1. BASIC INFORMATION

1.1. CRIS Number

1.2. Title: Promoting Gender Equality

1.3. Sector: Social Policy

1.4. Location: Turkey

1.5. Duration:
23 months (duration of activities: 20 months) for the first component
24 months for the second component

2. OBJECTIVES

2.1. Overall Objective

The overall objective is to promote gender equality and the protection of women’s human rights in Turkey

2.2. Project Purpose

2.2.1. Component 1: Institutional Capacity Building

To strengthen the institutional capacity of the National Mechanism’s (NM/KSGM) to mainstream gender issues into all public policies and promote the implementation of gender equality legislation with the participation of central and local authorities and NGOs, and to contribute to the establishment of a Gender Equality Body in line with the EC practices and acquis.

2.2.2. Component 2: Combating Domestic Violence Against Women

To strengthen the capacity of stakeholders to protect women from domestic violence in order to better advance their human rights.

2.3. Accession Partnership and NPAA Priority

The principles, intermediate objectives and conditions regarding gender equality in the 2003 Accession Partnership Document for Turkey are twofold. As a short term priority, Turkey should adopt a transposition programme of the acquis in the area of equal treatment for women and men. As a medium term priority, Turkey should transpose and implement EU legislation in the field of equal treatment for women and men. Moreover, under the political criteria, Turkey should guarantee in law and in practice the full enjoyment of human rights and fundamental freedoms by all individuals without any discrimination on the basis of sex.
The 2003 Turkish National Programme for the Adoption of the *Acquis* includes the following priorities:

- to ensure the full and equal enjoyment of all fundamental rights and freedoms and cultural rights by all individuals without discrimination;
- to transpose EU legislation on individual and collective labour, health and safety at work, equality of treatment between men and women, and combating discrimination into Turkish Labour Law;
- to improve administrative capacity through training activities and the implementation of health and safety regulations at work; and
- to support infrastructure development in order to build institutional capacity and to ensure conformity with the EU *acquis*.

**2004 Regular Report for Turkey**

According to the Report, Turkey has made some progress concerning equal treatment of women and men. In addition to the adoption of the new Labour Law, the new Turkish Penal Code was passed in September 2004. It is also stated in the report that the situation of women is still unsatisfactory; discrimination and violence against women, including “honour killings”, remain a major problem. The new Turkish Penal Code includes more than thirty amendments that constitute a major step towards gender equality and the protection of women and girls’ human rights in Turkey. However, further efforts are needed to improve gender equality in economic and social life and to ensure effective enforcement of the relevant legislation.

**2.4. Contribution to the National Development Plan**

According to the Preliminary National Development Plan (2004-2006) (PNDP) under the title “Coherence Of The Preliminary National Development Plan with European Community Policies” and subtitle “Equal Treatment Between Men and Women”, Turkey acknowledges that gender equality is a matter of human rights, social justice and democratic representation and that the insurance of equal treatment between men and women is fundamental to the achievement of economic development and social peace. In particular, the PNDP emphasises “creating equal opportunities for employment” as a part of “The 2nd dimension: development of human resources and increasing employment” of the national development strategy.

According to the PNDP, one of the biggest challenges to Turkish development is regional disparities. Inequality in every aspect of life is more prevalent in different regions, in rural settings, and in less educated populations. When gender is taken into account, the gap is even more significant. The PNDP prioritises institutional capacity building as a means to reduce regional disparities.

In addition to the PNDP’s focus on regional development and institutional capacity building, Turkey’s national five-year plans and annual implementation programmes emphasise the need for national level efforts to improve women’s educational and health status and access to gender sensitive programs. One of the main targets is equal and full access to education, health and social security services. Moreover, the design and implementation of effective, efficient, and gender sensitive programmes with the full participation of women is prioritised. Both the five-year plan and the implementation program put particular emphasis on the
protection of women and girls from violence. According to the plan, in-service training and awareness-raising programs should be developed, particularly for the health and security service professional staff. Government guesthouses for women should be made active and widespread in the country and treatment programmes and support services for victims and their close relatives should be established. Furthermore, a co-operation network among state and municipal authorities, universities, and NGOs should be established.

2.5. Cross Border Impact

Not applicable.

3. DESCRIPTION

This project is the first phase of a multi-year project. The next phase will focus on large-scale implementation of the Action Plans developed herein. For the first phase:

3.1. Background and justification

3.1.1. Component 1: Institutional Capacity Building

Building and strengthening institutional capacity is one of the most important tools for implementing gender equality policies. In Turkey, this process started in the 1990s with the establishment of the national mechanism (General Directorate for the Status of Women). Since then, milestone legal reforms that eliminate fundamental discriminatory provisions against women and expand the boundaries of equality and human rights of women have been passed. In 1993, a new unit was established at the State Institute of Statistics to compile, produce and disseminate gender disaggregated data. In 1997, compulsory basic education was increased from five to eight years; in 1998 a law on domestic violence (Protection of the Family Law) was adopted; in 1999, the reservations to CEDAW were lifted; in 2002, the new Civil Code was adopted; and in 2004 the new Penal Code was passed. In 2001, the Turkish Grand National Assembly ratified the Optional Protocol to CEDAW; activities to combat violence against women, women’s poverty and economic weakness have been included in a variety of government programs. While the necessary legislation is now in place it has yet to be fully implemented.

All government entities need to be involved in ensuring gender equality both within their own institutions and as part of wider programs in the social and economic field. Thus far, in addition to the General Directorate for the Status of Women (Kadın Statüsü Genel Müdürlüğü – KSGM) only a few government institutions have established units focused on gender: the State Institute of Statistics; the Ministry of Agriculture; the State Planning Organisation. More needs to be done to ensure that institutions fulfil their role in implementation and learn from best practices in the EU member states.

The National Mechanism of Turkey, KSGM, was established in 1990. KSGM originally reported to the Ministry of Labour and Social Security under Law no. 3670, and was then attached to the Prime Ministry where a state minister is responsible for Family and Women’s Affairs in 1991. After the annulment decision of the Constitutional Court on its organisational law, KSGM spent a decade working without official legal status. In November 2004, as part of a package of administrative reforms, KSGM regained its legal status.
The overall mandate of the KSGM is to coordinate all of the gender related activities of different governmental bodies and to establish a policy dialogue with all relevant ministries in order to translate policy statements on gender equality into concrete activities. The General Directorate is responsible for the conduct of research and implementation of programs aimed at preventing discrimination against women and enhancing their rights and opportunities. As part of this mandate, KSGM works to raise public awareness about the rights of women under Turkish law. KSGM specifically works to prevent violence, harassment and abuse directed towards women. In order to lay the groundwork for women’s equality in Turkey, KSGM has established information systems, libraries, archives and documentation centres, compiled gender-related statistics, instituted awareness-raising campaigns and organized national and international meetings on gender-related issues. KSGM cooperates with and ensures coordination among public agencies and establishments, universities, local governments and non-governmental organizations, particularly voluntary women’s organizations on gender-related issues.

Since its inception, KSGM has been successful in maintaining an open dialogue and pays special attention to involving NGOs in implementing national, regional and international commitments of equality politics. It has supported cooperation and networking between state agencies and civil society actors and has been able to follow international developments closely in this regard. All these actions have contributed to its enhanced capacity to shape gender policies together with NGOs and its success in setting a common agenda on gender equality. Yet KSGM lacks the capacity to satisfy its own national mandate let alone to meet the requirements of the EU. KSGM still does not have sufficient number of staff. The capacity of the existing and to-be-recruited staff should be improved through institution building activities with the support from KSGM’s counterparts in the EU member states.

In particular, KSGM does not meet the requirements of the EC Directive 2002/73 regarding equality bodies (a gender equality body in this case). According to this directive the competences of these bodies should include:

- providing independent assistance to victims of discrimination in pursuing their complaints about discrimination;
- conducting independent surveys concerning discrimination;
- publishing independent reports and making recommendations on any issue relating to such discrimination.

No entity in Turkey today carries out all of these tasks. One of the goals of this component, therefore, is to develop a model outlining how to consolidate the existing activities of KSGM into a gender equality body through twinning. Clearly, under this component, in order to meet gender-related EU standards it is essential to develop a National Action Plan to reach gender equality in every aspect of society. Necessarily, the Action Plan will have to incorporate significant training and communications components in order to raise stakeholders’ awareness about the importance of implementing gender equality policies and give them the necessary tools to do so.

Through this twinning the experience and knowledge of a member state institution dealing with gender equality issues will be utilised. It is seen as crucial to enable the KSGM to fully develop a co-operative and integrated working relationship, with all of the other similar governmental institutions within the European Union.
Similarly, the experience and knowledge of a long-term Resident Twinning Adviser, supported by the resources of a member state institution, are seen as offering the best opportunity, to increase the capacity, efficiency and effectiveness for the KSGM.

3.1.2. Component 2: Combating Domestic Violence Against Women

Violence against women constitutes a violation of human rights based on inequality between women and men and, as in many parts of the world, is widespread in Turkey. For example, a 1994 study conducted by the Family Research Institution showed, on the basis of men’s statements, that 34 per cent of married women were subjected to violence from their spouse. Another study conducted among women of middle and high income showed that 23 percent of these women had been assaulted or beaten by their husbands. According to the latest figures from the Demographic and Health Survey (DHS-2003), 39.2 percent of Turkish women surveyed believe that wife beating is justified on at least one of the grounds that the woman burns the food, spends excessive money, rejects sexual intercourse, reacts negatively to her spouse or neglects childcare. When young women between 15 and 19 were asked the same question, 63 per cent believed that wife beating could be justified. These figures show the immediate need for more awareness raising both among men and women. While this research constitutes an important first step and enables us to begin to map the contours of violence against women in Turkey, with the exception of the DHS data the research has been limited to small-scale local and regional investigations. In order to accurately assess the extent of violence against women in Turkey and, later, the effects of anti-violence interventions, it is necessary to systematically gather data on a national scale as proposed herein.

Since the 1990s, Turkey’s legislation has undergone significant transformations. The passage of the Law for the Protection of the Family (1998) and changes in the Civil Law (2001) and the Penal Code (2004) all work to further criminalize violence against women. For example, the differences in length of sentence on the basis of the marital status and virginity of rape victims have been abolished. Female students may no longer be subjected to virginity tests, and adultery is no longer a criminal offence. The new Municipalities Law (2004) allows all municipalities with a population over 50,000 and all metropolitan municipalities to establish protection houses for women. Moreover, Turkey’s participation in UN-CEDAW and the Optional Protocol as well as in UN system summit decisions throughout the 1990s and the 2000 millennium special sessions have cemented governmental concern about domestic violence against women. Despite all the progress in the legislation, however, there is still a need to change some of the articles of the new Penal and Civil Codes.

Government efforts to combat violence against women have focused on media campaigns, awareness raising and training of service providers and provided support to NGO-run shelters at the local level. Since the 1980s, women’s organisations have also been active in providing support services for victims, although they have been hindered by a lack of steady funding. Overall, both NGOs and government bodies lack the necessary resources and co-ordination to combat violence against women, leading to partial, redundant and inconsistent interventions. Support services for victims of violence are limited and often inappropriate. There are only 15 shelters for women who have been abused and police station services have yet to be developed. Therefore, there is need for establishing new shelters for women according to internationally accepted standards, preferably by or in partnership with municipalities. Such shelters should be identified, renovated –if necessary-, equipped with qualified staff to provide effective services for women subjected to violence.
While minimum protective services are provided, no preventive services have been introduced yet. Training, of course, is key to the provision of quality services to prevent and support victims of violence against women. Limited training programs have been carried out by both NGOs and government institutions targeting relevant civil servants, health care providers and the general population of women. However these training programs lack the co-ordination, long-term planning and funding and national scale necessary to contribute to long-term change in service delivery at all levels.

In recent years violence against women has been addressed at the national level; new legislation has been passed, recent campaigns have been run by KSGM, and small-scale anti-violence priorities violence against women are included in the 8th National Development Plans. A national Action Plan was prepared following Beijing +5 in 1996. However this Action Plan was not further developed and followed-up. Development of a comprehensive National Action Plan on Violence Against Women would address these shortcomings by providing a clearly articulated set of goals, plan for action, and mechanism for collaboration between public and civil society institutions. Extensive training and the development of appropriate service models would be important components of the Action Plan. Moreover, there is still much need to conduct national and regional research to determine the characteristics of violence against women in Turkey in order to develop informed, appropriate policies. Based on research findings, a national action plan and annual implementation programmes should be designed, and service models and training programmes should be developed and integrated into the system. Forensic medical specialists, police, prosecutors, lawyers, health personnel, etc. must be trained to provide quality service delivery for victims of violence.

This component aims to tackle the aforementioned issues and contribute to the formulation of policies geared towards combating violence against women through a direct agreement with the UNFPA. The justifications for the implementation of this component through a direct agreement are stated in part 6.3. The research sub-component will be implemented through a separate service contract.

### 3.2. Sectoral Rationale

#### 3.2.1. Identification of Projects

Based on a gap analysis, the following project areas have been identified:

<table>
<thead>
<tr>
<th>Heading</th>
<th>Current State of Achievement</th>
<th>Final State to be Achieved</th>
<th>Indicators</th>
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| Institutional Capacity, Human Resources | Limited capacity              | All KSGM staff become competent to specify all gender-related policy gaps, advise on appropriate policies and pursue responsive projects | - A stable expert group composed of minimum four persons in KSGM exists at the end of the project  
- KSGM will have prepared at least 10 policy documents, strategies or papers by the end of the project. |
<table>
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<tr>
<th>Institutional Capacity, Human Resources</th>
<th>Limited Capacity</th>
<th>KSGM Documentation Centre strengthened</th>
<th>• KSGM is able to submit a project proposal for future programming periods</th>
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<tr>
<td>Institutional Capacity, System development</td>
<td>None</td>
<td>A draft model for a gender equality body is available which should act as a discussion paper for the future equality body</td>
<td>• 2 KSGM staff trained to run the KSGM documentation centre by the end of the project • KSGM’s documentation centre has a website with a search engine receiving minimum 200 hits per month.</td>
</tr>
<tr>
<td>Institutional Capacity, System Development</td>
<td>Needs revision and expansion</td>
<td>A draft National Action Plan is available to act as the basis for government policies</td>
<td>• A report on implementation of gender equality policies and gender mainstreaming in the EU is available by the third quarter of 2007 • Draft National Action Plan for Implementation of Gender Equality Policies developed by the third quarter of 2007</td>
</tr>
<tr>
<td>Institutional Capacity, System Development</td>
<td>None</td>
<td>A Communication Strategy for the implementation of gender equality policies developed and put into action</td>
<td>• The Communication Strategy is utilised by at least 20 media organisations by the end of the project</td>
</tr>
<tr>
<td>Institutional Capacity, Human Resources</td>
<td>No coherent national training program</td>
<td>Related decision makers, experts and policy makers become fully aware of the relevant acquis, importance of gender equality and gender mainstreaming</td>
<td>• Minimum 100 trainers are ready to conduct implementation of gender equality policies training programs • Minimum 50 top-level decision makers, 150 experts and 500 policy implementers trained</td>
</tr>
<tr>
<td>Institutional Capacity, Systems Development</td>
<td>None</td>
<td>National data is available to show the causes and consequences of domestic violence which will act as a basis for the formulation of appropriate national policies and strategies to combat domestic violence against women</td>
<td>• At least 7000 persons interviewed to establish the national database on violence</td>
</tr>
<tr>
<td>Institutional Capacity, System Development, Human Resources</td>
<td>Limited capacity</td>
<td>KSGM becomes capable of developing policies, including developing a National Action Plan, to combat violence, in collaboration with all related stakeholders</td>
<td>• National Action Plan and on violence against women exists by first quarter of 2007</td>
</tr>
<tr>
<td>Institutional Capacity, Systems Development, Human Resources</td>
<td>None</td>
<td>A Communication Strategy for combating violence against women developed and put into action in order to increase awareness about violence against women in the general public</td>
<td>• The Communication Strategy is utilised by at least 20 media organisations by the end of the project</td>
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<tr>
<td>Research</td>
<td>Limited</td>
<td>Measures to combat violence against women are ready for implementation by related public officials</td>
<td>• Domestic Violence Against Women Database model exists by second half of 2007 • Service models available for implementation by all service administrators by the end of the project</td>
</tr>
<tr>
<td>Institutional Capacity, Human Resources</td>
<td>None</td>
<td>Increased sensitivity among public officials on combating violence against women</td>
<td>• Minimum 100 trainers trained by third quarter of 2007. • Minimum 760 civil servants trained to provide more comprehensive, sensitive services to women victims of violence</td>
</tr>
<tr>
<td>Infrastructure</td>
<td>Lack of women’s shelters</td>
<td>The municipalities willing to establish shelters identified, together with their investment needs.</td>
<td>• Minimum 25 municipalities are contacted to define the final list of municipalities willing to establish shelters</td>
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### 3.2.2. Sequencing
This first component of the project is scheduled to begin in the third quarter of 2006 and will last for a period of 24 months through 2006, 2007 and 2008.

The second component is scheduled to begin in the first quarter of 2006 and will also last for a period of 24 months.

The preparation of the National Action Plan and the domestic violence against women database model under the second component is dependent on the completion of the national research on violence which will be conducted through a separate tender whose tender documents will be prepared by UNFPA.

3.3. Results

3.3.1. Component 1: Institutional Capacity Building (twinning)

3.3.1.1 Purpose

To strengthen the institutional capacity of the National Mechanism's (NM/KSGM) to mainstream gender issues into all public policies and promote the implementation of gender equality legislation with the participation of central and local authorities and NGOs, and to contribute to the establishment of a Gender Equality Body in line with the EC practices and acquis.

3.3.1.2. Results

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3.3.2. Component 2: Combating Domestic Violence Against Women
3.3.2.1. Purpose
To strengthen the capacity of stakeholders to protect women from domestic violence in order to better advance their human rights in accordance with the political *acquis*.

3.3.2.2. Results

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<th>Result:</th>
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3.4. Activities

3.4.1. Component 1: Institutional Capacity Building

3.4.1.1 Analysis, evaluation and assessment of the existing organisation and structure of KSGM.
3.4.1.2 A specialised training program about gender equality issues, acquis and EU policies for the KSGM staff will be organised.
3.4.1.3 A specialised training program about project management and resource mobilisation for all KSGM staff will be organised.
3.4.1.4 Training curricula on gender mainstreaming will be formulated which can be replicated after project completion
3.4.1.5 KSGM’s capacity to run the KSGM documentation centre will be improved through training and development of the web site.
3.4.1.6 Study tours of not more than total of 50 man/days will be organised to EU countries to learn about the experiences of Gender Equality Bodies. The participants will be from KSGM.
3.4.1.7 A Draft Model for the Gender Equality Body will be prepared through regional/local workshops.
3.4.1.8 A gender equality mainstreaming policies report to serve as a references document on the institutional structure and policy experiences of EU countries will be prepared.

3.4.1.9 The National Action Plan for gender equality policy implementation will be drafted through a series conferences following a needs assessment.

3.4.1.10 A Communication Strategy for the National Action Plan will be formulated through intensive consultation with all stakeholders and applied in partnership with media organisations.

3.4.1.11 A trainers pool, including experts and trainers from public institutions and NGOs, will be established to train decision makers, experts and policy implementers on gender mainstreaming.

3.4.1.12 Seminars, workshops and trainings will be held for public institutions and NGOs on national gender mainstreaming experiences.

3.4.1.13 An international conference will be organised on gender mainstreaming to change experience with EU member states on implementation of gender equality policies.

3.4.2. Component 2: Combating Domestic Violence Against Women

3.4.2.1 An institution will be separately contracted by CFCU to undertake qualitative and quantitative research on the causes and consequences of violence against women.

3.4.2.2 A National Action Plan on violence against women will be drafted through a series of national conferences following a needs assessment.

3.4.2.3 A Communication Strategy for combating violence against women will be formulated through intensive consultation with all stakeholders and applied in partnership with media organisations.

3.4.2.4 A study tour to an EU member state will be organised to exchange experiences regarding service delivery to battered women, including surveillance systems to monitor violence against women.

3.4.2.5 A model for a database for monitoring violence against women will be developed based on a needs assessment of existing institutional capacity.

3.4.2.6 Needs assessment will also include the identification of the investment needs of the municipalities to establish shelters for women to be utilised for the future EU pre-accession funding. Design documents and technical specifications will be formulated for investment-if necessary. This activity will assist in formulating a project to establish women’s shelters for 2006 and future programming.

3.4.2.7 National and regional workshops will be held to share the results of the capacity assessment, introduce the model database, facilitate networks among relevant institutions and to develop service delivery models.

3.4.2.8 A national conference will be held to introduce and disseminate the service delivery models.

3.4.2.9 Training curricula will be formulated which can be replicated after project completion.

3.4.2.10 A trainers pool, including experts and trainers from public institutions and NGOs, will be established.

The above mentioned activities will be implemented through the direct agreement to be concluded with the UNFPA.

3.5. Linked Activities

European Commission
Under the Local Civic Initiatives Micro Projects Programme and the European Initiative for Democracy and Human Rights – Micro projects Programme the EC Delegation during the period in 2004 has contributed to the following projects in the context of the women’s rights: Institutionalisation of the Istanbul Social Ecology Platform, implemented by AMARGI to establish a legal support system towards women, gays and lesbians and children.

Regional Organization of Women and Enhancement of Capacity Project, implemented by Women Centre in Diyarbakir to establish women initiatives to enable local women to fight against violence.

Program for Educating Women, Creating Production Opportunities, and Improving Status of Women, implemented by YAKA-KOOP, which aims to strengthen the capacity of local women living in poor conditions in Van.

From Paths to Roads, implemented by the Flying Broom, which aims to promote communication among women’s NGOs, local women reporters of the Flying Broom and local governments in order to develop further cooperation for the improvement of women’s rights.

Public Information about Domestic Violence and Establishing Grassroots Cooperation, implemented by the Women Solidarity Foundation, which aims to increase public sensitivity on domestic violence and to create a sustainable model for the autonomous woman counselling centres and shelters run by the non-governmental women’s organisations and initiatives.

Women 2004, implemented by the Flying Broom, which aimed to increase awareness on women’s rights as human rights through radio programmes.

Women’s Counselling Centre, implemented by the Van Women Association, which aims to provide counselling and protection towards the women and children victims of domestic violence.

The European Commission provided grant facility under the Gender in Development Programme (GENRE) in 2004. Under this scheme, a project called “Raising Women: Reducing gender disparity in education through functional and political literacy, parent training, collective action and advocacy” was implemented in Diyarbakir, Sanliurfa and Mardin by the Mother and Child Education Foundation. The project aims to contribute to socio-economic development of Turkey through increasing gender equality in education.

**Republic of Turkey**

In-service training on combating domestic violence for the field personnel was developed by the Provincial Directorate of Social Services and Child Protection. This training was taken into consideration in the police tactics and human rights lectures of the Police Academy, and in medical faculties.

KSGM developed a gender sensitivity programme.
Women’s research centres were established within 14 universities. With the support of women issues postgraduate programmes, a significant improvement in building a qualified human power in women issues was made.

The General Directorate of Family and Social Research conducted research on domestic violence against women in 1994.

**UNFPA**

UNFPA has served as co-chair for the UN Gender Thematic Group since 2004 to implement joint gender-related projects with all UN agencies.

As part of the third country programme (2001-2005), an advocacy project focusing on gender equality is being implemented with the collaboration of KSGM. The project focuses on increasing the awareness of policy/decision makers, MPs, media and CSOs on gender related issues. With government leadership, UNFPA Turkey CO is providing technical support for a national campaign to stop violence against women.

UNFPA Turkey CO provides technical and financial support to a local NGO (Population Association) to conduct qualitative research on honour killing in four provinces.

In cooperation with WHO (Geneva) a field survey, “Case Study on the Integration of Gender Perspectives in Health Policy in Turkey,” is being conducted by Hacettepe University Women’s Studies Centre.

UNFPA and UNDP Turkey COs are providing financial support to a local NGO (Women for Women’s Rights/New Ways) to produce a television serial to raise awareness about women’s human rights.

With financial support from UNFPA Turkey CO, the Turkish Academy of Sciences is incorporating a gender perspective in a policy kit on population and development.

UNFPA Turkey CO is funding several projects implemented by the International Organisation for Migration to train security forces (especially the Gendarmerie) to combat trafficking in women and children.

**UNDP**

The “Networking among Women in Local Politics” Project has been implemented with IULA EMME to mobilize women’s active participation in municipal decision-making.

The “CEDAW Advocacy and Parliamentary Capacity Building” project is being implemented with the collaboration of Flying Broom.

Awareness raising trainings on violence against women are being conducted with the Bar Associations in Local Agenda 21 cities.

**IOM**
The “Counter trafficking” project is being implemented to establish a national referral mechanism to provide assistance to victims of human trafficking.

**Bilateral Donors**

The British Council is supporting numerous projects on gender-related capacity building as well as a project on honour killing in Southeast Anatolia.

The British Embassy is providing financial support to women’s NGOs that are pursuing EU-accession related projects.

The Swedish Consulate in Istanbul is running a Swedish Institute, which supports projects on violence against women and women’s participation in politics.

The Danish Embassy is providing financial support to the UNFPA/KSGM “Stop Violence Against Women!” campaign.

**NGOs**

Since 2003 Amnesty International Turkey has been conducting a campaign to stop violence against women.

The National Democratic Institute is implementing a project on local-level political participation of women.

The “Building Bridges” Project, implemented by Flying Broom, establishes coordination, cooperation and effective communication among women’s organisations.

Ankara Women’s Solidarity Foundation runs shelters for women who have experienced violence and conducts research and training programs on violence against women.

KAMER runs shelters for women who have experienced violence, conducts training programs on violence against women and supports women in the Diyarbakir region to establish local NGOs with the same agenda.

Purple Roof conducts training programs on violence against women and established a network between NGOs active in violence against women issues.

Women for Women’s Rights New Ways conduct training programs on women’s human, sexual and bodily rights.

Aegean Women’s Solidarity Fund runs a shelter for and offers counselling support to women who have experienced violence.

Şahmaran provides support services to women who have experienced violence and conducts training programs on violence against women.

**Private Sector**

Hürriyet newspaper is running a small-scale campaign in Istanbul to stop domestic violence.
3.6. Lessons Learned

So far, KSGM’s lack of adequate human, financial and institutional resources impeded their ability to continue to the later phases of previous projects. Accordingly, one of the primary goals of this project is to strengthen NM/KSGM’s institutional capacity through specialized training and increased resource mobilisation.

Past activities aimed at strengthening gender equality and protecting women’s rights have shown the importance of a strong communication strategy. In order for stakeholders to fully implement gender equality policies and protect women from domestic violence it is first necessary to raise their awareness about the issues. Moreover, successful implementation requires communication between stakeholders to be supported and strengthened. Lack of communication experienced from time to time between government and NGO entities has led to difficulties in coordination and collaboration. This project attempts to address this deficiency through the development of national action plans, which specifically lay out the points, and means of collaboration between different sectors. As part of this National Action Plan a broad communication strategy designed to both raise stakeholder awareness and increase stakeholder communication and collaboration will be developed and implemented.

One of the largest barriers to the success of some past projects aimed at the promotion of women’s rights and/or the reduction of violence against women is the lack of systematic data on gender issues. Because there is no comprehensive, national level data it is not possible to develop targeted interventions to reach the most vulnerable components of the population. Therefore one of the primary objectives of the second component of the project is to develop national level data on violence against women. This data will enable future projects to specifically target vulnerable groups in order to more effectively combat violence against women.

Past projects aimed at the elimination of violence against women have suffered from the lack of adequate preventive and supportive service models for victims of violence. Existing shelters are too few to meet the needs of women who have experienced violence and fail to meet international standards. First-level service providers are not trained and equipped to provide adequate support services to female victims of violence. Moreover, service models do not yet attend to violence prevention. This project is designed to improve preventive and supportive service models and delivery through the development of multi-level service models and implementation of extensive training of service providers.

4. INSTITUTIONAL FRAMEWORK

The KSGM will be the beneficiary of the both components of the project with administrative and technical responsibility of all project related activities. It will be responsible for approving all project activities and reports.

A Project Coordination Unit will be established by KSGM which will closely liaise with the UNFPA experts and the twinning partner. For the twinning component, KSGM will appoint a project leader and an RTA counterpart. For the second component, KSGM will appoint one of its staff as head of the Project Coordination Unit. KSGM will provide office space, internet and fax access for the UNFPA experts and for the twinning partner. Existence of a professional and stable structure for PCU staff is a crucial factor for the timely and proper
implementation of the programme. Close cooperation and communication between the twinning partner and UNFPA is crucial during the implementation of the two components.

A Steering Committee (SC) will be established comprising both components of the project. The semi-annual meetings of the SC will provide a platform for monitoring project implementation at the national level. The SC will provide policy guidance to improve project implementation. It will also discuss the strategy and/or policy documents prepared within the framework of the project, and make recommendations based on such strategies and policies. The SC will be composed of representatives from the main institutions dealing with women in Turkey, namely Ministry of Justice, Ministry of Interior, Ministry of Labour and Social Security, Ministry of National Education, Ministry of Health, the State Planning Organisation, the Turkish Armed Forces, State Institute of Statistics, General Directorate of National Police, General Command of Gendarmerie, Department of Social Services and Child Protection, women’s CSOs (including the Bar Association of Turkey), Hacettepe University Institute of Population Studies, Universities’ Women’s Studies Centres, Media, the EU Secretariat General and CFCU. The European Commission Delegation will participate in the Steering Committee as observer. When necessary representatives from universities and municipalities or any other institution will be invited to its meetings. The Secretariat of the SC will be the KSGM.

The SC will be chaired by the Senior Programme Officer (SPO), who will have the overall responsibility for all issues concerning the management and monitoring of the project. The Senior Project Officer (SPO) will be the General Director of KSGM.

Regarding the twinning component, at quarterly intervals or whenever deemed necessary by its members, the Project Leaders, the RTA and RTA counterpart and where applicable, representatives of the CFCU and the EC Delegation will meet to discuss the progress of the twinning component, verify the achievement of the outputs and mandatory results and discuss actions to be undertaken in the following quarter. The Twinning Project Steering Committee will also discuss the draft of the quarterly report submitted to it beforehand, recommend corrections.

The beneficiary country project leader will be the same person as the Senior Project Officer.

While all administrative and technical responsibility rests with the KSGM, the project will create and make extensive use of links with other ministries and government institutions, international agencies and civil society organisations operating in the field of violence against women and gender mainstreaming.

The first component will be implemented through a twinning contract. Details are given in part 6.2.

For the second component, a direct grant agreement will be signed with the UNFPA Turkey CO for the implementation of the activities outlined above., excluding the research on domestic violence against women outlined in result 1 of Component 2. The CFCU will conduct a separate tender procedure to this end. The UNFPA will be responsible for developing all tender documents.
UNFPA will ensure that the program activities are successfully realised in accordance with the Description of the Action to be prepared. Sub-contracting is not allowed under this contract.

UNFPA Turkey CO will assemble a programme implementation team (PIT). The recruitment process for the PIT will be in accordance with the United Nations guidelines and the selected candidates will be approved by the KSGM. The PIT will be composed of national and international short and long-term experts and support staff with the required technical and administrative capacity to undertake the activities linked to the aforementioned results.

The Team Leader of the second component will report directly to the Head of PCU who will be responsible for approval of project implementation activities and reports. The Team Leader will coordinate the project activities with both the KSGM Project Coordination Unit (PCU) and the UNFPA Project Implementation Team (PIT). S/he will be responsible for overall coordination and quality of the project, ensuring that EU standards are met.

In accordance with the framework agreement signed between the European Commission and the United Nations in April 2003, reporting methods will rely on UN standard reports to donors, where these fulfil EC minimum requirements. So do auditing, controlling, accounting and procurement procedures.

### 5. DETAILED BUDGET

<table>
<thead>
<tr>
<th>€M</th>
<th>Pre accession instrument funding</th>
<th>Co-financing</th>
<th>Total (pre accession instrument funding plus co-financing)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Year Budget 2005</td>
<td>5.838.180</td>
<td>National Public Funds</td>
<td>Other Sources</td>
</tr>
<tr>
<td>Component 1</td>
<td>1.720.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Component 2</td>
<td>2.968.180</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research Tender</td>
<td>1.150.000</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5.838.180</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. All investment sub-projects supported by the pre-accession fund must receive co-financing from national public funds. Minimum requirement for co-financing from national public funds is 25% of the combined PHARE and national contributions to the overall investment support.
2. Many Institution building projects will also have a degree of co-financing – this should be quantified and included wherever possible.
3. Expenditure related to equipment (regulatory infrastructure or ESC-related) and to Technical Assistance supporting investment (e.g. pre feasibility study / supervision of works / technical specifications) should be considered as Investment support in the project fiche.
4. All co-financing must be provided on a joint basis. Parallel co-financing will, in principle, not be accepted. Exceptions to this rule have to be agreed with the Commission in advance.

5. All co-financing should be clearly quantified, also the degree of certainty of such co-financing (i.e. for National Public Funds: is it already earmarked in local or national budget, for FI's Loans, private funds: are they already approved/under appraisal, etc.).

6. Where parallel co-financing is accepted and justified per exception to the normal rule it should be provided in monetary form. If this is not possible there should be clear criteria set out for the valuation of any non-monetary contributions (that should be quantified in the table).

7. If twinning is involved, clearly state the expected budget of the twinning covenant.

8. The financial engineering of the project should be closely monitored against actual delivery during implementation and against the objectives that were set in the project fiche so that corrective actions may be taken where required.

6. IMPLEMENTATION ARRANGEMENTS

6.1. Implementing Agency

The CFCU will be the implementing agency and will be responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of project activities. The Director General of the CFCU will act as PAO of the project. His contacts are:

**Mr. Nuri Ercan Tortop**
Programme Authorising Officer
Central Finance and Contracts Unit
Tel: +90 312 472 37 00
Fax: +90 312 472 37 44
e-mail: ercan.tortop@cfcu.gov.tr

The project will be implemented under the supervision of the Senior Project Officer identified below who will be responsible for the proper and timely implementation of activities. The beneficiary country project leader will be the same person identified below.

**Ms. Leyla COSKUN (Acting General Director, KSGM)**
Tel: +90 312 419 2973
Fax: +90 312 418 4917
E-Mail: leyla.coskun@ksgm.gov.tr

6.2. Twinning

The first component of the project will be implemented in the form of a Twinning contract between Turkey and a Member State/Member States. The Twinning Team will be located at the KSGM premises.

The Twinning partner(s) will provide a Resident Twinning Advisor (RTA) and also secure a pool of short-term experts, who will be called upon whenever necessary to contribute to the achievement of the results according to the work plan that will be prepared as part of the corresponding contract.
The EU Twinning advisors will work together with the staff of the beneficiary institution under the overall direction of the beneficiary institution and the Steering Committee. In addition to providing the twinning partner with adequate staff and other resources to operate effectively, the senior management of the beneficiary is expected to be actively involved in the delivery of the project results.

The EU Twinning partner will be a Member State institution directly involved in gender issues. The key inputs to be provided through twinning phase of the project include:

- A 20-month Resident Twinning Adviser, to be hosted within the KSGM
- A series of short-term experts for achieving the results outlined above

In case of an absence of a suitable twinning proposal, the twinning component of the Project will be implemented through conventional technical assistance.

**Means / Inputs**

Expert Input:

6.2.1. Member State Project Leader:

The PL should be a high-ranking official with broad knowledge of gender equality issues who will continue to work at his/her Member State administration but devote some of his/her time to conceive, supervise and coordinate the overall thrust of the Twinning Project.

The PL will allocate a minimum of 3 days per month and including one visit every 3 months to Turkey as long as the project lasts.

(a) Qualifications:
- Broad long-term knowledge of all processes in the area of gender equality;
- High-ranking official with ability to call on short and medium-term experts in support of the efficient implementation of the project;
- Capable of unblocking any problems at highest level;
- Good leadership skills.

(b) Tasks:
- Overall project coordination;
- Co-chairing with the Turkish PL the regular project implementation steering committee meetings;
- Mobilizing short and medium-term experts;
- Executing administrative issues.

6.2.2 Resident Twinning Adviser (RTA)

a) Qualifications

The RTA, who will reside 20 months in Turkey, should have the following qualifications and skills:
- At least ten (10) years of experience in gender equality related acquis and gender policies of the European Union,
- Experience in a gender equality related department of the government of a member state,
- Be familiar with equality bodies and similar structure in the EU member states,
- Have access to specialist personnel who are able to provide the detailed and relevant information or other skills required,
- Play the key role in the management of the twinning project and should have the necessary managerial skills,
- Sound communication skills and previous experience of working in a multi-disciplinary and multi-national team,
- Good knowledge of English.

b) Tasks

- Play the key role in the management of the twinning project,
- Monitor the project implementation and propose corrective management actions,
- Monitor the disbursement of funds of the project,
- Support and consultancy on training programmes, technical infrastructure and current trends,
- To plan and coordinate outputs,
- To nominate and supervise the short term experts,
- To coordinate and organise study visits, internships, training activities, workshops and public awareness activities,
- To ensure proper quality of outputs,
- To provide detailed reports on the impact of the project,
- Assist in the preparation of all strategic project documents [inception study, sector strategy/policy/plan, quarterly monitoring reports, final project report, training manuals etc.]

The duration of the assignment of the long-term advisor will be 20 calendar months.

The RTA is expected to ensure, together with the host administration, the achievement of the results mentioned under the first component. In order to meet these objectives the expert may propose alternative and/or complementary project activities and/or outputs to those identified, if regarded as necessary and justified.

6.2.3 Tasks of short-term experts

The experts will work in close co-operation with the RTA and the PCU staff in order to meet specific objectives as set out above.

a) Qualifications

The experts will be qualified in the particular fields in which they are being utilised, either through formal qualifications or through practical experience. The experts should have the following knowledge and experience:
• Sound background in the fields of law, EU policies on gender equality, gender mainstreaming, equality bodies, communication, project management and financial management.
• Implementing train the trainers system and creating “multiplicators”, as well as designing training curricula,
• Modern methods for adult education/training,
• “Consultancy” experience in an international context,
• Skills in policy development,
• Skills in financial planning and management,
• Strong communication skills,
• Good command of English.

b) Tasks

Each expert in his/her scope of expertise should make an analysis of the current situation and develop a concept together with the experts of Turkey as to further implement an efficient reorganisation of the service.

• To contribute to the project with specialist knowledge in the area of gender equality.
• To provide specialist support and advice services.
• To prepare training curricula and to deliver selected training modules.
• To work with the beneficiary for strengthening the KSGM documentation centre.
• Timely delivery of the communication strategy, draft gender equality body model, draft national action plan.

6.3. Non standard aspects

The second component of the project addresses a highly sensitive issue for Turkey, which is combating violence against women. This issue persists in a different context in Turkey than in the EU member states given the cultural and traditional particularities of Turkey. The contractor for this component should have very good knowledge of such particularities and the prevalence of the issue in different regions, in order not to lose a lot of time to explore the existing situation. Thus, a comprehensive approach to and previous hands-on experience in the field of violence against women is crucial.

Moreover, the contractor should be in a position to work and collaborate with the government institutions, as well as with NGOs and other stakeholders. It should be neutral to all related stakeholders for the sound implementation of the project.

UNFPA Turkey CO appears as the sole institution combining the above mentioned features.

UNFPA has gender-related activities in over 100 countries in the world. The Fund aims to improve the status of women at every stage of their lives. It promotes legal and policy reforms and gender-sensitive data collection, and supports projects that empower women economically. UNFPA implements various interventions to help end Gender Based Violence, including advocacy, data collection on prevalence, indicators of change, male involvement and prevention, training for the police and government staff, and support to legislative and policy changes.
UNFPA has worked in Turkey since 1971. Over the years UNFPA has established a number of strategic partnerships including with the Turkish Parliament, Government Ministries, Turkish Armed Forces, Universities and NGOs. These partnerships have enabled effective and efficient collaboration, mutual benefit, and responsiveness to the needs of the Turkish society. UNFPA has for the past 4 years at the request of KSGM, helped promote awareness about women’s rights and violence against women through regional media training, publications, media, university and parliamentary involvement and capacity building of public institutions and NGOs under its 3rd country programme. UNFPA’a activities in Turkey are already mentioned under part 3.5.

Staff in the Turkey CO have previously implemented EU funded projects and are therefore familiar with EU rules and procedures.

Therefore, a direct agreement will be signed with UNFPA Turkey CO for the implementation of the second component. UNFPA will establish a Project Implementation Team (PIT) composed of long and short term experts.

The twinning partner and UNFPA will work in close cooperation during the implementation of the project and will organise regular liaison meetings.

6.4 Contracts

There will be three contracts under this project:

A twinning contract will be signed for the first component with a value of € 1.720.000

A direct agreement will be signed with UNFPA for the second component with a value of € 2.968.180 except for the national research on violence against women. The value of the service contract to be separately tendered by CFCU is € 1.150.000.

The KSGM will be owner of all assets after project completion.

7. IMPLEMENTATION SCHEDULE

7.1. Start of tendering/call for proposals

Component 1:
Circulation of project fiches: July 2005
Selections of Twinning partners: -November - December 2005
Contracting: June- July 2006

Component 2:
Start of tendering for the national research: 2nd quarter of 2006
7.2. Start of project activities

Component 1: September 2006
Component 2: February 2006

7.3. Completion date

Component 1: July 2008 (total project duration)
Component 2: January 2008

8. EQUAL OPPORTUNITY

Equal participation of women and men will be secured through appropriate information and publicity material, in the design of projects and access to the opportunities they offer. An appropriate male/female balance will be sought in all the managing bodies and activities of the project and its activities.

9. ENVIRONMENT

Not applicable

10. RATES OF RETURN

Not applicable
11. INVESTMENT CRITERIA

11.1. Catalytic effect

This project will provide a new impetus for the implementation of the gender-related human rights acquis in Turkey, thereby enabling to achievement of accession priorities at an earlier date.

11.2. Co-financing

Not applicable.

11.3. Additionality

The EU grant will not replace any other sources of funding.

11.4. Project readiness and size

The project is ready for contracting. No technical studies are necessary.

11.5. Sustainability

Sustainability will be in the form of the improved capacity of KSGM, relevant public institutions and civil society actors for sound policy development and operational effectiveness, as well as in the form of strengthened cooperation among these parties in the implementation of gender equality policies. It is envisioned that upon official adoption of the National Action Plans developed herein sustained and substantive government support will be garnered. This support will further ensure the sustainability of the project. Through its extensive use of regional workshops this project also works to develop local networks and grassroots involvement in the project aims. Moreover, utilisation of a multi-sectoral approach as described herein will further ensure sustainability of project results. This approach will involve all appropriate government institutions in relevant project activities, including the drafting of National Action Plans, and raise their awareness about gender equality and domestic violence against women.

11.6. Compliance with state aids provisions

EU grants will not displace other sources of funding, especially from the private sector or IFIs.

12. CONDITIONALITY AND SEQUENCING

The contracts for this project can be signed on the condition that the KSGM proves to be able to allocate sufficient staff for the project coordination unit.
ANNEXES TO THE PROJECT FICHE

1. Logical framework matrix in standard format (compulsory)
2. Detailed implementation chart (compulsory)
3. Contracting and disbursement schedule by quarter for full duration of programme (compulsory)
4. Reference of feasibility/pre-feasibility studies (compulsory)
5. Reference list of relevant laws and regulations (compulsory)
6. Reference list of relevant strategic plans and studies (compulsory)
7. List of potential cities for workshops
8. Names of the consulted organisations and institutions took part in the search conference (for both components)
### LOGFRAME PLANNING MATRIX FOR **PROMOTING GENDER EQUALITY**

<table>
<thead>
<tr>
<th>Project structure</th>
<th>Objectively verifiable indicators</th>
<th>Source of verification</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| **Overall Objective** | The overall objective is to promote gender equality and the protection of women’s human rights in Turkey. | • Percentage of women in the workforce increased  
• Percentage of women in politics increased  
• Total girls’ enrolment in primary, secondary and tertiary schools  
• Existence of a Gender Equality Law | • EC Regular Reports (2006-2007)  
• EUSG annual reports  
• Gender disaggregated statistics gathered by Public Institutions  
• Legal Texts | |
| **Component 1:** | To strengthen the institutional capacity of the National Mechanism’s (NM/KSGM) to mainstream gender issues into all public policies and promote the implementation of gender equality legislation with the participation of central and local authorities and NGOs, and to contribute to the establishment of a Gender Equality Body in line with the EC practices | • Implementation of national legislation that supports and enhances gender equality in all aspects of social life is advanced and all gaps identified by the end of the project  
• Gender focal points exist in all government institutions by the end of the project  
• Increase by 25% programs that address gender initiated by ministries other than KSGM  
• Implementation of EC Equality of Treatment between Men and Women Programmes by KSGM by the end of the project | • Accession partnership document and regular reports  
• Annual activity reports of KSGM  
• National Development Plans  
• National Budget  
• EUSG annual reports  
• Annual project progress reports | • Maintenance and strengthening of political commitment to further improve women’s rights |
<table>
<thead>
<tr>
<th>Project purpose</th>
<th>Component 2: To strengthen the capacity of stakeholders to protect women from domestic violence in order to better advance their human rights.</th>
<th>Component 2:</th>
<th>Component 2:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>• National Action Plan on gender equality policy implementation exists by the third quarter of 2007.</td>
<td>• National Action Plan for violence against women and Implementation Programme developed by the first quarter of 2007</td>
<td>• National Action Plan for violence against women</td>
</tr>
<tr>
<td></td>
<td>• Up to 500 civil servants trained in gender equality policy implementation by the end of the project.</td>
<td>• Existence of surveillance system and Database on Violence Against Women by the second half of 2007.</td>
<td>• The Domestic Violence Against Women Database model</td>
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<td></td>
<td>• Existence of a model for a Gender Equality Body by the end of the project.</td>
<td>• Increase number of shelters, counselling centres and hotlines by 25%</td>
<td>• Activity Reports of Women’s Shelters and Counselling Centres Congress</td>
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<td>• CEDAW-Turkey Committee Reports</td>
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<td>• CEDAW Shadow Report</td>
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<td>• Statistics from the Directorate General of Turkish National Police, Law and Order Department</td>
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<td>• Reports of the Directorate General of</td>
</tr>
<tr>
<td>Results</td>
<td><strong>Component 1:</strong></td>
<td><strong>Component 1:</strong></td>
<td><strong>Component 1:</strong></td>
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<tr>
<td></td>
<td>1. All KSGM staff become competent to specify all gender-related policy gaps, advise on appropriate policies and pursue responsive projects</td>
<td>1. A stable expert group composed of minimum four persons in KSGM exists at the end of the project</td>
<td>Annual Progress reports and final evaluation of project</td>
</tr>
<tr>
<td></td>
<td>2. KSGM Documentation Centre strengthened to be able to serve general public.</td>
<td>2. KSGM will have prepared at least 10 policy documents, strategies or papers by the end of the project</td>
<td>KSGM training registries</td>
</tr>
<tr>
<td></td>
<td>3. A draft model for a gender equality body is available which should act as a discussion paper for the future equality body</td>
<td>3. KSGM is able to submit a project proposal for future programming periods</td>
<td>Implementation of Gender Equality Policies Report</td>
</tr>
<tr>
<td></td>
<td>4. A draft National Action Plan is available to act as the basis for</td>
<td>4. 2 KSGM staff trained to run the KSGM documentation centre by the end of the project</td>
<td>Draft Action Plan</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. KSGM’s documentation centre has a website with a search engine receiving minimum 200 hits per month.</td>
<td>Communication Strategy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. Gender Equality Body model is ready to be endorsed by the end of the project</td>
<td>Evaluation report of communication strategy</td>
</tr>
<tr>
<td></td>
<td></td>
<td>4. A report on implementation of gender equality policies and gender mainstreaming in the EU is available by</td>
<td>Reports of Ministry meetings</td>
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<tr>
<td></td>
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<td>Training registry</td>
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<td></td>
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<td>Training materials</td>
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<td></td>
<td></td>
<td></td>
<td>Pre- and post-training tests</td>
</tr>
</tbody>
</table>

Local Administration under the Ministry of Interior
- Court reports
- Annual reports, charges and convictions based on the Family Protection Law (no.4320)
- Reports on hotline use
- Annual project progress reports
<table>
<thead>
<tr>
<th>Results</th>
<th>Component 2:</th>
<th>Component 2:</th>
<th>Component 2:</th>
<th>Component 2:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. National data is available to show the causes and consequences of domestic violence which will act as a basis for the formulation of appropriate national policies and strategies to combat domestic violence against women</td>
<td>At least 7000 persons interviewed to establish the national database on violence</td>
<td>Report on causes and consequences of domestic violence</td>
<td>Public and civil society institutions will willingly pursue project goals</td>
<td></td>
</tr>
<tr>
<td>2. KSGM becomes capable of developing policies, including</td>
<td>National Action Plan and on violence against women exists by first quarter of 2007</td>
<td>Progress report on research and records from institution responsible for research on causes and consequences of domestic violence</td>
<td></td>
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<tr>
<td></td>
<td>The Communication Strategy is utilised by at least 20 media organisations by the end of the project</td>
<td>Domestic Violence Against Women Database model exists by second half of 2007</td>
<td></td>
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<tr>
<td></td>
<td>Minimum 100 trainers are ready to conduct implementation of gender equality policies training programs</td>
<td>Service models available for implementation by all service administrators by the end of the project</td>
<td></td>
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<tr>
<td></td>
<td>Minimum 50 top-level decision makers, 150 experts and 500 policy implementers trained</td>
<td>Gender Equality Body model</td>
<td></td>
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<tr>
<td></td>
<td>Draft National Action Plan for Implementation of Gender Equality Policies developed by the third quarter of 2007</td>
<td>Annual activity plans of KSGM</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>The Communication Strategy is utilised by at least 20 media organisations by the end of the project</td>
<td>9th 5 year development plan</td>
<td></td>
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</tr>
<tr>
<td></td>
<td>Minimum 100 trainers are ready to conduct implementation of gender equality policies training programs</td>
<td>Documentation Centre website</td>
<td></td>
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<tr>
<td></td>
<td>Minimum 50 top-level decision makers, 150 experts and 500 policy implementers trained</td>
<td>Annual project progress reports</td>
<td></td>
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<td><strong>3.</strong></td>
<td>A Communication Strategy for combating violence against women developed and put into action in order to increase awareness about violence against women in the general public</td>
<td></td>
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<td><strong>4.</strong></td>
<td>Measures to combat violence against women are ready for implementation by related public officials</td>
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<td><strong>5.</strong></td>
<td>Increased sensitivity among public officials on combating violence against women</td>
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<td><strong>6.</strong></td>
<td>The municipalities to establish shelters for women are identified, together with investment needs, to be utilised for future EU pre-accession funding</td>
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<tr>
<td></td>
<td>• Minimum 100 trainers trained by third quarter of 2007.</td>
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<td></td>
<td>• Minimum 760 civil servants trained to provide more comprehensive, sensitive services to women victims of violence</td>
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<td>- Minimum 25 municipalities are contacted to define the final list of municipalities willing to establish shelters</td>
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<td></td>
<td>KSGM</td>
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<tr>
<td></td>
<td>• National Development Plans</td>
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<td></td>
<td>• Annual project progress reports</td>
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<tr>
<td>Activities</td>
<td>Means</td>
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<td>---------------------------------------------------------------------------</td>
<td>--------------------------------------------</td>
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<tr>
<td><strong>Component 1: Institutional Capacity Building</strong></td>
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<td>3.4.1.14 Analysis, evaluation and assessment of the existing organisation</td>
<td>• Twinning contract</td>
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<td>and structure of KSGM.</td>
<td>• Short term experts</td>
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<td>3.4.1.15 A specialised training program about gender equality issues,</td>
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<tr>
<td>acquis and EU policies for the KSGM staff will be organised.</td>
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<td>3.4.1.16 A specialised training program about project management and</td>
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<td>resource mobilisation for all KSGM staff will be organised.</td>
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<td>3.4.1.17 Training curricula on gender mainstreaming will be formulated</td>
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<td>which can be replicated after project completion</td>
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<td>3.4.1.18 KSGM’s capacity to run the KSGM documentation centre will be</td>
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<td>improved through training and development of the website.</td>
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<td>3.4.1.19 Study tours of not more than total of 50 man/days will be</td>
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<td>organised to EU countries to learn about the experiences of Gender</td>
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<tr>
<td>Equality Bodies. The participants will be from KSGM</td>
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<td>3.4.1.20 A Draft Model for the Gender Equality Body will be prepared</td>
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<td>through regional/local workshops.</td>
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<td>3.4.1.21 A gender equality mainstreaming policies report to serve as a</td>
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<tr>
<td>references document on the institutional structure and policy experiences</td>
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<tr>
<td>of EU countries will be prepared.</td>
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<td>3.4.1.22 The National Action Plan for gender equality policy</td>
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<td>implementation will be drafted through a series conferences following a</td>
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<td>needs assessment.</td>
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<td>3.4.1.23 A Communication Strategy for the National Action Plan will be</td>
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<td>formulated through intensive consultation with all</td>
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stakeholders and applied in partnership with media organisations.

3.4.1.24 A trainers pool, including experts and trainers from public institutions and NGOs, will be established to train decision makers, experts and policy implementers on gender mainstreaming.

3.4.1.25 Seminars, workshops and trainings will be held for public institutions and NGOs on national gender mainstreaming experiences.

3.4.1.26 An international conference will be organised on gender mainstreaming to change experience with EU member states on implementation of gender equality policies.

### Component 2: Combating Violence Against Women

| 3.4.2.11 | An institution will be separately contracted by CFCU to undertake qualitative and quantitative research on the causes and consequences of violence against women. |
| 3.4.2.12 | A National Action Plan on violence against women will be drafted through a series of national conferences following a needs assessment. |
| 3.4.2.13 | A Communication Strategy for combating violence against women will be formulated through intensive consultation with all stakeholders and applied in partnership with media organisations. |
| 3.4.2.14 | A study tour to an EU member state will be organised to exchange experiences regarding service delivery to battered women, including surveillance systems to monitor violence against women. |
| 3.4.2.15 | A model for a database for monitoring violence against women will be developed based on a needs assessment of existing institutional capacity. |
| 3.4.2.16 | Needs assessment will also include the identification of the |

- 1. Direct grant agreement
- 2. Service contract for the national research
- Long and short term experts
investment needs of the municipalities to establish shelters for women to be utilised for the future EU pre-accession funding. Design documents and technical specifications will be formulated for investment-if necessary. This activity will assist in formulating a project to establish women’s shelters for 2006 and future programming.

| 3.4.2.17 | National and regional workshops will be held to share the results of the capacity assessment, introduce the model database, facilitate networks among relevant institutions and to develop service delivery models. |
| 3.4.2.18 | A national conference will be held to introduce and disseminate the service delivery models. |
| 3.4.2.19 | Training curricula will be formulated which can be replicated after project completion. |
| 3.4.2.20 | A trainers pool, including experts and trainers from public institutions and NGOs, will be established. |

Pre-conditionality

The contracts for this project can be signed on the condition that the KSGM proves to be able to allocate sufficient staff for the project coordination unit.
Annex 2: Implementation Chart

<table>
<thead>
<tr>
<th>ANNEX - II IMPLEMENTATION CHART</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
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<tbody>
<tr>
<td>Twinning</td>
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<tr>
<td>Technical Assistance</td>
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Annex 3: Contracting and disbursement schedule by quarter for full duration of programme

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<tr>
<td>Twinning</td>
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<td>Technical Assistance</td>
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<tr>
<td>Cumulated</td>
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<td>4.118.000</td>
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<td>Disbursed</td>
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<tr>
<td>Twinning</td>
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<tr>
<td>Technical Assistance</td>
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<td>414.000</td>
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<tr>
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<td>1.235.000</td>
<td>2.808.000</td>
<td>2.922.000</td>
<td>3.859.000</td>
<td>414.000</td>
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<td>3.973.000</td>
<td>4.910.000</td>
<td>5.024.000</td>
<td>5.552.000</td>
<td>5.666.000</td>
<td>5.838.000</td>
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Annex 4: Reference list of feasibility/pre-feasibility studies

No technical studies are necessary
Annex 5: Reference List of Relevant Laws and Regulations in the Field of Gender Equality and Women’s Rights

1. Turkish Legislation

Turkish Criminal Code, Act no 4903, June 2004
- Deleted Article 462 which reduced sentences for killing of spouse, sister, or descendant caught in the act of illegal sexual intercourse (used historically in cases of honour killings)

Turkish Nationality Act, Act no 4866, June 2003
- Removed sex-based discrimination

Labour Act, Act no 4857, May 2003
- Provided for equal treatment of women and men at work, including protection against dismissal
- Granted equal pay for equal work
- Deleted Article 73, thereby lifting prohibition against women from night work
- Extended maternity leave to 16 weeks

Turkish Civil Code, Act no 4721, November 2001
- Preliminary chapter: removed gender discrimination, strengthened gender equality. Law of Persons: granted women full capacity under the law, equal to men, regardless of marital status. Law of Family: abolished husband as head of household; granted spouses joint responsibility for maintenance of household; deemed each spouse representative of the conjugal union; granted equal sharing of matrimonial property; granted joint spousal determination of conjugal home; granted joint parental authority; granted equal grounds for divorce. Law of Property: granted women equal rights to hold title and convey land and the ability to record property ownership. Law of Obligations: no legal distinction made between men and women.

Protection of the Family Act, Act no 4320, January 1998
- Granted protection orders in case of domestic violence.

Education Act, Law no 4306, 1997
- Extended basic education from five to eight years for both sexes.

Population Planning Act, Act no 2827, May 1983
- Enabled women to demand an abortion up to 10 weeks with approval of spouse or legal guardian if married or underage, and after 10 weeks in case of medical necessity.

2. EU Legislation

• Decision No 848/2004/EC of the European Parliament and of the Council established a Community action programme to promote organisations active at European level in the field of equality between men and women.

• Council Decision 2001/51/EC established a Programme relating to the Community framework strategy on gender equality.


• The Treaty of Nice signed in 2001 and enforced in 2003 expanded on the human rights components of the Treaty of Amsterdam by enabling the EC to sanction member states for human rights violations.

• The Treaty of Amsterdam, signed in 1997 and enforced in 1999, emphasized the protection of human rights and provides for the elimination of gender-based inequalities.

3. International Standards to which Turkey is a party


• UN Optional Protocol to CEDAW, signed 9/8/2000, ratified 10/29/2002

• UN International Covenant on Civil and Political Rights (ICCPR), signed 8/15/2000, ratified 7/21/2003

• UN International Covenant on Economic, Social, and Cultural Rights (CESCR), signed 8/15/2000, ratified 8/11/2003

• UN Convention on the Political Rights of Women, signed 12/12/1954, ratified 12/26/1960


• CE European Social Charter, signed 9/18/1961, ratified 6/16/1989
Annex 6: Reference list of relevant strategic plans and studies

- 8th Five-Year Development Plan (State Planning Organisation)
- 2005 Annual Program (State Planning Organisation)
- CEDAW National Report (KSGM - Government of Turkey)
- CEDAW Shadow Report (Turkish NGOs)
- Recommendations of CEDAW Committee to Turkey (UN)
- Millennium Development Goals Report (UN Turkey)
- Annual Human Development Report (UNDP)
- State of World Population Report (UNFPA)
- 2003 Turkish Demographic and Health Survey (Hacettepe University Institute of Population Studies)
- Report on the Role of Women in Turkey in Social, Economic and Political Activities (European Parliament Committee on Women’s Rights and Gender Equality)
Annex 7: Potential cities for workshops

Agri
Aksaray
Amasya
Ankara
Aydın
Canakkale
Denizli
Gumushane
Isparta
Istanbul
Izmir
Karabuk
Kars
Kayseri
Kırşehir
Kutahya
Mardin
Mersin
Siirt
Tekirdağ
Trabzon
Tunceli
Urfa
Van
Yozgat
Annex 8: Names of the consulted organisations and institutions took part in the search conference (for both components)

An outline of the draft project fiche was shared with all relevant stakeholders during a search conference held on February 4, 2005. The recommendations emanating from the discussion during this one-day meeting were taken fully into account during the finalization of the project fiche. The following organizations took part in the search conference and were consulted on the fiche design:

- State Planning Organization (SPO): because of its responsibilities related to the planning and progress of women’s issues
- State Institute of Statistics (SIS): because of its responsibilities and capacity to collect and monitor data on behalf of the State
- Ministry of the Interior: because of their responsibility to protect and ensure human rights
- Ministry of Health: because of their responsibility to provide healthcare and maintain the health of women
- Ministry of Justice: because of their responsibility to protect human rights through the enforcement of civil and penal legal codes
- Ministry of Labour and Social Security: because of their responsibility to ensure equal participation and protection against discrimination for women in the workplace
- Ministry of National Education: because of their responsibility to protect human rights through the formal education system
- Directorate General of Social Services and Child Protection: because of their responsibility to provide social services for battered women through shelters and support services
- Women’s Human Rights – New Ways: because they train stakeholders in women’s human rights
- Women’s Solidarity Fund – Ankara: because they provide support services to battered women and their children
- KA-DER: because they develop policies and programs to support women’s human rights
- Istanbul Women’s Organizations Association: because they develop policies and programs to support women’s human rights
- Women’s Shelter Assembly Communication Network: because they provide support services to battered women and their children
- Turkish Women’s Association: because they develop policies and programs to support women’s human rights
- Ankara University: because they have the expertise to provide technical support and advice in the conduct of research and design of interventions
- Middle East Technical University: because they have the expertise to provide technical support and advice in the conduct of research and design of interventions
- Hacettepe University: because they have the expertise to provide technical support and advice in the conduct of research and design of interventions
- Istanbul University: because they have the expertise to provide technical support and advice in the conduct of research and design of interventions
- General Command of Gendarmie: because of their responsibility to protect the security of the Turkish population
- General Directorate of Security: because of their responsibility to protect the security of the Turkish population
- Police Academy: because of their responsibility to train officers in effective law enforcement that protects the human rights