

Country: TURKEY

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

Joint Program Outcome(s):


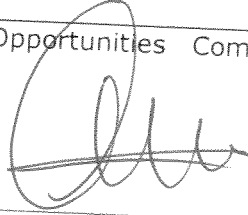


Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking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

Program Duration: 24 months
Anticipated start/end dates: 15 April 2011
15 April 2013
Fund Management Option(s): Pass-through
Overall Implementing Agent: UNDP
Implementing BM Partners: UNDP, UN Women
Executive Agent: Turkish Grand National
Assembly Equal Opportunities Commission for
Man and Woman
Implementing Partners: General Directorate for
Women's Status, Ministry of Interior General
Directorate for Local Authorities, Union of
Municipalities of Turkey

Total estimated budget*: 1.000.000 USD
Out of which:
1. Funded Budget: 1.000.000 USD
2. Unfunded budget: _____
* Total estimated budget includes both program costs
and indirect support costs

Sources of funded budget:
SIDA: 1.000.000 USD

Names and signatures of (sub) national counterparts and participating UN organizations

| | |
|--|--|
| UNDP  Ulrika Richardson-Golinski Resident Representative 05/10/2011 | Equal Opportunities Commission for Man and Woman  Arize Sibel GÖVÜL |
| UN Women  | Ministry of Foreign Affairs  N. Gökçe KAYA Minister Plenipotentiary Deputy Director General For Multilateral Economic Affairs |

1. Executive Summary

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

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

Accountability is the key feature of democratic governance that ensures that decision-makers (power holders) adhere to publicly agreed goals and standards. From a gender perspective, accountability requires that decisions are equally assessed by and impacting women and men. But this is not enough. It also requires relevant institutional settings and environment for which gender equality is a standard against which performance of decision makers can be monitored and evaluated. It also demands strong normative foundations, including national laws and global human rights frameworks such as CEDAW.

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

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

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

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

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

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

The Program will start with an inception period, which will be completed within two months upon signature of the project document. Although the present project document has been developed after thorough analyses, an inception period will still be needed for the project team to reflect their collective experiences and best judgements to the specific requirements of the Program.

The inception period is not expected to last more than eight weeks, during which the Program Document will develop fine-tuned and more detailed activity and resource schedules relying on the findings of the mapping activity and thorough consultations with respective stakeholders. Thus the time plans and resources allocated to activity groups mentioned hereinafter are indicative and will be finalised by the program team during the inception period. During the inception phase the Program Team will also determine the scope of the visibility and communication activities required for successful implementation of the Program. Finally, the Program Team (by using short-term expertise if needed) will also develop a set of metrics, which will be used for evaluation and impact assessment purposes. At the very least, the evaluation, which is planned to be carried out at the later stages of the Program, is expected to (a) demonstrate the impact of the Program and (b) cast light on the further efforts on gender sensitive local service delivery and resource allocation by providing recommendations. Once developed, the Program Team will make sure that activities regarding monitoring and evaluation are reflected properly in annual work plans of the Program.

2. Situation Analysis

According to the 2010 MDG Progress report of Turkey, Turkey has almost reached the target of eliminating gender inequality in primary education although the proportion of girls who are not taking up secondary education is noteworthy. The MDG Progress Report highlights the existing structural inequalities; especially those related to geographical and social gender disparities as remaining challenges for the achievement of MDGs. The Report calls for special attention to Goal 3, which is the area where Turkey is encountering serious difficulties and structural obstacles and therefore is the goal with the highest risk of not being achieved by 2015. The primary gaps are found in the participation of women in decision making and in labor force: The representation of women in politics at the parliamentary level is 9.1% (with only 50 seats held by women in the 550-member parliament) and that of local government is less than 2%. Women's participation in labor force is only at around 25%, which put Turkey below all other OECD members and many developing countries worldwide. According to Gender Inequality Index (GII), this reveals gender disparities in reproductive health, empowerment and labor market participation. Turkey ranks 77th out of 138 countries.

Nevertheless, Turkey displays an important progress regarding women's rights since 1990s. As a result of a strong women's movement and efforts of women's organizations as well as international monitoring activities on gender equality in Turkey, a common agenda for gender equality has been developed. Additionally, over the past 10 years, legal reforms that eliminate fundamental discriminatory provisions against women were adopted. These include provisions of the legislation for the establishment of national machinery for gender equality both in the executive, i.e. Directorate General on Status of Women and the legislative, i.e. the Equal Opportunities Commission of the Parliament; penal code's provisions those constitute major step towards gender equality and protection of women's human rights in terms of bodily and sexual autonomy; provisions of the civil code those abolish the supremacy of men in marriage and thus establishes the full equality of men and women in the family; provisions of the family protection law against domestic violence; ratification of Optional Protocol to "Convention on Elimination of All Forms of Discrimination Against Women" (CEDAW) and municipal law no 5393, which enforce the establishment of shelters for women and children for metropolitan municipalities and municipalities with larger than 50,000 population are among the milestones in the course of gender equality.

Among the steps taken in this regard, the establishment of The Equal Opportunities Commission for Men and Women represents a new and potentially very important institutional dimension of the state gender machinery, well positioned to mainstream gender equality perspective in legislation processes and outcomes as it is mandated to do both, mainstream gender in legislations and monitor the implementation of the legislations. Its establishment was welcomed by the CEDAW Committee, who recognized this as a positive development in government of Turkey's efforts meet commitment to gender equality.¹ Also the EU has welcomed the establishment of the Parliamentary Equal Opportunities Committee. At the same time, however, EC and CEDAW Committee highlighted the need of Turkey to make further efforts to guarantee that women's rights are fully respected in practice, in all fields of life including women's participation in the labor market, political representation, education for girls and violence against women.

Within this framework, the Joint Program at hand aims to build at this momentum, and foster an enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission. By strengthening the institutional structures and developing their capacities, the project aims at ensuring that gender equality is mainstreamed in

¹ CEDAW Committee Concluding Observation, 30 July 2010

legislation processes and policy making and subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.

3. Strategies, including lessons learned and the proposed joint programme

Background/context:

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

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

Another significant UN contribution to gender equality is the 'UN Joint Program on Protecting and Promoting Human Rights of Women and the Girl Child' (UNJP) implemented in six cities of Turkey; İzmir, Kars, Nevşehir, Şanlıurfa, Trabzon and Van between 2006-2010. The project was coordinated and managed by the UNFPA on behalf of the UNCT in partnership with the Ministry of Interior (MoI) on the part of the Turkish government and Sabancı Foundation representing the private sector and the program's main donor. The Program provided a crucial platform for the Turkish government, NGOs, private sector and other stakeholders to work together for the goal of establishing gender equality in Turkey. The six cities where UNJP was implemented, and which aimed to be certified as 'Women Friendly Cities', have gained significant experience in integrating women's issues into the agenda of local policy-making through the Local Equality Action Plans (LEAPs) which they have adopted. Currently UNDP and UNFPA are working on the second phase of this joint program for its scale up and replication.

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

This has included projects in the field of women's participation to politics and decision making processes, where UNDP, with support from Sida and in close cooperation with the women's movement, has been investing to the establishment of institutional and human resource capacities for women empowerment. Within the scope of these interventions, UNDP has contributed to the increase of proportion of women MPs in the Parliament and establishment of the Equal Opportunities Commission of the Parliament for Woman and Man, along with its national counterparts, as well as strengthened awareness within media, particularly at local level, on gender concepts and the role media can play. In 2010, UNDP and UN WOMEN launched their first cooperation with the Equal Opportunities Commission on mainstreaming gender in legislation making processes. One of the objectives of this exercise is to foster enabling environment for women's empowerment and gender equality in the country through gender-sensitive legislation.

As one of the key players in the field of women empowerment and gender equality in Turkey, UNDP, along with UN WOMEN, will base the implementation strategy of their Joint Program to the referred experiences.

Lessons Learned

Previous initiatives in the field of gender equality show that though there is a strong legislative framework, there is an urgent need of their review from gender perspective. Various UN initiatives addressing gender equality also noted some problems in the implementation of the respective legislative framework due to coordination or monitoring related problems. Similarly, despite the strong structuring of different institutions playing a leading role in gender equality in the context of Turkey, some problems are observable in coordination among these institutions. UN system's work in the field also highlights the importance of a holistic outreach strategy to have a common understanding on the roles and mandates of the basic pillars of the gender equality system in the country.

The Proposed Joint Program

The proposed program will directly contribute to achievement of the MDG 3 on gender equality and women's empowerment as well as to Turkey's overall democratic governance and local governance efforts. The overall objective of the proposed program is to contribute to enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission, and by enhancing their institutional capacities to ensure that gender is mainstreamed in legislation and policymaking processes, fully implemented, regularly monitored, evaluated and, if necessary, adjusted.

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

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

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

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

Output 4: Increased awareness among the public on gender equality

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

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

This mapping exercise will analyze the positioning and interactions of the legislative, judiciary and executive pillars in the gender equality machinery. The purpose is to **map the existing mandates, interactions, gaps and needs in order to develop a full-fledged capacity development strategy for duty bearers** under the project. It will also serve to provide inputs for establishment of a mechanism that will ensure better coordination among different gender equality units at national and local level and better delivery of results on gender equality.

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

Findings of the mapping activity will be shared with respective entities to open the discussion on improving coordination of these entities and thus strengthen national gender equality machinery. The key expected result of participatory debate process is the mutual review of good practices (including CEDAW, Gender Equality National Action Plan, the National Plan for Combating DV, the Second National Action Plan to Combat Trafficking and any relevant national plans/strategies in area of gender) for strengthening the effective coordination among the institutions working in the field of gender equality.

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

Relying on the findings of the mapping exercise, tailor made capacity building strategy for gender equality machinery will be developed and disseminated. The strategy will be developed in consultation with different actors of the gender equality machinery and will rely on the findings of the mapping exercise. The capacity development strategy will address both the institutional capacity needs and address the need for improved coordination and partnership among these entities.

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

Gender sensitive resource allocation at the local authorities is crucial. Though elected women members can be regarded as the main advocate for such gender sensitive resource allocation aiming only them will weaken the efforts. Therefore, in cooperation with the Union of Municipalities of Turkey, capacity enhancement programs will be developed for the members of the municipal councilors. Following the mapping of the needs of the municipal councilors, training programs including the trainings on gender sensitivity whose aim is to support the councilors in gender mainstreaming in the local service delivery will be developed and conducted. There will be a special emphasis on gender budgeting. The programs will not only aim the women but the men in order to serve the internalization of gender mainstreaming both in resource allocation and service delivery. The councilors will be the part of the monitoring mechanism that the Equal Opportunities Commission for Woman and Man will rely on in the oversight of the implementation of the policies. The trainings will include (also) the following topics: CEDAW, EU

gender directives, specialized topics such as gender responsive budgeting, temporary special measures in area of women empowerment.

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

One of the main challenges of the initiatives of this sort is lack of sustainability due to the high circulations both in the membership of the councilors and the profile of the elected members. To ensure sustainability and continuity, a pool of gender experts/ resource persons will be created as a result of capacity development trainings both in Union of Municipalities of Turkey and General Directorate for Women's Status and among the professionals of the local authorities, women councils and provincial special administrations. These experts/ resource persons will act as trainers and provide guidance in the process of mainstreaming gender within laws and national policies.

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

Laws are the most explicit expressions of the state policies, including those enhancing or preventing gender equality in various spheres of life. In this regard technical support to the newly established Equal Opportunities Committee for the Woman and Man and the legal experts of the Parliament (those who directly contribute to drafting the bills) is an important and strategic entry point to ensure that the legislation is gender sensitive and fully in line with international human rights and women's rights commitments. Based on consultations led by UNDP and UN WOMEN in the first half of 2010 stakeholders expressed the need to support the Commission as well as legal experts in developing their capacity of gender mainstreaming in legislative processes. The first series of trainings, with financial and technical support of UN Women and UNDP based on preliminary needs assessment (carried out in August 2010) took place in October. Follow up activities under the current Joint Program will include:

Activity 2.1 Review the fundamental legislative framework from gender perspective

To comply the fundamental legislative framework of Turkey to international standards from a gender mainstreaming perspective, the fundamental framework will be reviewed and recommendations for their improvement will be developed and shared with the Commission. The legislations that will be under review in the scope of the Programme will be determined during the inception phase in consultation with Programme partners.

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

The Joint Program will provide the basis for the establishment of knowledge sharing platforms for parliamentarians in order to make legislative frameworks more gender sensitive. The knowledge sharing platforms are expected to reach %40 of the parliamentarians in Turkish Grand National Assembly. In this context, the knowledge sharing meetings will include different country experiences and best practices with respect to gender sensitive legislative making processes together with some practical methods and solutions.

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

Following the needs assessment of the Committee and professionals of the Parliament those are active in drafting the bills tailor made capacity enhancement programs will be developed and implemented to ensure gender mainstreaming in legislation making processes. The main beneficiary of this activity is the legal experts of the Parliament as well as the experts of Prime Ministry and respective line Ministries, which are the main actors in the drafting of the bills. The training program may include civic engagement and gender mainstreaming in legislation making as well as mechanisms those contribute to the creation of an organizational culture.

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

The mandate of the Commission foresees the oversight of the implementation of the legislation. This is a crucial moment in the context of Turkey, because generally the implementation of many laws has been a challenge. Through the Program, the Committee will be supported to fulfill this responsibility of oversight. Different strategies and activities will be carried out to meet this goal, such as technical support to develop relevant mechanisms and tools for monitoring the implementation of the laws. These strategies will be developed following the analysis of good practices in the world, particularly the EU Members.

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

Based on needs assessment and in close cooperation with women's the Program will aim to provide technical support to develop capacity to monitor national commitments to gender equality, but also to hold a dialogue with decision makers in support of institutionalized mainstreaming gender into practices, policies and budgets.

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

Based on needs assessment of selected CSOs (including at local level) Capacity Building Strategy will be developed and implemented through a series of capacity development activities aimed at improved knowledge on CEDAW and relevant national and international strategies (as mentioned above). The CSOs, which will be included in the scope of the needs assessment will be jointly selected by Joint Program partners in line with the criteria determined. Special attention will be paid to women's participation on decision making and employment

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

To ensure sustainability and space for an ongoing dialogue among various organizations of women's movement, the Program will support creation of an environment that would enable such dialogue. Nature of that environment will be determined through broader consultations with respective stakeholders. This

will ensure the continuity of the process and also act as a safeguard for sustainability of the results of the Joint Program at hand.

Output 4. Awareness among the public on gender equality increased

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

The outreach strategy is a necessary component to raise awareness of the importance of gender mainstreaming and to strengthen national ownership of the results achieved (through the implementation of the Program). The outreach strategy will be developed in a participatory manner in consultation with different actors in initial phases of the programme implementation..

The Outreach Strategy is expected to have two key impacts on the full-fledged realization of gender mainstreaming: i) effective coordination and communication mechanism developed and the ownership of the public institutions for gender mainstreaming enhanced; and ii) awareness on gender mainstreaming enhanced among the public.

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

The Program will realize the activities for the implementation of the Outreach Strategy. An awareness raising campaign will be conducted in order to introduce the Outreach Strategy. Overall, the campaign will target the following groups:

- Government officials, local administrators, policy makers,
- Development partners and (Program) stakeholders,
- media
- non-governmental organizations (NGOs), trade unions and employers' organizations and responsible public sector institutions in order to promote partnership and coordination;
- General public

In this context, the messages on gender will be featured on posters, leaflets and other campaign mechanisms including local, regional and international conferences.

In addition to the development of knowledge, lessons learned and experience sharing platforms for awareness raising on gender equality within Turkey, the Program is also expected to contribute to the establishment of an international network among gender equality commissions all around the globe. International network of gender equality commissions would therefore provide an important opportunity for Equal Opportunities Commission for Man and Woman to benefit from other country experiences and also share their experiences in the field of gender equality in the context of Turkey. Bilateral visits among different countries and international meetings and seminars where different issues about gender equality are discussed, will contribute to the establishment of a knowledge and experience sharing network on gender equality.

4. Results Framework

Table 1:

| UNDCS Outcome | | Participating UN organization-specific Outputs | Participating UN organization ² | Participating UN organization corporate priority | Implementing Partner | Indicative activities for each Output | Resource allocation and indicative time frame* | | | Total |
|---|---|--|--|--|--|--|--|----|--|---------|
| JP Outcome 1: | Outcome 4 "Increased provision of inclusive and responsive public as well as community-based services to strengthen equitable access to knowledge, information and quality basic services (education, health, nutrition, water and sanitation, and human safety)" | | | | | | Y1 | Y2 | | |
| Output 1: Capacities and incentives of the existing national gender machinery bodies are improved to deliver on gender equality commitments | Outcome 5 "Equal participation of women ensured in all fields of public sector, private sector and civil society with strengthened institutional mechanisms to empower women's status." | Capacity-building for gender equity processes at key institutions including the Parliament and policy levels to enable gender mainstreaming and implementation | UNDP | | Equal Opportunities Commission Ministry of Interior-GD Local Authorities GD Women Status Union of Municipalities of Turkey | Conduct mapping of the key pillars of national gender equality machinery) Develop a Road Map and a Coordination Mechanism for efficient functioning, interaction of the key pillars of the national gender equality structure | X | | | 60,000 |
| Indicators: # of good practices reviewed for strengthening the coordination | | | | | | | X | | | 70,000 |
| Number of the references to the decisions and recommendations of the Coordination mechanisms | | | | | | | | X | | 80,000 |
| | | | | | | | | X | | 173,793 |

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

| | | | | | | |
|---|-----------------|--|---------------------------------------|---|-------------------|------------------------------|
| <p>Number of the members of municipal councils, provincial special administrations and women councils participated to the trainings</p> <p>Number of the resource persons</p> <p>Baseline:</p> <p>Gender equality training data carried out by GD Women's Status for the public institutions at the provincial level (2009-2010-2011)</p> <p>2010 data of UMT collected in the scope of gender mainstreaming in local administrations</p> <p>Output 2:</p> <p>Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation</p> <p>Indicators:</p> <p>Number of the experts from Prime Ministry, line ministries and Parliament participated to the capacity development programs</p> | | | | <p>councillors</p> <p>Create a pool of gender experts/resource persons in the local authorities, the Union of Municipalities of Turkey, women councils, provincial special administrations and General Directorate for Women's Status for the institutionalization of the enhanced capacities on gender</p> | <p>X</p> | <p>30,000</p> |
| <p>Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation</p> <p>Indicators:</p> <p>Number of the experts from Prime Ministry, line ministries and Parliament participated to the capacity development programs</p> | <p>UN Women</p> | | <p>Equal Opportunities Commission</p> | <p>Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes</p> <p>Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes</p> | <p>X</p> <p>X</p> | <p>180,000</p> <p>50,000</p> |

| | | | | | | | | |
|--|--|-------------|---|--|-------------------|-------------------|--|---|
| <p>Number of the legislations reviewed in gender equality perspective</p> <p>Number of the parliamentarians participated to the knowledge sharing platforms Baseline: 2010 data on legislation</p> <p>Expert assessments</p> | | | | <p>Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective</p> <p>Review the fundamental legislative framework from gender</p> | <p>X</p> <p>X</p> | <p>X</p> <p>X</p> | | <p>53,711</p> <p>40,000</p> |
| <p>Output 3: Advocacy work of women movement, including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened</p> <p>Indicators:</p> <p>Number of women CSOs participated to the capacity development programs</p> <p>Number of the coordination meetings held with the CSOs at local and national level</p> <p># CSOs supported to the campaigns at local and national level</p> | <p>Capacity- building for gender equity processes at key institutions the Parliament and policy levels to enable gender mainstreaming in policymaking and implementation</p> | <p>UNDP</p> | <p>Equal Opportunities Commission</p> <p>Ministry of Interior-GD Local Authorities</p> <p>Union of Municipalities of Turkey</p> <p>CSOs</p> <p>Relevant departments of academia</p> | <p>Develop Capacity Building Strategy for women's CSOs</p> <p>Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality</p> | <p>X</p> <p>X</p> | <p>X</p> <p>X</p> | | <p>60,000</p> <p>68,239</p> |

5. Management and Coordination Arrangements

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

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

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

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

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

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

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

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

A Program Team will be recruited composed of a Program Administrator and Program Assistant. The Program Administrator (PA), with guidance from the Steering Committee, will be responsible for day to day management of the project and facilitate project implementation at the national and local level. He/she will work directly with UNDP Democratic Governance Program Manager for daily program

activities. He/she will prepare the work plan and oversee the execution of activities, be responsible for financial, technical and methodological issues, carry out any reporting functions required for monitoring and evaluation of the project, and coordinate with governmental institutions at national and local level, NGOs and grassroots organizations, academia and other relevant stakeholders, which will be identified at the beginning of the joint project.

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

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

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

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

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

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

6. Fund Management Arrangements

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

7. Monitoring, Evaluation and Reporting
 Table 2: Joint Program Monitoring Framework (JPMF)

| Expected Results (Outcomes & outputs) | Indicators (with baselines & indicative timeframe) | Means of verification | Collection methods | Responsibilities | Risks & assumptions |
|---|---|---|--|---|---|
| <p>JP Outcome 1: Enabling environment for greater accountability to women (and men) by strengthening the national gender equality machinery, including the Equal Opportunities Commission fostered and by strengthening the institutional capacities of the structures ensure gender is mainstreamed in legislation and policymaking processes, subsequently translated into full-fledged implementation, regularly monitored, evaluated and, if necessary, adjusted.</p> <p>Output 1: Capacities and incentives of the existing national gender machinery bodies are improved to deliver on gender equality commitments</p> <p>Output 2: Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation</p> <p>Output 3: Advocacy work of women movement, including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened</p> | <p>Indicators:</p> <ul style="list-style-type: none"> # of good practices reviewed for strengthening the coordination Number of the references to the decisions and recommendations of the Coordination mechanisms # councilors participated to the Number of the members of municipal councils, provincial special administrations and women councils participated to the trainings Number of the resource persons Number of the experts from Prime Ministry, line ministries and Parliament participated to the capacity development programs Number of the legislations reviewed in gender equality perspective Number of the parliamentarians participated to the knowledge sharing platforms | <p>Records of trainings Records and activity reports of the civil networks Registry records of the Ministry Minutes of the municipal councils Review of the legislations in perspective of gender mainstreaming Policy recommendations paper</p> | <p>Training based Annual review of the registry records Quarterly reports</p> | <p>UNDP UN Women</p> | <p>Assumptions: Government adopted required policy actions enabling gender equality</p> <p>Risks: Delay of the implementation due to general elections Low level of attendance of the municipal councilors in the midst of general elections of 2011 Problems faced in coordination mechanisms due to weak collective working culture</p> |

Output 4:

Awareness among the public on gender equality increased

Number of women CSOs participated to the capacity development programs

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

CSOs supported to the campaigns at local and national level

of platforms created at the local level to discuss gender equality

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

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

Baseline:

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

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

2010 data on legislation
Expert assessments
Reports

2009 data on awareness on gender mainstreaming

| | | | |
|--|--|--|--|
| | | | |
|--|--|--|--|

In general the following principles apply to all reports:

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

Inception Report

Within 8 weeks of commencement of the Program, UNDP and UN Women will prepare and submit for approval an inception report to the Equal Opportunities Commission for Woman and Man, including a copy to SIDA, outlining the general approach, methodology and timetable for preparation and implementation of all activities funded under the Program. Equal Opportunities Commission for Woman and Man will share one copy of the final report with Ministry of Interior, GD Women Status and UMT. The inception report will include a work plan for the first year's activities and expenditures and a detailed work plan for the next 6 months. The addressees of the inception report will comment on or approve/clear the inception report in 2 weeks in writing.

Monthly Reports

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

Quarterly Progress Reports

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

Financial Reports

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

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

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

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

8. Legal Context or Basis of Relationship (One page)

Table 3: Basis of Relationship

| Participating UN organization | Agreement |
|-------------------------------|--|
| UNDP | This Joint Programme Document shall be the instrument referred to as the Project Document in the articles of the Revised Standard Agreement between the Government of Turkey and the United Nations Development Programme, signed by the parties on 21 October 1965. |
| UN WOMEN | UN Women is covered by UNDP Standard Basic Agreement, including where UN Women is NRA. UN Women is part of revised UNCDS for 2011-15 and by the indicated activities contributes to relevant UNCDS outcomes and indicated in this document. |

The Implementing Partners/Executing Agency agree to undertake all reasonable efforts to ensure that none of the funds received pursuant to this Joint Programme are used to provide support to individuals or entities associated with terrorism and that the recipients of any amounts provided by Participating UN organizations do not appear on the list maintained by the Security Council Committee established pursuant to resolution 1267 (1999). The list can be accessed via <http://www.un.org/Docs/sc/committees/1267/1267ListEng.htm>. This provision must be included in all sub-contracts or sub-agreements entered into under this programme document

9. Work plans and budgets

Activities per Outputs

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

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

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

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

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

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

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

Activity 2.1 Review the fundamental legislative framework from gender perspective

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

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

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

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

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

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

Output 4: Awareness among the public on gender equality increased

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

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

**Work Plan for Joint Program on Fostering an Enabling Environment for Gender Equality in Turkey
Period: 15 April 2011- 15 April 2013**

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

| | | | | | | | | | |
|---|------------------------|--|-------------------------------------|-------------------------------------|-------------------------------------|--|--------------------|--|---|
| <p>Output 2: Gender mainstreaming into legislation, including in reviewing the existing framework legislation is strengthened through gender lens and their full-fledged implementation</p> | <p>UN Women</p> | <p>Review the fundamental legislative framework from gender perspective</p> <p>Establish knowledge sharing platforms for parliamentarians on gender mainstreaming in legislative processes</p> <p>Develop tailor-made capacity development programs aimed at mainstreaming gender equality perspective in relevant institutions responsible for legislation making processes</p> <p>Develop the model including the mechanisms to oversee the implementation of relevant legislation from gender perspective</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> | <p>X</p> <p>X</p> <p>X</p> <p>X</p> | <p>EOC</p> | <p>SIDA</p> | <p>180,000</p> <p>50,000</p> <p>53,711</p> <p>40,000</p> | <p>60,000</p> <p>68,239</p> |
| <p>Output 3: Advocacy work of women movement, including CSOs and networks those are active to minimize gender stereotypes in all areas of life, and specifically in area of employment and political participation is strengthened</p> | <p>UNDP</p> | <p>Develop and Implement Capacity Building Strategy for women's CSOs</p> <p>Create an environment for strengthening efficient cooperation and communication of the national women movement in the field of gender equality</p> | <p>X</p> <p>X</p> | <p>X</p> <p>X</p> | <p>X</p> <p>X</p> | <p>EOC CSOs CBOs MoI UMT</p> | <p>SIDA</p> | <p>60,000</p> <p>68,239</p> | <p></p> |

| | | | | | | | | |
|---|------------------------------|--|----------|---------------------|---|-------------|---------------|---------------|
| Output 4: Awareness among the public on gender equality increased | UNDP UN Women | Develop Outreach Strategy for increasing the awareness on gender equality Implement Outreach Strategy for increasing the awareness on gender equality and establish an international knowledge and experience sharing network among Gender Equality Commissions | X | X | EOC CSOs CBOs MoI UMT GDWS | SIDA | 54,757 | 80,000 |
| Total Planned Budget | | | | 1,000,000.00 | | | | |
| UNDP | | | | 636,289.00 | | | | |
| UN Women | | | | 363,711.000 | | | | |

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

Signatures³:

| | |
|----------|--|
| UNDP | Equal Opportunities Commission for Man and Woman |
| UN Women | Ministry of Foreign Affairs |

³ When CSOs/NGOs are designated Implementing Partners, they do not sign this Work Plan. Each participating UN Organization will follow its own procedures in signing Work Plans with CSOs/NGOs.