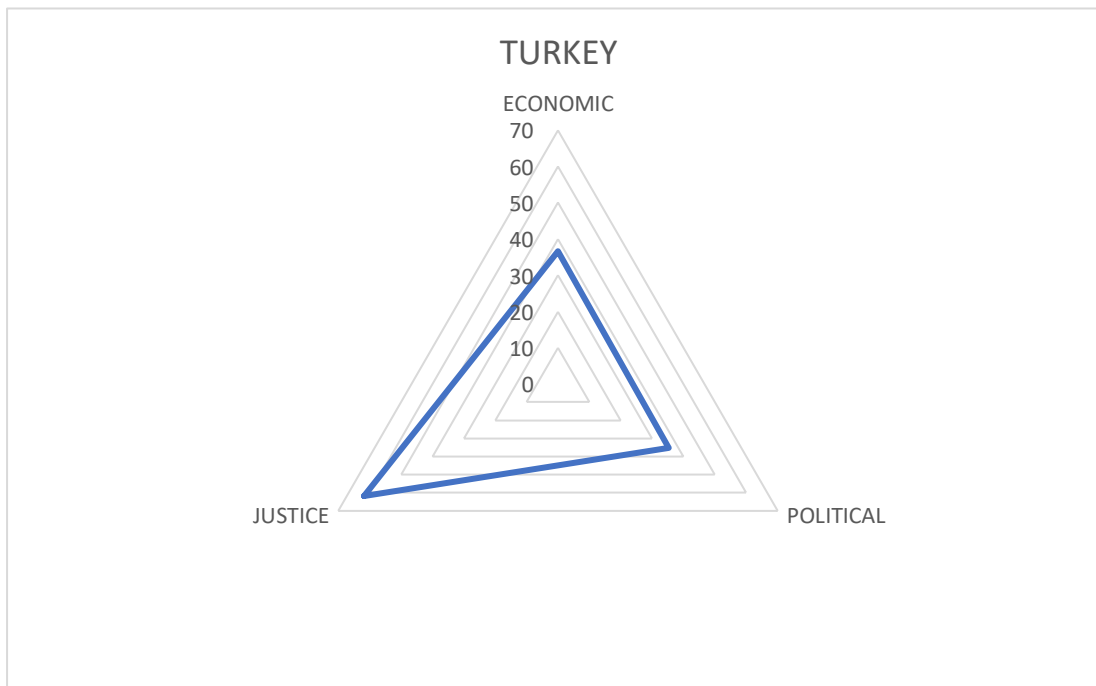
⁹⁰ For internet use, the rankings table was prepared for 34 countries, as not data were available for Israel and the USA.

Table 22: Right to a Good and Adequate Standard of Living - OECD Countries Index Scores and Rankings

	2016		2018		2020		2018-2020
	Score	Ranking	Score	Ranking	Score	Ranking	Ranking Change
Australia	83.3	12	83.5	13	83.1	14	↑+1
Austria	76.9	24	77.2	24	77.0	25	↑+1
Belgium	84.2	10	84.4	10	84.8	10	0
Canada	85.0	8	85.3	8	85.0	9	↑+1
Chile	71.4	29	70.6	29	69.9	30	↑+1
Czechia	81.9	14	83.7	12	83.8	13	↑+1
Denmark	89.9	5	90.0	5	90.1	5	0
Estonia	79.3	17	80.2	15	80.4	15	0
Finland	87.3	6	87.2	6	87.2	6	0
France	84.0	11	84.1	11	84.1	11	0
Germany	84.7	9	85.0	9	85.1	8	↓-1
Greece	67.4	31	67.7	31	67.9	31	0
Hungary	75.2	25	73.8	27	75.3	27	0
Iceland	90.8	2	92.0	1	92.1	1	0
Ireland	78.2	21	78.3	22	78.5	22	0
Israel	69.2	30	69.9	30	70.0	29	↓-1
Italy	72.3	28	73.2	28	73.7	28	0
Japan	56.0	35	56.1	35	56.2	35	0
South Korea	57.1	34	57.9	34	58.1	34	0
Latvia	75.2	26	76.7	25	77.3	24	↓-1
Lithuania	77.5	22	79.3	20	79.5	20	0
Luxembourg	78.8	19	79.9	17	80.2	18	↑+1
Mexico	59.2	33	60.2	33	60.8	33	0
Netherlands	85.4	7	85.5	7	85.6	7	0
New Zealand	79.6	16	79.3	19	78.8	21	↑+2
Norway	90.7	3	90.4	4	90.5	4	0
Poland	74.5	27	75.8	26	76.5	26	0
Portugal	66.6	32	67.4	32	67.9	32	0
Slovakia	78.6	20	79.0	21	80.3	16	↓-5
Slovenia	82.0	13	82.7	14	84.0	12	↓-2
Spain	79.0	18	79.9	18	80.2	17	↓-1
Sweden	91.1	1	90.7	3	91.2	2	↓-1
Switzerland	90.2	4	91.0	2	91.2	3	↑+1
Turkey	50.5	36	53.6	36	54.5	36	0
UK	79.9	15	80.1	16	80.1	19	↓-3
USA	77.2	23	77.4	23	77.3	23	0

4.4.5. Right to Participation in Decision-Making

Figure 8: Right to Participation in Decision-Making, Turkey 2020



NOTE: In the figure above, the corner points have a value of 100, which stands for perfect equality.

Turkey ranks 34th in the right to participation in decision-making among OECD countries. The top ranking three countries with scores closest to full equality in the right to participation in decision-making are Iceland, Latvia and Sweden. Turkey's participation in decision-making score is lowered by indicators for participation in economic decision-making and participation in political life. In New Zealand, which has developed rapidly in this domain, the most effective driver of change is observed to be women's representation in parliament. South Korea, Japan and Turkey have remained unchanging in the last three places. In terms of participation in economic decision-making, despite the rising number of woman executives in companies, the stable ratio of women among high and mid-level managers and the much lower than OECD average scores for political participation prevent Turkey from improving its position in the right to participation in decision-making rankings.

Table 23: Right to participation in Decision-Making – OECD Countries Index Scores and Rankings

	2016		2018		2020		2018-2020
	Score	Ranking	Score	Ranking	Score	Ranking	Ranking Change
Australia	63.1	11	69.6	8	70.7	11	↑+3
Austria	53.7	26	58.2	21	64.7	16	↓-5
Belgium	62.6	12	66.9	11	67.4	13	↑+2
Canada	59.5	17	62.5	14	64.8	15	↑+1
Chile	35.7	32	36.3	33	39.0	33	0
Czechia	39.6	31	45.6	29	48.5	29	0
Denmark	55.5	20	53.7	27	56.3	27	0
Estonia	51.8	27	51.9	28	54.9	28	0
Finland	65.8	8	65.9	12	72.3	6	↓-6
France	70.5	6	75.1	4	76.2	5	↑+1
Germany	58.3	18	61.9	15	63.0	18	↑+3
Greece	40.3	30	45.6	30	46.1	30	0
Hungary	60.2	15	60.7	17	58.9	24	↑+7
Iceland	76.4	4	86.9	1	88.0	1	0
Ireland	56.9	19	58.2	21	61.3	21	0
Israel	60.4	14	63.1	13	61.2	22	↑+9
Italy	55.1	21	58.0	23	58.4	26	↑+3
Japan	18.9	35	22.1	35	24.0	35	0
South Korea	13.1	36	17.6	36	19.5	36	0
Latvia	81.3	1	78.2	2	81.2	2	0
Lithuania	62.2	13	59.1	18	60.5	23	↑+5
Luxembourg	31.1	33	41.1	32	44.5	32	0
Mexico	43.8	29	44.0	31	44.7	31	0
Netherlands	51.8	28	54.7	26	58.6	25	↓-1
New Zealand	59.6	16	60.8	16	76.6	4	↓-12
Norway	77.2	3	73.5	5	72.1	8	↑+3
Poland	65.7	9	69.3	9	72.0	9	0
Portugal	53.9	25	58.8	20	66.1	14	↓-6
Slovakia	54.8	22	57.9	24	64.2	17	↓-7
Slovenia	72.0	5	69.9	7	70.8	10	↑+3
Spain	54.8	22	58.9	19	62.8	19	0
Sweden	77.7	2	75.7	3	80.0	3	0
Switzerland	54.7	24	57.1	25	61.3	20	↓-5
Turkey	30.5	34	31.4	34	35.5	34	0
UK	65.0	10	67.1	10	69.9	12	↑+2
USA	67.0	7	70.4	6	72.1	7	↑+1

4.4.6. Right to Live Without Violence

The right to live without violence intersects with many other rights fields, deepens with inequalities in other fields and in turn exacerbates inequalities in access to rights in other fields. In our work for the CEiD Index, we defined the right to live without violence with three indicators under the deprivation and access to the right to a safe life sub-domains, but did not include it among the index domains.

The first reason for using the right to live without violence as a satellite domain, meaning it was not included in the calculations for the overall index, is that indicators for which data is regularly produced for rights-based monitoring mostly produce data on violence against women. The second reason is that an appropriate standard for international comparisons cannot always be obtained for indicator data. In addition to concerns over the data, from a conceptual standpoint, measuring gender equality for the norm of non-violence could give the impression that we demand equality in violence. However, based on our demand for a life completely free of violence, it is not possible to evaluate the norm of non-violence on similar grounds as the other domains. Nevertheless, Table 24 lists the values calculated for the three sub-domains calculated using some basic indicators featured in CEiD monitoring reports and for which data is available for OECD countries. Country scores for non-violence presented in the table were obtained using the gap metric calculated by distance from the OECD average. According to the findings, Turkey ranks 32nd out of 36 countries. In non-violence, Switzerland, the United Kingdom and Austria rank in the top three. Mexico, Chile and Australia rank in the bottom three. Australia has the lowest score for feeling safe while walking at night of all countries, which places it in the 34th rank overall as data for the other two indicators is unavailable. Turkey ranks low due to the rate of child, early and forced marriages and exposure to physical violence being high, despite ranking 28th for feeling safe when walking at night.

Table 24: Right to Live Without Violence - OECD Countries Index Scores and Rankings

2015-2020		
Most recent year for which data is available		
	Score	Ranking
Australia	85.8	34
Austria	97.5	2
Belgium	93.0	22
Canada	95.5	13
Chile	83.1	35
Czechia	90.3	30
Denmark	95.7	10
Estonia	94.3	20
Finland	94.9	15
France	95.5	12
Germany	94.5	19
Greece	90.1	31
Hungary	90.6	29
Iceland	96.1	9
Ireland	95.7	11
Israel	96.3	7
Italy	92.3	23
Japan	93.2	21
South Korea	90.9	28
Latvia	91.4	26
Lithuania	91.3	27
Luxembourg	96.8	4
Mexico	77.2	36
Netherlands	95.2	14
New Zealand	86.5	33
Norway	96.3	8
Poland	94.6	17
Portugal	94.6	18
Slovakia	92.1	25
Slovenia	96.8	6
Spain	96.8	5
Sweden	92.1	24
Switzerland	97.6	1
Turkey	88.5	32
UK	97.2	3
USA	94.8	16

5. Monitoring with Indicators

CEİD has been preparing mapping and monitoring reports for the monitoring of gender equality since 2017. We have prepared reports in a total of 17 fields, 16 under the Enhancement of Participatory Democracy in Turkey: Monitoring Gender Equality Project and one under the Child Early and Forced Marriages (CEFM) project⁹¹. In our reports we provide information on the present situation and the normative and political structure as well as monitoring indicators that allow each field to be monitored. The thematic reports CEİD has prepared are as follows⁹²:

1. GE in Employment: Prof. Dr. Gülay Toksöz/Assoc. Prof. Dr. Emel Memiş⁹³
2. GE in the Prevention of Poverty, Social Protection and Social Aid: Assoc. Prof. Dr. Emel Memiş, Assoc. Prof. Dr. Seçil Aysed Bahçe⁹⁴
3. GE in Education: Prof. Dr. Mine Tan⁹⁵
4. GE in Science Technology Engineering and Mathematics Fields: Prof. Dr. Umut Beşpınar, Dr. Ezgi Kadayıfçı⁹⁶
5. GE in Access to Urban Rights and Services: Dr. Özgün Akduran, Assoc. Prof. Dr. Ayşegül Yakar Önal, Prof. Dr. Gülay Günlük Şenesen⁹⁷
6. Woman Refugees and GE: Dr. Kristen Biehl, Dr. Cavidan Soykan, Ceki Hazan⁹⁸
7. Trafficking in Human Beings/Women and GE: Assoc. Prof. Dr. Emel Coşkun⁹⁹
8. GE in Access to Healthcare Services: Prof. Dr. Ayşe Akın, Ezgi Türkçelik¹⁰⁰
9. GE in Sports: Prof. Dr. Canan Koca¹⁰¹
10. Violence Against Women and GE: Assoc. Prof. Dr. İlknur Yüksel-Kaptanoğlu¹⁰²
11. GE in the Media: Prof. Dr. Seçil Büker¹⁰³
12. GE in Access to Justice: Prof. Dr. Gülriz Uygur, Dr. Nadire Özdemir¹⁰⁴
13. Men, Masculinities and GE: Prof. Dr. Serpil Sancar, Dr. Murat Göç¹⁰⁵

⁹¹The report was prepared with support from UN Women.

⁹²The reports are presented in the order they appear in the indicator tables provided in the annexes. For all thematic field and update reports by CEİD, please see <https://dspace.ceid.org.tr/xmlui/handle/1/172>

⁹³ <http://dspace.ceid.org.tr/xmlui/handle/1/171>

⁹⁴ <https://dspace.ceid.org.tr/xmlui/handle/1/1803>

⁹⁵ <http://dspace.ceid.org.tr/xmlui/handle/1/182>

⁹⁶ <https://dspace.ceid.org.tr/xmlui/handle/1/1802>

⁹⁷ <http://dspace.ceid.org.tr/xmlui/handle/1/174>

⁹⁸ <https://dspace.ceid.org.tr/xmlui/handle/1/1801>

⁹⁹ <http://dspace.ceid.org.tr/xmlui/handle/1/181>

¹⁰⁰ <http://dspace.ceid.org.tr/xmlui/handle/1/173>

¹⁰¹ <http://dspace.ceid.org.tr/xmlui/handle/1/177>

¹⁰² <http://dspace.ceid.org.tr/xmlui/handle/1/179>

¹⁰³ <http://dspace.ceid.org.tr/xmlui/handle/1/175>

¹⁰⁴ <https://dspace.ceid.org.tr/xmlui/handle/1/1800>

¹⁰⁵ <https://dspace.ceid.org.tr/xmlui/handle/1/1759>

14. GE in Access to Religious Services: Dr. Mine Yıldırım, Dr. Özgür H. Çınar, Dr. Zehra Yılmaz, Dr. Hilal Arslan ¹⁰⁶
15. GE in Participation in Political Decision-Making: Prof. Dr. Serpil Sancar¹⁰⁷
16. Child Early and Forced Marriages (CEFM): Assoc. Prof. Dr. İlknur Yüksel Kaptanoğlu, Dr. Hilal Arslan¹⁰⁸
17. Ageing and GE: Dr. Gülçin Con Wright¹⁰⁹

We produced a comprehensive set of indicators using the 756 indicators with available data and 1326 suggested indicators included in the thematic field reports. For the monitoring report, we identified a lower number of indicators by reviewing all indicators in these reports to make it easier to monitor gender equality using indicators. This work on indicators constituted a preparatory phase for the work on the Gender Equality in Turkey Index presented in this report.

We categorised the indicators selected for the Monitoring Report under the following groups:

1. **Available indicators:** Indicators which are produced at the national level and can be accessed. We presented values for these indicators as current data and as a comparison of at least two different years to the extent data were available. We think that this comparison is significant in showing the direction of change over the years. We also consider the monitoring to be carried out using these indicators which show the various fields in which inequalities manifest will contribute to data-based policy-making in the struggle for gender equality.
2. **Suggested indicators:** Access to data is possible for some of the indicators in this group while specific research is required for others.
 - a. **Accessible indicators:** Indicators which are not produced despite the data being present and which will become accessible only on the condition that awareness of gender-sensitive indicator production is raised, and an effort is made for the production of these indicators.
 - b. **Indicators requiring research:** Indicators for which intensive efforts are needed to bring together the data, merging data from various institutions and field studies on issues which seldom appear on the agenda.

We also assessed the indicators in the report in terms of:

¹⁰⁶ <http://dspace.ceid.org.tr/xmlui/handle/1/178>

¹⁰⁷ <http://dspace.ceid.org.tr/xmlui/handle/1/176>

¹⁰⁸ <https://dspace.ceid.org.tr/xmlui/handle/1/1686>

¹⁰⁹ <https://dspace.ceid.org.tr/xmlui/handle/1/2067>

- Compatibility with the indicator definitions/revisions of international organisations
- Compatibility with definitions/expressions in national indicators
- Scope of indicators (whether data is produced at the level of statistical regions)
- Years accessible
- Extant/alternative data sources

We also added data type (quantitative or qualitative) data unit (ratio, absolute number etc.) and explanations regarding layers of indicator categorisation. In formulating these layers, we based our work on the criteria used by the United Nations. We made an effort to ensure indicators were compatible with the indicators used in the UN Minimum Set of Gender Indicators and the Gender Equality Index prepared for the European Union and member states by the EIGE.

In establishing the indicator set for this report, we took the indicators in the previous report (Gender Equality Monitoring Report of Turkey 2019-2020) as the basis. To this end, we inputted new data for those indicators for which data was updated in the interim and looked for indicators for which data was being newly collected. However, we found that data collection had not started for any of the suggested indicators in the 2019-2020 report. We also found that the number of available indicators had fallen over the years, especially in the fields of trafficking in human beings/women, violence against women, child early and forced marriages, masculinity and health. Data obtained from some studies in these fields (Turkey Demographic and Health Survey, Domestic Violence Against Women in Turkey Survey etc.) were not included in the data update, as these studies were published outside the study period. This presented a significant obstacle to the regular and constant monitoring of indicators for which data is available.

As administrative data records could not be found for data updates in fields such as access to religious services, participation in political decision-making and sports, especially for the distribution of personnel/management by sex, websites of institutions were examined to carry out the data update. However, the lack of a data archive for online data and questions about how up-to-date the data online were affecting data quality brought up issues with challenges in long-term monitoring.

Another significant issue we encountered while updating the data was the change in TURKSTAT's methodology for calculating indicators in various fields, such as employment and poverty, since 2020. The change in TURKSTAT's methodology has rendered indicator data incomparable. The changes to questionnaires used by TURKSTAT has resulted in changes to the disaggregation of collected data. This, similarly, is a factor that has made indicator data incomparable.

When selecting indicators for the 17 thematic fields for the Monitoring Report, we took care to feature those indicators that may be relevant to more than one field in just one domain. The tables below show the number of indicators by thematic field and indicator lists for all indicators, which consists of 158 available and 150 suggested indicators. Supplementary Table 1 lists the available indicators and data sources by thematic field. Supplementary Table 2 shows suggested indicators by thematic field, while data for two different years for selected indicators (with data available) is listed in Supplementary Table 3.

Number of Indicators for CEID Gender Equality Monitoring		
Thematic Field	# of Available Indicators	# of Suggested Indicators
CEID-Employment	11	12
CEID-Poverty Prevention, Social Protection and Social Aid	5	9
CEID-Education	11	7
CEID-STEM	6	9
CEID-Urban Rights	13	13
CEID-Woman Refugees	10	10
CEID-Human/Women Trafficking	1	5
CEID-Healthcare Services	15	13
CEID-Sports	4	8
CEID-Violence against Women	14	13
CEID-Child Early and Forced Marriages (CEFM)	11	12
CEID-Media	8	10
CEID-Access to Justice	5	2
CEID-Masculinity	8	8
CEID-Access to Religious Services	11	5
CEID-Participation in Political Decision-Making	13	7
CEID-Ageing	12	7
Total	158	150

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Employment)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Employment-1	Number and proportion of people not in the labour force by gender	TURSKTAT- Labour Force Statistics
CEİD-Employment-2	Number and proportion of those not included in the labour force by reason and gender	TURSKTAT- Labour Force Statistics
CEİD- Employment-3	Number and proportion of employment by gender	TURSKTAT- Labour Force Statistics
CEİD-Employment-4	Share of employment by gender	TURSKTAT- Labour Force Statistics
CEİD-Employment-5	Unionisation rate by gender	ÇSGB (the Ministry of Labour and Social Security)-Working Life Statistics
CEİD-Employment-6	Total time spent in work by gender	TÜİK- Time Utilization Survey
CEİD-Employment-7	Number and proportion of young population neither in employment nor in education and training by gender	TÜİK-Labour Force Statistics
CEİD-Employment-8	Number of unemployed and unemployment rate by gender	TÜİK-Labour Force Statistics
CEİD-Employment-9	Number and proportion of unemployed people registered with İŞKUR and placed in a job	İŞKUR Records
CEİD-Employment-10	Average annual main income difference by gender and education level	TURKSTAT-Income and Living Conditions
CEİD-Employment-11	Net school enrollment rate in pre-school education by gender	MoNE Statistics

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Poverty)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Poverty-1	Relative poverty rate by gender*	TURKSTAT-Income and Living Conditions Survey
CEİD-Poverty-2	Relative poverty rate by education and gender	TURKSTAT-Income and Living Conditions Survey
CEİD-Poverty-3	Number and distribution persons receiving disability/disability retirement pay by type of pay and gender	TURKSTAT-Income and Living Conditions Survey
CEİD-Poverty-4	Number and distribution of people receiving retirement/ageing pensions	TURKSTAT-Income and Living Conditions Survey
CEİD-Poverty-5	Number and distribution of people receiving widower/orphan pensions by gender	TURKSTAT-Income and Living Conditions Survey

**Relative Poverty Ratio - Income Based -Under 60% of median individual income equivalent*

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Education)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Education-1	Distribution by gender of illiterate people in the population aged 15 and above	TURKSTAT National Education Statistics
CEİD-Education-2	Net school enrollment ratio by gender and education level	MoNE Statistics
CEİD-Education-3	Distribution of students in basic formal education by gender, education level and school type	MoNE Statistics
CEİD-Education-4	Distribution of students in secondary education by gender and programme type	MoNE Statistics
CEİD-Education-5	Distribution of students in vocational and technical secondary education by gender and school type	MoNE Statistics
CEİD-Education-6	Distribution of students in open distance education by gender and education level	MoNE Statistics / YÖK (Council of Higher Education) Statistics
CEİD-Education-7	Distribution of students in higher education by gender and study level (by associate degree, undergraduate, post-graduate and PhD)	YÖK Statistics
CEİD-Education-8	Distribution of course learners by gender and type of informal education institution	MoNE Statistics
CEİD-Education-9	Distribution of teachers in basic formal education by gender and education level	MoNE Statistics
CEİD-Education-10	Distribution of scholarship students in primary and secondary education institutions by gender	MoNE Statistics
CEİD-Education-11	Capacities of student housing affiliated with the Higher Education Credit and Student Accommodation Institution by gender of users	YÖK Statistics

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (STEM)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-STEM-1	Average score in mathematical literacy by gender	MoNE-PISA
CEİD-STEM-2	Average score in scientific literacy by gender	MoNE-PISA
CEİD-STEM-3	Average score in reading skills by gender	MoNE-PISA
CEİD-STEM-4	Distribution of students at Science High Schools by gender and school type (by state and private school)	MoNE Statistics
CEİD-STEM-5	Proportion of graduates of vocational and technical secondary education to all secondary education graduates by gender	MoNE Statistics
CEİD-STEM-6	Distribution of R&D human resources by gender (by professional group and sector)	TURKSTAT- R&D Activities Survey

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Urban Rights)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Urban Rights-1	Proportion of women in Union of Municipalities of Turkey personnel	TBB website, Strategic Plan and Performance Programmes
CEİD- Urban Rights -2	Number of equality units in province and district municipalities	CEİD
CEİD- Urban Rights -3	Number of signatory municipalities 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 environment at night by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -5	Ratio of individuals feeling safe at home when they are alone by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -6	Proportion of satisfaction with municipal services for persons with disabilities by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -7	Proportion of satisfaction with municipal aid services for ill and poor people by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -8	Proportion of satisfaction with municipal services for vocational education and training by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -9	Proportion of satisfaction with municipal lighting services by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -10	Proportion of Satisfaction with behaviour of security forces (police or gendarmerie) towards citizens by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -11	Proportion of Satisfaction with state public order services by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -12	Proportion of Satisfaction with the amount of municipal green spaces by gender	TÜİK-Life Satisfaction Survey
CEİD- Urban Rights -13	Proportion of satisfaction with municipal road/pavement construction by gender	TÜİK-Life Satisfaction Survey

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Women Refugees)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Women Refugees-1	Distribution of the population under temporary protection by gender	GİGM (General Directorate of Migration Management) Statistics
CEİD- Women Refugees-2	Proportion of school enrolment in the population under temporary protection by gender	MEB Lifelong Learning General Directorate /YÖK Statistics
CEİD- Women Refugees-3	Distribution women under temporary protection by education level	2018-TDHS
CEİD- Women Refugees-4	Distribution of refugees under temporary protection with work permits by gender	ÇSGB Working Life Statistics
CEİD- Women Refugees-5	Proportion of working women under temporary protection	2018-TDHS
CEİD- Women Refugees-6	Proportion of access to family planning services by women under temporary protection	2018-TDHS
CEİD- Women Refugees-7	Proportion of access to prenatal care services for women under temporary protection	2018-TDHS
CEİD- Women Refugees-8	Proportion of access to postnatal care services for women under temporary protection	2018-TDHS
CEİD- Women Refugees-9	Number of applicants for international protection	UNCHR Turkey
CEİD-Women Refugees-10	Proportion of applicants for international protection by gender and child/adulthood	UNCHR Turkey

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Health)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Health-1	Life expectancy at birth by gender (years)	TURKSTAT- Life Tables
CEİD- Health-2	Proportion of the individuals who satisfied from their overall health status by gender (satisfied, very satisfied) (%)	TURKSTAT, Life Satisfaction Survey
CEİD- Health-3	Proportion of people with low physical activity by gender	TURKSTAT
CEİD- Health-4	Proportion of tobacco and tobacco product use at the age of 15 and over by gender and age groups (Daily users)	TURKSTAT
CEİD- Health-5	Proportion of obesity in population aged 15 years and over by gender	TURKSTAT
CEİD- Health-6	Total cancer incidence by gender (per 100,000 World Standard Population)	SB-HSGM (Ministry of Health-General Directorate of Public Health)
CEİD- Health-7	Proportion of women aged 15 years and older who have never performed breast self-exams	SB-2018 Annual Report/ TÜİK
CEİD- Health-8	Proportion of women aged 15 years and older who have never had a cervical smear test	SB-2018 Annual Report
CEİD- Health-9	Proportion of C-section birth to total hospital births	SB-HSGM
CEİD- Health-10	Maternal mortality rate (per 100,000 live births)	SB-HSGM

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Health)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Health-11	Proportion of causes of deaths related obstrectic	SB-HSGM
CEİD- Health-12	Adolescent (ages 15-19) mothers rate	HÜNEE (Hacettepe University Institute of Population Studies)
CEİD- Health-13	Proportion of those who receiving four or more antenatal care services (married women or women in a relationship aged 15-49)	2018-TDHS
CEİD- Health-14	Proportion of those who receive post-natal care (married women or women in a relationship aged 15-49)	2018-TDHS
CEİD- Health-15	Proportion of those with unmet birth control requirements (married women or women in a relationship aged 15-49)	2018-TDHS

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Sports)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Sports-1	Distribution of licenced 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	Distribution of women and men in the decision-making mechanisms of sports federations (chair, secretary general) (in highest funded eight sports fields)	EIGE (European Institute for Gender Equality)
CEİD-Sports-4	Distribution of women and men in the boards of directors of federations (for highest funded eight sports fields)	EIGE (European Institute for Gender Equality)

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (VAW)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-VAW-1	Proportion of different forms of violence that women are exposed to by men with whom they have close relationships (by physical, sexual and emotional violence among women in the 15-59 age group)	HÜNEE-KSGM
CEİD-VAW-2	Prevalence of stalking (15-59 age group)	HÜNEE-KSGM
CEİD-VAW-3	Proportion of women applying to organisations/institutions due to violence (%)	HÜNEE-KSGM
CEİD-VAW-4	Number of women's shelters	ASHB-KSGM
CEİD-VAW -5	Number of beneficiaries of women's guesthouses	ASHB-KSGM
CEİD-VAW-6	Number of Violence Monitoring and Prevention Centres (ŞÖNİM)	ASHB-KSGM
CEİD-VAW-7	Number of Violence Monitoring and Prevention Centre (ŞÖNİM) users	ASHB-KSGM
CEİD-VAW-8	Total number of provinces where technical follow-up systems are used for combating violence against women	ASHB-KSGM

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (VAW)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-VAW-9	Number of Ministry of Justice Chief Prosecutor's Offices' Domestic Violence Crimes Investigation Offices	Ministry of Justice
CEİD-VAW-10	Number of provinces that prepare Provincial Plans for Combating GBVAW	ASHB-KSGM
CEİD-VAW-11	Number of Sexual Harassment and Assault Centres at universities	CEİD
CEİD-VAW-12	Number of femicides	BİANET- Stop Femicide Platform
CEİD-VAW-13	Availability of a 24/7 national hotline dedicated to violence against women (yes/no)	ASHB-KSGM
CEİD-VAW-14	Is the Istanbul Convention in force (yes/no)	TBMM, CSBB

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (CEFM)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- CEFM-1	Proportion of women aged 20-24 who got married before the age of 18 and 15	2018 TDHS
CEİD- CEFM-2	Is the Lanzarote Convention in force (yes/no)	Official Gazette
CEİD- CEFM-3	Existence of national strategies and action plans to prevent CEFM and harmful traditional practices against women/girls (yes/no)	ASHB-KSGM
CEİD- CEFM-4	Proportion of students in the 14-17 age group enrolled in distant education high schools by gender	MoNE
CEİD- CEFM-5	Proportion of those who have correct information on the period of conception	2018 TDHS
CEİD- CEFM-6	Proportion of marriage decisions by families of women in the 20-24 age group who got married before the age of 18	2018 TDHS
CEİD- CEFM-7	Proportion of consanguineous marriage in the marriages of women aged 20-24 who married before the age of 18	2018 TDHS
CEİD- CEFM-8	Proportion of bride price paid in the marriages of women in the 20-24 age group who got married before the age of 18	2018 TDHS
CEİD- CEFM-9	Proportion of marriage type and order in marriages of women aged 20-24 who got married before the age of 18	2018 TDHS
CEİD- CEFM-10	Proportion of age difference between the 20-24 age group among couples who married before the age of 18	2018 TDHS
CEİD- CEFM-11	Average age of desired marriage for women between the ages of 20-24 who married before 18	2018 TDHS

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Media)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Media-1	Distribution of employees in printed media by gender	TURKSTAT- Printed Media Statistics
CEİD-Media-2	Sex distribution of employees of newspapers/magazines by position	TURKSTAT - Printed Media Statistics
CEİD-Media-3	Distribution of personnel at regulatory organisations and state-affiliated media organisations by gender	Websites of institutions
CEİD-Media-4	Proportion of computer usage by gender	TURKSTAT- Household Information Technologies Survey
CEİD-Media-5	Proportion of Internet usage by gender	TURKSTAT- Household Information Technologies Survey
CEİD-Media-6	Proportion of individuals having own personal social media account by gender	TURKSTAT- Household Information Technologies Survey
CEİD-Media-7	Distribution of students enrolled at Faculties of Communication affiliated with the CoHE by gender	YÖK Statistics
CEİD-Media-8	Distribution of academic personnel at faculties of Communication by gender	YÖK Statistics

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Access to Justice)				
Thematic Field	Name of indicator	Data source		
Indicator No				
CEİD- Access to Justice -1	Number (total) and distribution of plaintiffs and those harmed by the impugned crime in penal trials by gender and nationality	Annual Statistics	Criminal	Record
CEİD- Access to Justice -2	Number and distribution of those tried in penal trials by gender and age group	Annual Statistics	Criminal	Record
CEİD- Access to Justice -3	Number of court rulings/decisions based on the Law 6284	Annual Statistics	Criminal	Record
CEİD- Access to Justice -4	Number of studies taking up gender-based differences in trust in the judiciary	Literature Research		
CEİD- Access to Justice -5	Number and distribution of judicial personnel by gender	Annual Statistics	Criminal	Record

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Masculinity)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Masculinity-1	Distribution of those who approve the “superiority of men” by gender	World Values Survey
CEİD- Masculinity-2	Proportion of household decision-makers by gender	TURKSTAT TAYA (Family Structure Survey)
CEİD- Masculinity-3	Proportion of participation in the domestic division of labour by gender	TURKSTAT TAYA-Biruni
CEİD- Masculinity-4	Proportion of male perpetrators of violence by employment status	HÜNEE- Survey on Domestic Violence against Women
CEİD- Masculinity-5	Proportion of male perpetrators of violence by educational level	HÜNEE- Survey on Domestic Violence against Women
CEİD- Masculinity-6	Proportion of parents who give punishment to children by gender	TURKSTAT TAYA-Biruni
CEİD- Masculinity-7	Distribution of lone parents with at least one resident child by gender	TURKSTAT TAYA-Biruni
CEİD- Masculinity-8	Amount of time fathers spend on childcare	TURKSTAT TAYA-Biruni

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Access to Religious Services)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Access to Religious Services-1	Number of administrators of religious services by gender	DİB Webpage
CEİD-Access to Religious Services-2	Number of muftis at the Presidency of Religious Affairs by gender	DİB Activity Reports
CEİD-Access to Religious Services-3	Number and distribution of family religious guidance office personnel of the Presidency of Religious Affairs by gender	DİB Activity Reports
CEİD-Access to Religious Services-4	Number and distribution of Presidency of Religious Affairs personnel by gender	DİB Activity Reports
CEİD-Access to Religious Services-5	Distribution of teachers under the DG Religious Education by gender	MoNE-DÖGM Activity Report
CEİD-Access to Religious Services-6	Number and distribution of members of faculty at CoHE faculties of Theology by gender	YÖK Statistics
CEİD-Access to Religious Services-7	Number and distribution of those carrying out religious pilgrimage by age and gender (hajj and umrah)	DİB statistics, TÜİK
CEİD-Access to Religious Services-8	Number and distribution of students attending the Quran courses of the Presidency of Religious Affairs by gender	DİB statistics, TÜİK
CEİD-Access to Religious Services-9	Number and distribution of students studying in the field of theology in CoHE affiliated universities by gender and programme type	YÖK Statistics
CEİD-Access to Religious Services-10	Proportion of mosques/places of worship suitable for equal use/participation by women (in terms of praying area, toilets, ablutions area etc.)	DİB Activity Reports
CEİD-Access to Religious Services-11	Proportion of those applying to the family guidance units of the PRA by gender	DİB Activity Reports

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Political Participation)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Political Participation -1	Number and distribution of representatives elected to the national parliament by gender	TURKSTAT Election Gender Statistics
CEİD-Political Participation -2	Number and distribution of mayors by gender	EIGE, TURKSTAT, 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, TURKSTAT, KSGM, TCEUEP, KA+KK
CEİD-Political Participation -4	Number of people on the central executive boards of leading political parties by gender	KA+KK/ Web pages of political parties
CEİD-Political Participation -5	Number and distribution of candidates in the electoral rosters of political parties by gender	KA+KK/ Web pages of political parties
CEİD-Political Participation -6	Number and distribution of winning candidates in local elections by gender	EIGE, TURKSTAT, KSGM, TCEUEP, KA+KK
CEİD-Political Participation -7	Number and distribution of employees in selected expert professionals' groups by gender	EIGE, TURKSTAT, KSGM, TCEUEP, KA+KK
CEİD-Political Participation -8	Distribution in bureaucratic administration by gender	EIGE, UN Gender Stats, TURKSTAT, KSGM, TCEUEP

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Political Participation)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD-Political Participation -9	Number and distribution of TMMOB board of directors by gender	TMMOB (Union of Chambers of Turkish Engineers and Architects)
CEİD-Political Participation -10	Number and distribution of Turkish Medical Association (TTB) central council members by gender	TTB (Turkish Medical Association)
CEİD-Political Participation -11	Number and distribution of rectors of universities affiliated with the CoHE by gender	YÖK Statistics
CEİD-Political Participation -12	Number and distribution of governors of the Central Bank by gender	TURKSTAT Social Structure and Gender Statistics
CEİD-Political Participation -13	Number and distribution of the individuals share of seats on boards of companies traded on the Istanbul Stock Exchange (BİST) by gender	EIGE, TÜİK, TCEUEP

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Human and Women Trafficking and Ageing)		
Thematic Field	Name of indicator	Data source
Indicator No		
CEİD- Human and Women Trafficking-1	Number of victims of human trafficking by gender	GiGM Statistics
CEİD- Ageing-1	Proportion of illiterate elderly population by gender	TURKSTAT, National Education Statistics İstatistikleri Data Source
CEİD- Ageing-2	Proportion of completed education of elderly population by gender	TURKSTAT, National Education Statistics İstatistikleri Data Source
CEİD- Ageing-3	Life expectancy at birth by gender (years)	TURKSTAT, Life Tables
CEİD- Ageing-4	Life expectancy at 65 years of age by gender (years)	TURKSTAT, Life Tables
CEİD- Ageing-5	Proportion of elderly people experiencing difficulties with personal care activities by age group and gender	TURKSTAT, Turkey Health Survey
CEİD- Ageing-6	Proportion of obesity of elderly population by gender	TURKSTAT, Turkey Health Survey

SUPPLEMENTARY TABLE 1: List of Available Indicators by Thematic Areas (Ageing)		
Thematic Field Indicator No	Name of indicator	Data source
CEİD- Ageing-7	Proportion of elderly deaths by cause of death and gender	TURKSTAT, Death and Causes of Death Survey
CEİD- Ageing-8	Poverty rate in the elderly population by gender	TURKSTAT, Income and Living Conditions Survey
CEİD- Ageing-9	Employment rate in the elderly population by gender	TURKSTAT, Income and Living Conditions Survey
CEİD- Ageing-10	Gender pay gap (60+) (%)	TURKSTAT, Income and Living Conditions Survey
CEİD- Ageing-11	Number of 65+ persons receiving aid and pensions under social protection by gender	TURKSTAT, Social Protection Statistics
CEİD- Ageing-12	Proportion of Internet usage of elderly population in the last three months by gender	TURKSTAT

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (EMPLOYMENT)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Employment-Suggested 1	Proportion of individuals aged 25-64 not in the labour force by gender (%) (by migrant and disability status)	TURKSTAT Household Labour Force Survey	Annual
CEİD-Employment-Suggested 2	Employment rate of individuals aged 25-64 by gender (%) (by migrant and disability status)	TURKSTAT Household Labour Force Survey	Annual
CEİD-Employment-Suggested 3	Proportion of individuals aged 25-64 to total employed by gender, type of employment and workplace (working from home/working in domestic services/working in seasonal employment)	TURKSTAT Household Labour Force Survey	Annual
CEİD-Employment-Suggested 4	Segregation index by sector	TURKSTAT Household Labour Force Survey	Annual
CEİD-Employment-Suggested 5	Segregation index by occupation	TURKSTAT Household Labour Force Survey	Annual
CEİD-Employment-Suggested 6	Number and proportion of membership in trade unions by gender	MoLSS Working Life Statistics	Annual
CEİD-Employment-Suggested 7	Number and proportion of trade union administrator by gender	MoLSS Working Life Statistics	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (EMPLOYMENT)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEiD-Employment-Suggested 8	Number and proportion of individuals benefiting from collective bargaining agreements by gender	MoLSS Working Life Statistics	Annual
CEiD-Employment-Suggested 9	Proportion of children benefiting from institutionally provided care services before 3 years of age	Ministry of National Education Statistics	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEiD-Employment-Suggested 10	Labour force situation of the population under temporary protection and international protection by gender	Research	Research Period
CEiD-Employment-Suggested 11	Number and proportion of employee complaint applications and complaint subject pertaining to sexual harassment among applications finalised by Provincial Directorates of Labour and Employment	Research	Research Period
CEiD-Employment-Suggested 12	Number and proportion of businesses that include combating sexual harassment in workplace discipline procedures	Research	Research Period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (POVERTY)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Poverty- Suggested 1	Relative poverty rate by gender and household type (%) (by 60% of equivalised individual median income)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 2	Relative poverty rate by gender and aid type (%)	TURKSTAT Income and Living Conditions Survey	Annual
<i>CEİD-Poverty- Suggested 2.1</i>	Poverty rate among those receiving in-cash/in-kind aid at the individual level by gender (%)	TURKSTAT Income and Living Conditions Survey	Annual
<i>CEİD-Poverty- Suggested 2.2</i>	Poverty rate among those receiving in-cash/in-kind aid at the household level by gender (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 3	Distribution of the population in relative poverty by gender and labour force situation	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 4	Distribution of the population in relative poverty by gender and by reason for remaining outside of the labour force (discouraged/seasonal workers/retirees/in education or training/busy with domestic work/illness or disability/ageing)	TURKSTAT Income and Living Conditions Survey	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (POVERTY)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Poverty- Suggested 5	Distribution of the population in relative poverty by gender and workplace status (waged / daily waged / self-employed / unpaid family worker)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 6	Distribution of the population in relative poverty by gender and formality of employed (formally/informally employed)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 7	Distribution of the population in relative poverty by gender and sector (agriculture/manufacturing/services)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 8	Severe material deprivation rate by gender and household type (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 9	Multi-dimensional poverty rate by gender (%) (MPI-UNDP)	TURKSTAT Income and Living Conditions Survey	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (EDUCATION)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Education- Suggested 1	Distribution of students in only one gender ???schools by gender and education level (%)	MoNE	Annual
CEİD-Education- Suggested 2	Distribution of students absent for 20 days and more by gender and education level (%)	MoNE	Annual
CEİD-Education- Suggested 3	Drop-out rate by gender and education level (%)	MoNE	Annual
CEİD-Education- Suggested 4	Proportion of school administrators by gender and education level (%)	MoNE	Annual
CEİD-Education- Suggested 5	Number of schools with infrastructure and materials adapted for children with disabilities	MoNE	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Education- Suggested 6	Number of schools which include gender equality in their curricula by education level and school type	Research	Research Period
CEİD-Education- Suggested 7	Number of teachers who have received gender equality training by gender and education level	Research	Research Period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (STEM)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-STEM- Suggested 1	Number of students in secondary education by gender and chosen field of study	MoNE	Annual
CEİD-STEM- Suggested 2	Proportion of middle school teachers in STEM field by gender (%)	MoNE	Annual
CEİD-STEM- Suggested 3	Proportion of secondary education teachers in STEM field by gender (%)	MoNE	Annual
CEİD-STEM- Suggested 4	Number of students graduated from Science High Schools by gender	MoNE	Annual
CEİD-STEM- Suggested 5	Proportion of higher education students in STEM fields by gender (%) (bachelor's level/master's degree/doctorate)	CoHE	Annual
CEİD-STEM- Suggested 6	Distribution of academic staff in STEM fields by gender (research assistant/assistant professor/associate professor/professor)	CoHE	Annual
CEİD-STEM- Suggested 7	Proportion of CoHE/MoNE/TÜBİTAK scholarships to higher education students in STEM fields by gender (%)	CoHE/MoNE/TÜBİTAK	Annual
CEİD-STEM- Suggested 8	STEM employment rate by gender (%)	TURKSTAT Household Labour Force Statistics	Annual
CEİD-STEM- Suggested -9	Number of engineers by gender	TMMOB	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (URBAN RIGHTS)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Urban Rights- Suggested 1	Women's shelter capacity by gender (%) (shelter capacity - number of persons/number of women over 18 years old)	MoFSS DGWS, provincial directorates, municipalities	Annual
CEİD-Urban Rights- Suggested 2	Number and proportion of written applications and demands for shelter from woman beneficiaries (%)	Data request from relevant municipality units	Annual
CEİD-Urban Rights- Suggested 3	Proportion of women owning deeds in shanty town areas that are given legal deeds (%)	Municipal public works and urbanisation units, provincial directorates of land registry and cadastre	Annual
CEİD-Urban Rights- Suggested 4	Proportion of public transport personnel who received training on sexual assault and harassment (%)	Data request from the transport units of municipalities	Annual
CEİD-Urban Rights- Suggested 5	Proportion of adequately lit and camera monitored underpasses (%)	Data request from the civil works units of municipalities	Annual
CEİD-Urban Rights- Suggested 6	Proportion of public transport stops complying with the TSI standards for stops ¹¹⁰ (%)	Data request from the public transport units of municipalities	Annual
CEİD-Urban Rights- Suggested 7	Proportion of women among holders of public transport passes for over 65 - year olds (%)	Data request from the transport units of municipalities	Annual

¹¹⁰According to the Turkish Standards Institute's (TSI) standard 11783 on the location selection for intracity roads and bus dated of January 2nd 2014, stop locations should be picked from among locations where the bus route intersects with pedestrian arterials to facilitate ease of access for passengers. Distance between two stops should be between 400-500 metres in order not to reduce the speed of traffic flow. The distance may extend up to 600-700 metres on first degree roads. In areas of high passenger intensity, the distance between stops may be shortened by 100 metres.

SUPPLEMENTARY TABLE 2. List of Suggested Indicators by Thematic Field (URBAN RIGHTS)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Urban Rights- Suggested 8	Proportion of parks, bus stops and underground/railway stations with panic alarm buttons (%)	Data request from the parks and recreation and public transport units of municipalities	Annual
CEİD-Urban Rights- Suggested 9	Proportion of women reporting safety problems in public transport, streets/avenues/squares and parks(%)	Data request from the parks and recreation and public transport units of municipalities	Annual
CEİD-Urban Rights- Suggested 10	Proportion of municipality-owned billboards used to convey information on preventing violence against women (%)	Data request from the relevant units of municipalities	Monthly
CEİD-Urban Rights- Suggested 11	Proportion of women on the General Assemblies of City Councils (%)	City Council	Local election period
CEİD-Urban Rights- Suggested 12	Proportion of women in teams tasked with preparing Strategic Plans (%)	Request for information from the units responsible for municipal strategic plan preparation, Local election period, Strategic plan revision period	Request for information from the units responsible for municipal strategic plan preparation, Local election period, Strategic plan revision period
CEİD-Urban Rights- Suggested 13	Proportion of decisions proposed by the Equality Commission in municipal council decisions (%)	Request for information from the secretariat of municipalities Local elections period	Request for information from the secretariat of municipalities Local elections period

SUPPLEMENTARY TABLE 1. List of Suggested Indicators by Thematic Field (WOMAN REFUGEES)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Woman Refugees- Suggested 1	Distribution of asylum applications by asylum seeker arriving at the borders of Turkey through irregular means (inc. airports, sea routes and transit routes) by gender and nationality	PoMM Statistics	Annual
CEİD-Woman Refugees- Suggested 2	Number of woman asylum seekers whose application for international protection in Turkey was turned down	PoMM Statistics	Annual
CEİD-Woman Refugees- Suggested 3	The number of woman applicants whose records were erased from the bilateral asylum system and the proportion of the total number of erased case records (%)	PoMM Statistics	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Woman Refugees- Suggested 4	Number of woman applicants whose temporary protection application was not recorded	PoMM Statistics	Annual
CEİD-Woman Refugees- Suggested 5	Reasons for refusal in the files of woman asylum seekers whose application for international protection in Turkey was turned down	General Command of the Gendarmerie and Coast Guard Command statistics on people stopped or caught at borders, PoMM statistics	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (WOMAN REFUGEES)			
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Woman Refugees- Suggested 6	Number of women applying for asylum due to gender-based violence	PoMM Statistics	Annual
<i>CEİD-Woman Refugees- Suggested 6.1</i>	Proportion of benefiting from gender-sensitive acceptance procedures for woman asylum seekers (%)	PoMM Statistics	Annual
<i>CEİD-Woman Refugees- Suggested 6.2</i>	Number of trainings provided on GE, SGBV and refugee law (border personnel, personnel employed in refugee status identification and in the asylum system, personnel employed in Repatriation Centres and other closed spaces for housing asylum seekers and refugees)	PoMM Statistics	Annual
CEİD-Woman Refugees- Suggested 7	Recording all forms of violence cases woman asylum seekers and refugees in Turkey experience from the state and private individuals during the asylum process <ul style="list-style-type: none"> - Number of complaints recorded - Number of court cases filed - Human trafficking - Rape - Child and forced marriages and forced marriages in exchange for monetary gain Forced sex work	TURKSTAT Statistics	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (WOMAN REFUGEES)			
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Woman Refugees- Suggested 8	<p>Of woman asylum seeker and refugee victims of SGBV in Turkey:</p> <ul style="list-style-type: none"> - Ratio of recorded complaints - Ratio of placement of recorded cases with protection requests in shelters and Violence Prevention and Monitoring Centres - Ratio of benefiting from judicial aid following complaint - Ratio of cases filed by woman asylum seeker and refugee victims - Ratio of rulings benefiting women in cases by case type 	<p>MoFSS DGWS</p> <p>Monitoring and Evaluation Reports</p> <p>TURKSTAT Statistics</p> <p>CSO Reports</p> <p>Ministry of Justice</p> <p>Directorate-General of Judicial Records and Statistics</p>	Annual
CEİD-Woman Refugees- Suggested 9	Proportion of drop out of school of girl asylum seeker and refugees by drop-out reason	MoNE, TURKSTAT	Annual
CEİD-Woman Refugees- Suggested 10	Number of different vocational training and education programmes for the inclusion of asylum seekers and refugees in employment	MoFSS, Employment Agency of Turkey, SUMAF (EU Monitoring Project)	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (TRAFFICKING IN HUMAN BEINGS/WOMEN)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Women Trafficking-Suggested 1	Number and proportion of victims of human trafficking by gender and age	PoMM Statistics	Annual
CEİD-Women Trafficking-Suggested 2	Number and proportion of victims of human trafficking by gender and nationality	PoMM Statistics	Annual
CEİD-Women Trafficking-Suggested 3	Forms of human trafficking experienced by victims by gender and nationality (for purposes of sexual or labour exploitation, for forced marriage, forced begging or illegal adoption etc.)	PoMM Statistics	Annual
CEİD-Women Trafficking-Suggested 4	Number and proportion of recorded calls received by the 157 hotline that pertain to human trafficking	PoMM Statistics	Annual
CEİD-Women Trafficking-Suggested 5	Number of criminal cases filed over the crime of human trafficking, number of defendants and number of victims by gender	Ministry of Justice DG Judicial Records and Statistics	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (HEALTH)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEiD-Health- Suggested 1	Proportion of applicants to first tier healthcare organisations by gender (%)	Ministry of Health	Annual
CEiD-Health- Suggested 2	Distribution of decision-making and management level employees at healthcare organisations by gender (%)	Ministry of Health	Annual
CEiD-Health- Suggested 3	Prevalence of uterine and cervical cancer (per 100,000 women in adult age groups)	Ministry of Health	Annual
CEiD-Health- Suggested 4	Prevalence of breast cancer (per 100,000 women in adult age groups)	Ministry of Health	Annual
CEiD-Health- Suggested 5	Proportion of pregnant women between the ages of 15-49 screened for syphilis (%)	Ministry of Health	Annual
CEiD-Health- Suggested 6	Number of AIDS cases by gender (per 100,000 population, by year)	Ministry of Health	Annual
CEiD-Health- Suggested 7	Incidence of anorexia, bulimia and post-natal depression in women aged 15-49 (%)	Ministry of Health	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEiD-Health- Suggested 8	Proportion of first tier healthcare organisations where young people can receive sexual health related services in anonymity and privacy (%)	Research	Annual
CEiD-Health- Suggested 9	Proportion of access to contraceptive services and information without age limits and without notification of or permission sought from partners/parents/guardians (%)	Research	Annual
CEiD-Health- Suggested 10	Number and proportion of healthcare organisations providing induced abortion services	Research	Annual
CEiD-Health- Suggested 11	Proportion of unhealthy miscarriages in mother deaths (%)	Research	Annual
CEiD-Health- Suggested 12	Proportion of healthcare organisations featuring the human rights of women and gender equality in in-service training for healthcare organisation personnel (%)	Research	Annual
CEiD-Health- Suggested 13	Proportion of educational organisations providing sexual health and reproductive health education (by age group and education level) (%)	Research	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (SPORTS)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Sports- Suggested 1	Proportion of sports coaches with coaching licences by gender (%)	DG Sports Services	Annual
CEİD-Sports- Suggested 2	Proportion of coaches by gender and coaching level (%)	DG Sports Services	Annual
CEİD-Sports- Suggested 3	Proportion of coaches by sports branch by gender (%)	DG Sports Services	Annual
CEİD-Sports- Suggested 4	Proportion of students enrolled in faculties providing education in sports and related fields (PE teaching, sports management, recreation, coaching) by gender (%)	CoHE	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Sports- Suggested 5	Proportion of licensed athletes with disabilities by gender (%)	DG Sports Services	Research Period
CEİD-Sports- Suggested 6	Proportion of active athletes with disabilities by gender (%)	DG Sports Services	Research Period
CEİD-Sports- Suggested 7	Proportion of athletes by sports branch by gender (%)	DG Sports Services	Research Period
CEİD-Sports- Suggested 8	Number of quota for female and male students in faculties providing education in sports and related fields (PE teaching, sports management, recreation, coaching) by gender	Student Selection and Placement Centre (ÖSYM)	Research Period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (VIOLENCE AGAINST WOMEN)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-VAW- Suggested 1	Number of women's consultation centres (women's organisations, NGOs, municipalities)	MoFSS-DGWS	Annual
CEİD-VAW- Suggested 2	Number of domestic violence offices under DG Security	MoFSS-DGWS, Ministry of Interior	Annual
CEİD-VAW- Suggested 3	Number of women's consultation and violence prevention centres affiliated with bar associations	MoFSS-DGWS, Ministry of Justice	Annual
CEİD-VAW- Suggested 4	Number of children and women adjutant's offices under the General Command of the Gendarmerie	MoFSS-DGWS, Ministry of Interior	Annual
CEİD-VAW- Suggested 5	Proportion of beneficiaries of the KADES application in applications by gender and year	MoFSS-DGWS, Ministry of Interior	Annual
CEİD-VAW- Suggested 6	Number of women killed in femicides (by age group, marital status, relationship with the perpetrator)	MoFSS-DGWS, Ministry of Interior	Annual
CEİD-VAW- Suggested 7	Number of women killed while being under protection orders (by age group, marital status, relationship with the perpetrator)	MoFSS-DGWS, Ministry of Justice	Annual
CEİD-VAW- Suggested 8	Proportion of perpetrators of violence who have attended training on gender equality and violence against women	MoFSS-DGWS	Annual
CEİD-VAW- Suggested 9	Number of men who perpetrated violence and dropped out of gender equality and GBVAW training	MoFSS-DGWS	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (VIOLENCE AGAINST WOMEN)			
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-VAW- Suggested 10	Number of children killed by their parents	Ministry of Justice	Annual
CEİD-VAW- Suggested 11	Number of people killed in hate killings	Ministry of Justice	Annual
CEİD-VAW- Suggested 12	Prevalence of digital violence (by age, education, marital status)	MoFSS-DGWS	Annual
CEİD-VAW- Suggested 13	Proportion of healthcare organisations with protocols or road maps for cases of violence against girls and women (%)	MoFSS-DGWS, Ministry of Health	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (CEFM)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-CEFM- Suggested 1	Number of applications to family courts to obtain permission for official permission among people over 16	Ministry of Justice	Annual
CEİD-CEFM- Suggested 2	Number of marriages among people over 16 with permission from family courts	Ministry of Justice	Annual
CEİD-CEFM- Suggested 3	Number of marriages at the age 16 with permission from family courts	Ministry of Justice	Annual
CEİD-CEFM- Suggested 4	Number of marriages annulled by courts upon prosecution due to child abuse	Ministry of Justice	Annual
CEİD-CEFM- Suggested 5	Number of boys who were given imprisonment sentences due to marriage before 18 or sexual abuse	Ministry of Justice	Annual
CEİD-CEFM- Suggested 6	Number of child marriages reported to law enforcement	Ministry of Interior	Annual
CEİD-CEFM- Suggested 7	Proportion of those officially marrying at the Mufti's office before the age of 18 (by gender and temporary/international protection status) (%)	Ministry of Interior	Annual
CEİD-CEFM- Suggested 8	Number of children benefiting from conditional cash transfers (by transfers for education and transfers for health, age group and gender)	Ministry of National Education	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (CEFM)			
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-CEFM- Suggested 9	Proportion of men in the 20-24 age group who married before the ages of 18 and 15 (%)	Research	Research period
CEİD-CEFM- Suggested 10	Proportion of those marrying before the age of 18 within the population under temporary/international protection (by gender and age) (%)	Directorate-General of Migration Management	Annual
CEİD-CEFM- Suggested 11	Proportion of women living in poor/low income households when they were married before age 18 (%)	Research	Research period
CEİD-CEFM- Suggested 12	Number of siblings women lived together with when they married before age 18	Research	Research period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (MEDIA)			
Indicators which require research	Name of indicator	Data source	Data collection frequency
CEİD-Media- Suggested 1	Gender distribution of journalists by field of reporting (by economy reporting, health reporting, social and judicial reporting, tabloid reporting, crime and violence reporting)	NGO reports, bianet, academic studies	Research period
CEİD-Media- Suggested 2	Number of news items/articles about women appearing in the media (number of news items/articles on femicides, women's rights, equality of women and men, women's shelters, women's association and women's status)	MoFSS DGWS, media regulatory organisations/Supreme Board of Radio and Television, Anadolu Agency, TRT, media organisations, media professionals' organisations and labour unions, relevant academic and scientific publications, Human Rights and Equality Institution of Turkey	Research period
CEİD-Media- Suggested 3	Number/proportion of news items that feature discriminatory and hate speech and encourage violence against women	MoFSS DGWS, media regulatory organisations/Supreme Board of Radio and Television, Anadolu Agency, TRT, media organisations, media professionals' organisations and labour unions, relevant academic and scientific publications, Human Rights and Equality Institution of Turkey	Research period
CEİD-Media- Suggested 4	Number of women employed at media organisations who filed a complaint over discrimination	Parliamentary Commission on the Equality of Opportunity for Women and Men, provincial directorates of labour and employment, media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (MEDIA)			
Indicators which require research	Indicators which require research	Indicators which require research	
CEİD-Media- Suggested 5	Undergraduate level GE and/or rights based courses taught at faculties of communication	CoHE, Faculties of Communication	Research period
CEİD-Media- Suggested 6	Number of media organizations participating as stakeholders in campaigns and/or activities aimed at gender mainstreaming spreading	Media organisations and their HR units, media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period
CEİD-Media- Suggested 7	Number of media organizations participating as stakeholders in campaigns and/or activities aimed at gender mainstreaming spreading	Media organisations, media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period
CEİD-Media- Suggested 8	Number of media organisations implementing quotas at the executive level	Media organisations and their HR units, media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period
CEİD-Media- Suggested 9	Number of professionals' organisations and/or labour unions proposing quotas in participation to decision-making mechanisms	Media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period
CEİD-Media-Suggested 10	Number of media organisations with in-place mechanisms/units for preventing internal gender-based violence	Media organisations and their HR units, media professionals' organisations and labour unions, CSOs and research organisations monitoring media organisations	Research period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (ACCESS TO JUSTICE)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEiD-Access to Justice-Suggested 1	Number and distribution of persons filing civil cases by the gender, disability and age distributed by subjects of cases	Ministry of Justice	Annual
CEiD- Access to Justice-Suggested 2	Number of regular trainings for judges and prosecutors that include the gender-sensitive approach	Ministry of Justice	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (MASCULINITY)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Masculinity- Suggested 1	Number of men serving compulsory military service	TAF administrative records data	Annual
CEİD-Masculinity- Suggested 2	Number of men who have evaded enrolment for military service	TAF administrative records data	Annual
CEİD-Masculinity- Suggested 3	Number of awol men	TAF administrative records data	Annual
CEİD-Masculinity- Suggested 4	Number of men serving partially exempted paid military service	TAF administrative records data	Annual
CEİD-Masculinity- Suggested 5	Number of contractually employed GIs and NCOs	TAF administrative records data	Annual
CEİD-Masculinity- Suggested 6	Number of soldiers killed in the line of duty	TAF administrative records data	Annual
Indicators which require research	Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Masculinity- Suggested 7	Proportion of men taking parental leave	MoFSS	Research period
CEİD-Masculinity- Suggested 8	Alimony decisions for divorce rulings	Ministry of Justice	Research period

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (ACCESS TO RELIGIOUS SERVICES)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Religion- Suggested 1	The proportion of religious education teachers who teach the MoNE DG Religious Education compulsory religious education teachers to the total number of teachers by gender	MoNE DGRE administrative records data	Data request (annual)
CEİD-Religion- Suggested 2	Proportion of deans of CoHE Faculties of Theology by gender	CoHE administrative records data	Data request (annual)
CEİD-Religion- Suggested 3	Proportion of preachers employed by the PRA by gender	PRA administrative records data	Data request (annual)
CEİD-Religion- Suggested 4	Proportion of students attending PRA boarding Quran courses by gender	PRA administrative records data	Data request (annual)
CEİD-Religion- Suggested 5	Number of students applying for exemption from the compulsory weekly religious education courses at primary schools affiliated with MoNE by gender	MoNE-DGRE administrative records data	Data request (annual)

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (PARTICIPATION IN POLITICAL DECISION-MAKING)				
Thematic Field		Name of indicator	Data source	Data collection frequency
Indicator Number				
CEİD-Political Suggested 1	Participation-	Proportion of assignees to Presidential Policy Boards by gender	Office of the President	Annual
CEİD-Political Suggested 2	Participation-	Proportion of members of supreme boards that serve in public capacity by gender (by Union of Municipalities of Turkey, Competition Board, Information Technologies and Communications Board, Supreme Board of Radio and Television, Energy Markets Regulation Board, Public Tenders Board, Supreme Board of Banking Regulation and Supervision, Supreme Electoral Council, Council of Higher Education, Press Announcements Institution)	Relevant institutions	Annual
Indicators which require research		Suggested research subject and indicator	Data source	Data collection frequency
CEİD-Political Suggested 3	Participation-	Proportion of members of administration of political parties with parliamentary party groups by gender (by chairs and executive committees for provinces, districts, youth contingents)	Administrative data records of political parties	Data request (annual)
CEİD-Political Suggested 4	Participation-	Active duty and authority of women's contingents/units of political parties with parliamentary party groups in determining policies for women	Target group study	Research period
CEİD-Political Suggested 5	Participation-	Active duty and authority of women's contingents/units of political parties with parliamentary party groups in determining policies for women	Target group study	Research period
CEİD-Political Suggested 6	Participation-	Proportion of members of institutions and professionals' organisations that serve in public capacity by gender (by Union of Chambers of Turkish Engineers and Architects -TMMOB- and affiliated professionals' chambers, Union of Bar Associations of Turkey, Turkish Medical Association, Turkish Pharmacists' Association, Banks Association of Turkey, Union of Chambers of Certified Public Accountants of Turkey -TÜRMOB-, Association of Journalists)	Relevant institutions	Annual
CEİD-Political Suggested 7	Participation-	Proportion of administrators of industry and employers' professionals' organisations by gender (by proportion of women in the administration of TÜSİAD, TOBB, TESK, TİSK, MÜSİAD and TİM)	Relevant institutions	Annual

SUPPLEMENTARY TABLE 2: List of Suggested Indicators by Thematic Field (AGEİNG)			
Available indicators	Name of indicator	Data source	Data collection frequency
CEİD-Ageing- Suggested 1	Proportion of participation elderly women in formal and non-formal education and learning	MoNE, Education statistics	Annual
CEİD-Ageing- Suggested 2	Proportion of first tier healthcare organisations usage by age, gender and disability status	Ministry of Health – Directorate-General of Public Health, TURKSTAT	Annual
CEİD-Ageing- Suggested 3	Gender ageing pension gap by age group	TURKSTAT, Income and Living Conditions Survey	Annual
CEİD-Ageing- Suggested 4	Proportion of population over 65 who live alone who are at risk of poverty and social exclusion	TURKSTAT, Income and Living Conditions Survey	Annual
CEİD-Ageing- Suggested 5	Distribution of persons receiving care at ageing homes by age, gender and disability status	MoFSS, DGSDE	Annual
CEİD-Ageing- Suggested 6	Distribution of persons receiving care at daytime care centres by age, sex and disability status	MoFSS, DGSDE	Annual
CEİD-Ageing- Suggested 7	Distribution of persons receiving care homes by age, gender and disability status	MoFSS, DGSDE	Annual

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (EMPLOYMENT)												
INDICATORS	2016						2021					
	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)
CEiD-Employment 1	20 052	67.5	8 133	28.0	28 185	48.0	21 612	69.7	9 377	30.2	30 989	49.9
Number and proportion of people not in the labour force by gender												
CEiD-Employment 2	2016						2021					
Number and proportion of those not included in the labour force by reason and gender	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)
<i>Discouraged workers</i>	252	1.2	406	5.0	658	2.3	831	3.8	798	8.5	1 335	4.3
<i>Available to work but not seeking (other)</i>	1 177	5.9	584	7.2	1 761	6.3	1 042	4.8	504	5.4	1 546	5.0
<i>Busy with domestic work</i>	11 098	55.3	-	-	11 098	39.4	9 917	45.9	-	-	9 917	32.0
<i>In education or training</i>	2 320	11.6	2 220	27.3	4 540	16.1	2 620	12.1	2 559	27.3	5 189	16.7
<i>Retired</i>	958	4.8	3 201	39.4	4 159	14.8	1 285	5.9	3 710	39.6	4 995	16.1
CEiD-Employment 3	2016						2021					
Number and proportion of employment by gender	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)
	8 312	30.6	18 893	69.4	27 205	46.3	9 005	28.0	19 792	62.8	28 797	45.2
CEiD-Employment 4	2016						2021					
Share of employment by gender	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)
<i>Agriculture</i>	2 384	28.7	2 920	15.5	5 304	19.5	2 048	22.7	2 901	14.6	4 948	17.2
<i>Non-agricultural</i>	5 928	71.3	15 973	84.5	21 901	80.5	6 974	77.3	16 903	85.4	23 877	82.8
<i>Agriculture (informal)</i>	2 247	94.3	2 108	72.2	4 355	82.1	1 929	94.2	2 255	77.7	4 184	84.6
<i>Non-agricultural (informal)</i>	1 432	24.2	3 324	20.8	4 756	21.7	1 307	18.7	2 876	17.0	4 183	17.5
<i>Paid - daily waged</i>	5 276	63.5	13 101	69.3	18 377	67.5	6 217	69.0	13 920	70.3	20 137	69.9
<i>Self-employed</i>	734	8.8	3 801	20.1	4 535	16.6	803	8.9	3 844	19.4	4 647	16.1
<i>Unpaid family labour</i>	2 190	26.3	864	4.6	3 054	11.3	1 812	20.1	883	4.5	2 695	9.4
<i>Employer</i>	112	1.3	1 127	6.0	1 239	4.5	174	1.9	1 145	5.8	1 319	4.6
<i>Part time worker</i>	1 585	19.1	1 221	6.4	2 806	10.3	1 481	16.5	1 383	7.0	2 864	9.9
CEiD-Employment 5	2016						2020					
Unionisation rate by gender	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)
<i>Number and proportion of membership of trade unions</i>	254	7.4	1 182	12.4	1 501	11.4	404	9.7	1 530	15.2	1 946 ¹¹¹	13.6
<i>Number and proportion of membership of civil servants' unions</i>	692	39.4	1 065	60.7	1 757	71.6	704	40.9	1 020	59.2	1 724	65.4

¹¹¹ The "Unknown" category is included in the Total category. The total number is therefore higher than the sum of women and men.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (EMPLOYMENT - cont'd)													
INDICATORS	2014-2015												
	Women						Men						
CEiD-Employment 6													
Total time spent in work by gender	08:03						07:11						
Time spent in paid work of workers	04:32						06:25						
Time spent in unpaid of workers	03:31						00:46						
CEiD-Employment 7	2016						2019						
Number and proportion of young population neither in employment nor in education and training by gender ¹¹²	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
(ages 15-19)	662	21.6	375	11.6	1 037	16.5	679	23.5	498	16.2	1177	20.4	
(ages 20-24)	1308	46.4	493	18.1	1 801	32.5	1372	48.1	768	26.6	2140	40.4	
(ages 15-24)	2016						2021						
	1970	33.5	868	14.6	2 872	24.2	1 893	32.4	1 066	17.5	2 959	24.7	
CEiD-Employment 8	2016						2021						
Number of unemployed and unemployment rate by gender ¹¹³	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
Non-agricultural	1 324	13.7	2 006	9.6	3 330	10.9	1 554	14.7	2 364	10.7	3 919	12.0	
Broadly-defined	2 959	26.6	3 340	15.2	6 299	19.03	3 331	27.4	3 891	17.1	7 222	20.7	
Number and proportion of those unemployment for longer than a year	339	25.6	347	17.3	686	20.6	543	30.8	507	18.7	1 050	23.5	
CEiD-Employment 9	2016						2021						
Number and proportion of unemployed people registered with İŞKUR and placed in a job	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
	247	21.8	542	43.8	27 205	32.3	465	29.2	828	52.4	1 293	40.8	
CEiD-Employment 10	2016						2021						
Average annual main income difference by gender and education level	Women		Men		Income difference by sex (%)		Women (TRY '000)		Men (TRY '000)		Income difference by sex (%)		
	20 645		26 438		78.1		40 116		50 678		79.2		
Illiterate	9 289		12 338		75.3		17 020		23 642		72.0		
Not a graduate of any level of schooling	8 509		15 183		56.0		19 211		29 373		65.4		
Below high school	11 345		20 032		56.6		23 672		38 058		62.2		
High school or equivalent	17 107		27 073		63.2		33 359		50 988		65.4		
Higher education	32 847		43 598		75.3		56 814		75 360		75.4		
CEiD-Employment 11	2016						2021						
Net school enrollment rate in pre-school education by gender	Girls			Boys			Girls			Boys			
ages 3-5	35.1			35.9			43.9			44.1			
ages 4-5	45.1			46.3			55.8			55.9			
age 5	57.4			60.1			81.4			81.8			

¹¹² TURKSTAT changed its method of calculation related to this indicator in 2021 and has not been sharing the relevant indicator data by age group since then.

¹¹³ TURKSTAT changed its method of calculation related to this indicator in 2021.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (POVERTY)													
INDICATORS	2016						2021						
	Women (%)		Men (%)		Total (%)		Women (%)		Men (%)		Total (%)		
CEiD-Poverty 1 Relative poverty rate by gender*	18.7		17.3		18.0		18.6		17.4		18.0		
CEiD-Poverty 2 Relative poverty rate by education and gender	2016						2021						
	Women (%)		Men (%)		Total (%)		Women (%)		Men (%)		Total (%)		
Illiterate	33.8		42.8		35.3		33.2		41.7		34.6		
Not a graduate of any level of schooling	37.1		37.8		33.5		30.0		40.8		34.1		
Below high school	18.4		20.7		19.6		19.6		22.0		20.9		
High school or equivalent	9.5		11.0		10.4		13.0		12.3		12.6		
Higher education	3.4		2.9		3.2		4.9		4.2		4.5		
CEiD-Poverty 3 Number and distribution persons receiving disability/disability retirement pay by type of pay and gender	2016						2020						
	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
	334	39.8	506	60.2	840	100	356	41.6	499	58.4	855	100	
<i>Number and distribution of people receiving unconditional disability/disability retirement pay</i>	18	13.4	116	86.6	134	100	21	14.8	121	85.2	142	100	
<i>Number and distribution of people receiving conditional disability/disability retirement pay</i>	316	44.8	390	55.2	706	100	335	46.9	378	53.1	713	100	
CEiD-Poverty 4 Number and distribution of people receiving retirement/ageing pensions	2016						2020						
	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
	2 093	23.8	6 718	76.2	8 811	100	2 620	26.1	7 415	73.9	10 035	100	
Number and distribution of people receiving unconditional retirement/ageing pensions	1 747	21.3	6 448	78.7	8 195	100	2 085	22.6	7 125	77.4	9 209	100	
Number and distribution of people receiving conditional retirement/ageing pensions	346	56.2	270	43.8	616	100	535	64.8	290	35.2	826	100	
CEiD-Poverty 5 Number and distribution of people receiving widower/orphan pensions by gender	2016						2020						
	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	Women ('000)	Women (%)	Men ('000)	Men (%)	Total ('000)	Total (%)	
	3 307	92.7	262	7.3	3 569	100	3 540	93.0	267	7.0	3 807	100	
Number and distribution of people receiving unconditional widower/orphan pensions	2 971	92.2	251	7.8	3 222	100	3 390	93.0	255	7.0	3 645	100	
Number and distribution of people receiving conditional widower/orphan pensions	336	96.8	11	3.2	347	100	150	92.8	12	7.2	162	100	

*Relative Poverty Ratio - Income Based -Under 60% of median individual income equivalent

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (EDUCATION)													
INDICATORS	2016						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEiD-Education 1	2 077	84.4	384 654	15.6	2 462	100	1 571	86.6	241 691	13.4	1 813 671	100	
Distribution by gender of illiterate people in the population aged 15 and above	950				604		980						
CEiD-Education 2	2016						2022						
Net school enrollment ratio by gender and education level	Women (%)		Men (%)		Total (%)		Women (%)		Men (%)		Total (%)		
<i>Primary school net enrolment rate by gender</i>	95.2		94.5		94.9		93.1		93.2		93.2		
<i>Middle school net enrolment rate by gender</i>	94.4		94.4		94.4		89.7		89.9		89.8		
<i>Secondary education net enrolment rate by gender</i>	80.2		79.4		79.8		89.3		90.0		89.7		
CEiD-Education 3	2016						2022						
Distribution of students in basic formal education by gender, education level and school type	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Distribution of students in state pre-school education by gender</i>	486 260	47.8	531 176	52.2	1 017 436	100	743 202	48.7	783 849	51.3	1 527 051	100	
<i>Distribution of students in private pre-school education by gender</i>	89 497	46.7	102 173	53.3	191 670	100	166 796	46.6	191 157	53.4	357 953	100	
<i>Distribution of students in state primary schools by gender</i>	2 507 804	48.9	2 620 860	51.1	5 128 664	100	2 487 798	48.6	2 634 214	51.4	5 122 012	100	
<i>Distribution of students in private primary schools by gender</i>	109 205	47.1	122 834	52.9	232 039	100	148 973	47.8	162 916	52.2	311 889	100	
<i>Distribution of students in state middle schools by gender</i>	2 236 356	48.7	2 358 986	51.3	4 595 342	100	2 433 504	49.2	2 514 906	50.8	4 948 410	100	
<i>Distribution of students in private middle schools by gender</i>	127 856	46.0	150 233	54.0	278 089	100	162 382	47.1	182 275	52.9	344 657	100	
<i>Distribution of students in state secondary education by gender</i>	1 870 221	49.2	1 928 676	50.8	3 798 897	100	2 849 292	41.7	3 130 573	58.3	5 979 865	100	
<i>Distribution of students in private secondary education by gender</i>	224 542	47.5	248 069	52.5	472 611	100	235 320	48.7	328 414	51.3	563 734	100	
CEiD-Education 4	2016						2022						
Distribution of students in secondary education by gender and programme type	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Distribution of students in general secondary education by gender</i>	1 472 919	48.3	1 574 584	51.7	3 047 503	100	2 005 080	51.1	1 915 003	48.9	3 920 083	100	
<i>Distribution of students in vocational and technical secondary education by gender</i>	1 083 474	46.4	1 254 306	53.7	2 337 780	100	645 749	36.3	1 187 968	63.7	1 833 717	100	
<i>Distribution of students in religious (Imam Hatip) high schools by gender</i>	379 600	56.1	297 605	43.9	677 205	100	345 482	56.0	271 796	44.0	617 278	100	
CEiD-Education 5	2016						2022						
Distribution of students in vocational and technical secondary education by gender and school type	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Distribution of students in state vocational and technical secondary education by gender</i>	784 315	44.0	997 595	56.0	1 781 910	100	608 447	35.9	1 085 701	64.1	1 694 148	100	
<i>Distribution of students in private vocational and technical secondary education by gender</i>	48 503	48.9	50 714	51.1	99 217	100	37 302	26.7	102 267	73.3	139 569	100	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (EDUCATION - cont'd)

INDICATORS	2016						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD-Education 6												
Distribution of students in open distance education by gender and education level												
Distribution of students in open distance middle school by gender	211 882	62.7	126 193	37.3	338 075	100	101 714	59.2	70 229	40.8	171 943	100
<i>Distribution of students in general open distant high schools by gender</i>	510 133	42.1	702 859	57.9	1 212 992	100	636 270	46.1	743 462	53.9	1 379 732	100
<i>Distribution of students in vocational open distant high schools by gender (excl. religious high schools)</i>	75 164	37.2	126 644	62.8	201 808	100	31 464	34.8	59 045	65.2	90 509	100
<i>Distribution of students in religious (Imam Hatip) open distant high schools by gender</i>	80 441	66.3	40 894	33.7	121 335	100	52 547	54.7	43 467	45.3	96 014	100
<i>Distribution of undergraduate students in open distant faculties by gender</i>	757.334	53.2	1 078 229	58.7	1 835 563	100	1 029 749	46.8	1 172 598	53.2	2 202 347	100
CEiD-Education 7												
Distribution of students in higher education by gender and study level (by associate degree, undergraduate, post-graduate and PhD)												
Distribution of students in associate degree programmes by gender	1 087 063	47.6	1 198 343	52.4	2 285 406	100	1 682 677	51.8	1 567 424	48.2	3 250 101	100
Distribution of students in undergraduate degree programmes by gender	1 777 317	45.6	2 123 284	54.4	3 900 601	100	2 214 463	48.4	2 364 584	52.6	4 579 047	100
Distribution of students in post-graduate degree programmes by gender	167 586	40.2	249 498	59.8	417 084	100	174 311	48.7	183 960	51.3	358 271	100
<i>Distribution of students in doctorate degree programmes by gender</i>	35 702	41.5	50 392	58.5	86 094	100	53 361	48.7	56 179	51.3	109 540	100
CEiD-Education 8												
Distribution of course learners by gender and type of informal education institution												
Distribution of course learners in state informal education institutions by gender	4.043.096	52.6	3.646.985	47.4	7 690 081	100	2 212 080	59.9	1 209 851	40.1	3 421 931	100
<i>Distribution of course learners at Vocational Education Centres by gender</i>	38 581	17.2	185 818	82.8	224 399	100	11 814	42.2	16 158	57.8	27 972	100
<i>Distribution of course learners at Advanced Technical Institute for Girls by gender</i>	9 170	72.5	3 485	27.5	12 655	100	1 863	95.7	42	4.3	1 905	100
<i>Distribution of course learners at Public Education Centres by gender</i>	3 954 941	53.8	3 393 446	46.2	7 348 387	100	2 164 176	60.9	1 162 142	39.1	3 326 318	100
Distribution of course learners in private informal education institutions by gender	770 758	35.5	1 403 310	64.5	2 174 068	100	1 010 311	34.9	1 863 286	65.1	2 873 597	100
CEiD-Education 9												
Distribution of teachers in basic formal education by gender and education level												
<i>Distribution of teachers in pre-school education by gender</i>	68 357	94.6	3 871	5.4	72 228	100	59 213	93.8	3 929	6.2	63 142	100
<i>Distribution of teachers in primary schools by gender</i>	180 253	59.5	122 708	40.5	302 961	100	201 070	64.8	109 407	35.2	310 477	100
<i>Distribution of teachers in middle schools by gender</i>	176 448	54.7	146 232	45.3	322 680	100	222 884	59.2	153 863	40.8	376 747	100
<i>Distribution of teachers in secondary education by gender</i>	158 397	47.2	177 293	52.8	335 690	100	201 212	51.7	188 095	48.3	389 307	100
<i>Distribution of teachers in general secondary education by gender</i>	70 457	46.5	81 001	53.5	151 458	100	103 239	53.2	90 350	46.7	193 589	100
<i>Distribution of teachers in vocational and technical secondary education by gender</i>	87 940	47.7	96 292	52.3	184 232	100	97 973	50.1	97 745	49.9	195 718	100
<i>Distribution of teachers under DG Religious Education by gender</i>	30 643	48.7	32 282	51.3	62 925	100	26 883	48.1	24 882	51.9	51 765	100

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (EDUCATION - cont'd)												
INDICATORS	2016						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEİD-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	181 572	56.7	138 889	43.3	320 461	100
<i>Distribution of scholarship students in primary and secondary education institutions affiliated with DG Basic Education by gender</i>	33 576	51.7	31 392	48.3	64 968	100	44 509	54.2	37 627	45.8	82 136	100
<i>Distribution of scholarship students in primary and secondary education institutions affiliated with DG Middle Education by gender</i>	75 359	53.0	66 827	47.0	142 186	100	110 080	57.1	82 854	42.9	192 934	100
<i>Distribution of scholarship students in primary and secondary education institutions affiliated with DG Vocational and Technical Education by gender</i>	7 686	49.4	7 870	50.6	15 556	100	3 379	47.8	3 688	52.2	7 067	100
<i>Distribution of scholarship students in primary and secondary education institutions affiliated with DG Religious Education by gender</i>	9 664	50.0	9 645	50.0	19 309	100	23 381	61.8	14 449	38.2	37 830	100
<i>Distribution of scholarship students in primary and secondary education institutions affiliated with DG Special Education and Counselling Services by gender</i>	123	37.0	209	63.0	332	100	223	45.1	271	54.9	494	100
CEİD-Education 11 Capacities of student housing affiliated with the Higher Education Credit and Student Accommodation Institution by gender of users	2016						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	286 623	63.6	164 318	36.4	450 941	100	475 624	62.6	284 214	37.4	759 838	100

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (STEM)													
INDICATORS	2015						2018						
	Women (number)		Men (number)		Total (number)		Women (number)		Men (number)		Total (number)		
CEiD- STEM 1 Average score in mathematical literacy by gender	418		423		420		450.7		456.5		454		
CEiD- STEM 2 Average score in scientific literacy by gender	429		422		425		472		464.6		468		
CEiD- STEM 3 Average score in reading skills by gender	442		414		428		478.4		453.1		466		
CEiD- STEM 4 Distribution of students at Science High Schools by gender and school type (by state and private school)	2017						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Distribution of students at state Science High Schools by gender</i>	55 325	55.9	43 574	44.1	98 899	100	65 133	49.7	65 900	50.3	131 033	100	
<i>Distribution of students at private Science High Schools by gender</i>	10 854	50.2	10 753	49.8	21 607	100	30 154	49.4	30 936	50.6	61 090	100	
CEiD- STEM 5 Proportion of graduates of vocational and technical secondary education to all secondary education graduates by gender	2015						2021						
	Women (%)		Men (%)		Total (%)		Women (%)		Men (%)		Total (%)		
	48.4		50.1		49.7		28.9		30.3		29.7		
CEiD- STEM 6 Distribution of R&D human resources by gender (by professional group and sector)	2015						2020						
	Women (%)		Men (%)		Total (%)		Women (%)		Men (%)		Total (%)		
<i>Distribution of researcher R&D human resources by gender</i>	34.9		65.1		100		35.9		64.1		100		
<i>Distribution of technician and equivalent R&D human resources by gender</i>	37.3		62.7		100		26.9		73.1		100		
<i>Distribution of other support R&D human resources by gender</i>	18.5		81.5		100		19.2		80.8		100		
<i>Distribution of R&D human resources in financial and non-financial companies by gender</i>	27.0		73.0		100		34.4		65.6		100		
<i>Distribution of overall state employed R&D human resources by gender</i>	23.6		76.4		100		26.0		74.0		100		
<i>Distribution of R&D human resources in higher education by gender</i>	28.7		71.3		100		30.1		69.9		100		
<i>Distribution of R&D human resources in higher education by gender</i>	44.7		55.3		100		45.1		54.9		100		

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (URBAN RIGHTS)				
INDICATORS	2020		2021	
CEiD- Urban 1 Proportion of women in Union of Municipalities of Turkey personnel ¹¹⁴ (%)	29.5		32	
CEiD- Urban 2 Number of equality units in province and district municipalities	24		35	
CEiD- Urban 3 Number of signatory municipalities of the CEMR European Charter for Equality of Women and Men in Local Life ¹¹⁵	30		35	
	2016		2021	
	Women (%)	Men (%)	Women (%)	Men (%)
CEiD- Urban 4 Proportion of individuals feeling safe in their living environment at night by gender	47.5	71.0	48.1	70.9
CEiD- Urban 5 Ratio of individuals feeling safe at home when they are alone by gender	76.0	86.7	78.1	87.3
CEiD- Urban 6 Proportion of satisfaction with municipal services for persons with disabilities by gender	48.5	52.7	45.3	48.4
CEiD- Urban 7 Proportion of satisfaction with municipal aid services for ill and poor people by gender	53.0	58.2	48.3	49.8
CEiD- Urban 8 Proportion of satisfaction with municipal services for vocational education and training by gender	56.6	54.9	49.2	46.8
CEiD- Urban 9 Proportion of satisfaction with municipal lighting services by gender	74.5	71.4	73.9	72.5
CEiD- Urban 10 Proportion of Ssatisfaction with behaviour of security forces (police or gendarmerie) towards citizens by gender	68.9	72.1	69.2	70.5
CEiD- Urban 11 Proportion of Sstisfaction with state public order services by gender	74.8	76.6	73.1	74.7
CEiD- Urban 12 Proportion of Sstisfaction with the amount of municipal green spaces by gender	58.7	58.9	55.8	56.2
CEiD- Urban 13 Proportion of satisfaction with municipal road/pavement construction by gender	60.7	57.2	57.4	56.0

¹¹⁴ TBB Annual Activity Reports (2020, 2021) Online access: https://www.tbb.gov.tr/Tr/icerik_faaliyet-raporu_25 / (Last access: 25.08.2022)

¹¹⁵ https://www.tbb.gov.tr/Tr/icerik_cemr-avrupa-yerel-yasamda-kadin-erkek-esitligi-sarti_304 (Last access: 25.08.2022)

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (WOMAN REFUGEES)													
INDICATORS	2020						2021						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Refugee 1 Distribution of the population under temporary protection by gender	1 670 990	46.2	1 947 928	53.8	3 618 918	100	1 695 967	46.2	1 974 102	53.8	3 670 069	100	
	2020						2021						
CEİD- Refugee 2 Proportion of school enrolment in the population under temporary protection by gender	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Distribution of students in pre-school education by gender</i>	15 794	48.4	16 818	51.6	32 612	100	22 795	49.1	23 585	50.9	46 380	100	
<i>Distribution of students in primary school by gender</i>	170 887	48.4	181 968	51.6	352 855	100	174 800	48.3	186 977	51.7	361 777	100	
<i>Distribution of students in middle school by gender</i>	134 292	48.9	140 155	51.1	274 447	100	152 363	49.0	158 844	51.0	311 207	100	
<i>Distribution of students in high school by gender</i>	54 177	48.8	56 833	51.2	111 010	100	69 826	51.4	65 946	48.6	135 772	100	
<i>Distribution of Syrian citizens in higher education by gender</i>	13 413	36.0	23 823	64.0	37 236	100	18 082	38.1	29 400	61.9	47 482	100	
CEİD- Refugee 3 Distribution women under temporary protection by education level	2018 (%)												
<i>Proportion of illiterate women</i>	21.9												
<i>Proportion of women who have never attended school or studied at primary or middle school</i>	58.5												
<i>Proportion of women with higher than middle school education</i>	19.6												

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (WOMAN REFUGEES - cont'd)												
INDICATORS	2019						2020					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Refugee 4 Distribution of refugees under temporary protection with work permits by gender	50 690	34.9	94 542	65.1	145 232	100	41 853	33.9	81 721	66.1	123 574	100
CEiD- Refugee 5 Proportion of working women under temporary protection	2018											
	8.7											
CEiD- Refugee 6 Proportion of access to family planning services by women under temporary protection	67.4											
CEiD- Refugee 7 Proportion of access to prenatal care services for women under temporary protection	92.9											
CEiD- Refugee 8 Proportion of access to postnatal care services for women under temporary protection	89.4											
	2020 ¹¹⁶						2021					
CEiD- Refugee 9 Number of applicants for international protection	369 400						29 256 ¹¹⁷					
	2017						2021					
	Children (%)	Women (%)	Men (%)	Children (%)	Women (%)	Men (%)	Children (%)	Women (%)	Men (%)	Children (%)	Women (%)	Men (%)
CEiD- Refugee 10 Proportion of applicants for international protection by gender and child/adulthood ¹¹⁸	32	23	45	-	-	-	-	-	-	-	-	-

¹¹⁶ The number of applicants to the UNHCR until September 10th 2018.

¹¹⁷ <https://www.goc.gov.tr/uluslararasi-koruma-istatistikler> (Last accessed: 7.09.2022)

¹¹⁸ The DGMM website does not provide sex disaggregated data for 2021.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (HEALTHCARE SERVICES)				
INDICATORS	2016-2018			
	Women (%)	Men (%)	Total (%)	
CEiD- Health 1 Life expectancy at birth by gender (years)	81	75.6	78.3	
CEiD- Health 2 Proportion of the individuals who satisfied from their overall health status by gender (satisfied, very satisfied) (%)	62.4	74.3		
	2019			
	Women (%)	Men (%)	Total (%)	
CEiD- Health 3 Proportion of people with low physical activity by gender	53.1	31.7	42.4	
CEiD- Health 4 Proportion of tobacco and tobacco product use at the age of 15 and over by gender and age groups (Daily users)	14.9	41.3	28.0	
CEiD- Health 5 Proportion of obesity in population aged 15 years and over by gender	24.8	17.3	21.1	
	2016		2017	
	Women	Men	Women	Men
CEiD- Health 6 Total cancer incidence by gender (per 100,000 World Standard Population)	183.2	259.9	187.0	259.2
	2018		2019	
	60.6		54.3	
CEiD- Health 7 Proportion of women aged 15 years and older who have never performed breast self-exams				
CEiD- Health 8 Proportion of women aged 15 years and older who have never had a cervical smear test	2016		2019	
	69.3		61.2	
CEiD- Health 9 Proportion of C-section birth to total hospital births	2019		2020	
	57		59.6	
CEiD- Health 10 Maternal mortality rate (per 100,000 live births)	13.1		13.1 ¹¹⁹	

¹¹⁹ For 2020, the figure rises to 19.9% when COVID-19 is included as cause of death.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (HEALTHCARE SERVICES - cont'd)	
	2015
CEiD- Health 11	Women
Proportion of causes of deaths related obstrectic	(%)
<i>Direct obstetric causes</i>	41.1
<i>Indirect obstetric causes</i>	51.5
<i>Unknown causes</i>	6.6
	2018
	Women
	(%)
CEiD- Health 12 Adolescent (ages 15-19) mothers rate	3.5
CEiD- Health 13 Proportion of those who receiving four or more antenatal care services (married women or women in a relationship aged 15-49)	90
CEiD- Health 14 Proportion of those who receive post-natal care (married women or women in a relationship aged 15-49)	96
CEiD- Health 15 Proportion of those with unmet birth control requirements (married women or women in a relationship aged 15-49)	12

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (SPORTS)												
INDICATORS	2018											
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Sports 1 Distribution of licenced 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						2021					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Sports 3 Distribution of women and men in the decision-making mechanisms of sports federations (chair, secretary general) (in highest funded eight sports fields ¹²⁰)	6	5.0	113	95.0	119	100	6	5.0	114	95.0	120	100
CEiD- Sports 4 Distribution of women and men in the boards of directors of federations (for highest funded eight sports fields)	2	25.0	6	75.0	8	100	2	25,0	6	75,0	8	100

¹²⁰Highest funded eight sports fields and their federations are: The Basketball Federation of Turkey, Wrestling federation of Turkey, Swimming Federation of Turkey, Skiing Federation of Turkey, Volleyball Federation of Turkey, Taekwondo Federation of Turkey, Golf Federation of Turkey, Cycling Federation of Turkey

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (VAW)		
INDICATORS	2014	
CEİD - VAW 1 Proportion of different forms of violence that women are exposed to by men with whom they have close relationships (by physical, sexual and emotional violence among women in the 15-59 age group)	Women (%)	
	<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>Prevalence of physical violence during pregnancy</i>	8.3
CEİD - VAW 2 Prevalence of stalking (15-59 age group)	27	
CEİD - VAW 3 Proportion of women applying to organisations/institutions due to violence (%)	11	
	Women (number)	
CEİD - VAW 4 Number of women's shelters	145	
	<i>Number of women's guesthouses affiliated with the MoFSS</i>	110
	<i>Number of women's guesthouses affiliated with local administrations</i>	32
	<i>Number of women's guesthouses affiliated with the Ministry of Interior</i>	2
	<i>Number of women's guesthouses affiliated with non-governmental organisations</i>	1
	2020	
CEİD - VAW 5 Number of beneficiaries of women's guesthouses	Women	
	<i>Number of woman beneficiaries of women's guesthouses</i>	3 766
	<i>Number of child beneficiaries of women's guesthouses</i>	2 413
CEİD - VAW 6 Number of Violence Monitoring and Prevention Centres (ŞÖNİM)	81	
CEİD - VAW 7 Number of Violence Monitoring and Prevention Centre (ŞÖNİM) users	2013-2020 January	2021
	482 801	296 399
	<i>Number of ŞÖNİM user women</i>	255 515
	<i>Number of ŞÖNİM user children</i>	17 726
	<i>Number of ŞÖNİM user men</i>	23 158
CEİD - VAW 8 Total number of provinces where technical follow-up systems are used for combating violence against women	2020	
	15	
CEİD - VAW 9 Number of Ministry of Justice Chief Prosecutor's Offices' Domestic Violence Crimes Investigation Offices	192	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (VAW - cont'd)		
	2020	2021
	Women (%)	
CEiD - VAW 10 Number of provinces that prepare Provincial Plans for Combating GBVAW	81	81
CEiD - VAW 11 Number of Sexual Harassment and Assault Centres at universities	16	40
CEiD - VAW 12 Number of femicides	2020	2021
	<i>Bianet</i>	339
	<i>Platform for Ending Femicides</i>	425
CEiD - VAW 13 Availability of a 24/7 national hotline dedicated to violence against women (yes/no)	No	No
CEiD - VAW 14 Is the Istanbul Convention in force (yes/no)	Yes	No

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (CEFM)						
INDICATORS						
CEİD- CEFM 1 Proportion of women aged 20-24 who got married before the age of 18 and 15	2018					
	Women (%)					
Proportion of women between the ages 20-24 who married before the age of 18	14.7					
Proportion of women between the ages 20-24 who married before the age of 15	2.0					
CEİD- CEFM 2 Is the Lanzarote Convention in force (yes/no)	2018			2021		
	Yes			Yes		
	No			No		
CEİD- CEFM 3 Existence of national strategies and action plans to prevent CEFM and harmful traditional practices against women/girls (yes/no)						
CEİD- CEFM 4 Proportion of students in the 14-17 age group enrolled in distant education high schools by gender	2019					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	108 453	43.7	139 927	56.3	248 280	100
CEİD- CEFM 5 Proportion of those who have correct information on the period of conception	2018					
	Women (%)					
Proportion of women aged 15-19 who have correct information on the period of conception	17.8					
Proportion of women aged 20-24 who have correct information on the period of conception	27.9					
CEİD- CEFM 6 Proportion of marriage decisions by families of women in the 20-24 age group who got married before the age of 18	46					
CEİD- CEFM 7 <i>Proportion of consanguineous marriage in the marriages of women aged 20-24 who married before the age of 18</i>	37					
CEİD- CEFM 8 <i>Proportion of bride price paid in the marriages of women in the 20-24 age group who got married before the age of 18</i>	38					
CEİD- CEFM 9 Proportion of marriage type and order in marriages of women aged 20-24 who got married before the age of 18						
<i>Proportion of marriages through religious marriage ceremony alone</i>	7					
<i>Proportion of marriages with both religious and official marriage ceremony with the religious marriage coming first</i>	64					
<i>Proportion of marriages with both religious and official marriage ceremony with the official marriage coming first</i>	25					
<i>Proportion of marriages through official marriage ceremony alone</i>	4					

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (CEFM - cont'd)	
	2018
CEiD- CEFM 10	Women
Proportion of age difference between the 20-24 age group among couples who married before the age of 18	(%)
<i>Proportion of marriages where the man is 10 or more years older than the woman</i>	16
<i>Proportion of marriages where the man is 5-9 years older than the woman</i>	50
	Women
CEiD- CEFM 11	22.6
Average age of desired marriage for women between the ages of 20-24 who married before 18	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MEDIA)													
INDICATORS	2016						2021						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- MEDIA 1													
Distribution of employees in printed media by gender													
<i>Publications department</i>	15 704	38.7	24 882	61.3	40 586	100	10 405	38.6	16 548	61.4	26 953	100	
<i>Printing and distribution department</i>	2 159	21.8	7 748	78.2	9 907	100	825	6.3	12 354	93.7	13 179	100	
CEİD- MEDIA 2													
Sex distribution of employees of newspapers/magazines by position													
<i>General manager/business manager</i>	175	22.4	605	77.6	780	100	99	23.7	319	76.3	418	100	
<i>Editor-in-chief</i>	533	23.2	1 763	76.8	2 296	100	321	22.1	1 130	77.9	1 451	100	
<i>Executive editor</i>	552	26.9	1 500	73.1	2 052	100	335	25.7	970	74.3	1 305	100	
<i>Managing editor</i>	751	28.5	1 885	71.5	2 636	100	600	30.7	1 352	69.3	1 952	100	
<i>Page editor</i>	2 065	45.6	2 466	54.4	4 531	100	1 714	45.0	2 097	55.0	3 811	100	
CEİD- MEDIA 3													
Distribution of personnel at regulatory organisations and state-affiliated media organisations by gender													
<i>Number and distribution of employees of the Supreme Board of Radio and Television by gender</i>	132	34.3	252	65.6	384	100	243	39.8	367	60.2	610	100	
<i>Number and distribution of employees at the Presidency of Communications¹²¹ by gender</i>													
	284	41.0	678	59.0	962	100	332	43	410	57	772	100	
CEİD- MEDIA 4													
Proportion of computer usage by gender	2016						2018						
	Women (%)			Men (%)			Women (%)			Men (%)			
	45.9			64.1			50.6			68.6			
CEİD- MEDIA 5													
Proportion of Internet usage by gender	2016						2022						
	51.9			70.5			80.9			89.1			

¹²¹ The Directorate-General of Press Publications and Information (DGPI) was shut down on July 10th 2018 and all its duties, responsibilities and assets were transferred to the Presidency of Communications. Data for 2016 for this indicator are for the DGPI.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MEDIA -cont'd)													
INDICATORS	2020												
	Women (%)						Men (%)						
CEİD- MEDIA 6 Proportion of individuals having own personal social media account by gender	77.1						82.9						
	2016						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- MEDIA 7 Distribution of students enrolled at Faculties of Communication affiliated with the CoHE by gender ¹²²	21 968	44.0	27 972	56.0	49 940	100	32 715	47.3	36 421	52.7	69 136	100	
CEİD- MEDIA 8 Distribution of academic personnel at faculties of Communication by gender	832	54.2	702	45.8	1 534	100	1 064	51.2	1 013	48.8	2 077	100	

¹²²2022 data for this indicator are based only on the number of students at Faculty of Communications and Faculties of Communication Sciences.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (ACCESS TO JUSTICE)													
INDICATORS	2019						2021						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEiD- Access to Justice 1	642 150	32.6	1 325 353	67.3	1 967 503	100	726 872	34.4	1 388 612	65.6	2 115 484	100	
Number (total) and distribution of plaintiffs and those harmed by the impugned crime in penal trials by gender and nationality													
Number (Turkish) and distribution of plaintiffs and those harmed by the impugned crime in penal trials by gender and nationality	599 017	32.7	1 234 156	67.3	1 833 173	100	679 650	34.5	1 292 519	65.5	1 972 169	100	
Number (foreigner) and distribution of plaintiffs and those harmed by the impugned crime in penal trials by gender and nationality	43 133	32.1	91 197	67.9	134 330	100	47 222	32.9	96 093	67.1	134 330	100	
CEiD- Access to Justice 2	461 236	10.9	3 784 825	89.1	4 246 051	100	507 147	10.7	4 167 026	89.3	4 722 878	100	
Number and distribution of those tried in penal trials by gender and age group													
Number and distribution of those tried in penal trials by gender and age group (ages 12-14)	10 183	10.4	88 020	86.6	98 203	100	10 262	10.8	84 952	89.2	95 214	100	
Number and distribution of those tried in penal trials by gender and age group (ages 15-17)	10 982	8.0	124 894	92.0	136 876	100	10 885	8.1	122 796	91.9	133 681	100	
Number and distribution of those tried in penal trials by gender and age group (ages 18+)	440 071	11.0	3 570 901	89.0	4 010 972	100	455 477	10.7	3 784 204	89.3	4 239 681	100	
CEiD- Access to Justice 3													
Number of court rulings/decisions based on the Law 6284													
<i>Total number of protection order requests under Law 6284</i>			264 660						134 501				
<i>Number of protection order requests denied under Law 6284</i>			41 383						15 572				
<i>Number of protection order requests fully granted under Law 6284</i>			169 992						92 323				
<i>Total number of protection order decisions based on the Law 6284</i>			264 753						134 527				
<i>Total number of perpetrators objecting to a custody ruling based on the Law 6284</i>			1 304						2 489				
<i>Total number of denied objections to custody rulings based on the Law 6284</i>			962						1 843				
<i>Total number of accepted objections to custody rulings based on the Law 6284</i>			284						519				

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (ACCESS TO JUSTICE - cont'd)						
	2019					
	Total (number)					
CEiD- Access to Justice 4 Number of studies taking up gender-based differences in trust in the judiciary	5					
	2021					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Justice 5 Number and distribution of judicial personnel by gender	7388	37.8	6040	62.2	11973	100
<i>Number and distribution of judges in the penal judicial system by gender</i>	4 882	51.2	4 657	48.8	9 539	100
<i>Number and distribution of judges in the civil judicial system by gender</i>	398	30.2	918	69.8	1316	100
<i>Number and distribution of judges in Regional Courts of Justice by gender</i>	792	36.2	1 396	63.8	2 188	100
<i>Number and distribution of judges in Regional Administrative Courts by gender</i>	130	31.4	284	68.1	414	100
<i>Number and distribution of judges in the Constitutional Court by gender</i>	27	21.4	99	78.6	126	100
<i>Number and distribution of judges in the Council of State by gender</i>	239	42.2	327	57.8	566	100
<i>Number and distribution of chief prosecutors in the penal judicial system by gender</i>	1 140	17.0	5 584	83.0	6 724	100
<i>Number and distribution of chief prosecutors in Regional Courts of Justice by gender</i>	18	6.6	256	93.4	274	100
<i>Number and distribution of chief prosecutors in the civil judicial system by gender</i>	3	1.3	223	98.7	226	100
<i>Number and distribution of chief prosecutors in the Court of Cassation by gender</i>	33	16.2	171	83.8	204	100
<i>Number and distribution of chief prosecutors in the Council of State by gender</i>	24	55.8	19	44.2	43	100

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (ACCESS TO RELIGIOUS SERVICES)													
INDICATORS	2016						2022						
	Women (number)		Men (number)		Total (number)		Women (number)		Men (number)		Total (number)		
CEİD- Access to Religious Services 1	Number of administrators of religious services by gender												
<i>Presidency of Religious Affairs (PRA) president</i>	0		1		1		0		1		1		
<i>Presidency of Religious Affairs (PRA) vice presidents</i>	1		4		5		1		4		5		
<i>Supreme Board of Religious Affairs (DİYK) president</i>	0		1		1		0		1		1		
<i>Supreme Board of Religious Affairs (DİYK) members</i>	0		14		14		6		76		82		
	2016						2021						
	Women (number)		Men (number)		Total (number)		Women (number)		Men (number)		Total (number)		
CEİD- Access to Religious Services 2	0		81		81		0		81		81		
	2016												
	Women (number)		Women (%)		Men (number)		Men (%)		Total (number)		Total (%)		
CEİD- Access to Religious Services 3	243		31.8		521		68.2		764		100		
	2019						2021						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Access to Religious Services 4	17 824	17.1	86 990	82.9	104 814	100	25 063	19.2	105 445	80.8	130 508	100	
	2016						2019						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
<i>Headquarters</i>	79	7	1 043	93	1 122	100	111	8.00	1 291	92.0	1 402	100	
<i>Provincial units</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>Overseas units</i>	0	0	53	100	53	100	0	0	62	100	62	100	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (ACCESS TO RELIGIOUS SERVICES - cont'd)												
	2016						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 5 Distribution of teachers under the DG Religious Education by gender	37 389	51.6	35 032	48.4	72 421	100	27 721	57.8	20 247	42.2	47 968	100
	2016						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 6 Number and distribution of members of faculty at CoHE faculties of Theology by gender	440	19.6	1 801	80.4	2 241	100	702	21.3	2 594	78.7	3 296	100
	2016						2020					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 7 Number and distribution of those carrying out religious pilgrimage by age and gender (hajj and umrah)	287 625	57.0	217 377	43.0	505 002	100	72 140	56.3	56 087	43.7	128 227	100
<i>Hajj</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
	2019						2020					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 8 Number and distribution of students attending the Quran courses of the Presidency of Religious Affairs by gender ¹²³	44 083	50.2	43 707	49.8	87 790	100	310 078	80.4	75 701	19.6	385 779	100
<i>4-6 age group</i>	194 787	58.4	138 714	41.6	333 501	100	53 388	50.6	51 981	49.4	105 369	100

¹²³ Total numbers are for students attending Quran courses aged 4-6.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (ACCESS TO RELIGIOUS SERVICES - cont'd)												
	2016						2019					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 9	Number and distribution of students studying in the field of theology in CoHE affiliated universities by gender and programme type											
	194		138		333		220		151		371	
	787	58.4	714	41.6	501	100	194	59.2	703	40.8	897	100
<i>Associate degree</i>	138	59.6	93 693	40.4	232	100	141	59.2	97 646	40.8	239	100
	378				071		810				456	
<i>Undergraduate degree</i>	51 423	59.3	35 273	40.7	86 696	100	72 053	62.2	43 797	37.8	115 850	100
<i>Post-graduate degree</i>	4.355	37.0	7 414	63.0	11 769	100	4 946	41.8	6 895	58.2	11 841	100
<i>Doctorate</i>	631	21.3	2 334	78.7	2 965	100	1 385	29.2	3 365	70.8	4 750	100
	2019						2021					
	Total (number)			Total (%)			Total (number)			Total (%)		
CEiD- Access to Religious Services 10	10 850			12.8			Praying area	67 383			55.5	
Proportion of mosques/places of worship suitable for equal use/participation by women (in terms of praying area, toilets, ablutions area etc.) ¹²⁴							Ablutions area	32 965			35.7	
	2016						2019					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
CEiD- Access to Religious Services 11	Proportion of those applying to the family guidance units of the PRA by gender											
	2 174	12.9	14 643	87.1	16 817	100	12 273	87.1	1 810	12.9	14 083	100

¹²⁴Data sources are different for the years 2019 and 2021.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MASCULINITY)				
INDICATORS	2019			
	Women (number)	Women (%)	Men (number)	Men (%)
CEİD- Masculinity 1 Distribution of those who approve the “superiority of men” by gender				
<i>“Women and men having equal rights is one of the fundamental characteristics of a democracy”</i>	109	9.4	114	9.7
<i>“Men generally are better political leaders than women”</i>	534	45.8	716	61.2
<i>“University education is more important for boys than girls”</i>	356	30.0	417	35.3
<i>“In the country, if people can't find work, it is more men's right to work than women's”</i>	551	46.6	685	57.8
<i>“Men generally make better company managers than women”</i>	480	41.6	637	55.3
<i>“Sometimes a man needs to beat his wife”</i>	60	5.0	39	3.2
CEİD- Masculinity 2 Proportion of household decision-makers by gender	2021			
	Joint decision-making (%)	Decision-making by one person		
		Women (%)	Men (%)	Total (%)
<i>House selection while moving</i>	88.4	6.2	5.3	11.6
<i>About what to cook/eat at home</i>	70.4	27.7	1.9	29.6
<i>About the education of children</i>	90.6	6.3	3.0	9.4
<i>Regarding the needs of children such as clothes</i>	86.4	11.7	1.9	13.6
<i>Relations with relatives</i>	93.3	3.4	3.3	6.7
<i>Relations with neighbours</i>	93.1	4.4	2.6	6.9
<i>When purchasing furniture, white goods and household appliances</i>	88.3	8.3	3.4	11.7
<i>Regarding daily shopping</i>	81.2	14.7	4.1	18.8
<i>In prioritizing expenditures</i>	85.4	6.4	8.2	14.6
<i>In activities such as eating, drinking and entertainment held outside the home with the family</i>	94.2	3.0	2.8	5.8
<i>Regarding the form and place of vacation</i>	94.7	2.4	2.9	5.3

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MASCULINITY - cont'd)							
	2016			2021			
CEiD- Masculinity 3 Proportion of participation in the domestic division of labour by gender	Women (%)	Men (%)	Total (%)	Not a household member ¹²⁵	Women (%)	Men (%)	Total (%)
<i>Cooking</i>	91.2	8.8	96.9	3.8	85.4	10.8	96.2
<i>Daily shopping for consumables</i>	54.5	45.5	96.8	4.0	46.7	49.3	96.0
<i>Paying monthly bills</i>	22.3	77.7	95.1	4.7	21.2	74.1	95.3
<i>Basic maintenance and repair</i>	11.1	88.9	80.6	25.2	9.6	65.2	74.8
<i>Painting the house</i>	19.6	80.4	49.0	54.3	8.1	37.6	45.7
<i>Ironing</i>	89.7	10.3	89.6	6.7	81.8	11.5	93.3
<i>Doing laundry (including using the washing machine)</i>	91.3	8.8	97.0	3.4	85.6	11.0	96.6
<i>Washing dishes (including using the dishwasher)</i>	90.8	9.2	97.5	2.6	85.6	11.8	97.4
<i>Basic needlework (sewing, buttons etc.)</i>	92.4	7.6	93.7	8.1	83.0	9.0	91.9
<i>Serving tea in the evenings</i>	89.3	10.7	97.8	3.0	83.4	13.6	97.0
<i>Laying and cleaning the table</i>	89.9	10.1	98.0	2.5	84.8	12.7	97.5
<i>Daily ordering/cleaning the house</i>	91.3	8.7	97.1	3.6	85.4	11.1	96.4
<i>Weekly/monthly cleaning of the house</i>	92.0	8.0	90.9	8.8	80.9	10.3	91.2
<i>Childcare</i>				3.3	94.4	2.3	96.7
	2014						
CEiD- Masculinity 4 Proportion of male perpetrators of violence by employment status				Men (%)			
<i>Employed</i>				36.9			
<i>Unemployed</i>				38.9			

¹²⁵ data for 2016 and 2021 differ because of the addition of the “not a household member” category in the data calculation.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MASCULINITY - cont'd)			
	2014		
CEİD- Masculinity 5	Men (%)		
Proportion of male perpetrators of violence by educational level			
<i>No formal education</i>	43.3		
<i>Primary School</i>	40.9		
<i>Middle School</i>	35.8		
<i>High School</i>	29.8		
<i>Undergraduate and postgraduate degree</i>	20.5		
	2016		
	Mother (%)	Father (%)	Total (%)
CEİD- Masculinity 6			
Proportion of parents who give punishment to children by gender			
<i>Locking in room</i>	9.5	8.1	8.9
<i>Banning him/her playing games</i>	38.1	40.2	39.0
<i>Not giving him/her pocket money</i>	13.3	15.3	14.2
<i>Banning him/her watching TV</i>	40.5	41.2	40.8
<i>Reprimanding</i>	76.2	67.8	72.6
<i>Not talking for a while</i>	26.4	17.4	22.5
<i>Not buying what they wanted for a while</i>	36.6	31.6	34.4
<i>Not letting him/her see his/her friends</i>	16.0	12.2	14.3
<i>Beating him/her up</i>	25.6	14.3	20.7
<i>Slapping their face</i>	37.5	26.2	32.6
<i>Banning the Internet</i>	47.3	50.5	48.7
<i>Banning mobile phone</i>	30.0	30.8	30.3
<i>Other</i>	0.2	0.5	0.3

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (MASCULINITY - cont'd)												
	2019						2022					
	Mother (number)	Mother (%)	Father (number)	Father (%)	Total (number)	Total (%)	Mother (number)	Mother (%)	Father (number)	Father (%)	Total (number)	Total (%)
CEiD- Masculinity 7 <i>Distribution of lone parents with at least one resident child by gender</i>	1 726 532	78.2	482 739	21.8	2 209 271	100	1 964 085	77.0	585 315	23.0	2 549 400	100
	2020						2022					
CEiD- Masculinity 8 <i>Amount of time fathers spend on childcare</i>	Father (%)						Father (%)					
<i>Taking care of children</i>	51						44					
<i>Spending time outside</i>	45						38					
<i>Playing</i>	36						33					
<i>Taking care of kindergarten/school issues</i>	27						26					
<i>Studying together</i>	29						25					
<i>Reading</i>	19						20					
<i>Putting to sleep</i>	13						19					
<i>Feeding</i>	13						21					
<i>Washing</i>	10						15					
<i>Changing nappies</i>	8											

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS)													
	(01.11) 2015						2021						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 1 Number and distribution of representatives elected to the national parliament by gender	81	14.7	469	85.3	550	100	101	17.4	481	82.6	582	100	
	2016						2019						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 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						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 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	
	2019						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 4 Number of people on the central executive boards of leading political parties by gender													
Justice and Development Party (AKP)													
<i>Chairperson</i>	0	-	1	-	1	-	0	-	1	-	1	-	
<i>Vice chair and deputies</i>	5	-	10	-	15	-	1	-	7	-	8	-	
<i>Central executive committee members</i>	6	-	19	-	25	-	5	-	22	-	27	-	
Republican People's Party (CHP)													
<i>Chairperson</i>	0	-	1	-	1	-	0	-	1	-	1	-	
<i>Deputy chairs</i>	4	-	11	-	15	-	3	-	14	-	17	-	
<i>Central executive committee members</i>	4	-	11	-	15	-	5	-	12	-	17	-	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS - cont'd)													
	2016						2022						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 4 Number of people on the central executive boards of leading political parties by gender													
Peoples' Democratic Party (HDP)													
<i>Chairperson</i>	1	-	1	-	2	-	1	-	1	-	2	-	
<i>Vice chairs</i>	4	-	7	-	11	-	5	-	7	-	12	-	
<i>Central executive committee members</i>	11	35.5	20	64.5	31	100	11	36.7	19	63.3	30	100	
Nationalist Movement Party (MHP)													
<i>Chairperson</i>	0	-	1	-	1	-	0	-	1	-	1	-	
<i>Deputy chairs</i>	1	-	14	-	15	-	2	-	10	-	12	-	
<i>Central executive committee members</i>	10	13.3	65	86.7	75	100	5	6.7	70	93.3	75	100	
İyi Party													
<i>Chairperson</i>	1	-	0	-	1	-	1	-	0	-	1	-	
<i>Deputy chairs</i>	4	-	15	-	19	-	4	-	12	-	16	-	
<i>Central executive committee members</i>	5	25	15	75	20	100	20	27.4	53	72.6	73	100	
	2016						2019						
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	
CEİD- Politics 5 Number and distribution of candidates in the electoral rosters of political parties by gender	2 625	26.6	7 236	73.4	9 861	100	996	20.5	3 855	79.5	4 851	100	

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS - cont'd)												
	2019											
	Women (number)		Women (%)		Men (number)		Men (%)		Total (number)		Total (%)	
CEiD- Politics 6												
Number and distribution of winning candidates in local elections 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>Province mayor</i>	1		2		50		98		51		100	
<i>District and sub-district mayor</i>	12		2		777		98		789		100	
<i>Provincial general assembly member</i>	48		4		1 223		96		1 271		100	
<i>Village muhtar</i>	115		1		18 081		99		18 196		100	
<i>Neighbourhood muhtar</i>	970		2		31 049		98		32 019		100	
<i>Village council member</i>	1 007		1		79 689		99		80 696		100	
<i>Neighbourhood council member</i>	3 418		2		134 362		98		137 780		100	
	2016						2021					
CEiD- Politics 7												
Number and distribution of employees in selected expert professionals' groups by gender	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
<i>Ambassador</i>	43	17.6	201	82.4	244	100	73	26.5	202	73.5	275	100
<i>Consul-General</i>	10	13.1	66	86.9	76	100	13	14.1	79	85.9	92	100
<i>Local authority superior officer</i>	38	0.01	2.108	99.99	2 146	100	101	5.2	1 828	94.8	1 939	100
<i>Governor</i>	3	3.7	78	96.3	81	100	2	2.5	79	97.5	81	100
<i>District governor¹²⁶</i>	14	1.6	852	98.4	866	100	81	7.1	1 059	92.9	1 140	100
<i>Police officer</i>	15 003	6	235 735	94	250 738	100	22 099	8.4	240 984	91.6	263 083	100

¹²⁶ District governor numbers for 2021 include prospective district governors.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS - cont'd)												
CEiD- Politics 8 Distribution in bureaucratic administration by gender	2020						2021					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
<i>Public employees</i>		40.3		59.7		100		40.6		59.4		100
<i>Cabinet minister</i>	2	12.5	14	87.5	16	100	1	5.9	16	94.1	17	100
<i>High level administrator⁴</i>		11.7		88.3		100		12.2		87.8		100
<i>Director-general</i>	8	29.6	19	71.4	27	100	11	37.9	18	62.1	29	100
<i>Deputy director-general</i>	16	30.2	37	69.8	53	100	12	21.1	45	78.9	57	100
	2016						2019					
Department head		13.6					420	17.0	2 102	83.0	2 522	100
CEiD- Politics 9 Number and distribution of TMMOB board of directors by gender	2019						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	2	8	22	92	24	100	6	25	18	75	24	100
CEiD- Politics 10 Number and distribution of Turkish Medical Association (TTB) central council members by gender	2019						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	4	36	7	64	11	100	4	36	7	64	11	100
CEiD- Politics 11 Number and distribution of rectors of universities affiliated with the CoHE by gender	2017						2022					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	16	8.9	164	91.1	180	100	19	9.9	172	90.1	191	100
CEiD- Politics 12 Number and distribution of governors of the Central Bank by gender	2016						2021					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	0	-	7	-	7	-	2	-	5	-	7	-
CEiD- Politics -13 Number and distribution of the individuals share of seats on boards of companies traded on the Istanbul Stock Exchange (BIST) by gender	2016						2020					
	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)	Women (number)	Women (%)	Men (number)	Men (%)	Total (number)	Total (%)
	428	12.7	2 939	87.3	3 367	100	458	17	2 240	83	2 698	100

⁴The data excludes employees of metropolitan municipalities, municipal organisations and higher ranking personnel at municipalities, employees of the GNAT, military personnel, Central Bank and National Intelligence Organisation personnel.

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (HUMAN AND WOMAN TRAFFICKING)						
CEiD- Human and Women Trafficking 1 Number of victims of human trafficking by gender	2016			2020		
	Women (number)	Men (number)	Total (number)	Women (number)	Men (number)	Total (number)
	163	18	181	221	61	282

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (AGEING)			
INDICATORS	2019		
	Women (%)	Men (%)	
CEiD- Ageing 1 Proportion of illiterate elderly population by gender	32.6	8.2	
CEiD- Ageing 2 Proportion of completed education of elderly population by gender	Women (%)	Men (%)	
	Literate	22.8	13.8
	Primary school graduate	34.7	53.7
	Middle school or equivalent graduate	3.3	7.7
	High school or equivalent graduate	3.9	7.7
	Higher education graduate	2.7	8.9
CEiD- Ageing 3 Life expectancy at birth by gender(years)	Women (%)	Men (%)	
	81.3	75.9	
CEiD- Ageing 4 Life expectancy at 65 years of age by gender (years)	19.6	16.3	
CEiD- Ageing 5 Proportion of elderly people experiencing difficulties with personal care activities by age group and gender	Women (%)	Men (%)	
	Feeding themselves		
	ages 65-74	11.2	5.0
	ages 75+	24.0	18.8
	Getting into/out of bed sitting down/standing up		
	ages 65-74	18.1	5.0
	ages 75+	37.6	18.8
	Dressing and undressing		
	ages 65-74	17.4	11.3
	ages 75+	26.3	20.8
	Using the toilet		
	ages 65-74	16.5	8.3
	ages 75+	36.0	22.5
	Bathing/showering		
	ages 65-74	16.8	9.0
	ages 75+	44.9	25.4

SUPPLEMENTARY TABLE 3: AVAILABLE INDICATOR DATA (AGEiNG - cont'd)			
CEiD- Ageing 6 Proportion of obesity of elderly population by gender	2019		
	Women (%)	Men (%)	
	36.2	19.9	
CEiD- Ageing 7 Proportion of elderly deaths by cause of death and gender	Women (%)	Men (%)	
	Cardiovascular disease	45.2	37.8
	Benign and malign tumours	10.7	20.0
	Respiratory disease	13.9	16.7
	<i>Diseases related to the endocrine system, nutrition and metabolism</i>	5.8	3.8
	<i>Nervous system and sensory organ diseases</i>	6.4	4.2
	<i>External injuries and poisoning</i>	1.4	1.8
CEiD- Ageing 8 Poverty rate in the elderly population by gender	Women (%)	Men (%)	
	15.9	12.1	
CEiD- Ageing 9 Employment rate in the elderly population by gender	5.5	19.4	
CEiD- Ageing 10 Gender pay gap (60+) (%)	2020		
	Difference		
	29.9		
CEiD- Ageing 11 Number of 65+ persons receiving aid and pensions under social protection by gender	Women ('000)	Men ('000)	
	<i>Total number of persons receiving retirement/ageing pensions</i>	2 536	7 313
CEiD- Ageing 12 Proportion of Internet usage of elderly population in the last three months by gender	Women (%)	Men (%)	
	20.4	34.9	

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http://www.sp.gov.tr/upload/xSPStratejikPlan/files/sls36+kbb_stratejik_plan_2020_2024.pdf

Kayseri Metropolitan Municipality website: <https://www.kayseri.bel.tr/> Last access: 20.05.2021.

Kocaeli Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/QpVpY+Kocaeli_Belediyesi_2020-2024_Stratejik_Plan.pdf

Konya Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/NB9yy+stratejik_plan.pdf

Konya Metropolitan Municipality website: <https://www.konya.bel.tr/> Last access: 20.05.2021.

Malatya Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/NU8zQ+Malatya_BB_Str_Plan_2020_2024.pdf

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Manisa Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/gGm4e+Manisa_Belediyesi_2020-2024_Stratejik_Plan.pdf

Mardin Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/fjDk0+Mardin_Buyuksehir_Belediyesi_2020-2024_Stratejik_Plan.pdf

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http://www.sp.gov.tr/upload/xSPStratejikPlan/files/pe7vc+MERSIN_BB_2024-2024_STRATEJIK_PLANI_GUNCELLENMIS_VERSIYONU_.pdf

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<https://mersin.bel.tr/upload/dosyalar/yerel%20e%C5%9Fitlik%20plan%C4%B1.pdf>

Muğla Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/YRnMW+Mugla_20-24_22_Gnc_.pdf

Ordu Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/Xv0FM+ordu_sp.pdf

Sakarya Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/HHe3U+Sakarya_Buyuksehir_Belediyesi_2020-2024_Stratejik_Planı.pdf

Sakarya Metropolitan Municipality website: <https://www.sakarya.bel.tr/> Last access: 20.05.2021.

Samsun Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/z7Lfc+samsun_bsb_guncel.pdf

Şanlıurfa Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/j1DbE+Sanliurfa_Buyuksehir_Belediyesi_2020-2024_Donemi_Stratejik_Planı.pdf

Şanlıurfa Metropolitan Municipality website: <https://www.sanliurfa.bel.tr/> Last access: 20.05.2021.

Tekirdağ Metropolitan Municipality Strategic Plan

http://www.sp.gov.tr/upload/xSPStratejikPlan/files/mMJG4+Stratejik_Plan.pdf

Trabzon Metropolitan Municipality Strategic Plan

<http://www.sp.gov.tr/upload/xSPStratejikPlan/files/Vm5Ka+20-24.pdf>

Trabzon Metropolitan Municipality website: <https://www.trabzon.bel.tr/> Last access: 20.05.2021.

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ANNEXES

ANNEX 1.1. Lists of indicators

List of indicators suggested by the Association for Struggle with Sexual Violence	
Indicator explanation	Unit
Ratio of those applying for institutional support due to being exposed to sexual violence over the last 12 months (by age, disability, gender identity and refugee status)	(%)
(All units) number and professional background of personnel (number)	#
Capacity building work specific to sexual violence for employees of the MoFSS, especially ŞÖNİM/shelters, special training/workshop/group work events (content)	Yes/No
Existence of programmes for perpetrators (with information on content and which institutions/organisations provide these programmes)	Yes/No
Whether the social service model for counselees and the reporting system (risk assessment forms etc.) are specific to type of violence experienced	Yes/No
Whether the Reporting System on measuring the Human Rights Compatibility of Support Units through the Experiences of Survivors of Sexual Violence (risk assessment forms etc.) is specific to the type of violence experienced	Yes/No
Whether the reporting system contains information on gender identity, refugee and disability status, grooming and forced early marriages of children etc.	Yes/No
Existence of policies addressing dating violence, digital violence, grooming and forced early marriages of children and violence at the workplace	Yes/No
Shelter/housing policy sensitive to combating sexual violence	Yes/No
Whether psycho-social counselling referrals are followed-up	Yes/No
ŞÖNİMs' accessibility (accessibility from all parts of town, 24/7 service provision, free of charge transport, disability access certification, special arrangements for the elderly, sex workers, refugees, LGBTI+, persons who do not speak Turkish)	Yes/No
Whether the addresses of survivors who apply to ŞÖNİM are kept secret	Yes/No
(MoFSS and affiliated units) Anti-discrimination policy	Yes/No
(MoFSS and affiliated units) Language and sign language interpreter support	Yes/No
Adherence to minimum required shelter numbers	Yes/No
Number of First Step Units	#
Number of employees who have received training on sexual violence in the past five years	#
Accessibility of the sexual violence national hotline – KADES	Yes/No
Accessibility of the 183 Hotline (24/7 accessibility, ability to provide counselling in various local languages, accessibility by persons with visual and audio disabilities)	Yes/No

List of indicators suggested by the Association for Struggle with Sexual Violence	
Indicator explanation	Unit
Coordination in the work of the MoFSS, municipal institutions and relevant CSOs	Yes/No
<i>Ministry of Interior</i>	
Whether bar associations and CSOs participate in the Provincial Coordination Boards for Child Protection (who their representatives are)	Yes/No
Which institutions compose the Provincial Commission for Coordination, Monitoring and Evaluation for Combating Violence Against Women	
Bar association and CSO representation	Yes/No
Whether the Provincial Commission for Coordination, Monitoring and Evaluation for Combating Violence Against Women develops proposals for combating sexual violence	Yes/No
Accessibility of the decisions of boards and commissions (whether the meetings are announced, meeting outputs are shared)	Yes/No
Whether the Provincial Action Plan for Combating Violence Against Women includes activities for combating sexual violence based on gender analysis	Yes/No
Whether a Woman and Men Equality Unit is established under the provincial governor's office	Yes/No
(Law enforcement) Units for combating sexual violence that employ personnel qualified to deal with cases of sexual violence	Yes/No
(Law enforcement) Evidence kit for use in cases of sexual violence	Yes/No
(Law enforcement) Ratio of applications by persons who have experienced sexual violence over the past 12 months - by age, disability, gender identity and refugee status	%
Whether a specific data collection, monitoring and information sharing system specific to combating sexual violence is established in law enforcement under the Istanbul Convention	Yes/No
Whether employees of institutions and organisations of the Ministry of Interior (especially law enforcement) receive training specific to combating sexual violence	Yes/No
Whether training materials for working with traumatised children are developed for personnel directly providing services to combat violence in the Branch Directorate of Domestic Violence of provincial directorates of security and Women and Children Adjutant's Office of the provincial commands of the gendarmerie	Yes/No
Accessibility of the 155-156 and 157 hotlines	Yes/No
(Provincial Directorates of Migration Management) Existence of specialised support programmes for combating sexual violence against refugees	Yes/No

TAPV Indicators	
Indicator explanation	Unit
Number of persons (and demographic information) provided with contraceptive methods as part of family planning services and allocated budget (by province and at the national level)	#
Period health and period poverty	
Up-to-date status of work on the HPV vaccination (complaints and suggestions filed with CIMER, parliamentary questions etc.)	
Number of HIV tests implemented and HIV cases by province	#
Ratio of risky pregnancies by province	%
Incidence of breast cancer	%
Prevalence of uterine and cervical cancer	%
Number of first tier healthcare institutions that provide SRH services	#
Number of second tier healthcare institutions that provide SRH services	#
Percentage of healthcare organisations that are required to provide contraceptive methods but do not	%
Types and prevalence of STDs by sex, age group and education level	%
Ratio of the 15-24 age group which has correct information on protection from HIV by age	%
Up-to-date data on studies on breast cancer, cervical cancer and the sexual life of women in their menopause period (Ministry of Health studies, KETEM monitoring)	
Ratio of sexually active young people who used a condom in their first/last sexual intercourse	%
Obstacles to access to contraceptive services experienced by unmarried young people (persons with disability and women by age group) by sex	

Women's Human Rights - New Solutions Association (KİH-YÇ) Indicators	
Indicator explanation	Unit
Ratio of the inclusion of information provided by independent women's organisations in the proposals of convention monitoring organs (committees) for women's rights and gender equality	%
Increase in the number of rights-based women's organisations contributing to shadow reports for the monitoring of international conventions	#
Increase in the number of rights-based women's organisations engaging in advocacy in the context of international organisations	#
Ratio of municipalities mainstreaming Sustainable Development Goals with focus on gender equality	%
Ratio of opposition MPs supporting and owning up to the agenda of women's organisations	%
Ratio of LGBTI+ and women's organisations using KİH-YÇ as an information source	%

ANNEX 3.1 Target of the Programme for Protecting and Strengthening the Family

Protecting and Strengthening the Family:

- Services, activities, business and transactions falling under the following headings are to be evaluated under this programme: Undertaking necessary work to identify national policies and strategies with the aim of protecting and strengthening the integrity and values of the family, conveying them soundly to future generations and increasing the welfare of the family;
- Preparation and implementation of family support and training programmes for the solution of problems to examine the causes and effects, study and prevent problems with bad habits and addiction that threaten the peace and happiness of families;
- Ensuring easy access to and follow-up of social services by identifying those in need and the provision of protective, preventive, supportive and improving services and guidance and counselling services;
- Undertaking social studies on family and society, researching and evaluating structural changes in the family in terms of causes and effects; monitoring the effects of changes in the population structure on the family structure, identifying problems areas and undertaking work to develop science-based national policies;
- Provision of training, counselling and other social service programmes for the improvement of knowledge, skills and attitudes of family members regarding basic family life, preparation for marriage and resolution of intra-familial problems;
- Undertaking necessary work for psychosocial support services that support the return to normal life in migration, disaster and emergency contexts.

Source: 2022-2024 Budget Preparation Guidebook, 2022¹²⁷: p.155

¹²⁷ <https://www.sbb.gov.tr/2022-2024-donemi-butce-cagrisi-ve-eki-butce-hazirlama-rehberi/>

ANNEX 3.2 MoTF Developing the Social Status of Women and Ensuring Equality of Opportunity Sub-Programme Activity Costs

FAALİYET MALİYETLERİ TABLOSU					
İdare Adı	HAZİNE VE MALİYE BAKANLIĞI				
Program Adı	KADININ GÜÇLENMESİ				
Alt Program Adı	KADININ TOPLUMSAL STATÜSÜNÜN GELİŞTİRİLMESİ VE FIRSAT EŞİTLİĞİNİN SAĞLANMASI				
Alt Program Hedefi					
Faaliyet Adı	Eşi Vefat Etmış Kadınlara Yapılan Yardımlar İçin Ayrılan Pay				
Açıklama	3294 sayılı Sosyal Yardımlaşma ve Dayanışmayı Teşvik Kanunu'nun 4'üncü maddesi gereğince trafik para cezası hasılatının yarısı, 4842 sayılı Bazı Kanunlarda Değişiklik Yapılması Hakkında Kanun'un 38'inci maddesi gereğince Sosyal Yardımlaşmayı ve Dayanışmayı Teşvik Fonuna gelir ve kurumlar vergisi tahsilat toplamı üzerinden yüzde 2,8 oranında pay aktarılmaktadır.				
EKONOMİK KOD	2021 Bütçe	2021 Harcama (Haziran)	2022 Bütçe	2023 Tahmin	2024 Tahmin
<i>Personel Giderleri</i>					
<i>Sosyal Güvenlik Kurumuna Devlet Primi Giderleri</i>					
<i>Mal ve Hizmet Alım Giderleri</i>					
<i>Faiz Giderleri</i>					
<i>Cari Transferler</i>			352.611.000	412.998.000	479.406.000
<i>Sermaye Giderleri</i>					
<i>Sermaye Transferleri</i>					
<i>Borç Verme</i>					
BÜTÇE İÇİ TOPLAM KAYNAK			352.611.000	412.998.000	479.406.000
<i>Düner Sermaye</i>					
<i>Özel Hesap</i>					
<i>Diğer Bütçe Dışı Kaynak</i>					
BÜTÇE DIŞI TOPLAM KAYNAK					
FAALİYET MALİYETİ TOPLAMI			352.611.000	412.998.000	479.406.000

Source: MoTF 2022 Performance Programme, p. 63

<https://ms.hmb.gov.tr/uploads/2022/01/HMB-2022-Yili-Performans-Programi.pdf>

ANNEX 3.3 MoFSS Social Aid Sub-Programme Activity Costs



Alt Program Kapsamında Yürütülecek Faaliyet Maliyetleri

Faaliyetler	2021 Bütçe	2021 Harcama (Haziran)	2022 Bütçe	2023 Tahmin	2024 Tahmin
Elektrik Tüketim Desteği	1.518.798.000	643.971.200	2.442.155.000	2.632.643.090	2.764.275.245
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	1.518.798.000	643.971.200	2.442.155.000	2.632.643.090	2.764.275.245
Eşi Vefat Etmiş Kadınlara Yapılan Yardımlar	394.490.000	163.488.325	352.611.000	380.114.658	399.120.391
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	394.490.000	163.488.325	352.611.000	380.114.658	399.120.391
Muhtaç Asker Ailelerine Yardım	155.804.000	71.516.400	161.314.000	173.896.492	182.591.317
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	155.804.000	71.516.400	161.314.000	173.896.492	182.591.317
Öksüz, Yetim ve Muhtaç Asker Çocuğu Yardımı	80.197.000	37.143.450	79.677.000	85.891.806	90.186.396
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	80.197.000	37.143.450	79.677.000	85.891.806	90.186.396
Şartlı Nakit Transferleri	1.664.205.000	817.273.370	1.852.769.000	1.997.284.982	2.097.149.231
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	1.664.205.000	817.273.370	1.852.769.000	1.997.284.982	2.097.149.231
Sosyal Yardım Hizmetlerinin Planlanması ve Koordinasyonu	44.698.000	21.548.642	54.801.000	60.902.000	66.437.000
Bütçe İçi	44.698.000	21.548.642	54.801.000	60.902.000	66.437.000
Bütçe Dışı	0	0	0	0	0
Sosyal Yardımlaşma ve Dayanışmayı Teşvik Kanununun Amaçlarını Gerçekleştirmeye Yönelik Diğer Destekler	6.937.858.000	5.474.147.055	8.708.463.000	9.387.723.114	9.857.109.270
Bütçe İçi	0	0	0	0	0
Bütçe Dışı	6.937.858.000	5.474.147.055	8.708.463.000	9.387.723.114	9.857.109.270
T O P L A M	10.796.050.000	7.229.088.442	13.651.790.000	14.718.456.142	15.456.868.850
Bütçe İçi	44.698.000	21.548.642	54.801.000	60.902.000	66.437.000
Bütçe Dışı	10.751.352.000	7.207.539.800	13.596.989.000	14.657.554.142	15.390.431.850

Source: MoFSS 2022 Performance Programme, p. 94

<https://www.aile.gov.tr/media/97614/2022-performans-programi.pdf>

ANNEX 4.1 Scores by Thematic Field

Right to a Healthy Life-CEiD Index Scores

Country	Life expectancy at birth by sex (years)	Proportion of the individuals who satisfied from their overall health status by gender (satisfied, very satisfied) (%)	Adolescent (15-19) fertility rate (%)	Proportion of women of reproductive age (15-49 years) who are married or in-union who have their need for family planning satisfied with modern methods (%)
Australia	97.48	99.54	93.30	97.02
Austria	97.09	97.68	90.90	94.50
Belgium	96.96	96.08	89.55	93.80
Canada	97.52	99.33	91.49	92.85
Chile	96.23	86.92		
Czechia	95.34	92.17	93.36	97.77
Denmark	97.67	97.36	89.24	96.11
Estonia	92.68	83.24	91.12	92.25
Finland	96.48	97.74	90.12	95.38
France	96.21	96.35	89.55	93.53
Germany	97.01	95.00	91.33	95.89
Greece	96.90	96.39	90.85	74.34
Hungary	92.75	86.34	92.24	96.95
Iceland	97.77	97.18	90.38	
Ireland	97.76	99.64	91.01	98.72
Israel	97.90	98.13	92.14	84.47
Italy	97.27	96.15	89.81	81.67
Japan	96.41		89.09	70.83
South Korea	96.33	57.11	87.89	97.02
Latvia	90.04	71.07	93.48	93.62
Lithuania	89.60	71.63	92.85	87.12

Country	Life expectancy at birth by sex (years)	Proportion of the individuals who satisfied from their overall health status by gender (satisfied, very satisfied) (%)	Adolescent (15-19) fertility rate (%)	Proportion of women of reproductive age (15-49 years) who are married or in-union who have their need for family planning satisfied with modern methods (%)
Luxembourg	96.83	97.84	89.55	
Mexico	93.30			
Netherlands	98.06	96.23	89.09	95.22
New Zealand	97.94	99.89		
Norway	97.90	98.40	89.75	95.33
Poland	93.31	87.57	92.63	85.98
Portugal	96.22	76.15	91.49	95.10
Slovakia	93.60	92.93	90.19	95.10
Slovenia	96.28	92.49	89.09	95.60
Spain	96.56	96.60	91.12	99.53
Sweden	97.90	97.67	89.75	97.08
Switzerland	97.69	98.02	88.58	97.08
Turkey	95.00	93.15	89.09	83.96
UK	97.81	98.08	93.41	97.08
USA	95.63	99.38	93.55	97.54

Right to Education-CEİD Index Scores

Country	Average time in education by sex (aged 15-64) (years)	Proportion of high school graduation by gender (%)	Proportion of university graduation by gender (%)	Proportion of the individual who have not completed any level of education (%)	Average score in mathematical literacy by sex	Average score in reading skills by sex	Average score in scientific literacy by sex	Proportion of young people neither in employment nor in education and training (NEET) gender (aged 15-24) (%)
Australia	99.45	94.41	91.21	99.99	99.33	99.38	99.56	86.03
Austria	93.46	92.33	95.24	99.94	98.68	98.68	99.14	90.9
Belgium	98.55	94.78	90.31	98.82	98.82	98.82	99.62	94.79
Canada	98.3	82.76	88.27	99.95	99.53	99.53	99.73	
Chile	94.73	96.67	74.5	97.54	91.37	91.42	94.48	45.66
Czechia	99.85	98.45	75.92	99.99	99.65	99.65	99.92	88.53
Denmark	97.28	87.25	79.79	99.86	99.62	99.62	98.99	82.31
Estonia	96.85	87.56	74.84	100	99.2	99.2	99.78	90.33
Finland	96.02	81.28	84.07	99.89	99.41	99.41	98.51	97.2
France	93.1	82.22	91.87	99.8	99.36	99.36	99.76	71.99
Germany	99.4	98.01	77.25	99.5	99.3	99.3	99.95	98.82
Greece	97.17	96.05	87.46	99.99	95.79	95.84	94.7	80.74
Hungary	99.33	95.62	71.32	99.96	98	98.05	98.77	51.15
Iceland	88.84	67.65	71.46	98.17	99.02	99.02	98.17	98.04
Ireland	98.11	89.72	89.99	99.97	99.41	99.41	99.63	97.98
Israel	99.34	90.77	90.42	99.28	96.09	96.14	97.08	99.18
Italy	96.34	96	62.23	99.93	97.88	97.94	97.48	
Japan	98.45	82.79	98.94	99.95	99.05	99.05	99	
South Korea	97.68	88.06	92.48	99.41	99.62	99.62	99.68	81.53
Latvia	96.8	89.03	67.92	99.89	99.32	99.32	98.21	84.84
Lithuania	97.74	90.23	80.24	99.96	98.65	98.71	97.72	76.76
Luxembourg	99.78	97.68	99.44	99.96	98.37	98.43	97.14	
Mexico	87.17	99.63	68.27	94.55	89.94	90	91.88	63.02
Netherlands	99.98	99.98	99.35	99.98	99.87	99.87	99.7	
New Zealand	94.75	81.43	84.23	100	99.11	99.11	99.56	71.66
Norway	98.86	93.29	89	99.93	99.31	99.31	99.64	78.4
Poland	98.53	93.32	72.85	99.93	99.87	99.87	99.74	86.28
Portugal	87.32	83.32	66.82	99.51	99.09	99.09	99.81	88.04
Slovakia	99.3	95.91	68.53	99.94	98.95	99.01	96.6	75.09
Slovenia	98.53	92.91	68.91	100	99.94	99.94	99.15	
Spain	95.29	91.5	92.32	99.25	98.27	98.33	98.58	76.05
Sweden	97.99	90.54	82.58	99.34	99.88	99.88	99.25	59.91
Switzerland	98.06	86.97	89.67	99.81	99.32	99.32	99.43	70.28
Turkey	76.5	77.91	62.68	96.65	95.53	95.58	96.71	99.53
UK	99.92	93.03	95.77	99.98	98.8	98.8	98.77	96.22
USA	79.4		85.51	75.43				

Right to Work-CEİD Index Scores

COUNTRY	Proportion of employed persons by gender (aged 15-64) (%)	Net enrolment rate in pre-school education by age (aged 3-5) (%)	Proportion of persons employed part-time by sex (aged 15-64) (%)	Proportion of unemployed population by gender (aged 15-64) (%)	Proportion of unemployed young population by gender (aged 15-24) (%)	Collective bargaining coverage (%)	Proportion of trade union membership (%)
Australia	93.88	96.54	73.34	100.00	98.74	69.12	86.07
Austria	93.79	98.84	67.09	99.8	99.98	49.85	75.6
Belgium	91.37	94.05	64.05	99.44	97.17	50.62	48.77
Canada	95.54		77.08	99.54	98.43	93.78	76.32
Chile	82.89	90.66	74.27	98.5	94.55	62.33	97.87
Czechia	91.15	99.43	72.69	99.49	99.57	96.86	71.01
Denmark	96.35	94.5	76.05	99.84	98.58	56.7	38.75
Estonia	95.61	97.85	74.33	99.95	99.84	14.78	33.64
Finland	97.81	92.7	85.83	98.99	96.81	53.57	42.48
France	94.45	93.25	77.32	98.13	93.91	49.85	67.01
Germany	94.57	95.99	63.15	99.52	98.96	74.82	97.87
Greece	85.33	74.34	65.54	87.35	77.56	41.39	91.21
Hungary	89.97	97.37	73.51	99.74	99.52	64.67	56.2
Iceland	96.21	94.55	72.69	99.89	99.86	53.05	30.53
Ireland	92.07	94.05	62.9	99.78	97.59	97.15	79.71
Israel	95.9	93.55	62.85	99.97	99.78	81.07	77.97
Italy	81.64	96.36	60.68	96.2	84.91	49.11	65.91
Japan	90.68	97.69	54.3	99.88	99.69	50.55	96.69
South Korea	84.11	95.99	52.31	99.9	99.48	43.43	72.34
Latvia	96.59	96.67	50.92	97.97	99.35	19.44	72.34
Lithuania	98.02	98.13	62.06	98.86	98.93	84.28	41.84
Luxembourg	94.03	99.83	63.26	99.73	96.12	72.41	69
Mexico	69.01	95.34	59.72	99.89	99.38	27.25	74.98
Netherlands	94.48	96.04	69.39	99.88	99.44	59.42	98.17

COUNTRY	Proportion of employed persons by gender (aged 15-64) (%)	Net enrolment rate in pre-school education by age (aged 3-5)	Proportion of persons employed part-time by sex (aged 15-64) (%)	Proportion of unemployed population by gender (aged 15-64) (%)	Proportion of unemployed young population by gender (aged 15-24)	Collective bargaining coverage (%)	Proportion of trade union membership (%)
New Zealand	94.38	95.99	71.5	99.86	99.04	58.31	94.7
Norway	96.91	94.8	81.95	99.73	98.85	63.87	48.84
Poland	88.86	93.55	67.4	99.99	99.63	51.9	84.13
Portugal	96.24	97.96	81.24	98.78	94.44	61.13	96.25
Slovakia	91.15	87.27	69.83	99.03	97.08	77.5	70.35
Slovenia	95.7	98.46	77.03	99.43	99.3	58.41	80.3
Spain	93.13	94.7	63.32	92.94	85.08	57.65	81.53
Sweden	97.98	96.25	84.27	99.42	95.44	53.92	39.68
Switzerland	94.95	55.05	67.22	99.62	99.49	83.44	90.55
Turkey	59.35	44.38	58.05	94.65	90.44	21.04	56.2
UK	93.94	93.25	66.4	99.94	99.05	80.74	81.11
USA	92.58	75.24	65.46	99.94	99	32.93	62.3

Right to a Good and Adequate Standard of Living-CEiD Index Scores

Country	Per capita national income (2017 PPP)	Proportion of the individuals used internet by gender (aged 16-74) (%)	Time spent in paid work by gender (minutes per day)	Time spent in unpaid work by gender (minutes per day)
Australia	81.83	99.74	68.57	71.40
Austria	69.99	97.81	81.28	67.23
Belgium	80.42	98.42	71.53	75.84
Canada	81.30	99.43	88.26	76.87
Chile	51.24	97.39		
Czechia	70.85	98.98		
Denmark	84.05	99.85	78.77	86.91
Estonia	65.87	99.74	94.22	78.48
Finland	83.98	99.37	84.98	79.48
France	83.21	99.90	75.00	71.64
Germany	81.80	98.82	80.22	75.87
Greece	65.06	90.00	66.73	53.04
Hungary	60.11	93.65	85.38	71.30
Iceland	85.10	99.57		
Ireland	81.23	97.04	73.04	60.94
Israel	69.87			
Italy	72.08	90.52	61.59	60.22
Japan	69.43	99.07	75.32	25.70
South Korea	63.10	98.82	78.49	31.21
Latvia	68.45	98.07	86.85	67.23
Lithuania	75.57	96.10	88.28	68.67
Luxembourg	80.91	98.69	84.15	63.91
Mexico	44.21	86.03	66.47	57.23
Netherlands	81.20	99.78	83.00	77.15
New Zealand	73.09	97.64	75.75	69.93
Norway	88.18	99.55	79.87	84.22

Country	Per capita national income (2017 PPP)	Proportion of the individuals used internet by gender (aged 16-74) (%)	Time spent in paid work by gender (minutes per day)	Time spent in unpaid work by gender (minutes per day)
Poland	64.97	95.34	71.21	70.29
Portugal	73.26	91.17	76.87	45.92
Slovakia	64.30	97.01		
Slovenia	81.74	93.67	87.46	73.82
Spain	76.27	99.10	72.29	67.41
Sweden	87.65	98.42	93.64	86.53
Switzerland	83.33	99.48		
Turkey	51.26	81.89	47.59	36.72
UK	72.34	99.61	81.86	71.20
USA	79.40		85.51	75.43

Right to Participation in Decision-Making-CEİD Index Scores

Country	Proportion of female share of seats on boards of the largest publicly listed companies (%)	Proportion of the individuals in managerial positions by gender (%)	Proportion of the individuals in senior and mid-managerial positions by gender (%)	Proportion of seats held by women in the national parliament (%)	Proportion of seats held by women in local governments (%)	Proportion of judges by gender (%)
Australia	69.90	80.20		62.58	68.12	94.85
Austria	69.51	65.94	62.38	80.00	46.74	93.07
Belgium	76.04	69.31	70.30	84.16	78.22	93.47
Canada	66.14	71.88		59.61	53.67	
Chile	31.10	55.25		45.75	50.30	78.02
Czechia	46.54	56.04	54.46	46.54	54.66	86.93
Denmark	70.10	56.24	56.44	79.61	66.93	74.46
Estonia	19.02	75.05	72.28	55.85	57.63	84.56
Finland	70.70	75.25	76.24	92.08	78.22	84.16
France	90.69	71.29	70.30	79.21	80.99	77.23
Germany	72.28	56.64	52.48	63.37	55.45	
Greece	39.81	59.21	56.44	43.97		62.58
Hungary	19.61	78.62	74.26	25.95	61.39	61.98
Iceland	94.26	77.43	78.22	79.61	94.06	52.28
Ireland	60.80	72.87	62.38	45.55	48.32	97.62
Israel	53.87	69.51	70.30	53.87	34.86	86.34
Italy	77.82	55.05	46.54	71.69	63.96	
Japan	25.95	27.33		20.60	26.54	
South Korea	18.23	31.89		38.62	37.83	50.70
Latvia	44.96	93.86	92.08	58.42	68.32	85.55
Lithuania	45.15	76.04	74.26	55.85	59.21	68.32
Luxembourg	45.35	53.07	56.44	63.77	50.70	
Mexico	21.99	77.03		96.44	90.10	95.45
Netherlands	76.44	52.88	50.50	66.93	63.96	

Country	Proportion of female share of seats on boards of the largest publicly listed companies (%)	Proportion of the individuals in managerial positions by gender (%)	Proportion of the individuals in senior and mid-managerial positions by gender (%)	Proportion of seats held by women in the national parliament (%)	Proportion of seats held by women in local governments (%)	Proportion of judges by gender (%)
New Zealand	87.13			96.63	79.01	86.34
Norway	83.17	68.32	64.36	88.91	81.78	72.28
Poland	49.91	86.73	82.18	57.03		88.71
Portugal	62.38	71.49	72.28	80.20	54.26	75.25
Slovakia	55.85	71.29	70.30	45.95	52.28	45.75
Slovenia	39.41	80.40	82.18	53.87	67.53	96.63
Spain	65.55	70.30	74.26	88.12	77.23	86.93
Sweden	76.04	84.75	86.14	94.06	87.72	
Switzerland	60.40	66.93	64.36	84.16	62.97	61.79
Turkey	36.64	37.04	38.62	35.25	21.00	41.79
UK	75.84	73.86	70.30	68.12	68.91	
USA	72.97	82.38	84.16	55.05		97.05

ANNEX 4.2. Metadata for CEID Index Indicators

Rights	NO	Index Indicator Name	Name Of Indicator	Data source	Access Information
RIGHT TO A HEALTHY LIFE	1	Life expectancy at birth by gender (years)	Life expectancy at birth (years)	QoG OECD CS dataset	https://www.gu.se/en/quality-government/qog-data/data-downloads/oezd-dataset
	2	Proportion of women of reproductive age (15–49 years) who are married or in-union who have their need for family planning satisfied with modern methods (%)	Percentage of women aged 15–49 years, married or in union, who are currently using any modern method of contraception, among those in need of contraception.	UNSD	https://www.who.int/data/gho/indicator-metadata-registry/imr-details/6
	3	Proportion of the individuals who are satisfied from their overall health status by gender (satisfied, very satisfied) (%)	Perceived health status / satisfaction /good and very good) (%)	OECD	https://stats.oecd.org/index.aspx?queryid=30117
	4	Adolescent (15-19) fertility rate (‰)	Adolescent fertility rate (births per 1000 women aged 15-19)	UNDP HDR	https://stats.oecd.org/index.aspx?queryid=30117
RIGHT TO EDUCATION	5	Average years in education by gender (aged 15-64) (years)	Average years of schooling (aged 15-64) (years)	QoG OECD CS	https://www.gu.se/en/quality-government/qog-data/data-downloads/oezd-dataset
	6	Proportion of high school graduation by gender (%)	High school graduation rate (%)	QoG OECD CS	https://www.gu.se/en/quality-government/qog-data/data-downloads/oezd-dataset
	7	Proportion of university graduation by gender (%)	University graduation rate (%)	QoG OECD CS	https://www.gu.se/en/quality-government/qog-data/data-downloads/oezd-dataset
	8	Proportion of the individual who have not completed any level of education (%)	Proportion of the individual who have not completed any level of education (%)	QoG OECD CS	https://www.gu.se/en/quality-government/qog-data/data-downloads/oezd-dataset

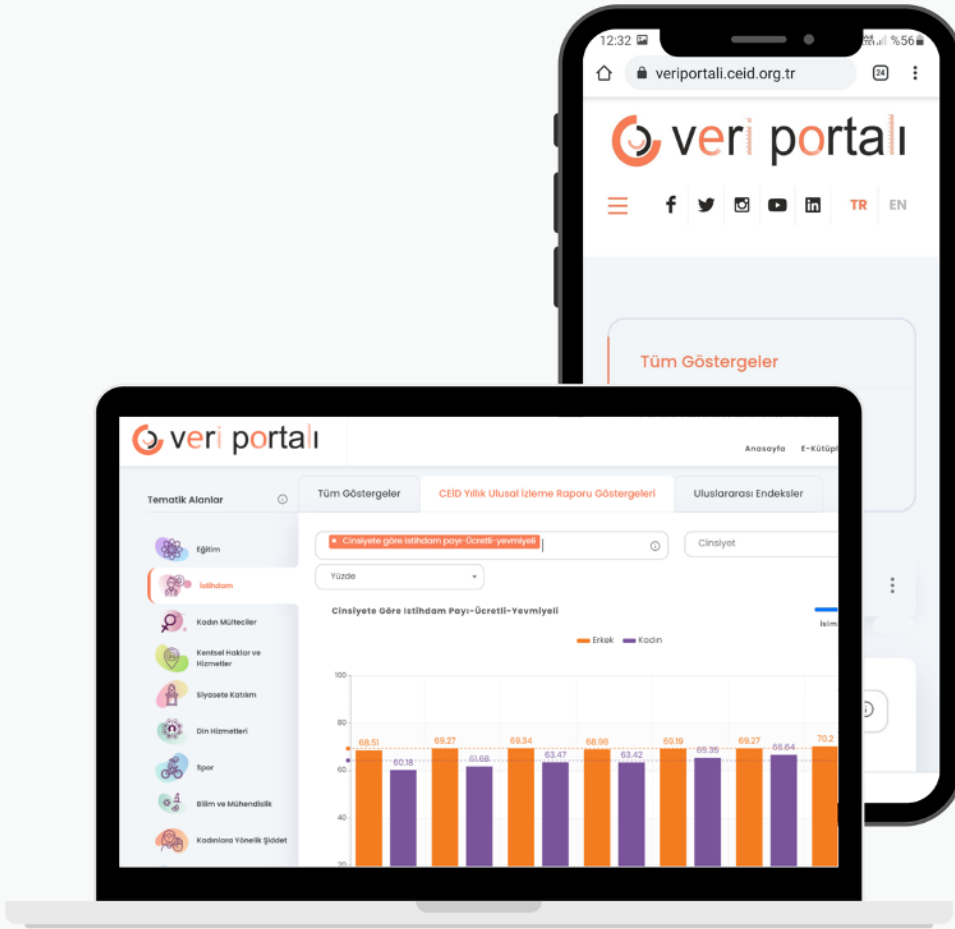
Rights	NO	Index Indicator Name	Name Of Indicator	Data source	Access Information
					downloads/oezd-dataset
	9	Average score in scientific literacy by sex	Score in science	OECD	https://www.oecd.org/pisa/data/2018data-base/
	10	Average score in reading skills by sex	Score in reading skills	OECD	https://www.oecd.org/pisa/data/2018data-base/
	11	Average score in mathematical literacy by sex	Score in mathematics	OECD	https://www.oecd.org/pisa/data/2018data-base/
	12	Proportion of young people neither in employment nor in education and training (NEET) by gender (aged 15-24) (%)	Proportion of young people neither in employment nor in education and training (NEET) (aged 15-24) (%)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/008_en_sdGoal8_r.px
RIGHT TO WORK	13	Proportion of employed persons by gender (aged 15-64) (%)	Rate of labour force participation (aged 15-64) (%)	OECD	https://data.oecd.org/emp/labour-force-participation-rate.htm
	14	Net enrollment rate in pre-primary education by age (aged 3-5) (%)	Net enrollment rate in pre-primary education by age (aged 3-5) (%)	OECD	https://stats.oecd.org/index.aspx?queryid=54761
	15	Proportion of persons employed part-time by gender (aged 15-64) (%)	Part-time employment rate (%)	OECD	https://data.oecd.org/emp/part-time-employment-rate.htm
	16	Proportion of trade union members (%)	Trade union rates (%)	OECD	https://stats.oecd.org/Index.aspx?DataSetCode=TUD#
	17	Proportion of employees with the right to bargain (%)	Collective bargaining coverage (%)	OECD	https://stats.oecd.org/Index.aspx?DataSetCode=TUD#
	18	Proportion of unemployed young population by gender (aged 15-24) (%)	Youth unemployment rate (aged 15-24) (%)	OECD	https://stats.oecd.org/Index.aspx?DataSetCode=CBC

Rights	NO	Index Indicator Name	Name Of Indicator	Data source	Access Information
	19	Proportion of unemployed population by gender (aged 15-64) (%)	Unemployment rate (aged 15-64) (%)	OECD	https://stats.oecd.org/Index.aspx?DataSetCode=ifs_sexage_i_r
RIGHT TO A GOOD AND ADEQUATE STANDARD OF LIVING	20	Per capita national income (2017 PPP)	Per capita income (2017 PPP)	UNDP HDR	https://hdr.undp.org/en/indicators/123506
	21	Proportion of the individuals used internet by gender (aged 16-74) (%)	Proportion of internet usage (aged 16-74) (%)	OECD	https://stats.oecd.org/Index.aspx?DataSetCode=ICT_BUS
	22	Time spent in paid work by gender (minutes per day)	Time spent in paid work (minutes per day)	OECD	https://stats.oecd.org/index.aspx?queryid=54757
	23	Time spent in unpaid work by gender (minutes per day)	Time spent in unpaid work (minutes per day)	OECD	https://stats.oecd.org/index.aspx?queryid=54757
RIGHT TO PARTICIPATION IN DECISION-MAKING	24	Proportion of individuals share of seats on boards of companies traded on the Istanbul Stock Exchange (BIST) (%)	Proportion of female share of seats on boards of the largest publicly listed companies (%)	OECD	https://stats.oecd.org/index.aspx?queryid=54753
	25	Proportion of the individuals in managerial positions by gender (%)	Proportion of women in managerial positions (%) (SDG 5.5.2a)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdgGoal5_r.px/
	26	Proportion of the individuals in senior and middle management positions by gender (%)	Proportion of women in senior and middle management positions (%) (SDG 5.5.2a)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdgGoal5_r.px/
	27	Proportion of representatives in the national parliament by gender (%)	Proportion of seats held by women in the national parliament (%)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdgGoal5_r.px/
	28	Proportion of representatives in local government by gender (%)	Proportion of seats held by women in local government (%)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdgGoal5_r.px/

Rights	NO	Index Indicator Name	Name Of Indicator	Data source	Access Information
					sdgover/005_en_sdGoal5_r.px/
	29	Proportion of judges by gender (%)	Ratio of woman judges (%) Proportion of female judges (%)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_10-CountryOverviews_01-Figures/ZZZ_en_CoSummary_r.px/table/tableViewLayout1/
RIGHT TO LIVE WITHOUT VIOLENCE	30	Proportion of women aged 15-59 experiencing physical and/or sexual violence by men in close relationships (%)	Proportion of women and girls experiencing physical and/or sexual violence (%)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdGoal5_r.px/
	31	Proportion of women aged 20-24 years old who were married before age 18 (%)	Proportion of child, early and forced marriages (CEFM)	UNECE	https://w3.unece.org/PXWeb2015/pxweb/en/STAT/STAT_92-SDG_01-sdgover/005_en_sdGoal5_r.px/
	32	Proportion of individuals feeling safe in their living environment at night by gender (%)	Proportion of individuals feeling safe at night (%)	OECD	OECD Database

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