

REPUBLIC OF TURKEY
MINISTRY OF FAMILY, LABOR AND SOCIAL SERVICES
General Directorate on the Status of Women

WOMEN IN TURKEY



ANKARA

March/ 2020

İçindekiler

I.	INTRODUCTION.....	4
II.	LEGISLATIVE ADJUSTMENTS.....	5
A.	NATIONAL LEGISLATION.....	5
1.	The Constitution	5
2.	Turkish Civil Code	5
3.	Family Courts	7
4.	The Law on the Protection of Family and Prevention of Violence against Women	8
5.	Labour Law	8
6.	Turkish Penal Code	10
7.	Civil Servants Law	12
8.	The Revenue and Corporate Taxes Law	14
9.	The Law Amending the Republic of Turkey Retirement Fund of Civil Servants and Some other Laws	14
10.	Other Legal Adjustments	15
11.	Policy Papers	17
B.	INTERNATIONAL CONVENTIONS.....	19
1.	The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	19
2.	The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (The Istanbul Convention)	20
III.	WOMEN IN BASIC INDICATORS.....	20
A.	DEMOGRAPHIC DATA.....	20
B.	EDUCATION.....	21
1.	Present Situation	21
2.	Studies Conducted	26
C.	HEALTH.....	30
1.	Present Situation	30
2.	Activities Conducted	33
D.	PARTICIPATION IN BUSINESS LIFE.....	38
1.	Present Situation	38
2.	Activities carried out so far	42
E.	PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS.....	54
1.	Present Situation	54

F. COMBATING VIOLENCE AGAINST WOMEN.....	58
1. Present Situation.....	58
2. Activities Carried Out So Far.....	60
G. INTERNATIONAL ACTIVITIES.....	80
H. OTHER ACTIVITIES.....	82

WOMEN IN TURKEY

i. INTRODUCTION

The Republic of Turkey has got exceptional and unique experience on the status of women and the studies performed in order to empower women in the society. It is possible to see the reflections of this historical experience in all the decisions taken and policies pursued today in relation to the advancement and empowerment of women.

Among the reforms which were realized in the years following the establishment of the Republic of Turkey in 1923, two are the most prominent ones: the Law on Unity of Education in 1924, which enabled women to have equal education opportunities with men by gathering education under one system; and the Turkish Civil Code, adopted in 1926, which provided equal rights for women both within the family and as an individual by completely changing the legal status of women.

In addition to these, another significant stage in equalizing the legal status of women with men is the gaining of political rights. Turkish women were entitled with the right to elect and be elected in local elections in 1930 and in the general elections in 1934, earlier than many of the Western countries.

Activities are continued in our national legislation, based on the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) notably and the provisions of “the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence”, the European Social Charter, the Convention on the Rights of the Child, the decisions and recommendations of organizations such as the EU, ILO, OECD, OSCE, Action Program of the 4th World Conference on Women and Beijing Declaration, and the Action Plan of Cairo International Conference on Population and Development.

In line with the “Regulations that improve the flexibility of the labour market, increased child care services and education opportunities and increased employment-oriented policies will enhance women's competencies in the labour market and support their more intensive participation in business life. Women's participation in the workforce with better jobs will contribute directly to savings by increasing household income and improving financing opportunities for investments” policy included in the 11th Development Plan of Turkey, it is aimed to raise awareness on balancing work and family life and to increase women’s knowledge and awareness on financial literacy.

In addition, it is aimed to protect family and women's rights by including “Formal and non-formal education activities will be organized in order to raise awareness starting from early childhood in order to eliminate negative attitudes and behaviors that cause and reinforce domestic violence.” “Active participation of women in economic, social, cultural life and decision-making at all levels will be encouraged, especially starting from the local level, in order to strengthen equal opportunity for men and women.” and “Efforts to raise awareness towards the prevention of violence against women, early marriages and all kinds of abuse will be accelerated and the effectiveness and capacity of protective and preventive services will be increased” policies.

General Directorate on the Status of Women (GDSW), which was established as a national mechanism in order to enable women to participate in a more active, productive and strong manner in all areas of social life in Turkey; to enable women to benefit equally from all the rights and opportunities; and to prevent discrimination against women, was reorganized as a branch of the Ministry of Family, Labor and Social Services with the Presidential Decree No.1.

The General Directorate, which undertook the duty of conducting and coordinating protective, preventive, instructive, constructive and rehabilitative social services, maintains its activities in an active and productive manner.

II. LEGISLATIVE ADJUSTMENTS

A. NATIONAL LEGISLATION

1. The Constitution

The principle of equality between women and men in Turkey was reinforced with the amendments to Articles 41 and 66 in 2001, Articles 10 and 90 in 2004, and again Article 10 in 2010.

- The following provisions were added to Article 10 of the Constitution;

In 2004: “Women and men have equal rights. The State has the obligation to ensure that this equality exists in practice.”

In 2010, the provision “..., Measures taken for this purpose shall not be considered as violation of the principle of equality” to the end of the second paragraph of Article 10.

- Article 41 was complemented with the following provision;

The provision which reads “Family is the foundation of the Turkish society.” was complemented with the expression “...and based on the equality between the spouses”.

- The provision which included inequality in terms of citizenship was omitted from Article 66.

- The following provision was added to Article 90;

“In case of a conflict between international agreements, duly put into effect, concerning fundamental rights and freedoms and the laws due to differences in provisions on the same matter, the provisions of international agreements shall prevail.” Within this framework, CEDAW and Istanbul Convention were rendered superior to the national legislation.

2. Turkish Civil Code

The Turkish Civil Code, which entered into force on 1st January 2002, is a law which upholds equality between women and men, puts an end to sexual discrimination, renders women equal to men in both family and the society; and values the women's work.

With the new Civil Code, substantial changes were made considering the developments in the law of domestic relations, and the changes and needs of the day. The major regulations that were introduced by the Code are as below:

- The provision “The head of the family is the husband” was amended and the provision “The spouses manage the union of marriage together” was adopted.
- While the right to represent the family had been given to the husband except for some occasions in the previous Code, the representation of the union of marriage was vested on both spouses in the new Code.
- The provision that the residence would be selected by the husband was changed and the provision that the spouses would decide for the residence together was enacted.
- The 1997 amendment which entitles women to use their maiden name before their husband’s surname was adopted exactly in the new Code.
- The provision in the previous Code that ruled the spouses would have the right for custody of the children together, but in case of a dispute the vote of the father would be superior was changed, and the provision which stated that the spouses would have the right for custody of their children together was introduced. The custody of a child born out of wedlock is given to the mother.
- In the new Code, the provision that the spouses would not require the other’s permission in the selection of profession and occupation was adopted. Also, the provision is followed by another provision “the spouses should consider the peace and benefit of the union of marriage.” (The provision that ruled in the old Code that women should have the consent of their husbands in the selection of profession was rescinded by the Constitutional Court).
- The new Code completely repealed the provision which provided for the admittance of custody for only men and husband, since it damaged the equality of women and men.
- The new Code did not include the old provision that gave priority to sons rather than daughters in the allocation of the agricultural properties, which should not be disrupted in terms of economic integration, and which are among the inheritance properties.
- According to the old Code, the effective marital property would be the separation of goods unless another regime had been decided; however, in the new Code “the regime of participation in acquired property” was adopted. Instead of the separation of goods regime which is based on each spouse having goods registered on their names, the spouses, in case of a marital breakdown, split evenly the asset value (acquired properties) which had been acquired by each spouse after the establishment of the union of marriage. Personal properties and the hereditary properties are not included in the sharing.
- While the expenses of the house and the children belonged to the husband in the old Code, in the new Code a new regulation was made as “the spouses participate in the expenses of the union with their labour and assets.”
- In the new Code the marriage age was equalized and increased, and the condition of 17 years of age was stipulated. However, the judge may give permission to the marriage of women or men of 16 years of age under states of exceptions and compelling reason.

- The application office for marriage had been determined as the marriage registry office at residence of the men; however, in the new Code, it was regulated as the marriage registry office at the residence of men or women.
- According to the general rules, the place for filing alimony claims after the divorce was the residence of the defendant. However, in the new Code, the courts in the residence of the maintenance creditor were granted authority in the alimony suits after the divorce.
- According to the new Code, the divorce petitions could be heard in secret sessions upon the request from the parties.
- According to the new Code, the surviving spouse might request to be set-off a participation claim for the residence in which they had lived together, and if insufficient, request to have the right to benefit or residence by paying a price.
- In case of valid reasons, and in the request of the surviving spouse or any valid heirs, the possibility to accord the right of benefit or residence instead of ownership, in the portion of the inheritance.
- With the regulations about the family residence, restrictions were introduced on the dispositions of one spouse on the family residence without the express consent of the other. Even the tenancy contract cannot be abolished without the express consent of the other spouse, if the residence is rental.
- Individuals, which were born out of wedlock, and whose paternity relations were established by recognition or by judicial sentence, were granted the right to be equal heir like the children born in the union of marriage.
- According to the new Code, individuals who turned 30 may adopt children. The condition that individuals who wished to adopt children under 18 years of age should not have children was abolished.

3. Family Courts

With the New Turkish Civil Code entering into effect, the establishment of the Family Courts had been brought to agenda and the “Law on the Establishment, Duties and Adjudicatory Procedures of Family Courts” was adopted on 9 January 2003 and entered into force. With this law, the trial of suits and acts arising from the Family Law was ensured to be tried in Family Courts, and also judges who were on duty in juridical courts, who were married with children, over 30 years of age and preferably had Master’s Degree on Family Law. These courts hear the trials, in addition to the ones related to Family Law, which arise from enforcement of the Law on the Protection of Family and Prevention of Domestic Violence against Women.

In order to ensure the efficiency and effectiveness of the courts and decision-making processes, the Council of Judges and Prosecutors ruled to assign specialized courts among family courts, which will work only within the scope of the Law No. 6284 on Protection of Family and Prevention of Violence against Women.

4. The Law on the Protection of Family and Prevention of Violence against Women

The Law No. 4320 dated 1998 on the Protection of the Family, which aimed to prevent domestic violence against women and which, for the first time, defined the term domestic violence in a legal text in Turkey, was amended in 2007 and its scope was extended.

The Regulation on the Enforcement of the Law No. 4320 entered into force in 2008. Despite the aforementioned regulations, the Law was required to be readdressed and re-evaluated to rule out the problems experienced in the enforcement. In this respect, the opinions of the representatives of non-governmental organizations, the public prosecutors holding office in the Ankara Courthouse on domestic violence, Family Court judges and the bar presidents of 16 metropolitan municipalities were taken after the meetings, and also written opinions from all state institutions and organizations and other non-governmental organizations were taken under the coordination of the (former) Ministry of Family and Social Policies (MoFSP); and “**the Law No. 6284 on the Protection of Family and Prevention of Violence against Women**” was prepared, and it was published in the official gazette and entered into force on March 20, 2012 (For detailed information please see “Legal Status Regarding Domestic Violence”).

5. Labour Law

The most significant improvement brought by the new Labour Law, which entered into force on 10 June 2003, is that any discrimination with respect to basic civil rights, including sex, could not be made in employer-employee relations. In this respect, the provisions below were included in the code;

- The employer may not make any discrimination, either directly or indirectly, against an employee in the conclusion, conditions, execution and termination of his (her) employment contract due to the employee’s sex or maternity,
 - Differential remuneration for similar jobs or for work of equal value is not permissible due to sex,
 - Sex, marital status and family responsibilities, pregnancy and maternity shall not constitute valid reason for termination,
 - The employee is entitled to break the contract with valid reason in cases where the employee was sexually harassed by the employer, another employee or by third persons in the establishment, adequate measures were not taken although the employer was informed of such conduct,
 - Short-time working and short-time working wages due to general economic crisis or forced causes,
 - Provisions on the duration of the paid and unpaid maternity leaves and breast-feeding breaks.
- “**The Law No. 6111** on Restructuring Specific Debts and Amending the Social Insurance Law and Specific Laws and Statutory Decrees” was published on the official gazette on 25th February 2011 and entered into force. With the Law no. 6111, the present provision, in the first paragraph of Article 74 of the Labour Law, “Female employees may not be engaged in work for a total period of sixteen weeks, eight weeks before

confinement and eight weeks after confinement. In case of multiple pregnancy, an extra two-week period shall be added to the eight weeks before confinement during which female employees shall not work. However, a female employee whose health condition is suitable as approved by a physician's certificate may work at the establishment if she so wishes up until the three weeks before delivery. In this case the time during which she has worked shall be added to the time period allowed to her after confinement" was added the provision *"In case the female employee casts a preterm, the time that she could not use before the confinement would be added to the time after the confinement."*

- With respect to providing employment opportunities, for males older than 18 and younger than 29, and for females older than 18 for 24 to 54 months according to specific conditions;
 - The insurance premiums shall be covered by the unemployment insurance fund for 48 months for those who have professional competence certificate.
 - The same shall be enforced for 36 months for those who completed vocational and technical secondary education or higher education or who completed the workforce training courses provided by Turkish Employment Agency (ISKUR).

The applicable period of the incentives concerned has been extended until 31st December 2020 upon a decision of the Council of Ministers.

- A five-day paternity leave was provided to the employee whose spouse had given birth by amending the Labour Law with the "Law No. 6645 on the Amendment of the Law on Occupational Health and Safety and Other Statutory Decrees", which entered into force on 23rd April 2015.
- With "the Law No. 6663 on Amending Income Tax and Some Certain Laws" which entered into effect on 10th February 2016, **the following regulations** were made about the personal rights of female employees and parents.
 - ✓ The time of unpaid leaves due to maternity leaves shall be considered in degree and rank improvements of state officials.
 - ✓ With the regulation, female employees were entitled to work half-time for two months for the first child on condition of the survival of the child; four months for the second child, and six months for the third and more children without any pay reduction. In multiple births, one extra month shall be added to the aforementioned periods. In the event of a child with disability, the employee was entitled to work half-time for 12 months on usual salary.
 - The wages and premiums of the times worked shall be paid by the employer.
 - The half-time work allowances for the off times shall be paid from the unemployment fund; the daily wage is the gross minimum wage.
 - The employees may start their present maternity leaves at the end of the paid half-time work.
 - ✓ Regulations were made about the part-time employment for **the working parents**.

- State official and worker parents were entitled to work part-time until the child reached the primary school age, for each child. With respect to business and human resources planning in public and private sectors, one of the parents shall benefit from this right once for each child.
- ✓ As for state officials, in the event of the death of the mother, who was a worker, the father was entitled to benefit from the remaining maternity leave exactly.
- ✓ In the event of adoption, parents were entitled to benefit from the maternity leaves by comparison.

6. Turkish Penal Code

The Turkish Penal Code, including reform-like regulations, entered into force on 1st June 2005. The prominent new regulations in the Code, which include modern arrangements with respect to gender equality and domestic violence against women, are as below:

- The definition in the form of “women, girl (maiden) discrimination” was removed from the text.
- Sexual crimes were re-evaluated as offences against sexual integrity under the title of Offences against the Person.
- The terms “rape” and “statutory rape” were removed and the terms “sexual assault” and “sexual abuse of children” were used instead.
- With the regulation, the offences which were committed against the spouse and which had become a qualified case were penalized; however any investigation or prosecution was left to the complaint of the injured spouse.
- The definition of sexual assault was included and the basic form of sexual assault was defined.
- Performance of sexual abuse by inserting an organ or instrument into a body is defined as the qualified case.
- With the amendments on 18th June 2014, the penalties for these crimes were increased.
- The term “workplace harassment” was introduced and the qualified cases of sexual offences were defined; accordingly, harassment by undue influence based on public office or employment relationship or by using the advantage of working in the same workplace with the victim was punished more severely compared to the more basic forms of the offence. With this regulation, the sexual harassment not only from a senior, but also between employees was regulated.
- The effective remorse conditions, which require the suspense of the trial or the penalty, were regulated and with this regulation it was decided that any reduction or suspense of the penalties or remissions shall not be possible in the event that the abductee or detainee would marry with one of the suspects or convicts.

- To the Article which regulates the qualified cases of wilful murder requiring life imprisonment, the statement “with the motive of custom” was added and therefore it was adopted that the custom killings should be punished with the most severe penalty.
- The Article on unjust provocation was regulated so that it could be enforced only when unjust provocation was caused by an unjust act; therefore the family members and relatives who killed a woman in the name of honour should not benefit from unjust provocation remission, and also the fact that every unjust act would not constitute unjust provocation was explained in the intent section.
- The provision “Where a woman is pregnant due to an offence that she was a victim of, no penalty shall be imposed upon any person who terminates such pregnancy, where the term of pregnancy is not more than 20 weeks and there is consent from the woman. However, this requires the termination of a pregnancy by expert doctors in a hospital environment.” was added.
- The aggravated cases of sexual harassment were regulated, and the disruption of physical and mental health of the victim due to sexual harassment was punished with more severe penalties. The term “prudency” was removed. The term “mental health” was introduced. Aggravated life imprisonment was introduced in the event of the lapse into a vegetative state or death of the victim.
- In the article which regulated the sexual harassment, the cases in which the offence was committed by undue influence based on public office or employment relationship were defined as the qualified cases which required more severe punishment.
- The offence of intentional injury was regulated and the event in which the crime was committed against direct antecedent or direct descendent, spouse or sibling was defined as the qualified case.
- The acts of torture were defined as separate crimes under the title of “Torture and Torment”. In the events the offence was inflicted towards a child, a person who was not capable of defending himself/herself physically or mentally or a pregnant woman, an imprisonment from 8 to 15 years was resolved. As a result, the aggravated torture offence was regulated, the penalties were increased and it was stated that the punishment should be aggravated life imprisonment in the event of death at the end of torture.
- Failing to fulfil the obligations conferred upon them by family law, which provides for the care, education or support of family members was defined as an offence. The investigation and prosecution due to this crime were subjected to complaint. Any person who abandons his pregnant wife, or a pregnant single woman with whom he lives and where he is aware of such pregnancy and he is the biological father, shall be sentenced.
- The prostitution crime was regulated and the cases where encouragement and facilitating of individuals, especially children, to prostitution constituted a crime were defined.
- Genital examination was governed by an independent article and it was decided that a person who conducts a genital examination or dispatches a person for such, without a

decision of an authorized judge or prosecutor, should be sentenced to a penalty of imprisonment for a term of three months to one year.

- Sexual intercourse with minors was defined as an independent offence.
- Acts of sexual molestation of children were defined as crimes. If the sexual molestation of children was committed by a person with whom he or she had third degree blood relation or kinship, or by stepfather, stepmother, half-sibling or adopter, the penalties should be increased by half.
- Under the title of Offences against Humanity, it was decreed that the offenders of torture or inhumane treatment, subjecting of person to biological experiments, sexual assault, impregnation by force, and forced prostitution should be punished with aggravated life imprisonments and there should be no limitation period in respect of these offences.
- Regulations were made with respect to women and child trafficking.
- The offence of discrimination was regulated, and the prevention of persons from the opportunities provided by the law by making discrimination among persons which were not allowed by the laws and regulations in force was punished.
- The first paragraph of the Article 103 titled “Sexual Abuse of Children” of the Law Nr.5237 was annulled by the decision numbered 2016/44 of the Constitutional Court. The Law No.6763 re-arranged the annulled provisions and aggravated the terms of punishment.
- The Law No.6763 also amended the Article 100 of the Code of Criminal Procedure, which stipulated that arrest warrant shall be issued for the wilful offenses against physical integrity.

7. Civil Servants Law

The amendments to the Civil Servants Law by “the Law No. 6111 on Restructuring Specific Debts and Amending the Social Insurance Law and Other Specific Laws and Statutory Decrees” are as below:

- The provision “However, female civil servants cannot be given night watch and night shift duties before the 24th week of pregnancy and in all cases after the 24th week of pregnancy and for one year after confinement. Disabled civil servants cannot be given night watch and night shift in opposition to their will.” was added to Article 101.
- Article 104 was amended as such: The 16-week, 8 weeks before and 8 weeks after confinement, “paid leave” term was changed with “maternity leave”. Where there was not any statement about preterm in the Turkish Civil Code, the provision “In case the female employee casts a preterm, the time that she could not use before the confinement shall be added to the time after the confinement. In case of multiple pregnancy, an extra two-week period shall be added to the eight weeks before and after the confinement during which female employees must not work. In the event of death of the mother, the father was entitled to benefit from the remaining maternity leave exactly.”

- The provision “In the event of confinement of the spouse of a civil servant, 10 days of paternity leave is provided upon request” was added by replacing the provision “In the event of confinement of the spouse of a civil servant, 3 days of leave is provided upon request” in the old Act.
- The breastfeeding leaves were regulated. The provision “Daily leaves of one and a half hour are provided for those with children under 1 year of age” in the old regulation was amended as “Female civil servant is entitled to 3 hours a day in the first 6 months after the end of the maternity leave, and one and a half hour a day in the second 6 months. The preferences of the female civil servant are the basis for the hours and time of breastfeeding.”
- Article 108 was extended to include the following provisions;
 - “The civil servant is entitled to have 24-month unpaid leave upon request starting by the end of the maternity leave provided as per Article 104; and the civil servant whose spouse who gave birth is entitled to have 24-month unpaid leave upon request starting by the day of confinement.”
 - About the civil servants who adopted a child: “Civil servants who adopt a child not older than 3 years old, together with his spouse or individually; or the civil servant spouse whose spouse is not a civil servant adopts a child individually, are entitled to use, upon request, 24 months of unpaid leave beginning by the date of assent of the parents of the child or the date when the custody office issued the permission. This time may be divided and used in successive periods by spouses, in a way that it does not exceed 24 months.”

With the “**Law No. 6663 on Amending the Revenue Law and Some Specific Laws**” which entered into effect on 10th February 2016, the following regulations were made about the personal rights of female employees and parents.

- The time of unpaid leaves due to maternity leaves shall be considered in degree and rank improvements of state officials.
- The part-time working rights arising from maternity were regulated.
 - With the regulation, the female employees were entitled to the right to work paid part-time for two months for the first child, on condition of the survival of the child; four months for the second child, and six months for the third and other children. In multiple births, these periods shall be extended one month further. In the event of a child with disability, the employee was entitled to paid part-time work for 12 months. The wages and premiums of the periods worked shall be paid by the employer. The part-time work allowances for the off times shall be paid from the unemployment fund; the daily wage is the gross minimum wage.
 - The employees may start their present maternity leaves at the end of the paid part-time work.
- Arrangements were introduced about the part-time employment for the **working parents**.

- State official and worker parents were entitled to work part-time until the child reached the primary school age, for each child. With respect to business and human resources planning in public and private sectors, one of the parents shall benefit from this right once for each child.
- It is envisaged in the newly arranged provision that in case of premature birth, the maternity leave of female civil servants shall be extended to compensate for the periods of leave not used because of premature birth.
- As is the case for state officials, in the event of the decease of the mother, who was a worker, the father is entitled to benefit from the remaining maternity leave exactly.
- In the event of adoption, parents are entitled to benefit from the maternity leaves by comparison.

8. The Revenue and Corporate Taxes Law

With the amendments to the Revenue Law in 2007; the income yielded by women by selling the home-made products in the charity sales, festivals and fairs and at places determined temporarily by the state institution and organizations was deemed exempt of tax. Moreover; with the “Law on the Amendment of the Income Tax Law and Certain Laws” published in the Official Gazette on January 30, 2019 the Income Tax Law is regulated and the sales realized through the internet and similar electronic media not exceeding the annual gross amount of the minimum wage applicable for the relevant year are included in the scope of tax exemption.

Pursuant to an amendment to the Articles 5 and 64 of “**The Law No. 6745 on Amending Specific Decrees and Laws on Project Support to Investments**” effective as of 7th September 2016, private crèches and day-care centers are exempted from the revenue and corporate taxes for five fiscal/taxation periods.

With the amendments to the Revenue Law and “the Law No. 7103 on Amending Tax Acts and Some Specific Laws and Decrees” which was published in the Official Gazette on 27th March 2018; it was ensured that if the employer pay 50% of the monthly gross minimum wage for each child of the female employees (currently equivalent to 1.279 TL) directly to the crèches and day-care centers providing these services, this amount shall be exempted from income tax. Procedures and principles regarding the topic are set out in the General Communiqué on Revenue Law No. 303 issued in the Official Gazette dated 11th June 2018.

9. The Law Amending the Republic of Turkey Retirement Fund of Civil Servants and Some other Laws

With the amendment to the Law No. 4956 of 24/7/2003 and Amendment to Article 2 of the Social Insurance Law on Self-Employed Employees in Agriculture dated 17/10/1983 and numbered 2926, the condition that women farmers engaged in agricultural activities in their own name and account are considered as the head of the family in order to be covered by insurance has been abolished.

Also, 17/01/2012 with dated 6270 Law No. 5510 on Social Insurance and General Health Insurance Law added to the provisional 7th Article in order to be considered insurance coverage

of women farmers who own and on behalf of agricultural activity date 02/08/2003 of the condition that householder pre-ruled that the search for.

10. Other Legal Adjustments

- The Prime Ministry Circular No. 2004/7 on “Acting in Accordance with the Principle of Equality in Staff Recruitment” aimed at preventing sexual discrimination in personnel recruitment took effect having been published in the official gazette on 22nd January 2004.
- “The Regulation on the Employment Conditions of Pregnant or Breastfeeding Women, and Breastfeeding Rooms and Child Care Homes” was published in the Official Gazette and entered into force on 16th August 2013.
- “The Regulation on the Night Shift Employment Conditions of Female Employees” was published in the Official Gazette and entered into force on 24th July 2013.
- Following the Report by the Parliamentary Investigation Committee, established in 2005 with the aim of Investigating the Motives for Honour Killings and Domestic Violence against Women and Children, and Determining the Due Precautions, which was discussed in the Turkish Grand National Assembly (GNAT), the Prime Ministry Circular No. 2006/17 was issued on 4th July 2006, which was an obvious indicator of the state policy for the equality of men and women , the protection and promotion of women’s human rights, strengthening women’s status in all areas of social life and the prevention of violence against women.
- **The Law No. 5840 on the Establishment of the Committee on the Equality of Opportunity for Women and Men (KEFEK) was published in the Official Gazette and entered into force on 24th March 2009.**
 - KEFEK was established to follow the domestic and international developments related to the protection and improvement of women rights and the implementation of equality of women and men, to inform the GNAT about these developments, to discuss the issues assigned as primary or subsidiary duties, and to provide opinions to the expertise commissions on the law drafts and statutory decrees presented at the Assembly.
- With “the Regulation Amending the Regulation on Heavy and Dangerous Occupations” dated 8th February 2013, many occupations were excluded from the category of heavy and dangerous occupation and thus the limitations on the women and youth employment were abolished.
- The Prime Ministry Circular No. 2010/14 on “**Increasing Women’s Employment and Promotion of Equality in Opportunities**” was published in the Official Gazette and entered into force on 25th May 2010 in order to increase women employment and to implement equal pay for equal work principle for strengthening the socio-economic positions of women, implementing the equality of women and men in social life, and achieving the sustainable economic growth and social progress.
- Pursuant to the Decree No.2012/3305 and titled “The Decree on State Benefits in Investments” of the Council of Ministers, minimum 500 thousand Turkish Liras of investments by the private sector in crèches, day-care centers and pre-school education are entitled to regional subventions.

- With the Law No 6111; Article 12 of Law No. 5510 was extended to include the provision “In the event of disappearance of the status change of daughters, they shall be accepted as dependants, in the related laws.” and thus the social and economic status of girls was protected.
- With the Law No. 6552 on Amendment to the Labour Law and other Specific Laws and Statutory Decrees and the Restructuring of Some Debts, the coverage of maternity debt was extended to three children, which had been valid for two children previously.
- “The Decree on the Procedures and Principles on the Treasury Subvention Provided to the Credit Guarantee Institutions” includes provisions containing positive discrimination in support of female entrepreneurs. With the Treasury-Funded Surety System which started with the regulation in 2009, the SMEs which experienced warrant problems were provided with warrants by the Credit Guarantee Fund and these firms were facilitated in access to financing resources. In this respect, a new regulation was made in order to facilitate the access to financing resources by the entrepreneur women. With this regulation, the entrepreneur women were provided with access to warrant opportunities in a more advantaged position. In the Treasury-Funded Surety System, the maximum warrant ratio is 90% for the beneficiaries within scope of the SME and 85% for the beneficiaries out of the scope of SME. The maximum warrant ratio is 90% for the credits to be used by female entrepreneurs. The warrant can be used by companies with less than 2 years of activity and owned by women under the age of 55 and who are at least primary school graduates. The maximum warrant is 85 thousand TL for each beneficiary, and 130 thousand TL for each risk group.
- Also, the condition that the female entrepreneurs in the previous implementations are required to have been operating for 2 years in order to benefit from treasury-funded warrant has been revoked, and the condition that female entrepreneurs applying for credit are required to have active participation in the management of the company they get credit has been introduced.
- Within scope of “the Rural Development Investments Support Programme” which is carried out by the Ministry of Agriculture and Forestry; in the parts of investment projects with 50% grant; in case that the project owner is a female farmer, extra 2 points are added to the points table according to the pre-assessment criteria; and extra 4 points are also added if the woman is a member of agricultural cooperative or union. In case that female farmers engaged in agriculture apply for machinery-equipment purchases within scope of the Project, they can benefit from 50% grant for 35 types of machines.
- Following entry into force of the Law No. 6284, the Circular No. 2012/13 on the Implementation of the Law on Protection of Family and Prevention of Violence against Women was published in April 2012 in order to bring clarity to the implementation of the law and to guide the implementers.
- The Regulation on the Implementation of Law No. 6284 was prepared in accordance with the opinions by the related institutions and organizations and entered into effect on 18th January 2013.

- The Regulation on Opening and Operation of Women’s Shelters was prepared with the contribution and participation of all relevant stakeholders and entered into effect on 5th January 2013.
- A provision regarding women in home-based services was inserted to the Law No.5510 as per the Law No.6552 and dated 10th September 2014. Accordingly, those in insured employment in home-based services shall be considered in the relevant proceedings depending on whether they are recruited less or more than 10 days a month. Those recruited less than 10 days a month shall be insured against occupational accidents and diseases, their premiums shall be covered by the employers and the insured shall be entitled to pay their long-term and general health insurance premiums until the end of the following month, if they choose to do so. On the other hand, the premiums of those recruited for ten days and longer a month shall be paid by their employers in scope of easy employer practices.
- The Regulation on Violence Prevention and Monitoring Centres was prepared with the contribution and participation of all the relevant stakeholders and entered into force on 17th March 2016.

11. Policy Papers

There are activities carried out by the relevant stakeholders in order for ensuring equality between women and men, women’s empowerment and equal access to rights and opportunities, combating violence against women in Turkey. The Ministry of Family, Labor and Social Services General Directorate on the Status of Women prepares action plans to cover a specific period. While some of these actions have been completed, some others are still in force.

“The National Action Plan on Gender Equality”, which was prepared with the contribution and participation of relevant parties under the coordination of General Directorate on the Status of Women, was implemented between 2008 and 2013. The Action Plan consisted of eight different topics on main problem areas of women and solution offers for them, including “Education of Women and Girls”, “Women and Health”, “Women and Economy”, “Women and Poverty”, “Women and Environment”, “Women and Media”, “Women in Authority and in Decision-Making Mechanisms” and “Promotion of Gender Equality in Turkey”.

“The Strategy Paper and Action Plan on Women’s Empowerment”, another action plan developed under the coordination of General Directorate on the Status of Women was prepared to cover the period 2018-2023. The Action Plan aimed at promotion of women’s participation in economic and social life; ensuring women’s equal access to rights and opportunities; mainstreaming the principle of equality between women and men into all main plans and programs, has been a very comprehensive action plan prepared for women’s empowerment.

“The Strategy Paper and Action Plan on Women’s Empowerment 2018-2023” includes 5 main policy pillars for women’s empowerment. These are as follows;

- **Education,**
- **Economy,**
- **Health,**

➤ **Participation in Decision-Making Mechanisms**

➤ **Media,**

With the Strategy Paper and Action Plan on Women's Empowerment, various duties and responsibilities are imposed on the public institutions and organisations, local authorities and private sector.

In addition to the National Action Plan on Gender Equality and the Strategy Paper and Action Plan on Women's Empowerment, action plans have been prepared by the General Directorate on the Status of Women in order to include all parties in the process and set goals and activities with regard to relevant legislation and public policy on combating violence against women. "*The National Action Plan on Combating Violence Against Women (2012-2015)*", which had entered into force in 2012, was expired in 2015. "*The National Action Plan on Combating Violence against Women (2016-2020)*" is still in force, which was prepared as the continuation of the aforementioned action plan with the contribution and participation of public institutions and organisations, non-governmental organisations and women's studies centres of various universities, under the coordination of General Directorate on the Status of Women, taking into consideration the relevant international conventions being a party, in particular the Istanbul Convention and provisions of national legislation, relevant research and evaluation reports and recent social needs and developments.

It is aimed with "**the Third National Action Plan on Combating Violence against Women (2016-2020)**" to make improvement in 5 main areas including;

- **Legislative Amendments,**
- **Awareness-raising and transformation of social attitudes,**
- **Delivery of protective and preventive services and empowerment of victims of violence,**
- **Organisation and delivery of health services,**
- **Inter-institutional cooperation and policy-making.**

In line with the Third National Action Plan, a joint study was carried out on the problems and related solutions through the cooperation between Ministry of Family, Labor and Social Services, the Ministry of Justice, the Ministry of Interior, the Ministry of Education, the Ministry of Health and the Presidency of Religious Affairs. The "Coordination Plan for Combating Violence against Women (2020-2021)" was prepared as result of the work carried out.

The Coordination Plan entered into force within the framework of the "Protocol on Increasing Institutional Cooperation and Coordination in Combating Violence against Women", signed by the relevant Ministries and the Presidency within the scope of the International Day for the Elimination of Violence against Women on 25th of November in 2019.

Through the Coordination Plan, 75 activities are planned to be carried out by the relevant institutions within the scope of the following titles;

- ✓ Effective Implementation of the Legislation,
- ✓ Development of Institutional Capacities,
- ✓ Awareness Raising,
- ✓ Data Collection and Research.

In line with the activity for *prevention of early marriages in cooperation with the all relevant parties* included by the Third National Action Plan on Combating Violence Against Women covering the period 2016-2020; activities were conducted for the provinces with high rate of early and forced marriages and other provinces deemed necessary within 2017 and 2018. In this regard, field visits were paid to 19 provinces including Diyarbakır, Şanlıurfa, Mardin, İzmir (district of Kiraz), Antalya, Kars, Ağrı, Iğdır, Van, Muş, Bitlis, Gaziantep, Kilis, Nevşehir, Yozgat, Aksaray, Niğde, Hatay, Kahramanmaraş in order to prepare “Provincial Action Plans on Combating Early and Forced Marriages”.

In the provinces where study visits were conducted, under the coordination of the local authority and under the coordination of Ministry of Family, Labor and Social Services, the Ministry of National Education, Provincial Directorate of Health, Provincial Directorate of Migration, Provincial Directorate of Youth and Sports, Law Enforcement Units, Provincial Mufti Office and other relevant public institutions, as well as universities and civil society organizations in cooperation with 2017 Provincial action plans were prepared in 2018 and 2019 by creating integrated policies.

In 19 provinces, provincial action plans prepared for the purpose of combating early and forced marriages are ongoing.

B. INTERNATIONAL CONVENTIONS

1. The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)

The Convention on the Elimination of All Forms of Discrimination against Women, CEDAW was submitted for signature on 1st March 1980, after the Second World Conference on Women. The convention adopted by Turkey in 1985 entered into effect on 19th January 1986.

According to Article 18 of CEDAW, state parties are obliged to submit their country reports to the CEDAW Committee every four years. Turkey had submitted her first report in 1990 under this obligation, and submitted the combined 2nd and 3rd Periodic Report in 1997, the combined 4th and 5th Periodic Report in 2005, and 6th periodic report in 2008. The interim periodic report, requested after the defence of the 6th Periodic Report at the Committee in July 2010, was also submitted in 2012. The 7th Periodic Report of our country was submitted to the CEDAW Committee in November 2014, and it was defended at the 64th Session of CEDAW Committee held in Geneva on 13th July 2016. Upon request by CEDAW Committee, a follow up report was submitted on 30 July 2018.

The optional protocol prepared with respect to CEDAW was adopted on 30th July 2002 and entered into effect on 29th January 2003.

With the optional protocol, individuals and groups are entitled to appeal to CEDAW Committee in the event of violation of CEDAW by state parties. The protocol also entitles the Committee to accept and investigate complaints in order to inspect the implementation of the Convention.

2. The Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence (The Istanbul Convention)

The Committee of Ministers of the Council of Europe adopted “The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence” on 7th April 2011 and the Convention was opened for signature and ratification of the member states. This convention is of great importance with respect to establishing a legal framework in the field of violence against women and being the first legal regulation with international legal binding power. The Convention defines, in addition to physical and psychological violence, various types of violence such as forced marriage and stalking, and brings sanctions to these actions.

The Convention, signed by Turkey too, was opened for signature of the member states in the 121st session of the Committee of Ministers of the Council of Europe assembled in Istanbul on 10-11 May 2011. The Law on approval of the Convention was adopted at the GNAT on 25th November 2011 and was published in the Official Gazette on 29th November 2011. Thus, Turkey has become the first country to ratify the aforementioned convention of the Council of Europe. Upon ratification of the Convention by 10 member states, the Convention entered into effect on 1st August 2014.

For monitoring the implementation of the Istanbul Convention, The State Parties Committee and the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) were established. The first evaluation procedure of the GREVIO group of experts regarding Turkey was completed.

GREVIO published its Evaluation Report on Turkey on 15th October 2018.

The reports prepared by the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) and Turkey’s responses to the reports are available at the website of GDSW <https://www.ailevecalisma.gov.tr/ksgm/duyurular/kad%C4%B1na-yoenelik-ve-aile-%C4%B0%C3%A7i-%C5%9Fiddete-kar%C5%9F%C4%B1-muecadelede-uzmanlar-grubu-grevio-taraf%C4%B1ndan-haz%C4%B1rlanan-rapor-ve-rapora-ili%C5%9Fkin-tuerkiye-nin-yan%C4%B1tlar%C4%B1/>.

Because of the fact that the mandate of GREVIO Group of Experts ended in May 2019, Prof. Aşkın ASAN was nominated by Turkey as the candidate for GREVIO membership and elected by the Committee of States Parties as the GREVIO member.

III. WOMEN IN BASIC INDICATORS

A. DEMOGRAPHIC DATA

Population: According to 2019 data of TUIK (Turkish Statistical Institute), the total population of Turkey is 83.154.997. The male population is 41.721.136 people, and the female population is 41.433.861 people. In other words, 50,2% of the total population is men and 49,8% is women.

Life Expectancy: In 2018, life expectancy at birth was 78,3 years in Turkey. Life expectancy at birth is 75,6 years for men and 81 years for women. Typically, women live longer than men and the difference between men's and women's life expectancy at birth is 5,4 years.

Marriage Statistics: Mean age at first marriage was identified to be 27,8 for men and **24,8 for women** in 2018. The difference of age at first marriage between men and women was 3 years.

Birth Statistics, 2018

The total fertility rate refers to the mean number of children a woman can give birth to during her fertility period (15-49 age group). According to TUIK data, total fertility rate is 1,99.

Mortality Statistics:

The rate of mortality decreased by 0,1 percent (426,106 persons) in 2018.

B. EDUCATION

1. Present Situation

Education, in addition to being the prerequisite for productive and quality living, is a key component that could minimize the inequalities between groups and sexes as the tool for both social and individual change. It is of great significance that women benefit from possibilities and opportunities equally in all levels of education so that they can play active roles in the social life.

The Article 10 of CEDAW, which regulates the right to education, imposes liability on signatory states to take all appropriate measures to eliminate discrimination against women in order to provide them with equal rights with men in the field of education.

With the documents adopted as a result of the 4th World Conference on Women (The Beijing Declaration and Platform for Action), 12 critical areas were defined for immediate action in order to improve and strengthen women; and one of these areas was "Women and Education".

Also, the Millennium Development Goals of Turkey, the Convention on the Rights of the Child and the international commitments under the appeal for accession to the European Union reveal that Turkey has to adopt all regulations that would enable women and girls to have equal rights with men in education.

With all the aforementioned international conventions and documents, Turkey promised to develop policies on education, make legal regulations, implement these laws and achieve 100% women's literacy.

The Article 4 of the Basic Law on National Education states that educational institutions are open to every person without discrimination with respect to language, race, sex and religion. Article 8 states that equality of opportunity shall be provided for every person, men or women. Concordantly, as it is stated in Article 2 of the Law on Primary Education and Training, primary education is compulsory for girls and boys at the age of education, and free of charge in state schools. With the amendment to the aforementioned Law in 2012, the period of compulsory education was regulated as 12 years covering 4 years of primary school, 4 years of secondary school and 4 years of high school education.

The illiterates in Turkey constitute the 3.03% of the population aged 6 and over; and this rate is higher in women (TUIK 2018). According to the 2018 results of the Address-Based Population Registration System (ADNKS), 2.198.088 persons are illiterate, and 1.872.537 of them are women. 95.5 % (1.789.652) of illiterate women are aged 50 and over. There are 20.784 illiterate women in the 6-24 age group (TUIK, 2018).

Table: Literacy Status and Population by Sex (6+ age) 2018 Turkey

Literacy Status	Total	Female	Male
Illiterate	2.198.088	1.872.537	325.551
Literate	70.316.685	34.336.648	35.980.037
Unknown	590.420	302.596	287.824
Total	73.105.193	36.511.781	36.593.412

Reference: Turkish Statistical Institute (TUIK) National Education Statistics Database 2017 Results

* Foreigners not included.

Among the population of female aged 6 years and over, the female illiteracy rate is 5,1 %, and among the population of male, male illiteracy rate is 0,8 %.

The rate of illiteracy in adult women population (+15) is 3,05%¹.

When the general status is considered, illiteracy rates for both sexes exhibit an increase between groups “youth to elders”, “urban population to rural population” and “Western areas to Eastern areas”. However, the influence of these variables on women is more severe, under all conditions, than men.

According to “the National Education Statistics” prepared by the Turkish Statistical Institute, the information on the education levels of population over the age of 6 is presented in the table below.

Table: Completed Education Level and Population by Sex (6+ age) 2018 Turkey

Completed Level of Education	Total	Male	Female
------------------------------	-------	------	--------

¹ Those with the unknown status of literacy are not included in the calculation.

Illiterate	2.198.088	325.551	1.872.537
Literate but did not graduate from a school	7.739.232	3.250.584	4.488.648
Primary school	18.282.367	8.037.156	10.245.211
Primary education	8.832.635	5.067.482	3.765.153
Secondary school or equivalent	9.725.445	5.326.551	4.398.894
High school or equivalent	14.785.993	8.380.125	6.405.868
College or Faculty	9.754.499	5.235.988	4.518.511
Master's Degree	989.432	559.339	430.093
Ph.D.	207.082	122.812	84.270
Unknown	590.420	287.824	302.596
Total	73.150.193	36.593.412	36.511.781

Source: TUIK Address-Based Population Registration System; Education, Culture and Sports Database 2018 Results

* Foreigners not included.

Preschool education; covers the education, upon request, of children between 3 to 5 years of age which are not at the age of compulsory primary education. The pre-school education institutions can either be set up as independent nursery schools or as nursery classes within the primary schools where necessary; or applied classes affiliated with other educational institutions. According to the 2018/2019 school year data, the net school enrolment rate in preschool education is 39,1 % in total; it is 38,7% for girls and 39,4 % for boys in the ages 3-5 . For the ages 4-5, the total rate is 50,7 %; it is 50,3 % for girls and 51,2 % for boys. When the schooling rate for 5 years of age is considered, it is seen that the total rate is 68,3 %, while it is 67,2 % for girls and 69,3 % for boys.

Primary Education Institutions; comprise of the compulsory 4-year primary schools, and compulsory 4-year secondary schools which enable selection between different programs and imam hatip secondary schools.

Considering 2018/2019 school year, this rate has reached to 91,9 % in total. The rates for boys and girls are 91,7 % and 92 % respectively. The net enrolment rate for secondary school is 93,2% in total; 92,9 % for girls and 93,6 % for boys. While the gender ratio in primary education was 94,11% in 2006/2007 school year, it has risen to 99,5 % in 2018/2019; the rate has risen to 101,9% in secondary schools. The school enrolment rates for primary education exhibit differences between provinces. The lowest net rates for schooling of girls belong to Gümüşhane (68,88%), Çankırı (76,69%) and Tokat (85,74%) and the highest net rates were in Şanlıurfa (94,12%), Diyarbakır (94,07%) and Iğdır (94,06%).

Considering the numbers of students in primary and secondary schools for the 2018/2019 school year, it is seen that there are 5.267.378 students at the primary education level; 48,58% (2.559.289) of these students are girls. There are 5.627.075 students attending secondary schools which form the second stage of the primary education; 49,22 % (2.769.932) of these students are girls.

Secondary Education

Secondary education covers all the mandatory, formal or informal general, vocational and technical schools which are based on primary education and completed in four years. It is seen that the school enrolment rate has been increasing constantly in the recent years in the secondary education level which comprises the schools of general, vocational and technical education.

The net schooling rate in 2006/2007 school year was 56,51% in total; 60,71% for boys and 52,16% for girls. This rate increased to 83,5% in total in 2018/2019 school year; standing at 84,5% for boys and 83,8% for girls.

Of 5.649.594 students attending the secondary education, 46,64 % are girls; and of 1.793.391 students attending the schools of vocational and technical education the graduates of which are intended to be intermediate staff for labour market, %39,5% are girls. **Concordant to the developments obtained in the basic levels of education, significant improvement has been experienced in the higher education level.**

Higher Education

The total net school enrolment rate at the higher education level, which was 18.85% in 2005/06, rose to 44,1% in 2018/19 . While this rate was 17,41% for women in 2005/06, it rose to 46.3% in 2017/18. The sex ratio in the higher education level is 96,35%.

According to January 2019 data by the Council of Higher Education, the number of students by sex is presented below.

	Male	Female	Total	Percentage of Female Students%
Associate	1.488.558	1.462.054	2.950.612	49%
Bachelor	2.416.915	2.069.122	4.486.037	46%
Master	240.926	174.151	415.077	41%
Ph.D.	54.094	42.587	97.491	43,6%

Total	4.201.303	3.747.914	7.949.217*	47,1
--------------	------------------	------------------	-------------------	-------------

***Faculty of Open University included (State, Foundation, TRNC)**

The Number of Students in Vocational Schools

	Male	Female	Total	Percentage of Male Students (%)	Percentage of Female Students(%)
Associate Degree	641.367	448.065	1.089.432*	59%	41%

**Formal Education*

While the rate of women is relatively high in the fields like educational science (59%), health (78,5%) and faculty of fine (55,2%), it decreases significantly in the fields like architecture and engineering (27,9%), veterinary medicine (34,3%) (The Council of Higher Education, 2019).

When the status of women among academic staff is considered, it is seen that the rate of women bearing the titles of Professor, Associate Professor, Dr. Academic member Instructor, Research Assistant is higher (44,09%) than many countries. Despite being a very significant rate, the male dominance in higher positions like rectorship (9,69 %) continues.

Non-formal Education

In Turkey, the variety and abundance of the non-formal education activities, aimed at providing information, skills and occupation, and individual and social development, are remarkable in addition to the formal education which includes women.

In addition to the non-formal education activities performed by the schools/institutions providing vocational and technical education by the Ministry of National Education (MoNE), many non-governmental organizations provide voluntary literacy, skills and vocational courses for women; and also the municipalities organize similar courses free of charge; the Multi-purpose Society Centers of the Department of Southeastern Anatolia Project Management, and the Family Friendly Education Centers of the MoFLSS perform similar activities.

According to the MoNE data for 2018/19 school year, out of 10.783.964 trainees attending the courses as part of the non-formal education, 5.763.460 (53,4%) are women. Of 7.977.448 trainees attending the courses at the Public Education Centers, 60,1 % are women; while 19,5% of 183.147 trainees attending the courses at the Occupational Education Centers are women. (MoNE, 2019).

Instructors

According to the 2018-2019 school year data;

- ✓ 94,4% (88.062) of 93.303 teachers in the preschool education are women,

- ✓ 64 % (192.537) of 300.732 teachers at the primary school level are women,
- ✓ 58,3% (206.666) of 354.198 teachers at the secondary school level are women,
- ✓ 50,8% (188.480) of 371.234 teachers at the secondary education level are women.

The number of female teachers at the primary education level has increased significantly in the recent years. In some conditions, female teachers have a positive influence in breaking the resistance of the family to send girls to school and to continue education. Teachers and school principals become role models for the students. In this respect, the increase in the number of the female school principals and assistant-principals is of utmost importance as well as the increase in the number of female teachers.

According to the data from the MoNE Strategy Development Agency in January 2020, 556 (41,86%) of the 1.328 administrators acting as principals or as deputies at the central organization of the Ministry of National Education are women.

The local government administrators are as below:

- ✓ 2 of 81 Provincial Directors of National Education (2,47%) are women,
- ✓ 8 of 815 District Directors of National Education (0,98%) are women.

Of 30.832 school principals, 2.904 are women; of 1.573 vice-principals, 159 are women; and of 50.021 assistant principals 13.291 are women.

2. Studies Conducted

Starting an educational campaign for equal participation of girls and boys to education, Turkey founded boarding and pension schools in order to provide the children of families with low economic levels and the population of primary school children living in the villages and sub-village communities in the rural areas lacking schools. According to the 2018/19 school year data, the number of boarder students is 353.341; 176.651 of whom are girls (49,9%) (MoNE, 2019).

In order to provide better education opportunities to children who live in dispersed settlements with fewer population and lacking school or children who receive education in multigrade classes, and to ensure the equality of opportunities in education, “Mobile Primary School, Secondary School and Secondary Education Program” is implemented. The number of students benefiting from the Mobile Primary School, Secondary School and Secondary Education Program in 2018/2019 school year is 798.014 and 391.577 of them (49%) are girls.

Throughout the country, in 81 provinces, a total of 420.567 students; 200.511 girls and 220.056 boys, were served mobility and catering in 2018/19 (MoNE, 2019).

In addition to the boarding service provided for the children of poor families, scholarships are provided for the 6th, 7th and 8th grades of primary education institutions and general and vocational secondary education institutions. With the scholarship services and the Conditional Cash Transfers program; unrequited assistance is provided all over Turkey in order to create a social aid network aiming at the complete accession to basic education services by the children of the families belonging to the most destitute layer of the population. In order to increase the school enrolment rates and the transfer rates from primary education to secondary education for

girls, the amount of the financial aids are kept higher for the girls and to the students who continue to secondary education; and the aids are paid to the mothers. For the girls and the boys in the primary education, 40 TL and 35 TL a month are paid respectively; for the girls and boys in the secondary education 60TL and 50TL a month are paid respectively.

"The Inclusive Early Childhood Education for Children with Disabilities Project" which is implemented through partnership between the Ministry of National Education and UNICEF, and co-financed by Turkey and European Union was started on 29th May 2017 and will end by May 2020. Project activities are implemented in 90 pilot schools in Antalya, Bursa, Konya, İzmir, Gaziantep and Samsun. Project pilot applications started in September 2019 and implementation, monitoring and evaluation processes continue.

In 2017-2018 academic year, **"Mobile Teacher Pre-Pilot Scheme" aimed at schooling of children in the settlements where no school exists was implemented in 24 districts with 30 teachers and 120 villages.** In 2018-2019 academic year, mobile teacher pilot scheme is maintained in 23 districts with 37 teachers going to 148 villages. Also, "Mobile Centre Nursery Class Pilot Scheme" has been launched with 367 children in 29 settlements in 10 districts.

In order to meet the needs of classrooms in disadvantaged settlements with high rate of foreign children; 278 portable nursery classrooms were established in 139 settlements in 2017-2018 school year, and 118 portable nursery classrooms are being constructed in 59 settlements in 2018-2019 school year.

"Survey Report on School Dropout in the World and Turkey", preparations for which are continued through the partnership between the Directorate General of Secondary Education and UNICEF, **will include preventive, intervening and compensatory work examples implemented in different countries and international policies, models and practices for the students at risk of absenteeism, grade repetition and getting out of formal education.** The draft report has been prepared under the study. It is planned that upon completion of the study, the results will be shared with relevant institutions and organisations; and then activities will be carried out in order to prevent absenteeism, grade repetition and early dropout in line with the findings and recommendations.

Through "Engineer Girls of Turkey Project High School Program" which is carried out in cooperation with the Directorate General of Secondary Education, the Ministry of Family, Labor and Social Services, Limak Foundation and United Nations Development Programme (UNDP), it is aimed to encourage students to choose engineering departments in line with their interests and abilities, regardless of gender difference through awareness-raising among high school students, their parents and teachers about gender equality and professional prejudices and introducing the profession of engineering. In 2017-2018 academic year, the Project was carried out in 50 pilot schools in 10 provinces including Ankara, Antalya, Artvin, Çanakkale, Elazığ, Hatay, İstanbul, Kırklareli, Muğla and Siirt.

Within scope of the in-service trainings organised for teachers by the Ministry of National Education in 2018; 682 persons attended 16 **Gender Equality and Training Courses;** and 9.942 persons participated in 400 in-service training activities within scope of family trainings.

The Project on Developing Professional Qualifications (MESGEP-1) was run in 35 provinces between 2011- 2016. The Project on Developing Professional Qualifications (MESGEP-2) was carried out within scope of extension to 2017 Investment Program. As of January-August 2018, **2.696 persons attended a total of 168 vocational courses and 80% (2.211) of the trainees were women. The target group of the project includes women victims of violence and housewives who want to have a profession as well.**

The Circular No. 2010/38 on “**Promotion of School Enrolment in Secondary Education Especially for Girls**” published by the MoNE, to increase the school enrolment rate of girls and the transfer rate from primary to secondary education, and not leave any single girl out of education circle.

The Operation for Promoting School Enrolment Rate Especially for Girls-2 (KEP II) has been completed.

In 2018, preparations are planned for the "Girls' School Enrolment Project", which has a national budget of 3 million 250 thousand TL.

Between the Ministry of National Education General Directorate of Vocational and Technical Education and;

- Turk Tractor and Agricultural Machinery Corporation, The Turkish Family Health and Planning Foundation (TAPV), Turkish Educational Foundation (TEV); a protocol was signed on 14th December 2016 in order to provide qualified female labour force required for automotive and agriculture sectors, to help female students study at the departments which enable them to work in the automotive sector, provide scholarship for the students in need and to raise awareness of students, teachers and families about gender equality.
- and Bursa Technical University, a protocol was signed on 5th December 2017 in order to make contribution to raising qualified female engineer candidates needed in technological fields by ensuring that particularly girls choose the most suitable job for themselves in accordance with their skills and interests.

The 24-month “**Project on Technical Assistance for Promoting Gender Equality**” started in 2014 by MoNE, aims to remove the negative effects of gender stereotypes, contribute to the gender equality, improve gender equality in schools for boys and girls, and to achieve gender mainstreaming in the education system. With the project implemented in 10 pilot provinces (Erzurum, Batman, Samsun, İzmir, Malatya, Şanlıurfa, Karaman, Mardin, Trabzon, Sivas) and 40 pilot schools, 4 schools per province,

- A tool for guidance and evaluation of the instruction and administration staff at the schools for ensuring “Gender Equality in Schools”, and capacity for usage of this tool were developed.
- The capacity of MoNE with regard to gender mainstreaming in the whole education sector was enhanced.
- The awareness of students, parents, education-instruction staff and administrative staff about gender equality in education was promoted with central and local campaigns.

Through the campaigns such as “Let’s Go to School, Girls”, “Dad, Send me to School”, “Snowdrops” supported by international organizations, private sector and non-governmental organizations and projects such as “Basic Education Utility Project”, training programs were organised for reducing the drop-out rates for girls and for girls and women who dropped out early.

Life-long Learning Strategy, covering the period of 2014-2018 and prepared by the Ministry of National Education in order to increase efficiency and productivity of life-long learning strategy system, aims to promote access to education for women in disadvantaged groups and to increase the opportunities of distance learning and open university within this scope.

The MoNE General Directorate of Life-long Learning conducts field studies at the beginning of every school year via the Directorates of Public Education Centers which carry out their activities on the basis of full year and full day operation in education, to identify the illiterate citizens and refer them to literacy courses.

Public Education Centres and Occupational Education Centres try to increase women’s employability and their participation in the economic and social life, to ensure that they have income-generating occupations by providing them with occupational training courses. As of 1 February 2018, the Literacy Campaign was initiated by Ministry under the auspices of H.E Recep Tayyip ERDOĞAN, the President of the Republic of Turkey and the First Lady Mrs. Emine ERDOĞAN. From the beginning of the campaign to the end of 2019, a total number of 994.880 people were reached at all levels. In this process, a total of 834.789 female trainees participated in literacy courses at all levels. Of these, 711,798 people attended intensive basic literacy courses and 122.991 attended second level literacy courses.

In 2018, the number of female trainees attending the literacy courses at the institutions affiliated to the Ministry of National Education was 653.379. The number of women who completed the first stage and attended the second stage is 67.860. It is of great significance that the contents of the curricula, course books and education materials are sensitive to gender equality for not directing the students to traditional gender roles by transferring the gender stereotypes to students via overt or covert messages. It is paid attention to the fact that the curricula and course books which were prepared in line with the activities to update and improve the curricula of must and elective courses in secondary institutions affiliated to MoNE General Directorate of Basic Education and General Directorate of Secondary Education and have been in force at all classes of secondary schools since 2018-2019 academic year, do not include violation of human rights and discrimination of any kind as to sex, race, religion, language, colour, political or philosophical belief etc. in accordance with the General Aims and Basic Principles of Turkish National Education defined in the National Education Basic Law. In addition, aforementioned curricula include values education (justice, friendship, self-control, affection, respect, responsibility, patriotism, helpfulness etc.), entrepreneurship, finance awareness, cyber security, occupational health and safety, productivity, national intellectual property rights, desertification, design and constructive events.

Within scope of the studies for removing images, statements and all similar elements containing discrimination from the course books; a system that would enable the instructors working in the formal and non-formal education institutions under MoNE to evaluate the course

books to be used was developed in 2012. Concordantly, the same year, the Regulation on Course Books and Educational Aids was adopted and it stipulated that the course books should present an approach in support of basic human rights and freedom and rejecting all kinds of discrimination. Accordingly, it is reported that expressions praising or criticising either sex are meticulously avoided in the textbooks and education materials prepared by the Ministry of National Education and special attention is paid not to include such elements. In addition, it was specified that it is intended to use equal numbers of girl and boy students in the texts and visual images in the textbooks, attention is drawn in the parts discussing the attainments relating to the family to the equality of men and women depicting a democratic structure of family and defining the roles of fathers and mothers meticulously. It was also stated that great care is taken to avoid conceptions neglecting, ignoring or damaging the equality women and women, in the textbooks.

In this respect, one of the evaluation criteria determined by the Board of Education is “to observe a reasonable balance in the examples given and characters used, in terms of gender.”

In addition to this information, the issues such as “women’s rights”, “the roles of women in the Turkish society”, “gender equality” etc. are included in the curriculums and it is considered that these curriculums will contribute to the solution of problems such as violence against women and gender inequality which are among the greatest problems in the society.

C. HEALTH

1. Present Situation

Turkey has promised the full and equal access of women to the right to health through the international conventions being a party and the international documents adopted. The Article 12 of CEDAW is related to the access to health services. The Article provides for the precautions the State Parties should take in order to ensure the equal access to health services including family planning for both women and men.

The Action Plan covering issues such as gender equality, empowering women, reproductive rights and reproductive health, which was adopted at the end of the International Conference on Population and Development (ICPD) in 1994, was signed by Turkey. With this document, the traditional maternal and infant health approaches were abandoned and an inclusive gender sensitive approach to reproduction covering the whole life cycle including women and men was acknowledged.

One of the 12 critical fields governed by the Beijing Platform for Action is “Women and Health”. “The UN Millennium Sustainable Development Goals” adopted in 2015, included targets such as “improving maternal health” by 2030, “decreasing maternal and infant deaths”, combating HIV/AIDS, measles and other diseases”, “providing universal access to sexual and reproductive health services”, “encouraging gender equality and empowerment of women” in order for women to have equal rights and opportunities.

Also, the Istanbul Convention deals with the domestic violence against women with regard to health. Article 24 of the Convention on the Rights of the Child regulates the issues that children shall have the best health conditions and all traditional applications harmful to child health shall be abolished.

Important adjustments are also present in the national legislation. Article 56 of the Constitution titled “Health Services and Protection of the Environment” states that everyone has the right to live in a healthy and balanced environment; and the state shall regulate the health services in order to achieve this.

With Article 90 of the Constitution, CEDAW has been rendered superior to national legislation in the event of a conflict. “The Fundamental Law on Health Services” adopted in 1987 to regulate the basic procedures of health services states that preventive health care services shall be given priority, the training and monitoring of citizens about protection from diseases, healthy environment, nourishment, maternal and infant health and family planning, and etc. shall be performed in cooperation with the related institutions.

The Law No. 2827 on Population Planning includes provisions especially on family planning services and intentional miscarriages. The Law on Population Planning is supported by the “Regulation No. 507 on the Training, Duties, Authorities and Responsibilities of the Staff Conducting Population Planning Services”, “Regulation on the Implementation of Population Planning Services”, “Code on the Implementation and Supervision of Uterine Evacuation and Sterilization Services”.

According to the Presidential Decree No. 1 which regulates the organization of the General Directorate of Public Health affiliated to the Ministry of Health is responsible for the development of protective and preventive health services. As part of **the Law No. 5258 on Family Medicine** which entered into force in 2004, and the Regulation on the Implementation of Family Medicine issued referring to this law, the procedures and principles were determined for the implementation of family medicine and have been implemented all over the country since 2010.

“The Law No. 5510 on Social Security and General Health Insurance Law” regulates the **“maternal status”** and **“maternal insurance”**.

“The Regulation on the Employment Conditions of Female Employees in Night Shifts” adopted with regard to the Law No. 6331 on Occupational Health and Safety regulates the conditions of female employees in the night shifts who are in pregnancy or maternity. Also, based on the same Law “The Regulation on the Employment Conditions of Pregnant or Breastfeeding Women, and Breastfeeding Rooms and Child Care Homes” was issued.

In the 11th Development Plan covering the years 2019-2023, policies and measures under the title of “Health” as well as policies and measures related to women's health under the heading “ Women” : are defined:

603. Health services provided to women will be improved and health awareness will be raised through awareness activities.

603.1. Awareness raising activities will be conducted in order to increase the participation of women in the target group suitable for cancer screening program throughout the country.

603.2. Awareness raising activities will be carried out in order to improve health literacy among women.

When the present situation in the field of women and health is investigated via statistics from different fields;

According to the TUIK data in 2017 obtained using the annual demographic and mortality data of 2014-2016 regarding the life expectancy at birth as a basic indicator of the quality of life, the life expectancy at birth is 80,7 for women while it is 75,3 for men.

Turkish Population and Health Survey (TPHS) has been conducted every five years since 1963 on a sample group as representative of the whole population. The last of these surveys was conducted in 2013.

According to the results of TPHS-2013, the total fertility rate is 2,26. The highest age-specific fertility rate in TPHS-2013 is observed in the age group 25-29. In the previous surveys the highest age-specific fertility rate was found for the age group 20-24, in TPHS-2008 for the first time, the age-specific fertility rate was found highest in the age group 25-29. This result indicates that the age-specific fertility pattern has changed and births are postponed to older ages in Turkey. According to TUIK data, the total rate of fertility was realised as 2,07 in 2017.

5% of the women in the adolescent age (the age group 15-19) have already got children or are pregnant for their first child. The adolescent pregnancy follows a downward trend as the years pass. While this rate for the period 1988-1993 was 10,2% in the TPHS-1993, it decreased to 4,6% in the TPHS-2013 covering the years between 2008 and 2013 (5,9% according to TPHS-2008). 5 out of 100 pregnancy result in intentional miscarriage according to the results of TPHS-2013. Considered in general, a significant decrease in intentional miscarriages is observed in the 20-year period covered by the Surveys. The rate of intentional miscarriage which had been 18% in the TPHS-1993 decreased to 5% in TPHS-2013. It was 6% in 2018 research.

Another important point in the survey is that there is a rapid decrease in infant mortality in Turkey. The infant mortality rate decreased by 24% in the five-year period between 2003- 2008 (TPHS-2008) and 2008-2013 (TPHS-2013). On the other hand, according to the 2017 data published by the Ministry of Health, infant mortality rate is 9,1 out of 1000 live births.

All maternal deaths in Turkey have been monitored since 2007 with the “Maternal Mortality Data System”. The distribution of 2013 data according to NUTS-1 indicates that maternal mortality rates vary from 9,45 per hundred thousand (Eastern Anatolia) to 24 per hundred thousand (Aegean Region). In addition, **according to the data from the Ministry of Health, the maternal mortality rate calculated for 2017 is 14.6 per hundred thousand. According to 2018 data, this rate is 13,6. (The Ministry of Health, General Directorate of Public Health).**

One of the basic criteria for preventing maternal mortality and women to have access to basic health services as a part of human rights is their right to access to the prenatal care services.

As a part of the Ministry of Health Action Plan; an algorithm for prevention of maternal deaths and for case management for the acute onset severe hypertension that may emerge during pregnancy and puerperality, and to prevent the complications that may arise due to hypertension was prepared and communicated to the health care institutions.

It is seen that the rate for getting prenatal care which had been 92% according to TPHS-2008 increased to 97% in TPHS-2013. The most frequent care is the one received from the physician with a 95% rate. The lowest rate in regional distribution varies between 84,9% (Northeastern Anatolia) and 99,4% (Istanbul). In the period between TPHS-2008 and TPHS-2013, significant development is observed in the prenatal care numbers for the women living in rural areas. It is found that the ratio of women who received four or more prenatal care in rural areas in TPHS-2013 is almost 1.4 times the ratio (55%) found in TPHS-2008.

97% of the women gave birth in a health institution, public sector being in the first place (This rate was 73% in TPHS-1998 and 90% in TPHS-2008). 93% of women received postnatal care from a health officer (This rate was 82% in TPHS-2008). When the results are investigated with regard to NUTS-1, the rate of women who had not received postnatal care was found highest as 19.3% in Northeastern Anatolia.

According to the annually published data by the Ministry of Health, the rate of childbirth at healthcare facilities was 98% and the rate of receiving prenatal care was 99,7% in 2017. The rate of puerperant women who were monitored at least once under the Postnatal Care Program was 99,5%.

Another important indicator in Women's Health is the rate of usage of reproductive health methods. Having knowledgeable about the control of fertility, and access to these methods and the use of an appropriate method on time and effectively is extremely important for healthy mother-infant.

In all age groups, settlements and education levels and income levels, it is frequent to know any method or any modern method; and at least 99.8% of women have heard of any method, and 99,7% have heard of any modern method.

2. Activities Conducted

Programs are conducted within scope of "the National Strategic Action Plan for Sexual Health and Reproductive Health for Health Sector 2005-2015" which would stay in force until the entry into force of "Reproductive Health Strategy and Action Plan" prepared by the Ministry of Health. This action plan was prepared concordant to ICPD Action Program. These programs are as follows:

Monitoring Program for Women Aged 15-49: Within scope of this program, all women between the ages 15 – 49 are monitored by primary healthcare institutions at least twice a year and reported to the Ministry of Health for on-site training for getting acknowledged about fertility behaviours, determining the risky situations, confirming pregnancy in the early periods, getting knowledgeable about the use of reproductive health methods, for receiving counselling about women health and reproductive health methods.

Pre-Marriage Counselling Program: The pre-marriage counselling program aims at ensuring enough knowledge, attitude and behaviour about reproduction and sexual health to people who apply for the pre-marriage medical reports. Within scope of the program, the couples are provided with counselling about healthy family structure, reproductive health and methods, sexually transmitted infections, kin marriage and genetic diseases (hereditary blood diseases-hemoglobinopathy), awareness is raised about possible risks, their consequences and methods

of protection; prenatal counselling is provided to couples applying for pregnancy, conditions that may pose a risk for prevention of maternal and infant mortality are identified before pregnancy and early measures are taken.

As of 2018, Pre-Marriage Counselling service has been delivered to 2.691.744 persons while Pre-Marriage Counselling Training has been provided to 39.206 health personnel (Ministry of Health).

Prenatal Care Program: It is among the routine services and implemented all over the country in order to increase maternal health levels and reduce maternal death rates. According to “Prenatal Care Management Guide”, the pregnant women are ensured to have monitoring at least four times unless there is any risky condition. Risky Pregnancy Protocols are also being developed.

Pregnant Information Class Program: This program aims at providing the pregnant women with the information about prenatal, natal and postnatal care, ensuring that they have an informed birth experience, and ensuring that the expectant parents are knowledgeable about vaginal delivery, pain management and adoption of the new rules.

As of 2018, there has been 1.470 Pregnant Information Classes in total. Between 2015- 2018, 915.426 pregnant women received training at these classes (Ministry of Health).

Nutritional Support Program for Pregnant and Puerperant Women: This programs is implemented in order to provide iron support by giving daily 40-60 mg elementary iron to compensate the increasing need for iron in pregnancy, for nine months starting by the 16th week, for six months before and three months after birth. Also, since extra vitamin D supplements are required in pregnancy, excluding cases in which vitamin D cannot be administered; all pregnant women and all mothers after birth are provided with vitamin D supplements.

Emergency Obstetric Care Program: This program aims to establish an effective referral system by classification of health institutions as basic and comprehensive, ensure safe blood transfusion, update knowledge and skills of the staff, increase service standards and establish a safe data and registration system in order to prevent maternal and neonatal mortality incidents caused by preventable causes. Within this scope, trainings are delivered to all the relevant health personnel, from support personnel to the clinician and health manager; standard clinical guideline are set up by scientific commissions; intersectoral collaboration is made and provincial action plans and referral maps are developed.

Birth and Caesarean Section Monitoring Program: This program is implemented for ensuring that all pregnant women give birth in a healthy and safe manner in a hospital, and ensuring that caesarean section rate is kept at a reasonable level, and removing inequalities (region, settlement, age, sex). Within scope of the program, the distribution of the birth according to the birth methods, the rates of caesarean operations and the medical reasons (indications) of caesarean operations are monitored in public, university and private health institutions throughout the country since 2007. The in-service training courses are provided to the midwives and voluntary obstetricians to ensure that the delivery is completed in healthy and safe conditions and midwives take more active roles in deliveries, to popularize vaginal delivery, strengthen delivery services and build cooperation among physicians and midwives.

Maternal Near Miss Program: The main objective of the program is to have knowledge about maternal morbidity and to improve surveillance system.

Postnatal Care Program: It is a program that is devised to prevent maternal and infant mortality incidents caused by preventable causes in the postnatal period. In general, it is ensured the mother is not discharged before complete postnatal recovery. In accordance with the Postnatal Care Management Guide, the puerperant monitoring is performed. According to Postnatal Care Management Guide, if there is not any risk, the puerperant should be monitored at least three times by the health institution in which the delivery has taken place, and should be monitored at least three times at home or at the health institution by the family practitioner/family health officers after discharge.

Reproductive Healthcare Services Program: Reproductive healthcare services aim to ensure that the couples have as many children as and when they want, and identify the reasons and provide treatment to the infertile couples who cannot have children. Information and counselling services play a significant role in providing reproductive healthcare services in Turkey. Reproductive health counselling and method presentation services are provided free of charge by the MoFLSS to our citizens who apply and the risky and unintended pregnancies are prevented. It is an individual reproductive health right of the couples to know what the reproductive health methods are, the percentage of protection by the methods, when the fertility comes back in case of leaving the method, effect mechanism and side effects.

Program for Monitoring and Preventing Maternal Mortality: This program is aimed at investigating each maternal mortality case with regard to its cause and preventing maternal mortality incidents which are caused by preventable causes. “Provincial Units for Monitoring and Preventing Maternal Mortality” and “Provincial Examination Commissions” are established in all provinces, and also “Maternal Death Preliminary Examination Commission” and “Central Examination Commission” are established under the Ministry of Health.

Every month (every week), the data received from the provinces are examined at the Ministry of Health Maternal Death Preliminary Examination Commission; pregnancy-related and maternal mortalities are classified with regard to their causes and to the three delay models; the deaths with unknown delay model are discussed at the Central Examination Commission with the names of hospitals, physicians and mothers kept undisclosed.

Mother-Friendly Hospital Program: It aims at creating environments in which the monitoring and delivery would take place considering the patient rights, safety and privacy during pregnancy, delivery and puerperality. As of January 2020, there have been 73 healthcare facilities which got the title of “Mother-Friendly Hospital” (Ministry of Health, General Directorate of Public Hospitals).

Promotion of Male Involvement in the Reproductive Health Services Program: With the cooperation of the Ministry of Health, Turkish Armed Forces Health Services Command and UNFPA, education programs are conducted about reproductive organs, sexual health, sexually transmitted infections, HIV/AIDS and its social consequences, pregnancy, reproductive health/reproductive health method, safe maternity, gender and domestic violence for all ranks and files in all military troops all over Turkey.

In-Service Trainings on Reproductive Health: In order to increase the service quality about reproductive health, in-service trainings are conducted to provide the health service personnel with knowledge and skills about the changing and improving subjects in health. Between 2006-2018, nearly 220.000 personnel attended the aforementioned training (Ministry of Health, General Directorate of Public Health).

Gynaecology Bed Capacity Identification and Enhancement Activities:

In May 2018, situation analysis was conducted regarding the delivery rooms and gynaecology and obstetrics clinics in order to improve gynaecology and obstetrics services and to prevent early discharges and maternal mortality; and formal letter was delivered to all Provincial Directorates of Health to make up the deficiencies in line with the information received through feedbacks in the field.

In addition to these programs, “the Guest Mother Program” has been started in 2008 to identify the pregnant women who live in the settlements with unfavourable weather and transportation conditions and who may have problem in access to health institution during delivery due to social reasons; to follow up and then to transfer them to safer residential centres when the probable delivery dates are approached, to have them stay there and to give birth under hospital conditions, take them back home when the health status of mother and infant becomes appropriate.

Also, within scope of the Family Medicine Program which is carried out, there is a family practitioner responsible for each individual.

With the **Mobile Health Care Services and domiciliary care services, services are provided in situ** to the people who have difficulty in accessing to the services. In this respect, it is foreseen that women’s access to health services would increase. In addition, the access to health services is facilitated by establishing family health centres in all districts, depending on the population. In these centres, the distribution of contraceptive materials is continued.

In order to deliver health services in the remotest parts of the rural areas, mobile health service programs have been developed and the rate of access to services by the target group of population has risen to 99%. In the last five years, the capacity for carrying emergency patients has increased threefold in terms of both the number of stations and ambulances. Also, the number of ambulances with snow pallets is increased in the regions with severe winter conditions, and 100% of the rural population is provided with the emergency service 112. In addition, the air ambulance fleet is formed and strengthened for emergency service capacity.

In addition to all these programs and the health assistance provided by **the Ministry of Family, Labor and Social Services General Directorate of Social Assistance**, Conditional Healthcare Assistance is provided in order to create a social security network aimed at promoting full access to health services by the children of the most destitute layer of the society. With regard to the protocol signed with the Ministry of Health, the expectant mothers from the most destitute layer of the society are provided with pregnancy aid for once in scope of the conditional health aid. The amounts of Conditional Health Aid are 35 TL per month for the children who have been checked for health, 35 TL per month for the woman who has had the health check up until

the birth and two months after birth, and 75 TL for once if the delivery is carried out in a hospital. In addition, regular cash support is provided to poor families, provided that their pre-school children receive regular health checks. **These payments are transferred to the bank accounts opened on behalf of the mothers.** With this aid which is in control of women, it is expected that they would cover the care and health expenses of the children and at the same time it is expected that their status in the family and society would be improved.

Also,

- The prenatal care, delivery and caesarean section, postnatal care, emergency obstetrics care management guides are updated by scientific committees considering the national data, and the revised versions of these guides are used in 81 provinces. Standards are determined in order to provide quality service by the health officers all over the country. In addition to the aforementioned protocols, “the Guidebook on Risky Pregnancy Management” has been published. The Guidebook includes the Guidebook on Venous Thromboembolism Management in Pregnancy, the Guidebook on Pregnancy and Cardiovascular Disease Management, the Guidebook on Diabetic Pregnant Management, the Guidebook on Asthma Pregnant Management and the Guidebook on Epileptic Pregnant Management. The Guidebook on Venous Thromboembolism Management in Pregnancy was revised and sent to all health institutions and personnel providing prenatal, natal and postnatal care services in 2017 to be put into practice in 81 provinces. The studies on Emergency Obstetrics Care Program continue with the components about intervention to mother and new-born in obstetric complications, safe referral, safe blood transfusion and inter-sector cooperation.
- By the end of 2018, trainings were provided to 3.445 obstetricians and gynaecologists, 1.601 emergency medicine specialists and practitioners, 15.228 midwives/nurses on the Emergency Obstetrics Care. It has been aimed to ensure that all pregnant women have information about prenatal, natal and postnatal periods and give birth in a conscious way, to make expectant parents gain knowledge and skill about vaginal delivery, pain management and adopting their new roles; and the efforts are underway within this scope.
- In Maternal-Infant Health service delivery; the current situation of “**Labor, Delivery, Postpartum (LDP)**” rooms at the public health facilities was evaluated in order to ensure that expectant mothers can give birth in a healthy and safe environment, and to establish “Delivery Units” aimed at protection of privacy and provision of quality services for expectant mothers through creating environment to promote normal delivery. It was encouraged to make move from delivery rooms to delivery units composed of single rooms based upon privacy considering the number of LDP rooms required according to the number of annual delivery at the healthcare facilities. As of January 2020, there have been 1632 LDP beds at 417 health facilities.
- “**Hydrotherapy during Labor / Water Birth Pilot Scheme**” which means pregnant women stay in a tub/pool of warm water at a specific level and temperature for a certain time during the first stage of delivery. Pilot Scheme was started at 13 health facilities under the Public Hospitals Administration of Turkey; 2 health facilities with Water Birth

unit were determined as training hospitals; and one-day theoretical and 4-day applied trainings for 13 pilot health facilities were completed. During the second stage of the pilot scheme, the hospitals have established Water Birth Units and started labor follow-ups. As of January 2020, 1.683 patients benefited from Water Birth service.

- There are 202 “Cancer Early Diagnosis, Screening and Education Centers (KETEM), including 177 immobile and 21 mobile KETEMs in 81 provinces. In 2018, 1.344.375 women and 78.153 men benefited from cancer screening service (Ministry of Health, General Directorate of Public Health).
- Turkish Maternity, Child and Adolescent Health Institute (TACESE) was established pursuant to the Article 11/c of the Law No. 6569 on the Establishment of Health Institutes of Turkey and Amending Specific Laws and Statutory Decrees published in the Official Gazette No. 29187 on 26th December 2014. The Regulation on Organisation and Activities of the Institute was published in the Official Gazette No.30250 on 24th November 2017. TACESE aims to be a leading institution which develops multi-stakeholder and proof-based advanced research and projects at national and international level in order to define, resolve and prevent the problems in the field of maternity, child and adolescent health.

D. PARTICIPATION IN BUSINESS LIFE

1. Present Situation

Women’s participation into labour force and employment is an important element of sustainable development. Ensuring sustainability in economic growth, achieving social development and social justice in the full sense can be possible only through full and equal participation of women and men into all spheres of life as executers and beneficiaries of human-oriented sustainable development. In order to raise women’s social status and promote their participation into development, it is of significant importance to enhance the indicators of education, health, social security and to ensure equality between women and men legally and in practice.

In the women's section of the 11th Development Plan (2019-2023), , which is the basic roadmap to meet the basic values and expectations of our nation, to raise the international position of our country and to increase the welfare of our people by revealing the development vision of our country with a long-term perspective, the main objective is to prevent all kinds of discrimination against women and to ensure that women benefit and strengthen equal rights and opportunities in all spheres of social life.

When the numerical objectives of the department are examined, the objectives aimed at strengthening the economic status of women are as follows:

By the end of 2023;

- The female labor force participation rate will be 38,5%,
- Female employment rate will be 34%,
- The ratio of women among self-employed will be 20%

- The proportion of women in employers will be 10%

Policies and measures aimed at the main objective of the plan and the aim of strengthening the economic status of women are as follows:

In the Employment and Work Life section under the “Practices to facilitate women's participation in the labor market and increase their employment will be developed” policy includes following measures;

- In order to increase female employment in the labor market, women's opportunities for vocational training and skill development will be strengthened, especially in the areas of technology production such as coding and software.
- In order to increase women's participation in the labor force and employment, practices that harmonize work and family life will be implemented dynamically, especially in order to facilitate access to care services.

In the women section; “Active participation of women in economic, social, cultural life and all levels of decision-making mechanisms in a way to strengthen equality of opportunity between men and women in the field of rights will be encouraged, especially starting from the local.” policy includes following measures:

- Researches will be carried out to strengthen women's economic and social life, projects will be conducted, trainings will be organized
- In order to improve women's economic activities, women entrepreneurs will be provided with consultancy and guidance services in business development processes and women will be given priority in support in this field.
- Mechanisms aiming to improve the economic activities of women in digital environments such as websites, portals and applications will be established and training programs and seminars will be organized to ensure the empowerment of women entrepreneurs in e-commerce.
- For cooperatives established by women; the support provided in fields such as education, entrepreneurship and consultancy will be expanded and women will be able to establish cooperatives by making necessary legal arrangements.
- In order to increase the effective participation of women in economic life, taking into account the different labour force needs of the provinces, it will be ensured that practices such as training, internship and on the job training continue effectively.
- Support mechanisms for increasing women entrepreneurship in rural areas will be provided.
- Within the framework of the changing needs of the labour market, studies will be carried out in order to direct girls to professions in the fields of science, technology, engineering and mathematics by taking into consideration newly developing occupational fields.

In “The Strategy Paper and Action Plan on Women’s Empowerment” implemented by the Ministry of Family, Labor and Social Services covering the years 2018-2023, policies aimed at empowering women in the economic field; are designed to provide more active participation of

women in working life and to have a voice in economic life in line with changing labor market dynamics.

Strategies determined in this field can be summarized as;

- Re-evaluating the labor market legislation and making necessary improvements for effective implementation within the framework of the goal of further empowerment of women,
- Strengthening opportunities for vocational training and skills development in order to increase the employment of qualified women in the labor market,
- Strengthening the economic position of women and developing economic and social policies to combat informality, especially unpaid family labor,
- Preparation of certification infrastructure and equality of opportunity between companies and men and development of public-private sector cooperation,
- Improving women's entrepreneurship and strengthening the economic position of women, in particular by spreading the use of information and communication technologies,
- Increasing efforts to engage women who require special policies in economic life.

In order to implement these strategies, a total of 40 activities have been identified.

The National Employment Strategy Document which had been launched by the (former) Ministry of Labour and Social Security was completed in 2012. The aforementioned Strategy aims to resolve structural problems in labour market, bring permanent solutions to unemployment through increasing the impact of growth on employment in medium and long term.

The National Employment Strategy includes strategy, policy and measures to be implemented for resolving structural problems in the labor market, finding permanent solutions to unemployment by 2023. The Strategy has been built on four main policy pillars and sector policies in order to accomplish the aforementioned targets.

Main policy pillars in the Strategy are defined as follows:

- Strengthening the link between education and employment,
- Ensuring security and flexibility in the labour market,
- Increasing employment of groups requiring special policies,
- Strengthening the connection between employment and social protection.

Action Plans have been prepared for both the main policy pillars and sectors with the contribution of relevant institutions in order to implement the Strategy, identify the concrete measures and responsibilities for these measures clearly and monitor them regularly. These Action Plans include many measures with the aim of increasing women's employment.

Women's Employment in Statistics

Considering the status of women in working life in Turkey; according to TUIK data (15+ years of age), while there were **6 million 122 thousand employed women in 2002**, this figure has increased up to **9 million 018 thousand as of 2018**. This increase corresponds to 2 million 896 thousand persons and **nearly 47,3%**. The female employment rate **increased to 29,4% from 25,3%** for the period concerned. There has been significant progress in the rate of women's labour force participation as well. The rate of women's labour force participation which had been **27,9% in 2002**, increased up to **34,2% according to 2018 data**.

In addition; it is seen that thanks to the activities aimed at promoting women's employment, the rate of women in informal employment decreased down to **42,1% as of 2018** compared to the figure with **72,5% in 2002**.

Considering women's labour force figures by educational backgrounds, it is found out that as the level of education increases, the rate of labour force participation increases as well. **As of 2018, the highest rate of labour force participation by the level of education belongs to women graduates of higher education by 71,6%**.

The distribution of female employment according to her employment status in total, the employer ratio increased from 5,1% in 2002 to 8,7% as of 2018. For the same period, the ratio of self-employed people increased from 14,9% to 17,8%.

WOMEN	YEAR	
	2002	2018
EMPLOYMENT STATUS (%)	2002	2018
Labor Force Participation Rate	27,9	34,2
Employment Rate	25,3	29,4
Unemployment rate	9,4	13,9
Unemployment rate of 15-24 age group	17,1	25,3
Unregistered Employment Rate	72,5	42,1
SITUATION IN WORK (TOTAL) (%)	2002	2018
Paid or casual	17,8	30,2
Employer	5,1	8,7
Self-employed	14,9	17,8
Unpaid family worker	68,1	70,9
LABOR PARTICIPATION AS PER EDUCATION LEVEL (%)	2002	2018
Illiterate	24,4	16,1
Education level below high school	24,9	28,2
High school	31,9	34,7
Vocational or technical high school	-	42,7

High education	71,5	71,6
SECTORAL DISTRIBUTION OF EMPLOYMENT (%)	2002	2018
Services	26,3	57,9
Agriculture	60	26,1
Industry + Construction	13,7	16
REASONS FOR NOT PARTICIPATING TO LABOUR FORCE (%)	2002	2018
Those who are not looking for work and are ready to work	2,1	6,7
Seasonal employees	2,5	0,5
Busy with household chores	70	54,8
Education	7,2	11,5
Retired	3,1	5,6
Inoperable	8,6	13,4
Other	6,5	7,5

Source: TUIK Labour Force Statistics (15+ years of age)

2. Activities carried out so far

Ongoing Projects/Activities

“**Engineer Girls of Turkey Project (2016-2020)**” is carried out with the cooperation of the Ministry of Family, Labor and Social Services, United Nations Development Programme (UNDP) and the Limak Holding. The Project aims to give support in all spheres for the female students who want to be engineers and enable them to be role models of their profession. Project objectives to be achieved within the scope of the group, high school and university education, what are the girls who continue. With the possibility of scholarship to university students; internships and employment opportunities, English language training, “Social Engineering” and “Leadership in Engineering” certification programs, training and mentoring support is provided. The other target group of the project is high-school students, teachers and parents in 10 pilot provinces in various activities and awareness activities are carried out. However, as part of the high school awareness and information activities within the scope of the academic year 2019-2020, various activities were held in schools where volunteer teachers were present in 25 high schools in 10 pilot provinces in cooperation with the Teacher Academy Foundation (ÖRAV). Within the framework of the mentioned studies, more than 24 thousand people have been reached within the scope of the Project so far.

“Financial Literacy and Economic Empowerment Seminars for Women” are held under the coordination of Provincial Directorates of our Ministry within the scope of the target of “Women's Financial Literacy will be increased” in the Third 100-Day and First 180-Day

Presidential Action Plans and “Women's Empowerment Strategy Document and Action Plan”. With these seminars, it is aimed to raise awareness of women on issues such as cash management, income, expenditure, savings, assets, debt, investment, investment tools, and the private pension system, and to provide information on support and incentives for women's economic empowerment. “Financial Literacy Training of Trainer” was held in Ankara on 9 April 2019, in order to extend the aforementioned seminars to 81 provinces and to ensure the sustainability of the seminars by the Provincial Directorates of our Ministry with the support of local dynamics. “Financial Literacy Training of Trainers” was provided to 100 Professionals working in 81 Provincial Directorates and affiliated institutions under our Ministry. Accordingly, a total of 23.567 women were reached within the scope of the seminars held in 81 provinces since 2017. “Financial Literacy and Economic Empowerment Seminars for Women” will be held to reach 3.500 persons more in 10 provinces by the end of June for 2020 within the context of Second 180-Day Action Plan.

The First 100-Day Presidential Action Plan includes the goal of strengthening women's cooperatives, ensuring their sustainability, improving their institutional capacities and increasing their visibility. In this context, “The Cooperation Protocol on Strengthening Women's Cooperatives” was signed on 30 October 2018 in cooperation with the Ministry of Agriculture and Forestry and the Ministry of Trade. Within the context of aforementioned Protocol, "Workshop on Strengthening Women's Cooperatives" was organized on 15 November 2018 in order to assess the current state of women's cooperatives in Turkey, their problems and solution recommendations the relevant stakeholders. In addition, in order to ensure the applicability of the Protocol at local level and to provide guidance to the implementers, “The document of Implementation Principles of The Cooperation Protocol on Strengthening Women's Cooperatives” was prepared and disseminated to the Provincial Directorates of the Ministries. In this context, Women's Cooperatives Working Groups have been established in the provinces, annual work plans have been prepared, various events and meetings have been organized. In 2019, 21.771 people were reached through a total of 472 workshops, training and information meetings in 81 provinces. 173 visits were made to the cooperatives and 67 new cooperatives were established. Besides, “Women's Cooperatives Regional Meeting” was held in Çorum on 29 November 2019 in order to improve cooperation and dialogue in the field of women's cooperatives, raise awareness and promote good practices. In the meantime, activities to strengthen women's cooperatives will be continued.

The Completed Projects/Activities

“**Mom’s Job, My Future Project (2013-2019)**” was put into practice in order to establish nurseries in Organized Industrial Zones (OIZs) within scope of the cooperation protocol signed among our Ministry, (the former) Ministry of Science, Industry and Technology, and Borusan Holding Inc. Under the Project, nurseries in OIZs in the provinces of Adiyaman, Afyonkarahisar, Balıkesir and Malatya were constructed and they provide service.

Various activities are carried out on the occasion of “**International Day of Women and Girls in Science**” and “**International Girls in Information and Communications Technology Day**”. In this regard, “**Training on Conscious and Safe Use of Information Technologies and Internet**” has been organised in cooperation with Information Technology and

Communication Agency; and **“Digital Literacy”** training courses have been organised in cooperation with Google Turkey for women with the aim of ensuring efficient use of opportunities provided by digital technology. 2.863 women have benefitted from these trainings so far.

The Protocol signed between our Ministry, the (former) Ministry of Food, Agriculture and Livestock and the Union of Turkish Agricultural Chambers on May 14, 2012 aimed to train women who live in rural areas and work as farmers on subjects such as agriculture, gender equality, violence against women, human rights and freedoms; and the development of inter-institutional cooperation. Within scope of the protocol, 771 female farmers were trained in Kayseri, İzmir, Gaziantep, Sakarya and Diyarbakır, which were determined as pilot provinces. In order to popularize these trainings, training of trainers on equality of woman and man was held at the Provincial Directorates and Institutions aimed at social case-workers. **Within scope of the Protocol, totally 8.568 female farmers participated in trainings including those in the pilot provinces.**

Within scope of the protocol signed between our Ministry, Intel Technology Services Ltd. and Women Entrepreneurs Association of Turkey (KAGIDER), **“the Young Ideas, Powerful Women Project (2012-2015)”** was carried into effect; and this protocol aimed to provide solutions to the problems women experience, with the innovative ideas created by young people using technology. In scope of the project, the idea camps were organized with the participation of almost 500 young persons in Kütahya, Erzurum, Gaziantep, Sakarya, Trabzon and Adana. Also, young people including work groups of the 6 projects, which became prominent in the idea camps, were given social entrepreneurship training in an activity organized in Istanbul on 10th and 11th June 2015.

In order to minimize the gender gap in economic field in Turkey, the initiative which had been established first under the name **“Gender Parity Task Force of Turkey”** and then **transformed into “Equality at Work Platform”** (2012-2015) under the auspices of our Ministry, aimed at closing the gender gap in economic field down to 10%. In accordance with the objectives of the initiative, it is seen that our country score was 0,414 in 2012 and it increased to 0,459 in 2015 and the objective was completely achieved at the end of these three years, the gap being pulled down to 10.9%. In scope of the Platform’s responsibilities, the following activities have been carried out so far; Business Leaders’ Meeting, Executive Board Meetings, Human Resources Work Group meetings, Communications Group meetings and briefings for NGOs and academicians. Also, within scope of the Platform, “Videos of Role Model Working Women” were shot; the handbook of the Platform, brochures and videos, Best Practices Booklet, and Booklet on Promotion of Equality at Work throughout the Supply Chain were prepared and printed. The materials concerned were made available throughout the supply chain.

Our Ministry put into practice the project on **“Women Labour Force Profile in Turkey and the Revision of Statistics from a Gender Equality Perspective (2014-2015)”**. The project analysed in detail “the Household Interview Survey”, “Time Use Survey” and “Income Structure Survey” conducted by TUIK, and prepared a detailed report on the issue and made

available as a printed publication. It was also published on the website of our General Directorate.

Our Ministry carried out “**the Project on Promotion of Women’s Access to Economic Opportunities**” covering the period of 2012-2017, in cooperation with the World Bank and with the financial support of the Swedish International Development Cooperation Agency (SIDA). The Project aimed to help women get jobs with better conditions, identify the elements to facilitate women’s access to labour market and promote their entrepreneurship, find out the problems besetting women and formulate political solutions for them and develop concrete proposals of solution.

Within this framework;

- A research was conducted to provide input for the efforts for developing a qualified and accessible model draft with the aim of popularizing early child education and care services. The simulation activity carried out in view of the outputs of “**The Research on the Supply of and Demand for Early Childhood Care and Education Services in Turkey**” was shared with the relevant institutions at the meeting held on 20th December 2016.
- 12 academic studies were supported and completed in 2016. The reports of researches in question were evaluated by the Academic Committee and 7 of them were considered eligible in terms of content and technical aspects for printing and publishing.
- The comprehensive qualitative and quantitative researches conducted in the field of women’s entrepreneurship, to reveal the women entrepreneur profile, the problems experienced in entrepreneurship, to analyse the income and pay gaps of women in formal and informal sectors, to make comparisons with men in using credit, making investment, opening account etc. through analysing entrepreneurship support programs and to identify the characteristic features of male/female decision-makers and managers and the analyses on entrepreneurship processes were completed. In addition, regulatory examinations were carried out in order to identify gender-based inequalities and differences in the relevant legal and regulatory frameworks affecting women’s equal access to entrepreneurship opportunities and activities in Turkey; and all of the aforementioned reports were published on our website for the benefit of those working in this field.
- Within scope of the efforts to Promote Women’s Cooperatives, a research project was conducted nationwide; covering the issues of situation of women’s cooperatives in our country, their challenges, developing proposals of solution and opportunities made available for women’s cooperatives and the research report was completed. The report was made public via the website of the General Directorate on the Status of Women.
- Moreover, written, visual and printed education materials were developed for the women’s cooperatives in cooperation with the (former) Ministry of Customs and Trade, in scope of the cooperatives component of the project.

With the cooperation of our Ministry, Turkish Employment Agency and Private Sector “**Painter Forewomen Project (2016-2017)**” was carried into life. The project was aimed at providing women with occupational knowledge and skills in different sectors and thus

employment of women. In scope of the project, 500 women in total were targeted to develop occupational skills and be awarded occupational competency certificates. 365 women benefitted from the trainings held in 26 cities and 266 women were awarded professional competency certificates.

The project “**UN Joint Programme on the Protection and Promotion of Women’s Human Rights: Gender Responsive Budgeting**” was conducted by the UNDP, UNWOMEN and Sabancı University with our Ministry as one of the cooperation institutions. The project, conducted between 2012 and 2015, was aimed at speeding up the delivery of commitments on gender equality at the local level; developing the capacities of municipal corporations, institutions working on gender equality, and NGOs; and the popularization of the practices of gender responsive budgeting in municipal corporations. Two components of the project, other than the gender budgeting, were the Violet Certificate Program and Sabancı Foundation Grant Program. In scope of the project, 332 people in total were trained in the training programs held in 11 pilot cities including Aydın, Çanakkale, Edirne, Erzincan, Eskişehir, Gaziantep, Kahramanmaraş, Kastamonu, Kayseri, Kocaeli and Ordu. In addition, materials such as guidebook, booklet and video were prepared with the aim of raising awareness about gender-responsive budgeting.

The Projects / Initiatives Carried Out by the Relevant Institutions

It was aimed with “*The Project on Promotion of Social Integration and Employability of the Disadvantaged People*” in scope of the Operational Program on Developing Human Resources within framework of the Program Authority of Instrument for Pre-Accession Assistance (IPA) Component on Developing Human Resources, which was **run by the (Former) Ministry of Labour and Social Security / General Directorate of Labour**, to improve employability of the disadvantaged people in our country, facilitate their access to labour market and remove the obstacles to their access to labour market. The Project was launched on 14th January 2016 and completed in November 2017. A grant of nearly 23 Million Euro was provided to totally 137 institutions/organisations such as NGOs, municipality, school etc. and these institutions/organisations launched their projects on 1st November 2016. All the grant projects were completed in November 2017 and 30 out of these projects were projects aimed at women’s empowerment.

Turkish Employment Agency (ISKUR) by increasing employment protection and the Active Workforce Services for groups requiring special policy development and to gain the professional qualifications of the unemployed into the labor market are presented. In 2019, 281.397 women benefitted from the courses and programs organized within the scope of Active Labor Force Programs.

Vocational Qualifications Authority Professional Competence Certificates have been entitled to 12.383 women in total, including 5.501 women as a result of tests held by the certification bodies authorised by **the Vocational Qualifications Authority** within 2018.

The Program on Financial and Counselling Support to Women-Owned Enterprises financed under the EU Instrument for Pre-Accession Assistance (IPA) was run in cooperation with the Turkish Employment Agency and the European Bank of Reconstruction and

Development. The aim of the project which was applicable in 81 cities between 2014 and 2017 is to aid the sustainable growth of SMEs either owned or run by women to create new employment opportunities. Accordingly, the target group of the project is the SMEs owned or run by women. 300 million Euro fund by the European Bank of Reconstruction and Development were made use by the target group of SMEs as credit on easy terms through the national banks participating in the program. An amount of 10% of the credits used to encourage the banks to give credit to women's enterprises is covered by the fund created under the project. Also, the target SMEs were provided with inclusive counselling support in the fields such as marketing, organisation, information and communication technology, management skills trainings and mentorship services. According to October 2017 data, nearly 16.000 SMEs used 233 million Euro credit in scope of the project. Activities were carried out for consultancy to 342 enterprises, mentorship to 80 enterprises, training to 657 enterprises, information and advertising for nearly 6.000 women. As a result of consultancy to SMEs, 794 new employment opportunities, productivity growth in 65% of the enterprises, income increase in 75% of the enterprises were ensured. National closing conference of the project took place on 22nd November 2017 with the participation of relevant public institutions, non-governmental organizations, international organizations, financial institutions and project beneficiaries. The final monitoring and reporting activities on project results are carried out by the European Bank of Reconstruction and Development.

With “the Project on More and Better Jobs for Women: Empowerment of Women for Decent Works in Turkey” which was conducted with the collaboration of ILO Turkey Office and ISKUR, it was aimed to encourage the development of an inclusive and holistic policy at national level for promotion and popularization of women's employment, to provide decent work opportunities for women through active labour market programs, to raise awareness about gender equality and working standards; and encourage women's empowerment in Turkey. The target group of the project is unemployed women registered to Turkish Employment Agency (ISKUR). The project has been implemented in the pilot provinces of Ankara, Konya, Istanbul and Bursa. Within scope of the project, **the Action Plan on Women's Employment** has been prepared by a National Technical Team of public institutions, employee-employer representatives and NGOs under the leadership of ISKUR. **Representatives of gender equality** have been chosen at ISKUR Provincial Directorates and trainings have been delivered to these representatives. Trainings on gender equality have been delivered to 50 personnel of General Directorate and 175 business and vocational counsellors working in the pilot provinces of the project. Trainers' trainings have been provided to 19 personnel from General Directorate and these trainers have given trainings for 100 personnel in the pilot provinces. The issue of women's employment has been discussed as the main agenda item at the Provincial Employment and Vocational Education Board. Gender diffraction has been added to the survey used in open job analysis. 30 business and vocational counsellors have been provided with trainings on evaluation of application process for entrepreneurship training program. **Short Documentary Film Competition** on Women's Employment and Gender Equality has been organized. Public service ads have been produced and broadcasted on national channels. Labour market reports have been prepared in terms of gender equality. Seminars on job search skills and consultancy service have been organised for **830** women.

Seminars on gender equality in work life have been organised for public sector employees. **400** women have been provided with entrepreneurship training; and 28 women have been provided with **micro grant** and consultancy support. **43** women who received entrepreneurship training have set up their own businesses.

The Project on Women’s Empowerment in Agriculture was carried out in 2017 within scope of “the Cooperation Protocol on Active Labour Force Programs” signed between ISKUR – (former) Ministry of Food, Agriculture and Livestock and the Union of Turkish Agricultural Chambers; and 32-hour Entrepreneurship Training Programs were organized for women in 16 provinces (Afyonkarahisar, Amasya, Aydın, Batman, Bursa, Çorum, Erzincan, Giresun, Kahramanmaraş, Kars, Manisa, Mersin, Niğde, Osmaniye, Samsun and Tokat) within scope of the project. The trainings have been completed and 1.210 women have received entrepreneurship trainings. Trainees were chosen from women between the ages of 18-40, engaged in farming and with appropriate conditions.

Female Ostlers Growing in the Rural Project has been carried out in cooperation with ISKUR, the (former) Ministry of Food, Agriculture and Livestock and Jockey Club of Turkey.

Under the Project, it has been aimed to develop new branches of activity for women and train licensed female ostler in particular by increasing the number of female ostlers. In the project which is a first in Turkey, 280-hour and 47-day vocational trainings have been organised for 160 women in the provinces of Şanlıurfa, İzmir, Bursa, Adana, Ankara, İstanbul, Diyarbakır and Kocaeli in which hippodromes are available.

The aim of the Qualified Personnel Employment Support provided under the Enterprise Development Support Program which was conducted by the Small and Medium Industry Development Organization (SMIDO) in 2018 is to contribute to increasing qualified labour force in the enterprises. The rate of support is 60%. If the personnel to be employed under the Qualified Personnel Employment Support are female, an extra 20% is added to the support. The number of qualified female personnel who benefitted from the enterprise development support program was 1.147 in 2018.

Important activities are conducted by SMIDO for supporting women entrepreneurship. In this respect, “**Applied Entrepreneurship Trainings**” are being conducted and 46% of the participants are women. Again SMIDO provides support to new entrepreneurs who establish their job newly, under the SMIDO Entrepreneurship Support Program. The support amount in **the New Entrepreneur Support**, is higher for women, and 47,5% of the entrepreneurs benefiting from the support are women. The enterprises established by the entrepreneurs who have completed Applied Entrepreneurship Training within this Program and the Enterprises in Business Incubator (without condition of participating in the Applied Entrepreneurship Training by the owner or partners) can apply to the New Entrepreneurship Support.

SMIDO's core support programs have been amended and the “Entrepreneurship Development Support Program” has been implemented. The target group that will be supported in the New Entrepreneur Program, which is a sub-component of the program, will be able to apply for Electronic Entrepreneurship Training, and establish their business after the training. Grant beneficiaries will be provided based on the organization and performance (directly proportional

to the employment provided) for the beneficiaries of the Traditional Entrepreneur Program as well as the Advanced Entrepreneur Program. Supporting Mentoring, Consultancy and Business Coaching needs of enterprises operating in the fields of medium high and high technology can be provided up to TL 10.000. Thus, the beneficiaries of the Traditional Entrepreneurship Program are maximum TL 50,000 (young, women) If the beneficiaries of the Advanced Entrepreneur Program can receive a maximum of 360.000 TL (up to a maximum of 370.000 TL for young, women, disabled, martyrs).

On the other hand, KOBIGEL-SME Development Support Program is implemented by SMIDO for supporting the projects to be prepared by SMEs within scope of the Call for Proposal in order to increase their shares and efficiency; and enhance their competitive capacity and added-value in the economy in accordance with the national and international goals of our country. Women entrepreneurs may be given extra points in evaluation process of the applications for the Calls for Proposal open within scope of the KOBIGEL-KOBI (SME) Development Support Program.

SME and Entrepreneurship Awards are granted by the SMIDO in order to introduce the successful SMEs and entrepreneurs to the public, display their contributions to the Turkish economy, encourage them and show their potential. Within scope of the SME and Entrepreneurship Awards which have been organised since 2012, Women Entrepreneur Award is granted in order to raise awareness about female entrepreneurship in the category of Awards for the Successful Entrepreneurs of the Year.

SMIDO has been representing Turkey in **the WES-Women Entrepreneurs Platform (EU Cooperation Network for Women Entrepreneurship Support)** directed by the EU Commission since 2004.

In addition to these, important actions and objectives were determined in the **SMIDO Strategic Plan 2016-2020 and the Entrepreneurship Strategy and Action Plan** prepared by SMIDO.

Also, **the Entrepreneurship Council**, comprising of 37 institutions and organizations and coordinated by SMIDO, established in 2011 in order to develop policies for entrepreneurship in Turkey, has the duty to advise decisions about the “**development of women entrepreneurship**”.

In the Public Education Centres under the administration of MoNE, occupational training is provided considering the requirements of our day, and the socio-cultural development of women is ensured via the training programs on raising awareness.

In the Occupational Training Centers, women and young girls obtain journeymen and mastership certificates in 153 occupational branched defined in the Law, and either establish their own businesses or work in various sectors as intermediate staff. The “Parent School” project is conducted by the MoNE General Directorate of Life Long Learning. The project aims at defining the occupational tendencies of girls in the secondary educations, and ensuring the support of the family, thus providing sustainability of education.

There are 2.578 vocational and technical course programs to be implemented at the lifelong learning institutions by **the Ministry of National Education Directorate General of Life Long Learning**. In this regard, 408 courses have been opened on accommodation and travel

services and 2.513 women have been entitled to certification. Also, the number of courses on patient and elderly services is 600 and 4.554 female trainees have obtained certification. Furthermore, there are 75 course programs in the field of information technologies.

Within the framework of a protocol signed on 23.12.2016 the Ministry of National Education, the Vodafone Foundation of Turkey and the Information Foundation of Turkey, the activities of “Women First in Entrepreneurship Project” second term studies have been started to contribute to raise the number of entrepreneur women in Turkey up to the level of developed countries by nurturing the entrepreneurial spirit of the trainee women trained at the institutions affiliated with the General Directorate of Life-Long Learning and use the digital, mobile technology for marketing of the products by trainees and canalizing the successful trainees to entrepreneurship. Within the scope of the project, 650.000 TL funding support within the 12 months period is provided by Vodafone Foundation of Turkey. In 2015, the first period of the Women First in Entrepreneurship Project, which aims to contribute to the greater participation of women in economic and social life, 10 women trainees in 10 provinces consisting of Ankara, Antalya, Bursa, Diyarbakır, Elazığ, Eskişehir, Giresun, Istanbul, İzmir, Samsun were reached by 100 advisory teachers. In addition, while 3 thousand trainees became members of the digital store, 16 thousand 534 product advertisements were entered in 14 categories and sales of 512 thousand products were made. In the Entrepreneurship in Women First Competition, which was organized to encourage trainees to become members of the site and to make sales through advertisements, a total of 26.500 lira awards were distributed and women's future plans were supported. In the second period of the project, 77 public education centers and maturation institutes affiliated with General Directorate of Lifelong Learning in Adana, Kayseri, Denizli, Trabzon, Gaziantep, Erzincan, Mersin, Muğla, Kocaeli, Sivas were selected as project institutions and 139 consultant teachers from these provinces were assigned. 24 hours of content consisting of digital and mobile technologies, marketing, financial liabilities, communication skills and entrepreneurship were prepared, and 16 thousand 594 women were reached in 10 provinces by providing education to teachers and students/trainees. Within the scope of the project, which was carried out in order to enable the trainees to develop socio-economically, the necessary infrastructure was created for the trainees in the specified provinces to market their products on the web. The trainees who completed their trainings sold the hand-made products on the project's on-line sales site, oncekadin.gov.tr. In the second period of the project, women who were successful in the Women First in Entrepreneurship Competition held on December 2, 2017 to encourage and encourage trainees who are members of the site were rewarded with life line capital. The first prize was 15.000 TL, the second 10.000 TL, the third 7.500 TL and two people received 3.000 TL, and the female trainee who was first in the public voting was awarded a 15.000 TL. Numerical data of the 3rd period of the project are as follows:

- Entrepreneurship Competition Number of Applications: 621
- Number of Innovation Award Applications: 220
- Number of Applications Reviewed in the Stakeholder Commission Evaluation Meeting: 78
- Total Sales Amount Determined by the Commission: 664.116,25 TL

- Total Sales Determined in the Commission: 9.825
- Press Meeting - Press reflections: 163 news (20 printed media, 2 TV, 141 online)
- Mobile Application Downloads: 27.390
- Number of Trainees Who Completed Online Training: 10.491
- Number of Ads Uploaded to the website: 20.481
- Number of Trainees Registered on the website: 21.230

The efforts are underway for the Project on Developing Professional Qualifications- 2 (MESGEP-2) which aims to provide jobs for the individuals who do not have a profession or professional qualifications to get employed and those who are in need of special measures, do want to change their professions, in view of their interest and abilities; and to develop their professional skills by upgrading their qualifications.

The Social Support Program (SODES) was established under the component “Providing Social Development” of the Southeastern Anatolian Project (SAP) Action Plan between 2008 and 2012. Women were one of the priority target audience of SODES which aimed at social solidarity and integration by increasing the life quality.

Depending on the underdevelopment of some regions of Turkey, there are some region plans in effect. In this respect, GAP Project has been implemented for Southeastern Anatolia Region, DAP Project for Eastern Anatolia region, DOKAP Project for the Eastern Black Sea region and KOP Project for Konya Plain. In scope of all the cited projects, some other projects have been conducted to empower women and public spirited NGOs under the coordination of the governors.

The number of women’s cooperatives set up upon approval of **the Ministry of Trade** has risen up to 170 by September 2018. Many projects have been run with other institutions, in line with the action no. 3.7 of the Cooperatives Strategy and Action Plan of Turkey, which reads “carry out activities to have women organized under the roof of cooperatives to promote their entrepreneurship skills and their participation as an actor of economy”. Geared towards engaging women in commercial activities under the roof of cooperatives, “**The Women’s Cooperatives Publicity and Capacity Building Project**” has been implemented since 2012. Project objectives are to raise awareness about the cooperative enterprises, make use of the cooperatives to promote women’s employment and their economic participation by utilizing women’s hidden labour, spread the cooperative movement to facilitate mainstreaming a perspective of democratic rule among women, step up capacities of the cooperatives set up by the entrepreneur women to make them into professional enterprises. Within scope of this project, publicity and awareness activities have been carried out for the entrepreneur women and women are guided by making legal counselling services available for them. In addition, **The Cooperative Promotion and Orientation Trainings Program (KOOP-GEP)** was approved by the Ministry of National Education and the program has been applicable nationwide at the Public Training Centers. In scope of the program, 2.782 women completed the trainings successfully and were awarded certificates between 2014 and 2017.

Female farmers in the settlements where Agricultural Development Cooperatives Owned By Partners which are supported by **the Ministry of Agriculture and Forestry** are available, have been provided with nationwide trainings on cooperatives in general and the issues regarding cooperatives' areas of activity (animal care and nutrition, animal diseases, milking techniques and hygiene, hygienic milk production, making use of milk in various ways, barn cleaning, sheep raising, beekeeping, greenhouse cultivation etc.) since 2004 and they are given priority in access to supports by the Ministry with affirmative action. Since 2008, 2.663 female farmers have had trainings on cooperatives. Within scope of **“the Training and Extension Initiatives for Female Farmers”**, trainings are organised on a wide range of agricultural fields including vine cultivation, livestock, fruit growing, greenhouse cultivation, beekeeping and sericulture through various extension techniques in order to carry out sustainable agricultural activities and increase quality product by enhancing knowledge and skills of female farmers engaged in every phase of agricultural production process. Also, training activities on domestic economy and various social issues (family resources and management, nutrition, child development and education, handicrafts etc.) are carried out in 81 provinces in order to make social lives of female farmers reach the level of modern life and ensure their socio-economic improvement. In the first 9 months of 2018, 95.185 female farmers participated in 12.273 training activities. The Program entitled **“Female Farmers Meeting with Agricultural Innovations”** has been run since 2015 in cooperation with Research Institutes and Provincial Directorates affiliated to the Ministry of Agriculture and Forestry in order to enable female farmers to learn and implement agricultural innovations and to ensure their women-oriented extension; and agricultural extension projects have been conducted in this respect. Within scope of the aforementioned Program; 1.183 female farmers received training through 32 different projects aimed at extension of agricultural innovations in 2018.

Under another initiative run within scope of the Program, **“the Special Provincial Projects for Women Farmers”** are supported and employment opportunities are created for rural women in this way. In 2017, 6 special projects were conducted in 6 provinces and each project created difference in its district, region and throughout Turkey, provided an environment for employment in the rural areas and provided professional qualifications through certified trainings. With the special provincial projects conducted in 2017, 494 women were provided with trainings on the project topics and 148 women were also provided with employment. Furthermore, under the **“Program on Promotion of Women’s Entrepreneurship in Agriculture”**, applied entrepreneurship trainings were given to female farmers. Within four years (2014-2017), 2.151 farmer women received training within scope of this program and designed projects. In 2017, the program was carried out in 16 provinces and 1270 farmer women were enabled to benefit from trainings and develop projects. The successful projects of entrepreneur women were awarded at the Entrepreneur Farmer Women Award Ceremony” which had been organized for three years. The program launched for rural women is one out of two national projects which represented our country at the European Enterprise Promotion Awards 2016. The entrepreneurship of young farmers was supported and affirmative action was adopted in favour of young entrepreneur women in scope of **“the Program on Support to Young Farmer Projects”**, which was put into practice in 2016 within scope of the Rural Development Supports by the (Former) Ministry of Food, Agriculture and Livestock and will

be in effect for 3 years. Farmer women constitute 61,3 % of the farmers whose applications were approved and supported with grants in 2017.

A cooperation protocol was signed between the (former) Ministry of Food, Agriculture and Livestock (MoFAL), Turk Tractor and Agricultural Machinery Corporation, Buckwheat Growers and Healthy Life Foundation (KARSEDER), Ankara University Development Studies Research and Application Center (AKÇAM) under **“the Project on Safe Agriculture and Healthy Nutrition with the Women and Their Families”**; and the project includes 25 farmer women and their families who will grow buckwheat in Bilecik.

Through the project, buckwheat has been growth for the first time on a broad territory (300 decares) in Turkey, by the farmer women and their families in Bilecik; and added-value of the product has been raised. In addition, a women’s cooperative called **“Göl Flanoz Women Initiative”** has been established under the project.

“The Project on Improving Socio-Economic Capacities of Rural Women from Gender Perspective for Achieving Sustainable Rural Development (Turkey- Azerbaijan)” and “The Project on Collecting Gender-Segregated Data and Stepping up National Capacities by Implementing the FAO Framework Program for Gender and Agriculture (Turkey, Tajikistan, Kyrgyz Republic)” were carried out in cooperation with the Former Ministry of Food, Agriculture and Livestock and the Food and Agriculture Organization of the United Nations (FAO) **to improve the gender-responsive extension services and gender data at the local level**. The project was completed in 2016 and the activities regarding the project were turned into a booklet.

It is highly important to encourage women to establish cooperatives in rural areas, increase partnership and enable them to take active roles in existing cooperatives; and nationwide trainings have been provided by the Former Ministry of Food, Agriculture and Livestock for female farmers on the general cooperative system and the activity areas of cooperatives, since 2004. From 2004 up to now, **76.773 farmer women** have benefitted from cooperative trainings. In the wake of the training programs, there have been **56 Agricultural Development Cooperatives** were formed under the roof of the Ministry, with women making the majority of the founders and partners; and **18 out of these cooperatives** have been accepted to the program and supported by adopting affirmative action.

Microcredit practices applicable with affirmative actions in favour of women were taken up by the private sector in cooperation with the Special Provincial Administration and non-governmental organizations to promote women’s entrepreneurship and reduce poverty in our country. The objective of microcredit practices is to encourage the low-income people without access to credits from banks or other sources and women in particular to get themselves engaged in income-generating activities and meet their financial needs to facilitate their economic and social development, for purposes of reducing poverty, unemployment and gaps in income distribution. To be eligible for microcredits, 5 women are required to come together with a joint business idea and apply for credits, firstly. At this point, no document is required but the declaration is essential. Then, they are offered a three-day training to boost their self-confidence and at the end of this period, credits are made available to them based on their business plan. No guarantee or surety is required for the micro entrepreneurs to get microcredit; there is no

application to court or enforcement. In microcredit practice, low-income women who do not have any property have always priority over other people in getting microcredit. The credit amount varies from 100 to 1000 TL for the first year and could also be increased in the following years. Within this scope, the Micro-Finance Program applicable accordingly continues its activities in 64 provinces with 96 branch offices, within the framework of the protocols that the Governorates signed with the Turkish Foundation for Waste Reduction. By September 2019, more than nearly over 185.000 poor and low-income women have been reached and the amount of credit provided to them has been over 875 million TL in total. Additionally, 35.224 active micro entrepreneurs continue to make use of credit.

Moreover, in 2007, the Women Entrepreneurs Board was set up by the Turkish Union of Chambers and Exchange Commodities to identify policies to improve the potential of entrepreneur women in quality and quantity in Turkey. General Directorate on the Status of Women is also a member of the board. The activities of board are carried out pursuant to the “Working Procedures and Principles” set by the Turkish Union of Chambers and Exchange Commodities (TOBB), membership procedures and information of nearly 6500 entrepreneur women are monitored by “Entrepreneurship Information System”. Organized in 81 cities, the Board carries out its activities to set policies for improving the potential of entrepreneur women in quality and quantity and making them qualified better and lead the way for spreading the entrepreneurial culture among women.

Within this scope, on the occasion of the 10th anniversary of the Women Entrepreneurs Council, “the Women Writing the Future Project” was carried out under the cooperation of TOBB, TOBB Women Entrepreneurs Board and TURKCELL. The project was implemented in 18 provinces (Adana, Ankara, Antalya, Aydın, Denizli, Diyarbakır, Elazığ, Eskişehir, Gaziantep, İstanbul, İzmir, Karabük, Kayseri, Samsun, Sivas, Şanlıurfa, Trabzon and Van) in order to encourage women who want to work in the mobile technology industry or realize their business ideas via mobile technologies by providing software trainings for them, to increase the employment capacity and entrepreneurship of women in this field. Within scope of the project, 659 women who successfully completed their training by providing face to face training in 51 classes in 18 provinces were entitled to participate in the project development process with 320 projects.

E. PARTICIPATION IN POLITICS AND DECISION-MAKING MECHANISMS

1. Present Situation

The international developments and regulations about the participation of women in the politics emerged in the second half of the 20th century. The Convention on the Political Rights of Women adopted by the UN in 1952 is an important document for the international recognition of women’s political rights.

In addition to this, CEDAW too, includes the statement that the States Parties shall take all appropriate measures to ensure the equal rights of women with men for the participation in the political and public life. Also the World Conferences on Women organized by the UN played a significant role in the development of women’s political rights. One of the 12 critical areas defined in the Beijing Platform for Action adopted at the end of the 4th world Conference on

Women, is “Women in Power and Decision-making Process”. In the action plan prepared at the end of the conference, it was stated that “the obstacles before the equal participation of women in private and public life, shall be removed by women participating in the political resolution positions and mechanisms.”

The amendments in 2004 and 2010 to Article 10 of the Constitution, paved the way for positive discrimination applications, including the ensuring the equality of women and men in the authorization and decision-making mechanisms. Also with Article 90 of the Constitution, CEDAW has been rendered superior to national legislation in the event of a conflict, and this provides an important legal framework with regard to equal participation of women in authorization and resolution mechanisms.

The constitution in Articles 67, 68 and 70, entitled all citizens with the right to “elect and be elected” in mayoral and general elections, “to form political parties”, “duly join and withdraw from them”, “participating in referendums”, “right to enter public service”; in Articles 25, 26, 28, 29, 33, 34 “freedom of thought and opinion”, “freedom of expression and dissemination of thought”, “freedom of the press”, “right to hold meetings and demonstration marches”.

The prohibition in the Article 68 that “political parties cannot establish women’s branches” was abolished with the Law No. 4121 dated 23rd July 1995, thus enabling extra position for participation of women in political parties.

In Article 83 of the Political Parties Act No. 2820, it was stated that “Political parties may not pursue a goal against the principle that every citizen is equal before the law regardless of language, race, colour, sex, political thought, philosophical belief, religion, sect, and similar reasons” thus the party activities towards gender discrimination were forbidden.

On the other hand, in the 11th Development Plan, the main objective is to prevent all kinds of discrimination against women and to ensure that women enjoy equal rights and opportunities in all areas of social life and become empowered. In this context, under the title of “Policies and Measures, related to the Plan period, active participation of women in all levels of economic, social, cultural life and decision-making mechanisms will be encouraged especially starting from the local level, researches will be carried out within this framework, and women will be more active in politics, public and private sector, management and decision. It is stated that awareness raising, guiding and encouraging methods will be developed to ensure their participation.

It cannot be said that women in Republic of Turkey, who received the right to elect and be elected in the mayoral elections in 1930 and the general election in 1934 equally with men, earlier than many countries, have reached a high level of political participation. While the number of female MPs in the parliament was 24 and the representation rate was 4.4% in 2002 General Election; this number increased to 50 and the rate to 9.1% in 2007. With the 12th June 2011 General elections the number of female MPs in the parliament increased to 79. This score equals to a 14.4% representation rate.

The number of female MPs in the General elections held on 7th June 2015 was 98. The representation rate was 17.82%, the highest in the history of the Republic. In the 1st November 2015 Elections, the number of female MPs was 81 and the representation rate was 14.73%.

Lastly, in the 24th June 2018 Parliamentary Elections, the number of female MPs and the representation rate in the parliament were 104 and 17,45% respectively. In the Presidential System of Government which entered into force with the 24th June 2018 Elections, two female ministers (12, 5%) serve in the cabinet. Furthermore, there are four (8,9) Deputy Ministers in the Ministries.

The number and representation rates of female MPs in the parliament are given below with regard to the elections:

Table: Female MP rates in Turkey

Election Year	The number of MPs in the Parliament	Number of Female MPs	Representation rate (%)
1935	395	18	4.6
1939	400	15	3.8
1943	435	16	3.7
1946	455	9	2.0
1950	487	3	0.6
1954	535	4	0.7
1957	610	7	1.1
1961	450	3	0.7
1965	450	8	1.8
1969	450	5	1.1
1973	450	6	1.3
1983	400 (1 empty)	12	3.0
1987	450	6	1.3
1991	450	8	1.8
1995	550	13	2.4
1999	550	22	4.0
2002	550	24	4.4
2007	550	50	9.1
2011	550	79	14.4
2015(June)	550	98	17.8
2015 (November)	550	81	14,73
2018	600	104	17,45

Source: Distribution of Members of the Parliament by Sex

According to the mayoral elections on 30th March 2014; 3 out of 30 metropolitan mayors were women, and 40 out of 1,381 mayors were women. At the level of provinces, women candidates were elected as mayors in Aydın, Diyarbakır, Gaziantep and Hakkari (Change of duties have taken place due to the ongoing legal procedures in Hakkari and Diyarbakır). 2.198 of 20.498 (10,7%) aldermen are female. When the number of provincial assembly members is examined, the situation does not seem very different. 60 out of 1.251 (4,8%) provincial assembly members are women.

According to the results of local elections on 31st March 2019, 3 out of 30 metropolitan mayors and (three women were elected as mayors of Gaziantep, Aydın and Van metropolitan municipalities but there has been a change of duty due to ongoing judicial processes in Van Metropolitan Municipality) 42 out of a total of 1389 mayors are women.(1 of them is provincial municipality Siirt) 2.283 out of a total of 20.745 municipal councilors (11,1%), 48 (3,77%) of 1.272 provincial councilors are women (SBE 2019). Also throughout Turkey, **1086** female mukhtar were elected.

The rates of women in professions requiring expertise are quite high. The female academician rate at universities is 50,32%. Accordingly, the representation rate among professors is 31,95%, 39,71% among associate professors, 44,03% among Dr. Instructors and 50,85% among research assistants (Council of Higher Education, January 2020)². Also, there are female rectors at 19 out of 196 universities (9,69%). The rate of female deans is 20,05% (Council of Higher Education, January 2020). 28.034 out of 61.873 architects (45,3%), 133.005 out of 579.229 engineers and architects across Turkey (22,9%) (Union of Chambers of Turkish Engineers and Architects, Jan. 2020); 59.527 out of 132.463 lawyers registered to bars (45%); 6 out of 80 bar presidents (7,5%) (Turkish Bar Association, Jan. 2020); 51% of bank employees (Turkish Bank Association, December 2019); 5,5% of chief constables (194); 10,7% of chief police officers/ deputy inspectors (1815); 6,9% of senior police / police / police officers (18324); 0,3% of the bazaar and neighbourhood guards (70) (Turkish National Police, Jan. 2020); 4,3% of the gendarmeries(1.583) (General Command of Gendarmerie, Jan. 2020); 4% of the military officers serving at the force commands, (air, naval, land forces); 5,5% of senior and middle level managers working in the Ministry of National Defence (Ministry of National Defence, Jan. 2020) are women.

According to data of General Directorate of Labour dated 17th February 2020, the data on the personnel employed in public institutions and organizations are presented below.

Positions *	Female Employee	Total Senior Employee(**)	Percentage (%)
Governor	2	81	2,47
General Director	14	143	9,79
Deputy General Director	34	299	11,37
President	1	33	3,03

² State, Foundation, Foundation Vocational Schools and TRNC are included.

Vice President	11	124	8,87
Head of Department	420	2.522	16,65
District Governor(***)	23	830	2,77
Regional Director	11	179	6,15
Deputy Regional Director	18	479	4,16
Provincial Director	18	912	3,76
Total Senior Positions	534	4.690	11,38

(*) Senior Position is not described by the Civil Servants Law No.657 but some titles in executive positions are classified.

(**) Senior Positions of the Metropolitan Municipalities, their institutions and Municipalities are not included.

(***) Based on January 2020 data provided by the Ministry of Interior.

It is seen that the rate of women in the senior level decision-making position in the bureaucracy is low. 88,62 % of the senior level executives in bureaucracy are men, only 11,38 % are women. Among total public officials, 39,36 % are women while 60,64 % are men.³

In the Turkish Foreign Affairs, one of the most important areas of bureaucracy and a male-dominated sphere all around the world, 60 out of 253 Ambassadors, 16 out of 66 Consul Generals, 25 out of 74 General Directors/Deputy General Directors at the central organisation are women (MFA, Jan. 2020). Among 1.672 local authorities serving at the Ministry of Interior, there are 63(3,76%) women. Out of 63 female local authorities; there are 2 female Governors (Muğla, Uşak), 1 central Governor, 11 Deputy Governors, 2 Legal Advisers, 23 District Governors and 18 candidate District Governors, 1 Deputy General Director, 2 civil inspector, 1 chief civil inspector (Ministry of Interior, Jan. 2020).

According to the January 2020 data of the Council of Judges and Prosecutors, 6.448 (45,87%) out of 14.055 Judges and 946 (14,41%) of the 6.561 Prosecutors serving in the administrative and judicial justice are women. Considering the situation of women in high judicial organs, 763 out of 1.320 judges and prosecutors serving in the Court of Cassation, 586 out of 1.865 judges and prosecutors serving in the Regional Courts of Justice, 240 out of 474 judges and prosecutors serving in the Council of State, 121 out of 357 judges and prosecutors serving in the Regional Administrative Courts, 34 out of 12 judges and prosecutors serving in the Constitutional Court, 14 out of 211 judges and prosecutors serving in the Council of Judges and Prosecutors are women. In addition, 71 out of 330 judges and prosecutors who serve in the central organisation of the Ministry of Justice are women.

F. COMBATING VIOLENCE AGAINST WOMEN

1. Present Situation

Violence against women is still one of the most important issues in the entire world. According to **the Declaration on the Elimination of Violence Against Women** adopted by the UN in December 1993, “violence against women” is described as “**all acts of gender-based violence**

³ Based on the Data provided by General Directorate of Labour dated 17th February 2020. TBMM, Military Personnel, Central Bank and MIT Employees are not included.

that result in, or are likely to result in, physical, sexual, psychological or economic harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life". This convention is the first international document which discusses violence against women in detail and in a direct manner.

"Council of Europe Convention on the Preventing and Combating Violence Against Women and Domestic Violence" or in its short title "the Istanbul Convention" which was signed in 2011 and entered into effect on 1st August 2014, is important as it is the first international document with legal binding power and as it covers all victims of domestic violence, especially women.

The issue of combating violence against women is covered in national legislation and basic policy documents. In the 11th Development Plan covering the period between 2019 and 2023,

The issue of combating violence against women is also included in our national regulations and basic policy documents. In the 11th Development Plan covering the years 2019-2023, policies above are in place: "Organizing formal and non-formal education activities aimed at increasing the social awareness level starting from early childhood in order to eliminate negative attitudes and behaviors that cause and reinforce domestic violence", "accelerating the efforts to raise social awareness, and increasing the effectiveness and capacity of preventive and preventive services in order to prevent forced marriages and all kinds of abuse at an early age".

In the 2019 Annual Presidential Program, efforts are underway to expand the areas of economic, social and cultural activities in order to strengthen the social position of women in Turkey and for them to benefit from equal opportunities, to ensure greater participation in the development process, business life and decision-making mechanisms and to prevent violence against women. The National Action Plan for Combating Violence against Women (2016-2020), which is prepared within the scope of anti-violence policy, continues to be implemented that aims to increase the efficiency and quality of the services provided.

Violence against women prevents women from exercising their human rights; it violates or invalidates the fundamental rights of women such as life, security, freedom, dignity, physical and emotional health. Certain groups, such as women with disabilities and girls, are, in most cases, both at home and outside; are more vulnerable to risks such as violence, injury, abuse, neglect, negligent behavior, ill-treatment or exploitation.

In order to determine indicators to monitor domestic violence against women and to prevent domestic violence, a large scale study "**the National Research on Domestic Violence Against Women in Turkey**" was conducted for the first time in 2008 nationwide, in order to answer the question "What are the sources and types of violence against women?"; and a second research designed as a follow-up research of the first was conducted in 2014.

Some data on the results of the research Domestic Violence against Women in Turkey 2008 and 2014 are as follows:

- In the 2014 study, the ratio of women subjected to **physical violence** by her husband or ex-husband in any period of her life is **36%** (8% in the last twelve months). It is seen that this rate was 39% in 2008 study.

- The ratio of women who experienced **emotional violence** in any period of her life is **44%**. It is seen that this rate did not change between 2014 and 2008 studies.
- In the 2014 study the ratio of women experienced sexual violence in any period of her life is **12%** (5% in the last twelve months). This ratio was found 15% in the 2008 study. In the 2014 study the ratio of experiencing **physical and sexual violence** in any period of life is **38%**. This ratio was **42%** in the 2008 study.
- In the 2014 study, **the physical violence in the urban areas** ratio is 35% while it is 37.5% **in the rural areas**. In the 2008 study, while the physical violence ratio in the city was 38%, the ratio in the rural areas was 43%. In the 2014 study **the ratio of women who get wounded** due to the physical violence experienced is **26%**, the ratio was 25% in the 2008 study.
- In the 2014 study the ratio of women without education subjected to physical violence at least once is 43%, and this ratio is **21%** at the university and graduate levels. In 2008 study this ratio was 55.7% for women without education.
- In the 2014 study, the ratio of women who cannot tell anybody about the physical violence they experienced is 44%. In the 2008 study this was 48.5%. A decrease by 5 percent is observed in the period between the studies.

The Turkish and English versions of the Final Report of the study were printed and distributed to the relevant stakeholders. Outcomes of the research considered by TUIK as official statistics provide a basis for the measures taken to combat violence against women and policies formulated.

2. Activities Carried Out So Far

a) *Legal Arrangements*

Turkey was **one of the first states to sign *the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)*** which was opened for signature in Istanbul during our Term Presidency of the Council of Europe; and ratified the Convention in the parliament on 24th November 2011 before other states. Turkey was ***the first state*** to submit the instrument of ratification to the Secretariat of the Council of Europe on 14th March 2012.

Adopted unanimously at the GNAT General Assembly on 8th March 2012 and put into effect having been published on the Official Gazette numbered 28239 and dated 20th March 2012, The Law No. 6284 on Protection of Family and Prevention of Violence Against Women includes regulations concordant to the Istanbul Convention and is aimed at “protecting the women, the children, the family members and the victims of stalking, who have been subjected to the violence or at the risk of violence, and regulating procedures and principles with regard to the measures of preventing the violence against those people.”

With the Law, protective and preventive measures about the victim and perpetrator and person who have the potential to inflict violence were regulated in detail. Related to the protected people, decisions about providing appropriate shelter, providing temporary financial aid, providing psychological, professional, legal and social guidance, providing a temporary

protection and day care services shall be given by the civilian authority, and in cases where delay is considered to be risky, by the related law enforcement chief; and evidence and documents shall not be asked as the injunction orders are ruled.

Related to the protected people; the decisions about changing work place, putting an annotation to the title deed as a family house, in case of life threatening danger changing of the identification and other relation information and documents should be given by the judge. It was regulated that the Judge may decide for the perpetrator or the person who is likely to resort to violence; the absence of words and conduct involving threats of violence against the protected person, insults, humiliation or humiliation; removal from home; prevention of approaching the protected person; the protected person not to harm personal or household goods; if the perpetrator has a weapon or if he/she carries out a mandatory public service that requires a weapon delivering the weapon in the embezzlement to the relevant units; if there is alcohol, drug or stimulant substance dependency, the provision of examination and treatment, including referring into a hospital.

It was also decreed that **the judge may decide on custody, alimony and personal contact**, if the perpetrator is the one who is the provider of the family, judge may decide alimony although it is not requested, considering the conditions of the situation.

If the perpetrator acts against the injunctions, it is regulated that he/she may be subjected to coercive imprisonment from 3 days to 10 days. In addition, the establishment of “**Violence Prevention and Monitoring Centres**” which would conduct the support and monitoring services on the basis of 24 hours and 7 days, for the effective prevention of violence and effective implementation of protective and preventive measures, and the services to be provided are regulated.

In addition, thanks to the egalitarian reforms in the Civil Code, Labour Act and Turkish Criminal Code, all legislation has been transformed into a structure which protects the principle of equality between women and men, and adopts zero tolerance towards violence against women in Turkey. With the Municipal Law No. 5393 which entered into force in 2005, the municipalities in metropolitan cities and in cities with a population over 50,000 were charged with the responsibility to establish shelters for women and children. With the amendment in the aforementioned regulation in 2012, it became “an obligation” for the Metropolitan Municipalities and the municipalities with a population over 100.000 to open shelters for women and children (For detailed information, see “Legal Developments”).

“**The Regulation on the Establishment and Management of Women’s Shelters**” entered into force on 5th January 2013, “The Implementing Regulation on the Law No. 6284 on Protection of Family and Prevention of Violence Against Women” entered into force on 18th January 2013, and “Regulation on Violence Prevention and Monitoring Centers” entered into force on 17th March 2016, having been published in the Official Gazette. Another regulation is the Prime Ministry Circular No. 2006/17 on “Measures to Be Taken for the Prevention of Violence Against Children and Women and Honour Killings”, which assigned General Directorate on the Status of Women as coordinating body on violence against women and honour killings.

The General Directorate on Status of Women conducts its activities as part of the coordination duty vested by the Prime Ministry Circular No. 2006/17. In January 2015, “Parliamentary Investigation Committee on the Motives of Violence against Women and Identification of the Due Measures was established. The Report of Parliamentary Investigation Committee on the Motives of Violence Against Women and Identification of the Due Measures was published on 8th May 2015.⁴

b) Action Plans

Action Plans are prepared in order to provide a framework for the steps to be taken in the field of combating violence against women and to be a guide to relevant institutional organizations. Accordingly, **the National Action Plans on Combating Violence Against Women** are being prepared to cover three-year periods and the implementation of the activities contained in the Plan is monitored through periodical meetings.

The first Action Plan on Combating Violence Against Women was prepared in 2007. In 2012, the second “**National Action Plan on Combating Violence against Women (2012-2015)**” prepared by the General Directorate was put into effect and activities were carried out for Monitoring and Evaluation of the Action Plan.

In this scope, updating and preparatory activities have been carried out for 2016-2020 period due to the expiry of the 2012-2015 National Action Plan in 2015. Within scope of the preparatory activities; the international conventions signed, Istanbul Convention in particular, provisions of national legislation, the monitoring and evaluation reports of the 2012-2015 National Action Plan on Combating Violence against Women, the National Research on Domestic Violence against Women in Turkey, results of the Impact Analysis of the Law No .6284 and the report on “The Parliamentary Investigation Commission on the Motives of Violence against Women and Identifying the Due Measures” were reviewed and the goals, strategies and activities of the new action plan were identified with the contributions and involvement of the relevant public institutions and organizations, NGOs and women’s research centers of the universities by taking the recently arising social improvements and needs into consideration.

It was aimed with “**the Third National Action Plan on Combating Violence against Women 2016-2020**” effective as of December 2016 and distributed to the relevant institutions/organizations to make improvements in the following 5 fields:

- ✓ Legislative arrangements,
- ✓ Awareness-raising and transformation of social attitudes ,
- ✓ Provision of protective and preventive services and empowerment of victims of violence,
- ✓ Regulation and implementation of health services,
- ✓ Institutional cooperation and policy development.

⁴ For the committee report see: Chapter 1: <https://www.tbmm.gov.tr/sirasayi/donem24/yil01/ss.717-bolum-1.pdf> ; Chapter 2; <https://www.tbmm.gov.tr/sirasayi/donem24/yil01/ss.717-bolum-2.pdf>

The coordination and monitoring process within scope of effective implementation of the Action Plan is carried out by the Ministry of Family, Labor and Social Services General Directorate on the Status of Women.

In line with the Third National Action Plan, a joint study was carried out on the problems and related solutions through the cooperation between Ministry of Family Labour and Social Services, the Ministry of Justice, the Ministry of Interior, the Ministry of Education, the Ministry of Health and the Presidency of Religious Affairs. The "Coordination Plan for Combating Violence Against Women (2020-2021)" was prepared as result of the work carried out.

The Coordination Plan entered into force within the framework of the "Protocol on Increasing Institutional Cooperation and Coordination in Combating Violence against Women", signed by the relevant Ministries and the Presidency within the scope of the International Day for the Elimination of Violence against Women on 25th of November in 2019.

Through the Coordination Plan, 75 activities are planned to be carried out by the relevant institutions within the scope of the following titles;

- Effective Implementation of the Legislation,
- Increasing Institutional Capacities,
- Awareness Raising,
- Data Collection and Research.

Also; Provincial Action Plans on Combating Violence against Women are being prepared in order to implement the Third National Action Plan more effectively at the level of 81 provinces. Within this scope, with "The Project on Combating Domestic Violence" which was run between 2013 and 2016, 4-year Provincial Action Plans were prepared in scope of the current situation analysis and training needs analysis for the primary institutions and organizations providing support service in the field of combating violence against women in 26 provinces.

The action plans concerned included comprehensive activities for efficient implementation of the legislation, raising awareness, developing institutional mechanisms, increasing coordination and cooperation. In addition, one-day annual activity planning meetings were held to evaluate the first year of the action plan in each project province.

Guidelines for extension of the provincial action plans prepared in 26 provinces to 81 provinces were prepared; and as a result of the efforts there have been Provincial Action Plans on Combating Violence Against Women in 81 provinces currently. Follow-up activities are carried out in six-month periods regarding the activities conducted within scope of the Action Plans.

In 2017 and 2018, the Ministry of Family, Labor and Social Services paid visits to 19 provinces with high rates of early and forced marriages; and the provincial action plans on combating early marriages were prepared. In this regard, "regional features" and "regional priorities" were especially taken into consideration for the resolution of this issue.

c) Monitoring and Evaluation

The General Directorate on the Status of Women was assigned as the coordinating body on “*violence against women and honour killings*” pursuant to the Prime Ministry Circular on “*Measures to be taken for the Prevention of Violence against Children and Women and Honour Killings*” No. 2006/17.

"The Committee on Monitoring Violence against Women" was established to follow up the measures included in the Prime Ministry Circular and evaluate the current developments with the participation of all relevant public institutions and organizations, universities and non-governmental organizations under the coordination of the General Directorate on the Status of Women. **The Committee which meets once a year periodically under the coordination of the Ministry of Family, Labor and Social Services**, evaluates the activities and developments in violence against women and offers suggestions on this issue. The Committee has held **13 meetings** so far. The 13th meeting of the Committee was held in Ankara on 15 November 2019, with the Minister of Family, Labor and Social Services, Minister of Justice and Minister of Interior.

In addition; the task of coordination between institutions is carried out by our Ministry in fulfilment of the provisions in *the Law No. 6284 on the Protection of Family and Prevention of Domestic Violence against Women*. It was ensured to establish “*Provincial Commission for Coordination, Monitoring and Evaluation of Combating Violence Against Women*” in order for efficient implementation of the coordination task at local level within scope of “*the Regulation on Violence Prevention and Monitoring Centers*”, effective as of 17th March 2016.

The Commissions which have the duties including ensuring coordination of services provided by the institutions within scope of the Law No. 6284, evaluation of data collected in the field of violence, conducting activities for prevention of violence, developing solutions for elimination of the problems due to implementation, *meet every six months* with the participation of members included in the Regulation.

The aforementioned meetings are reported by the VPMCs and submitted to the General Directorate on the Status of Women; the General Report is shared with the relevant institutions and organisations.

d) Research

In order to monitor the domestic violence against women and to determine indicators for combating domestic violence, a large-scale “**National Research on Domestic Violence against Women in Turkey**” was conducted for the first time in 2008 to answer the question “What are the sources and types of violence against women?”; and the second research characterized as a follow-up survey of the research in 2008 was conducted in 2014.

With regard to Law No. 6284 on the Protection of Family and Prevention of Violence Against Women, “**Impact Analysis Study for the Implementation of the Law No. 6284**” initiated in 2014 was completed. The research was aimed at determining the reflections of the Law upon women victims of violence, perpetrators and their children and relatives, and evaluating whether the Law is effective in preventing domestic violence and violence against women and in protecting victims of violence. In line with the data obtained from the research, the efforts

are maintained to eliminate the problems encountered in the implementation of Law No. 6284 in cooperation with the relevant institutions and organizations.

e) Data Integration Activities

Within scope of the target of building a common inter-institutional database with the aim of effective monitoring of the data on violence against women, as provided for in the Third National Action Plan on Combating Violence against Women, the MoFLSS continues efforts to record the injunction orders ruled under the Law No. 6284 in **a common data system** through an integration activity between the institutions.

“Family Information System Woman Module” was established to be used by the Provincial Directorates of MoFLSS, social service centres, VPMCs, women’s shelters in order to monitor the information on social service activities through database, to update information, to evaluate the activities to be conducted and share information.

Our Ministry continues its efforts to keep record of the injunction orders issued under the Law No.6284 on **a common data system** through the inter-institutional integration. The integration activity of the injunction orders issued under the Law No.6284 on UYAP system between the (former) Ministry of Family and Social Policies and the Ministry of Justice has been completed. “6284 Order Follow-up System” which will contribute to efficiency of follow-up and monitoring of the orders has been put into service for 81 Provincial Directorates affiliated to Our Ministry and Violence Prevention and Monitoring Centers (VPMCs). Within scope of the Information Sharing Protocol between the Ministry of Interior and the (former) Ministry of Family and Social Policies” which was signed in September 2017, the activities have been completed to share electronically the “Registration Form for Incidents of Domestic Violence and Violence against Women under the Law No.6284” with the Ministry of Family, Labor and Social Services. This data integration is expected to shorten the time to reach the victims of violence and increase the efficiency of protection. The integration activities with General Command of Gendarmerie will be completed to share electronically the “Registration Form for Incidents of Domestic Violence and Violence against Women under the Law No.6284”.

Integration activities with relevant institutions and organizations such as the Ministry of Interior General Directorate on Population and Citizenship, Social Security Institution and the Banks Association of Turkey are maintained for the automation of “the confidentiality orders” issued for the victim of violence under the relevant article in the Law No. 6284.

f) Training Activities

The Ministry of Family, Labor and Social Services carries out activities such as seminars, conferences at various levels in order to strengthen the awareness and sensitivity of the stakeholders and the different sections of the society in strengthening the equality of women and men in Turkey and combating violence against women. In order to ensure the continuity of their training and increase their effectiveness, cooperation is established with the relevant institutions and organizations. Within this scope, protocols were signed between the Ministry of Justice, Ministry of Interior and Ministry of Health and the General Command of Gendarmerie, Presidency of Religious Affairs and the (former) MoFSP. Since 2006, **326 Family Court Judges and Public Prosecutors, 118.084 police officers, 11.641 gendarmerie**

personnel, 100.911 health personnel and 86.786 religious officers have been provided with trainings within scope of the aforementioned protocols; seminars have been organized for Family Court Judges and Public Prosecutors, local authorities, employees of public institutions and organizations at various levels, media members and university students.

Following the enactment of Law No. 6284, seminars were held by GDSW in April-June 2012 in 16 provinces in order to introduce the Law. The seminars have reached out to **6,500 public officers** in public institutions that provide direct services to women who have been exposed to violence.

It is of significant importance to focus on the development of inter-institutional coordination and cooperation and awareness raising activities in combating violence against women. Within this scope, **“the National Action Plan on Combating Violence Against Women 2016-2020”**, which was prepared with the contribution of all relevant institutions under the coordination of MoFLSS and is currently in force, includes the activity of **“organising activities such as seminars, workshops for the representatives of all institutions /organisations providing service on violence against women and the public” (Activity 2.1.)** within scope of the target of **“...raising public awareness, sensitivity and consciousness about domestic violence and violence against women and ensuring mental transformation”**.

In addition, "Training Seminars on Combating Violence Against Women" were organised under the coordination of MoFLSS for the staff, particularly public officials working at relevant public institutions and organisations in 81 provinces to raise awareness and knowledge about combating violence against women within 2018 and 2019.

In this respect, within 2018 and 2019 half-day seminars were organised for personnel of central and provincial organisations of the public institutions and agencies; and **nearly 56 thousand public officials** were reached through the aforementioned trainings.

It is planned to reach out to wider target group by maintaining “the Training Seminars on Combating Violence Against Women” and to raise awareness among all parties about combating violence against violence and to increase efficiency of providing preventive measures. **There has been cooperation with the Ministry of National Defense within scope of awareness-raising activities for men.** In this regard, **“Combating Violence Against Women”** was added to the 21-day basic military service training that will be carried out for those who will benefit from paid military service; and the awareness-raising seminars were started in 40 provinces as of **the first call-up period on 15th September 2018**. These seminars weremaintained in 48 provinces as of 2019. By January 2020, nearly **600.000** ranks and files have been reached within scope of the paid military service.

Within scope of the public trainings carried out by the Ministry of Health General Directorate of Public Health to eliminate negative attitude and behaviours that generate and intensify the violence, to raise public awareness and consciousness about gender equality, violence against women and domestic violence and to ensure transformation of social attitudes; 76.251 and 45.563 people were reached in 2016 and 2017 respectively.

MoNE General Directorate of Special Education Guidance and Counselling Services Guidance and Research Centres reached out to 28.005 teachers, 3.639 managers, 302.789 students, 101.841 parents and 2.830 Guidance teachers in total in 1.442 primary schools, 1.257 secondary schools and 999 high schools within scope of activities for prevention of violence.

“The Protocol on Roles of Religious Officers and Training Project on Procedures to be Implemented for Prevention of Violence Against Women” was signed on 22nd August 2013 between the Presidency of Religious Affairs and the (former) Ministry of Family and Social Policy. In this context, **962** trainers including instructors in imam-hatips, muezzin kayyims, male preachers, female preachers, Quran instructors have been trained and the field trainings of **100.080** personnel have been completed so far.

“The Protocol on Promoting Gender Equality, Strengthening Institutional Capacity for Combating Violence Against Women, and Increasing Coordination and Cooperation” signed by the Ministry of National Defence and the (former) Ministry of Family and Social Policy entered into force on 3rd July 2013. The protocol aims to organize training programs for the soldiers and non-coms serving their military duties, about "Gender Equality" and "Combating Violence Against Women", and to enrich and strengthen the existing training programs and to train personnel who will give these trainings.

Within the mentioned protocol; between 2014-2016, 8.730 personnel received ToT and 637.818 non-commissioned officers received trainings on combating violence against women.. Also, conferences were organised for **26,528** personnel including Officers, Sergeants, Civil Servants and military students commissioned in the headquarters.

The Protocol on Strengthening Institutional Capacity and Increasing Coordination and Cooperation for Women’s Empowerment and Combating Violence Against Women" was signed on 22nd January 2019 between the Ministry of Family, Labor and Social Services and the Ministry of National Defense. In this regard, expert trainers’ training programs were organized in order to continue the trainings given between 2014- 2016. Within the Protocol; 101 people completed first step training and 1.991 people completed second step training. Moreover, 72.971 privates were trained in the empowerment of women and combating violence against women.

Among our Ministry and the United Nations Children's Fund (UNICEF) Joint Work Plan 2018-2019 was signed on April 25, 2018, aimed at protecting disadvantaged children and strengthening their right to development and participation. Workshops will be organised for service providers (law enforcement officers, health personnel, social workers, judicial personnel, civil administration personnel, etc.) working in public institutions and non-governmental organizations. In this context, ToT for Professional Staff in Early Age and Forced Marriages for Vocational and Administrative Staff working in Provincial Directorate of Family, Labor, Social Services, ŞÖNİM, Women's Guesthouse and SHM, which provides services in the field of combating violence against women ; It was realized in November 2018- January 2019 period with the participation of 300 occupational staff from 81 provinces. In addition, a seminar on combating early and forced marriages was organized for 250 foundation managers.

In 2019 650 personnel working at the Ministry of Interior Gendarmerie General Command and the Police force received training seminars on empowerment of women and combating violence against women.

In 2019, within the scope of the Work Plan, "Training on Developing Social Work Skills in Combating Violence against Women and Early Marriages" was organized for 150 professionals working in the VPMC's

Besides, various events are organized every year by GDSW on November 25, "International Day for the Elimination of Violence against Women".

On the occasion of "**25 November International Day for the Elimination of Violence against Women**", thematic meetings and awareness raising activities are held at the national level, with the contribution of all parties.

- "**2019 meeting of the Committee of Monitoring Violence against Women**" was held on the 15th November 2019, with the participation of Minister of Family, Labour and Social Services, Minister of Justice and Ministry of Interior. 120 representatives from all relevant public institutions and organisations, universities and non-governmental organisations participated in the meeting.
- The Ministry of Family, Labor and Social Services organised the event of "**25 November International Day for the Elimination of Violence against Women**" with the attendance of First Lady Mrs. Emine ERDOĞAN on 25th November 2019. In the event, "Coordination Plan on Combating Violence against Women" prepared by Ministry of Family, Labor and Social Services, Ministry of Justice, Ministry of Interior, Ministry of Education, Ministry of Health and Presidency of Religious Affairs, was released to the public.

Furthermore;

- ✓ In Friday sermons, the issue of "the importance of preventing violence against women" were tackled countrywide.
- ✓ The posters with the motto "Zero Tolerance against Violence" were published on the official websites of public institutions and organisations between 25-27 November 2018.
- ✓ Various awareness-raising activities were carried out within scope of "25 November International Day for the Elimination of Violence against Women" in 81 Provincial Directorates.
- ✓ All segments of the society were invited to support the activities and take responsibility in this regard.

On the other hand, activities such as workshops and meetings are organized in order to exchange knowledge and experience about violence against women and to enable the stakeholders to share their problems and suggestions for solutions.

g) Protocols

With “**the Protocol on Improving the Institutional Capacity in Services Provided under Combating Violence Against Women, and Increasing the Coordination**” signed between the General Command of the Gendarmerie and the (former) Ministry of Family and Social Policy, one-day courses on “Gender Equality and Prevention of Violence against Women” are provided during some certain periods under “the Course Program on the Prevention of Children Crimes and Violence against Women” to personnel working at the Provincial Gendarmerie Commands, District Gendarmerie Commands, and Children and Women Section Directorates.

Also, “Violence against Women” was placed as a separate course in the curriculum of the Gendarmerie Schools Command in 2013/2014 school year; and the publication of the course book “Combating Violence against Women” was completed.

The (former) MoFSP, Ministry of Justice, Ankara Bar Association, and the Presidency of Ankara University signed a “**Protocol on Engaging the Students of Ankara University Faculty of Law in Legal Clinic Practices pertaining to the Law No. 6284**”. Within scope of the protocol, Ankara University Faculty of Law students provide legal counselling services for victims of violence at our institutional service units in Ankara. "**The Protocol on Cooperation for Combating Violence against Women**" was signed between the Ministry of Health and the (former) Ministry of Family and Social Policies on 8th March 2015. The protocol is aimed at increasing the effectiveness of the health services to be provided under the Law No. 6284 on Protection of Family and Prevention of Violence Against Women and the Implementing Regulation pertaining to this law, to determine the framework and conditions of the areas to be cooperated on by the (former) Ministry of Family and Social Policies and Ministry of Health, and determining the responsibilities of the parties.

In addition, with the protocols signed with relevant institutions, “**Pilot Scheme of Electronic Support System**”, which had started on 18th October 2012 in Adana and Bursa for three years, was ended on 31st December 2015, with the evaluation that the victim could not be protected effectively and the popularization of the implementation all over the country was not feasible.

For combating violence against women more efficiently, the pilot application for monitoring the perpetrator and victim of violence together with the electronic monitoring system infrastructure and electronic bracelet devices system established in the Ministry of Justice General Directorate of Prisons and Detention Houses in the Office of Supervised Freedom Department was started in cooperation with our Ministry, the Ministry of Interior and the Ministry of Justice. In this respect, “The Cooperation Protocol on Pilot Scheme of Applicability of Audio Surveillance Systems for Combating Violence against Women” was signed with relevant Ministries on 8th March 2015 to be applicable for one year. Due to the expiry of the protocol, "**the Renewal Protocol of the Cooperation Protocol on Pilot Scheme of Applicability of Audio Surveillance Systems for Combating Violence against Women**” was prepared and signed on 19th April 2016 and entered into force for 1 year.

With the Protocol signed on 30th June 2017, the applicable period of the pilot scheme was extended for 2 years and was expanded to four more provinces. The pilot scheme is maintained in the pilot provinces of Ankara, İzmir, İstanbul, Bursa, Antalya and Gaziantep. Following the termination of Protocol on 30th June 2019, the Protocol was renewed and the electronic bracelet application was extended for 2 years. Ankara, Izmir, Istanbul, Antalya, Bursa, Gaziantep as

well as Aydın, Denizli, Eskişehir, Malatya, Mersin, Sakarya, Samsun and Trabzon are currently being implemented. During the Pilot Scheme; executers hold regular coordination meetings on the challenges faced and the solution offers; necessary points and recommendations identified are shared with the relevant parties; and workflow processes and the Directive on Audio Surveillance Works and Procedures are revised in line with them. **Women Support System (KADES) Mobile application** for smartphones was put into service on 24th March 2018 in cooperation with the Ministry of Family, Labor and Social Services and the Ministry of Interior in order to ensure rapid and effective response by making use of the advantages provided by the communication technology for women victims of violence or those under risk. Through the KADES application, which can be downloaded to mobile phones and used only by women, law enforcement forces provide effective and rapid response on 24/7 through “call for help” button in the application.

h) Projects

1. **“Project on Promotion of Gender Equality”** carried out by the GDSW in 2007-2008 under the 2005 EU Pre-Accession Financial Assistance Program and completed at the end of 2008 comprises of two elements **“Developing Institutional Capacity Twinning Project”** and **“The Project for Combating Domestic Violence against Women”**:

With the “Twinning Project on Developing Institutional Capacity”, the institutional capacities of GDSW were strengthened with training programs; the National Action Plan on Gender Equality (2008-2013) was prepared with the participation of all parties; the discussion document for establishing the “Gender Equality Institution” was prepared; the web page of the General Directorate was renewed; “Gender Equality Training Programs” were conducted for administrators at various levels at the public institutions and organizations.

Within scope of the project on “Combating Domestic Violence Against Women”, the capacities of institutions and organizations providing service to women exposed to domestic violence and to women at risk have been increased through trainings, meetings and conferences, strengthened communication, the cooperation among related stakeholders was increased and an increase awareness and sensitivity was ensured via the visual materials produced and exhibited.

Under the project, “National Action Plan on Combating Domestic Violence against Women 2007-2010” has been prepared and put into force with the participation and cooperation of representatives of all relevant public institutions, local governments, universities and non-governmental organizations working on this field. The implementation of the measures contained in the National Action Plan was monitored by the General Directorate through periodical meetings.

2. It was aimed to strengthen the efforts to combat violence against women in 26 project provinces through the development of support services provided by women victims of violence within the scope of **“the Project on Women's Shelter for Combating Domestic Violence”**, in short **“the Project on Combating Domestic Violence”** which was financed under the IPA-2009 program and was implemented between 2014 and 2016.

The project consists of 2 components as "technical support" and "grant". Within scope of the technical support, current situation analysis and training needs analysis covering 26 provinces were carried out; Provincial Action Plans were developed; and then training programs on violence against women and gender equality were organized for the staff of the units providing services for women victims of violence and supervision mechanism was formed for the relevant trainings; and activities were formulated for standardisation of the services available for the victims of violence. Additionally, within scope of the grant component, nearly 3 million Euro grant support was provided to 19 NGOs at local and national levels in 11 provinces in order to enhance their capacity for combating violence against women.

Within the technical support component of the project;

- Present situation analyses and training requirement analyses for the basic institutions and organizations providing support for violence against women (Women's Shelters, VPMC, Local Administrations, Governorships, General Directorate of Security, Ministry of Health, Ministry of Justice, and relevant NGOs) were conducted in 26 provinces.
- Within the framework of these analyses, consultation meetings, methodology and template studies were completed firstly within the scope of the development of provincial action plans for each project province. Subsequently, three-day dialogue meetings were organized in each province. In consequence of these activities, the completed action plans were sent to the cities to be implemented. In addition, one-day meetings of annual activity planning were held in each project city to evaluate the first year of the action plan.
- Training modules have been developed for the police officers, health staff, chief clerks, family court specialists and the staff of Ministry. Trainings of the trainers for 506 police officers, 22 judges and prosecutors, 125 chief clerks, 147 family court specialists and 221 health staff and three day vocational and prevocational trainings for 107 judges and prosecutors have been completed. In addition, a five-step training program has been implemented for 124 social workers of our Ministry. Moreover, trainings have been provided for 28 staff members working at women's counselling centers affiliated with the local government and NGOs. In this scope, **1.280 people** have benefitted from trainings/ trainers' trainings. For sustainability of the trainings in all the relevant institutions, supervision trainings have been completed for 31 staff members from the Ministry of Health, 30 staff members from the General Directorate of Security Affairs, 26 staff members from the Ministry of Justice and 124 staff members of our Ministry. Furthermore, 2,5-day trainings on burn-out syndrome were delivered to **94 staff members** working in our General Directorate.
- Following the applicable period of the Project, 2.156 personnel working at the institutions and organisations affiliated to our Ministry have been provided with trainings on Trauma, Born-out syndrome, Women's Empowerment; and there were also trainings for the Support Staff. Furthermore, the Ministry of Health, one of the project stakeholders, organised trainers' trainings for 174 personnel from Directorate of Public Health and trainings for 891 Family Physicians and Family Health Staff, Besides,

16.366 people were provided with trainings on “Gender Equality, VAW, Legislation and Application Mechanisms”. The Ministry of Justice organised training for 689 people including 125 Chief Clerks, 386 Recording Clerks, 178 Psychologists, Pedagogues, Social Workers. Turkish National Police also gave training to 4365 personnel from the Turkish National Police in 56 provinces.

- For standardization of services to be offered for the victims of violence, working standards of VPMCs, shelters and pre-shelter and post-shelter mechanisms. At the workshop organized to define the work flow charts and set the working standards of the VPMCs, shelters and pre-shelter mechanisms, the standardisation of administrative and professional forms in use or required to be used in our institutions and their work flow were discussed. The pilot scheme of the forms and service procedures was put into practice in December 2015 in Ankara, İzmir, Denizli, Van, Düzce, Samsun and Erzurum. The revised forms and service procedures have been applicable in all cities. The forms have been made use-friendly and included in the total quality management system of our Ministry.
- Within scope of communication strategy studies; on 25th November 2015, the campaign **“Here I am to End Violence against Women”** was launched. Within the framework of the campaign;
 - Spot films, infographic films, brochures, pad notes, badges, magnets, banners, and bags were prepared.
 - Banners depicting **“Here I am to End Violence against Women”** were used in the basketball and football matches.
 - *The campaign logo appeared on the television within sports programs.*
 - *Ankara (former) MoFSP Provincial Directorate building, Trojan Horse in Çanakkale, TOBB building with historical clock tower in İzmir, and Ankara Metropolitan Municipality Building were illuminated in orange and the UN's “Orange the World” campaign was supported.*
 - Spot films were shown in outdoor advertising areas in Ankara.
 - Our Ministry being at the lead, other Ministries also provided support by showing campaign logos and spot films as messages on their web pages.

The project wrap-up meeting was held on 24th November 2016. The meeting was completed with participation of a vast group of audience comprised of the Ministries of Interior, Health, and Justice as project stakeholders in particular, the relevant public institutions and organizations and NGOs as well as the project beneficiaries supported with grants in scope of the grant component of the project.

In 2016, the last implementation period of the Project; on the occasion of November 25, the International Day for the Elimination of Violence Against Women, the following activities were carried out in cooperation with Ankara Metropolitan Municipality:

- *The banners produced in scope of the project were displayed for 5 days on the giant screens on top of the Sıhhiye Blue Desk.

- *The banners produced in scope of the project for subway stations were displayed for 5 days on the giant screens.
- *400 posters produced in scope of the project were displayed for 5 days in public buses and rail vehicles.
- *100 posters produced in scope of the project hung in Lady's Lounges and Family Wellness Centers.
- * Banners and activities made news in the Ankara Bulletin on 29th November.

Moreover, it was ensured to hang banners inside and distribute brochures to the organizations under the stakeholder institutions (the Ministry of Health, the Ministry of Interior etc.).

- Awareness-raising activities were carried out for various target groups. Accordingly, visibility meetings were organized in Konya, Kırsehir, Eskisehir, Trabzon, Gaziantep, Antalya, Samsun, Istanbul and Ankara **to promote information and awareness on violence against women for various target groups such as the local media professionals, family physicians, university students, mukhtars, staff of the Social Security Institution, trainers and members of ladies lounges, staff of Ankara Metropolitan Municipality and representatives of other public institutions.** A total of **3.519 people** attended the meetings.
- With regard to the organization of national and international working visits;
 - Visits were organized in scope of the activities of national working visits, to Denizli on 24th-25th August 2015, to Samsun on 7th-8th September 2015 and to Izmir on 6th-7th October 2016.
 - A delegation of 13 members was sent to participate in the Third World Conference on Women's Shelters held **in the Netherland, The Hague** on 3rd-6th November 2015. It was aimed with the meeting to promote common sense as regards combating violence against women and domestic violence, evaluate the current circumstances of shelters which play a key role in the protection mechanism for victims, as well as keeping track of the progress made and the best practices, and highlight future perspectives. The meeting was held with participation of the representatives of women's shelters from all over the world, national government officials and local government representatives; as well as the representatives of international organizations, private sector, NGOs and media organizations.
 - A delegation of 20 members from the central and local organizational units of the Ministry paid a study visit to **Spain** between 31st May and 3rd June 2016. It was intended with the visit to Madrid and its surroundings to observe how the protection services, particularly pre-shelter and post-shelter services, are provided to women in Spain aiming to examine and get an insight into both central policies for combating violence against women and the local practices.
 - In addition, **the Workshop on International Experiences in Combating Violence against Women** was held on 28th – 29th November 2016 with the participation of foreign experts, relevant public institutions and organizations and universities. Services for Perpetrators, Psychosocial Support and Post-Shelter Services were discussed at the workshop.

Within scope of the component of “Grant Programme on Strengthening the Capacity of Local and National NGOs in Combating Violence against Women” of the project;

Grants were awarded to 19 NGOs in 11 provinces in order to strengthen the capacity of the NGOs for violence against women at the local and national level. As of 1st February 2016, 19 grant projects have also been finalized. Projects generally concern prevention of violence against women, empowerment of women and protection of their rights and promotion of equality between men and women etc. Applied Grant Trainings, Communication Strategy Trainings and Interim and Final Report Writing Trainings were held for the grant beneficiaries. A workshop on grant extension and exchange of experiences was organized on 24th November 2016 for 19 project beneficiaries entitled to grants to present their projects and share information and experiences with one another.

With the aim of better protection of women who are violence victims and under risk, of increasing the service capacities of the women’s shelters and more effective protection of violence victims through electronic support systems, **"the Project on Empowerment of Women Exposed to Violence: Electronic Monitoring and Procurement of Goods"** financed under the **2010 IPA-I program** was carried out. Within the procurement of goods component of the project comprising of two components, “technical support” and “procurement of goods” **135 (14+1) vehicles were purchased for VPMCs and women’s shelters in 77 provinces. Within scope of “Technical Support” component, “the Pilot Scheme on Electronic Support System” which had been implemented between 2012-2015 in Bursa and Adana was assessed and a comprehensive situation report on pilot scheme was prepared; a research was conducted on the good practices in other countries; and a “state model” was created for extension of Electronic Support System nationwide.**

3. In order to raise the awareness about gender-based violence among the Syrians who fled civil war in their country, to prevent violence against Syrian women and children and to strengthen the capacity of service providers, **“Combating Gender Based Violence and Intervention Humanitarian Assistance Program”** was conducted with the cooperation of the UN Population Fund, Disaster and Emergency Management Authority (AFAD) and (former) Ministry of Family and Social Policy. Within scope of the project, training activities were organized for camp staff and service providers and meetings were held to build solidarity among Syrian women. In addition, a brochure on violence against women, age of marriage, official marriage and women's rights has been prepared for Syrians.
4. **The Project on Capacity Building for Women’s Service Units** is carried out in order to ensure efficient provision of protective and preventive services by the service units affiliated to the GDSW and to strengthen the capacities of professional staff working in the organisations through training materials and trainings.
5. **The Project for Increasing the Capacity of Professional Staff Working in the Field of Women in Combating Trafficking in Human Beings** started on 1 April 2019. The project will provide basic training to 240 professional staff working in women's services in 81 provincial directorates, and provide training for 120 personnel among the professional personnel who have received basic training, and publish and distribute 700

booklets on training topics. In 2019, 6 basic trainings were organized; in 2020, 4 trainer trainings will be organized for professional staff; information and awareness training will be organized for deputy provincial directors.

6. With the purpose of ensuring standardization and development of services provided to the children who stay at shelters with their mothers, “The Project on Standardization of Services for Child Victims/witnesses of Violence who Stay at Shelters with Their Mothers” is carried out with the cooperation of General Directorate on the Status of Women and UNICEF.

Within the scope of the project, a psycho-social support program is going to be prepared for the purpose of supporting children’s psycho-social development and interfering effectively to their traumas.

“Workshop on Needs Analysis for Services Provided to Children at Shelters” was held as the first activity of the project on 21-22 October 2019. At the workshop, the services provided to children at women's shelters were evaluated and challenges and good practices were identified. Within the scope of the;

- A psycho-social support services guide is being prepared in line with the needs of children of different age groups who stays at women's shelters.
- Trainings are being organized for professional staff to ensure the applicability of standards.
- Materials are being developed in order to be benefited in studies to be carried out with children.

7. The activities are underway for specialization of boarding service units in order to improve the quality and efficiency of services provided to the different need groups who receive service from women’s shelters, identify the occupational standards for the staff at women’s shelters and minimum physical standards for the building; and to ensure efficient and productive use of public resources. A risk-based approach has been adopted on the creation of specialized institution and "Women’s Shelter Service Standards Guide" was prepared and distributed for use⁸¹ provinces. The Guide includes physical, managerial and professional standards based on the principles of privacy, security and empowerment. At the same time, the “Women's Shelter Self-Assesment Guide” has been prepared. The Guide covers internal and external evaluation. It is envisaged that the specialization studies, which are structured as applicable, sustainable, controllable and measurable, will be implemented effectively in all women’s shelters throughout the country through the “Women’s Shelter Service Standards Guide and Women’s Shelter Self-Evaluation Guide”.

Specialization was initiated as a pilot practice in 4 women's shelters within the Ankara Provincial Directorate. In line with the action of “transforming 4 women’s shelters located in 3 provinces into specialized organizations” included in the “180-Day Presidential Action Plan”, studies are continuing to expand specialization activities throughout the country.

The “Workshop on VPMC and Women's Shelter Service Standards and Self-Evaluation” was held between 18-20 December 2019 with the participation of VPMC and women’s shelter directors in order to receive their opinions and suggestions.

In March 2020, a workshop will be held in 81 provinces where the staff employed in the field of women's services will participate in 4 groups within the scope of the service standards and self-evaluation activities of women's shelter.

i) Institutional Services

The existence of supportive services and institutional structures offered to victims in combating domestic violence against women is of great importance. In the fight against violence against women; institutional services are provided by the Ministry of Family, Labor and Social Services, the Ministry of Interior, the Ministry of Health and the Ministry of Justice, as well as other relevant ministries, municipalities, bar associations and NGOs. In this context, corporate service units are discussed in detail below.

(1) The Ministry of Family, Labor and Social Services/ General Directorate on the Status of Women

GDSW conducts activities based on cooperation, particularly legal activities for prevention and elimination of all kinds of violence, abuse and exploitation against women; carries out projects and campaigns; organises meetings, conferences and seminars; and contributes to the activities organised by other institutions and organisations.

With the affiliation of the women’s shelters to GDSW in 2011, it has undertaken execution and coordination of protective, preventive, educative, constructive, consultative and rehabilitative social service activities; and has become a performer institution with provincial organisation.

Women’s Shelters

Women's shelters are residential social service institutions where women exposed to abuse or violence physically, emotionally, sexually, economically and verbally can be temporarily accommodated with their children, if any, and their needs are covered providing protection from violence, solving and strengthening their psycho-social and economic problems.

The purpose of women’s shelters is to ensure that women who are admitted to the institution are able to cope with the trauma they experience in a nonviolent environment and continue their lives on their own initiative after having left the women's shelters by professional work to support their resumption of healthy relationships.

The first Women’s Shelter under public institutions was opened in the provinces of Izmir and Ankara in 1990 under the Social Services and Child Protection Agency.

The women’s shelters were given under the responsibility of General Directorate on the Status of Women with the Statutory Decree No. 633 and there are still 110 women’s shelters under the Ministry of Family, Labor and Social Services; 1 women’s shelter affiliated with the Ministry of Interior General Directorate of Migration Management, 1 shelter owned by NGOs, and 32 shelters under local administrations. A total of 144 shelters provide services with a capacity of 3.454 people.

In addition to the professional studies conducted to investigate the problems of women and children admitted to women's shelters and to remedy these problems, the women are supported in areas such as guidance for referring the women and their children directly or indirectly related institution, safety, counselling, psychological support, legal support, medical care support, temporary financial aid, allowance, nursery, vocational training course, group work, social, artistic and sports activities, etc.

From Women's Shelters;

- In 2016, a **total of 47.568** people comprised of 29.612 women and 17.956 accompanying children received services.
- In 2017, 56.988 people in total received comprised of 33.413 women and 23.575 accompanying children received service.
- In 2018, a **total of 63.536 persons** received service, including 36.767 women and 26.769 children accompanying them.
- In 2019, a **total of 73.001 persons** received service, including 42.843 women and 30.158 children accompanying them.
- As of January 2020, a total of 6.179 persons received service, including 3.766 women and 2.413 children accompanying them.
- As a result of the studies carried out with related institutions and organizations, local administrations and non-governmental organizations in order to ensure participation in social and economic life by the violence victim women;
- In 2019, **745** of them were provided with literacy courses, and **11.337** participated in social, artistic and sporting activities
- In 2019, **6.440 women** residing in women's shelters benefited from vocational courses and 1.189 **women** were employed.
- In 2019, **6.105 children** who stayed with their mothers in women's shelters benefited from nurseries and children's clubs.
- In 2019, legal support was provided to **4.930 women** receiving service from a women's shelter.
- As of January 2020, 184 of them were provided with literacy courses, and 784 participated in social, artistic and sporting activities.
- As of January 2020, 180 women residing in women's shelters benefited from vocational courses and 76 women were employed.
- As of January 2020, 475 children who stay in women's shelters with their mothers benefited from nurseries and children's clubs.
- As of January 2020, legal support was provided to 275 women receiving service from a women's shelter.

Violence Prevention and Monitoring Centres (VPMCs)

The Violence Prevention and Monitoring Centers have started their services pursuant to the Law No.6284 on Protection of Family and Prevention of Violence against Women. These centers provide services of accommodation for the victims of violence, temporary financial assistance, counselling and guidance, follow-up and procedures of provisional protection orders ruled in case of life risk, crèche support, legal assistance, medical assistance, employment support, scholarship for children and education and training. Within the scope of Law No. 6284; 80 VPMCs are providing services as of November 2019. Capacity increasing efforts of VPMCs are also ongoing in national level.

From 2013 until the end of January 2020, 561.287 person in total benefited from the services at the VPMCs, including 448.409 women, 33.600 men and 79.278 children.

From the beginning of 2020 to the end of January, 14.568 person in total benefited from the services provided by the Violence Prevention and Monitoring Centers, including 12.406 women, 732 men and 1.430 children.

Provincial Directorates of the Ministry of Family, Labor and Social Services and Social Service Centers

Provincial Directorates of the Ministry of Family, Labor and Social Services and Social Service Centers provide counselling, guidance and social support services to violence victims, where VPMCs are not present.

183 Social Support Line

"**183 Social Support Line**" working within the MoFLSS works as a psychological, legal and economic advisory hotline for women and children who are at risk of violence and who need support and assistance; they are provided with information about their rights and where to apply. It is also taken as a precautionary measure for negligence, abuse and violence or for the prevention of honour killings; considering the urgency of the situation, the emergency response team responsible for the incident and / or the law enforcement officials are informed to intervene. This hotline is available 24 hours a day, 7 days a week and is free. The hotline in service in Arabic and Kurdish as well is equipped with short message feature and 3G function for the hearing-impaired individuals.

(2) The Ministry of Interior

Civilian Authorities

Under the Law No. 6284, the injunction providing for temporary accommodation, temporary financial support, psychological, professional, legal and social support for the woman and her accompanying children who are subjected to violence, temporary protection in case of a life threat, and provision of nursery facilities can be enacted by civilian authorities. Victims of violence may request protective measures by applying to the Governorates and District Governorships where they are located.

Law Enforcement

The role of law enforcement officers within the Ministry of the Interior is very important in terms of preventing violence and taking the necessary precautions. Police or Gendarmerie are among the first institutions to which women exposed to violence apply. Besides, within scope

of the Law No. 6284, law enforcement officers have very wide and important duties such as issuing injunction order, demanding an order to be taken and ensuring that orders are fulfilled.

General Directorate of Security

General Directorate of Security and the Department of Fight Against Domestic Violence under Department of Public Order in the central organization are responsible for the improvement of present services in fight against domestic violence all over the country, for the cooperation of related institutions and organizations, and the coordination of the security services related to the implementation of injunctions for the victims of violence. In the field organization the police centres at province and district centres.

In order to improve the services carried out by the police in relation to domestic violence and violence against women and to provide coordination between the institutions, “Combating Domestic Violence and Violence against Women Bureau” was established on 11th November 2015 within the Directorate of Public Security Branches of 81 Provincial Security Directorates. In addition, women who are subjected to violence or those who witness the threat of violence or violence can call 155 Police Emergency Lines free of charge 24/7.

The General Command of Gendarmerie

The General Command of Gendarmerie Branch Office for Children and Combating Domestic Violence at the central organization are responsible for the coordination of the present services in its assigned positions, and the coordination with the related institutions and organizations.

As of 2019, “Child and Women Sections” were established in (81) Provincial Gendarmerie Commands and the post of “Child and Woman Crimes Operation Officer” was constituted in 33 Provincial Gendarmerie Commands.

In the other District Gendarmerie commands and the Headquarter Commands, “Child and Female Crimes Operation Officer” duty is carried out by the staff assigned with twin duty.

In addition, women who are subjected to violence or those who witness the threat of violence or violence can call 156 Gendarmerie Liaison Line free of charge 24 hours a day, 7 days a week.

(3) Ministry of Justice

Public Prosecution

Under the Law No. 6284, persons who are exposed to violence can appeal directly to the Public Prosecution Offices. In addition, **Domestic Violence Investigation Bureaus** have been started to be established in metropolitan municipalities under the prosecution offices. The duties of these bureaus include monitoring the investigations for the crimes against women and concluding these investigations, performing the task and procedures under the Law No. 6284, making control and monitoring of the duly implementation of the preventive-protective measures. There have been 192 Domestic Violence Investigation Bureaus under the Chief Public Prosecutor’s Offices as of January 2020.

Family Court

The appeals under the Law No. 6284 are finalized by the Family Court. Victims of violence can appeal to the Family Court by filing a petition to benefit from the Law. If a Family Court

is not present at the whereabouts, the Civil Court of First Instance is authorized and in charge. There have been 347 active Family Courts in Turkey as of January 2020.

Institution of Forensic Medicine

The Institution of Forensic Medicine is the institution where the women exposed to violence are referred when they appeal to police forces or Public Prosecution offices, to get medical reports. The institution has an important function in determining the status of violence and the damage inflicted on women, in cases of violence against women. There have been 19 Presidency of Forensic Medicine and 71 Forensic Medicine Branch Office which provide service as of January 2020.

(4) Ministry of Health

The units related to violence against women, in the central organization of Ministry of Health are the Public Health Agency of Turkey, Public Hospitals Administration and the General Directorate of Emergency Services – 112 Department of Emergency Health Services. In the field organization, on the other hand, these are Provincial Directorates of Public Health and Public Hospital Union. Family health centres, Public Health Centres are the institutions in provinces which give service on behalf of the hospitals about violence against women. In the hospitals, especially the emergency service, Crisis Intervention Unit, Medical Social Service Units are important. Lastly, in cases where emergency health intervention is necessary, the emergency phone line 112 is online 7 days and 24 hours free of charge.

(5) Other Related Institutions/Organizations

The women counselling centres under the bars with the title “the women’s rights commissions” conduct studies for ensuring the equality of women and men in the basic laws, Turkish Civil Code being at the top, and provide free counselling service to those who does not have enough information where and when to appeal.

The Union of Turkish Bar Associations Women’s Rights Commission established with the participation of the bar representatives from the bars with women’s right commissions conducts studies for advising solutions to problems causes by all kinds of discriminations against women.

Several services for the women who were exposed to violence are also conducted by the NGOs. Legal and Psychological counselling is provided to women in the counselling centres of these organizations, and they are provided with the opportunity to stay in the shelter houses if needed.

The Multi-Purpose Society Centers under the Southeastern Anatolia Project Regional Development Agency serves women in subjects such as education, counselling, providing occupation, etc.

G. INTERNATIONAL ACTIVITIES

The progress in the field of women is followed up within scope of the Conventions in which we have international commitments and high level contributions are made to the international agendas. In this respect, Turkey issues comments regarding the reports and documents prepared by international organizations, particularly the United Nations, the Council of Europe, the European Union and the Organization of Islamic Cooperation; and initiatives are carried out in

order to reflect the works in Turkey to various international reports and Turkey attends the meetings held by these organizations.

In this regard;

Within the scope of the monitoring process of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) as one of the monitoring mechanisms for the achievement of targets included in “**the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence**”; bilateral dialogue was carried out with GREVIO on 11th October 2017 in Strasbourg; and GREVIO delegation paid a visit to Turkey between 30th October and 6th November 2017 and published its report on Turkey on 15th October 2018. GREVIO’s final report and Turkey’s comments were published on the website of Ministry of Family, Labor and Social Services in Turkish and English; and relevant institutions and organisations were notified via formal letter.

Because of the fact that the mandate of the initial ten members of GREVIO will end on 31 May 2019, selection process of Turkey’s candidate for GREVIO was carried out under the coordination of our Ministry through a board including one representative from each of the Committee on Equality of Opportunity for Women and Men in GNAT, Turkish Presidency, Ministry of Foreign Affairs, Ministry of Interior, Ministry of Justice and Council of Higher Education. As a result of the nomination process just as recommended in the Council of Europe Resolution No. CM/RES (2014)43 on “Rules of the Election Procedures for GREVIO Members”, Prof. Aşkın ASAN was nominated unanimously as the GREVIO candidate of our country and her candidacy was submitted to the Secretary General of the Council of Europe.

Election of 10 Members to the Group of Experts on Action against Violence against Women and Domestic Violence (1 April 2019)

In the election held with the participation of 26 candidates from 19 countries, including 24 female and 2 male candidates; Turkey’s candidate, Prof. Aşkın ASAN was elected to GREVIO membership and the election process was completed.

The elected members are as follows:

1. Ms. Iris LUARACI (Albania)
2. Ms. Françoise BRIE (France)
3. Ms. Helena LEITAO (Portugal)
4. Ms. Biljana BRANKOVIC (Serbia)
5. Ms. Simona LANZONI (Italy)
6. Ms. Marie-Claude HOFNER (Switzerland)
7. Mr. Ivo HOLC (Slovenia)
8. Ms. Maria Andriani KOSTOPOULOU (Greece)
9. Ms. Marceline NAUDI (Malta)
10. Ms. Aşkın ASAN (Turkey)

On the other hand, periodical country reports to **the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)** are prepared under the coordination of General Directorate on the Status of Women and a delegation of representatives from GDSW and relevant public institutions/organisations defends the report. Turkey submitted the 7th Periodical State Report to the Committee in 2014 and carried out its defence in Geneva on 13th July 2016. Interim Report was delivered to the Ministry of Foreign Affairs to be submitted to the CEDAW Committee in the first week of July 2018; and the 8th Periodical Report will be submitted in 2020.

“The 6th Ministerial Conference on Women's Role in the Development of OIC Member States” was held in Istanbul between 1- 3 November 2016, hosted by the Republic of Turkey; and Turkey took over the Term Presidency. During the Conference at which Member States were represented at the ministerial level, women’s situation in the Islamic states was discussed and **“the Plan of Action for the Advancement of Women”** was adopted.

“The 7th Ministerial Conference on Women's Role in the Development of OIC Member States” was held on 30 November- 1 December 2018 in Burkina Faso, under the theme of **“Empowerment of Women in the OIC Member States: Challenges and Prospects”**; and a delegation attended the Conference on behalf of Turkey. Turkey was the Member State represented at the conference in the strongest way in terms of the draft resolutions introduced and the bilateral meetings. At the end of the Conference, Term Presidency was handed over to Burkina Faso.

Upon the recommendation of H.E. Recep Tayyip Erdogan, President of Turkey, as the Term President of the Islamic Summit; **Women Consultative Council of the Organization of Islamic Cooperation** was established with the contribution of all delegations. The Women Consultative Council held 3 meetings on a regular basis, including in Istanbul on 18th May 2017, in Jeddah on 18th December 2017 and in Istanbul on 25th October 2018.

First **“ALLY for Future -Leadership Program for Young Women”** was held in Istanbul between 2-10 November 2017 and the second one was held between 13-20 December 2019 under the auspices of Ministry of Family, Labour and Social Services with the contribution of the Women Consultative Council and participation of young women who have succeeded or showed potential leadership skills in education, media, politics, sports, arts and business world in their countries.

The sessions of **«the United Nations Commission on the Status of Women»** which convenes every March in New York with a different agenda for 10 days are attended by a delegation on behalf of Turkey, side events are organised regarding the activities conducted in Turkey within scope of the agenda.

In this respect, 19 side events have been organised since 2010.

There is participation and contribution to the meetings held twice a year in April and November by the Council of Europe Gender Equality Commission (GEC).

H. OTHER ACTIVITIES

Study on Representation of Woman in Media

In 2017, the project titled “representation of woman in media” was conducted by the Ministry of Family, Labor and Social Services in order to determine the impact of women's representation on the social and cultural structure of women and society. The role of discrimination imposed on women by the media through reproduction of gender inequality is discussed.

The project consists of three components:

1. Women's Representation in Media
2. Media Professionals' Perception of Women's Representation in Media
3. The General Perception of the Society on the Representation of Women in the Media

As a result of the project, a comprehensive report and a guidebook on the representation of woman were prepared for media professionals. In addition, the findings will provide input in the works to increase the awareness of media managers, media professionals, students of communication faculties of the universities and the public.

Training on the Representation of Women in the Media

Awareness training on “Representation of Women in the Media” was given to RTÜK staff, 17 experts and assistant experts on 19.09.2019.

Workshop on the Problems of Women with Disabilities and Suggestions for Solutions

Workshop was organized by Ministry of Family, Labor and Social Services on the Problems of Women with Disabilities and Suggestions for Solution on October 24, 2019. Approximately 190 people, including public institutions and organizations, Private sector, Social partners, Non-Governmental Organizations and University representatives participated in the workshop.

The workshop was held in three sessions: "Social Status of Women with Disabilities", "Women with Disabilities and Working Life", "Care and Housing of Women in Need of Care". The workshop report was disseminated to the relevant public institutions.

5th December 85th Anniversary of Granting Turkish Women the Right to Elect and Be Elected

The Anniversary of Granting Turkish Women the Right to Elect and Be Elected provides us with an opportunity to see the progress achieved in women's rights and to see the points reached. In this context, the studies on the meaning and importance of the day are carried out diligently every year by the Ministry of Family, Labor and Social Services.

8 March International Women's Day

March 8, International Women's Day, which is regarded as the indicator of the importance of women's social, economic and political empowerment on the basis of human rights and celebrating women's success in social life; It is an important day in the world and in our country, which is celebrated through various activities every year. March 8 provides an opportunity for us to see the progress achieved in women's rights and the points we have reached. The activities for the meaning and importance of 8 March International Women's Day are being carried out diligently every year by the Ministry of Family, Labor and Social Services.

Consultation Meetings with NGOs

Consultation meetings are organized with the NGO's in order to obtain information about the activities they carry out about women's human rights, discrimination against women, etc., and to evaluate policies on women's issues.

Consultation Meetings with the Managers of Women's Studies Research and Application Centres of Universities

Consultation meetings are held with women research and application centers of universities in order to obtain information about their work on discrimination against women issues etc. and to evaluate the current situation of women's problems.

Consultation Meetings with Women Mukhtars

Within the scope of strengthening women's economic and social status, preventing violence against women and protecting women's human rights, consultation meetings are held with female muhtars in order to conduct comprehensive studies in cooperation at local level.