

## OUTCOME XM-DAC-41146-TUR\_D\_1.1

### **Women and girls have improved and equal access to resources, opportunities and rights, and enjoy a life without violence and discrimination**

There has been some progress against the achievement of the outcome in 2022. Civil society organizations (CSOs) and municipalities took concrete steps towards improving women's participation in political life, representation in policy processes, access to municipal services and financial resources. Local and central level authorities improved their plans and procedures for advancing equality and combating violence and harmful practices against women and girls, specifically early and forced marriages. The need for Temporary Special Measures (TSM) and policy measures to eliminate violence against women in politics have been put on the agenda of the Committee on Equal Opportunities between Women and Men in the Turkish Grand National Assembly (TGNA). In line with international best practices and the CEDAW Committee Concluding Observations to Türkiye's 8 th periodic report (July 2022), UN Women advocated for the adoption of TSM to accelerate parity in political representation. Women's civil society organizations conducted analysis of the existing legal and policy frameworks and identified areas for reform to improve the participation of women in politics. They drafted a package of legislative amendments on the Constitution, Political Parties Law and Laws related to elections, as well as the bylaws of the TGNA. UN Women supported the development of the package through technical assistance. Women are gaining improved access to resources and opportunities in Istanbul and Bodrum municipalities with the effective implementation of Local Equality Action Plans (LEAP). Istanbul Metropolitan Municipality LEAP (2021-2024) and Bodrum Municipality LEAP (2022-2024) have started to be implemented by integrating gender responsive budgeting approach as a result of the knowledge and skills local officials gained through trainings conducted by UN Women. Gender responsive municipal plans and budgets are key to ensure local level public services contribute to women's empowerment and women and men benefit equally from these services. Moreover, Bodrum Municipality institutionalized its efforts by allocating resources to establish a Women and Family Services Department for the first time for coordinating the shelter, women's counseling center and gender equality unit and implementation of the LEAP. The foundations to increase the mobility and safety of women in public spaces are set in Ankara by the Metropolitan Municipality. Ankara Metropolitan Municipality installed panic buttons in public parks and identified the locations for establishment of new child-care facilities. This will also contribute to increased participation of women with small children in economic and social life. The identification of locations for the child-care services and panic buttons is result of an innovative online tool developed with UN Women's support. "Purple Map" ( Mor Haritam ) is an online interactive platform that supports municipalities to match the citizens' disaggregated data with the services and to identify the gaps. Application users can provide feedback on their satisfaction with available services and their needs. The Purple Map tool can be used and adapted by any municipality in the country. In 2022, Eskisehir Metropolitan Municipality launched the Purple Map, with UN Women's support. A civil society organization - Black Sea New Horizons Association - produced purple map for a district of Samsun called Atakum. In 2022, 17 provinces revised and four provinces newly developed comprehensive, evidence-based and needs-based draft Local Action Plans to Combat Early and Forced Marriages (EFM)-for 2023-2025 with the instruction of the Ministry of Family and Social Services in line with one of the goals of the 4 th National Action Plan on Combatting Violence against Women (2021-2025). The new and revised plans have been submitted to the Provincial Governorships for initial approval, upon which will be submitted to the Ministry of Family and Social Services for final approval. All plans have been developed in line with the international

norms and standards, in particular the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and other UN conventions. In collaboration with the MFSS Directorate General on Women's Status and UNICEF, UN Women organized trainings on developing such local action plans for government and civil society representatives from the 21 provinces, reaching 132 public officials and 103 institutions. The trainings also resulted in the creation of a foundation for effective inter-institutional coordination in combating EFM; the incorporation of the issue of EFM into the institutional commitments of relevant stakeholders; and the identification and development of solutions for issues related to EFM that have not been prioritized or addressed in the provinces before. Ministry of Justice Legal Support and Victim Services Department started amending its circular 154/1 on Prevention of Domestic Violence and Violence against Women and issued the updated circular 154/2 in early 2023. These are important steps to enhance women's access to justice and effective implementation of "Law No: 6284 to Protect Family and Prevent Violence against Women" with efficient victim services. The circular reflects measures relating to due diligence, risk management, prevention of secondary victimization, and rights-based approach; with a strengthened focus on evidence collection, increased use of ankle monitors, detention in cases of breach, and consideration of measures under civil and criminal law to complement Law No:6284 procedures where applicable. UN Women facilitated the workshops for judges and prosecutors on Law No:6284 and related legal framework and fostered a platform of discussion on gaps, challenges and opportunities in 2022. Legal arguments and field-level feedbacks from the workshops contributed to the finalization of the circular and inspired the content. 22 women's rights/women-led civil society organizations increased their capacity and advocacy skills on advancing women's rights in key areas such as: elimination of violence against women and girls and access to justice. These CSOs are now better able to deliver on their mandates and sustain their activities with improved corporate management, communication capacities and technical infrastructure. In some cases, the CSOs have piloted new models of service delivery that can be scaled in the future, most notably, the CSO KADAV, in partnership with Sisli Municipality in Istanbul, established a "First Step Station" - an intermediary institution to provide immediate temporary protection services for women exposed to or at risk of violence. In 2022, 23 other CSOs received funding and capacity development support to advance their work on women's empowerment, gender equality and elimination of violence against women. UN Women contributed this through its long-lasting technical support from 2021 on including financial assistance. UN Women started contributing to the highest level planning process of the Government's development policy in Turkey for enhancing women's access to rights and resources. In late 2022, Government of Turkey officially started the preparations of the next National Development Plan that will be effective for the 2024-2028 period and formed several multi-stakeholder Technical Committees. UN Women is taking an active part in the Technical Committee on Women in Development and is chairing the Sub-group on Economy, Education, Climate Justice and Participation to Decision Making Mechanisms. UN Women's partners from civil society and the private sector have been as well invited to take part in the work of the Technical Committees. Country strategy and theory of change for this outcome is largely still applicable. However, given the ambition of the outcome and country's political, social, and cultural context, outcomes and impacts are expected to be achieved in a longer time period.

#### OUTCOME XM-DAC-41146-TUR\_D\_1.2

**By 2025, Persons under the Law on Foreigners and International Protection are supported towards self-reliance.**

In Gaziantep and Izmir, more than 1,800 women and girls from refugee and host communities who benefited from services provided at UN Women-supported women only centers improved their resilience capacities and reported that they feel more empowered and confident. They took a step towards empowerment and participation in public and economic life by developing their Turkish language, digital and technical skills and by receiving social support and accessing basic services to better cope with the challenges. Baseline and endline surveys in 2021 and 2022 with women who participated in livelihood activities at these two

centers demonstrated that overall gender sensitive resilience index score increased by 7%. The number of households with sources of income through employment/self-employment increased from 22% to 38%. Surveys also demonstrated significant increase in access to protection, legal assistance, healthcare as well as empowerment of women in decision making at household level. In 2022, refugees and host communities increased their knowledge and skills to exercise their leadership, support each other and to advocate for their needs with local decision-makers. Peer-to-peer support that involved around 100 women leaders from Gaziantep and Izmir municipalities were the main catalyser of this result. More specifically, the Eve Women Committee in Izmir, Tomorrow's Women Committee and SADA Women's Cooperative in Gaziantep, as grassroots women's organizations and groups, demonstrated their leadership role and agency in strengthening resilience of their communities and developing community-based solutions. As organized peer support groups consisting of Turkish and Syrian women, the Committees in both locations played an important role in identifying and supporting women and girls in hard-to-reach areas. The Committees have been supported by UN Women on various thematic areas such as leadership, gender mainstreaming, and need assessments which have strengthened the capacities of women as community leaders. The committees regularly conduct events on critical topics such as violence against women, child, early and forced marriages, income generation, social protection, and social cohesion. These events aim to provide a platform for women to come together, share their experiences and learn from one another while also raising awareness on the issues they face. The committees also work closely with local authorities and service providers to ensure that the women and girls they support have access to the necessary resources and support. Additionally, SADA Women Cooperative from Gaziantep adopted a five-year business plan with revised internal procedures of procurement and finance. The shareholders of the Cooperative composed of Turkish, Syrian, and Afghan women, continued to expand their reach to international markets and increased profitability with the support of UN Women. Besides, in five districts of Gaziantep and one district of Istanbul, priority needs (sanitary sewerage, lightning, pedestrian crossing, recreation areas and others ) of women from refugee and host communities were became key components of municipal Action Plans. These are results of the effective implementation of 'Neighbourhood Resilience Programme'. The women involved in the programme become focal points of information and referral for the most marginalized women in their communities, communicated their needs to the local authorities and provided assistance in accessing to services and opportunities. UN Women's gender sensitive service delivery model applied at two women-only centers and neighbourhoods reaching out to the most excluded and marginalized women that have little or no access to existing services recognized as a best practice for effective and holistic service provision model in previous regional and country level evaluations. To this end, UN Women partnered with Gaziantep Metropolitan Municipality, the Association for Solidarity with Asylum Seekers and Migrants, Refugee Support Center, Reach Alternatives and Foundation for the Support of Women Work and provided oversight, financial and technical support to the partners as well as coordination of the relevant local and national stakeholders. Theory of change is still valid. However, Ukrainian crisis has had a significant impact on resource mobilization for the Refugee Response Programme of Türkiye Country Office, as donor attention and resources have been focused on the conflict and its aftermath. This has led challenges regarding continuation of the Refugee Response Programme which the Country Office paid utmost attention and efforts during the reporting period.

#### OUTCOME XM-DAC-41146-TUR\_D\_1.3

**By 2025, governance systems are more transparent, accountable, inclusive and rights-based with the participation of civil society, and quality of judicial services is improved.**

There has been progress in 2022 towards achievement of this UNSDCF outcome. The Government of Türkiye continued its efforts of mainstreaming equality between women and men in development and monitoring of annual public budget programmes of public institutions. The number of sex-disaggregated performance indicators has increased from 39 to 51 in Türkiye's Central Government Budget for

2023 covering all Line Ministries and central level institutions which was announced in late 2022. The Ministry of Environment, Urbanization and Climate Change, General Directorate of Local Authorities updated the Budget Preparation Guideline for Municipalities 2023-2024 in July 2022 and stressed the necessity of the gender responsive budgeting (GRB) approach and gender sensitive indicators in the budget process. The guideline is one of the main documents used by local administrations in budget preparation and the new references are an important entry-point for promoting gender perspective in municipal budgets. Gender responsive municipal budgets are key to ensure local level public services contribute to women's empowerment and women and men benefit equally from these services. This process has been initiated by official recommendation by Ministry of Family and Social Services Directorate General on Women's Status and supported by the increased capacities and understanding of heads of units at General Directorate of Local Authorities through technical trainings provided by UN Women. In 2022, senior managers and experts from line Ministries increased their awareness and knowledge on GRB through UN Women-supported trainings and some have already demonstrated their willingness to apply this knowledge in their programmes. The Ministry of Industry and Technology introduced a new measure targeting specifically improvement of women's economic activities on digital platforms under the women's empowerment budget programme in the Presidency of Government of Türkiye Annual Programme for 2023. In 2022, 504 public officials from all ministries and central level government institutions gained awareness, knowledge, and tools on GRB through in-depth trainings and programme analysis as evidenced in pre and post assessments. UN Women also pursued high level advocacy, shared international best practice experiences and facilitated technical discussions between key institutions engaging in budgeting processes in partnership with Ministry of Family and Social Services, Presidency of Strategy and Budget and respective Parliamentary Committees in Türkiye under a comprehensive programme on gender responsive planning and budgeting [1] .. Capacity building efforts in previous years and introduction of specific references in the Budget Preparation Guidelines for 2023-2025 also had positive impact on improvements in 2023's public budget programmes as mid-term. Ministry of Family and Social Services provided overall coordination of the government institutions in their engagement in capacity development activities, Presidency of Strategy and Budget took active part in delivery of trainings and seminars and provided concrete recommendations on indicators to the line ministries. The Theory of change in relation with this outcome is valid and it is expected to have further improvements and long-term achievements in upcoming years in systematic integration of gender responsive budgeting as good budgeting by public institutions at central and local level as the interventions in this field continue. These achievements will contribute to addressing needs of women and men equally and ensure women's and men's equal access to opportunities and resources in line with national and international commitments and frameworks. [1] [www.equalbudgeting.org](http://www.equalbudgeting.org)

## OUTCOME XM-DAC-41146-TUR\_O\_1

### Ind.1A- Principled Performance

UN Women Türkiye continued to strengthen its human and technical capacities in 2022 to successfully manage its financial and other resources. Planned targets have been reached. The CO overall delivery rate for 2022 at the beginning of reporting stands at 93% overall, with non-core funds at 93% and core funds at 100 % while the projected finalised delivery for the year by the end of January is 95% overall with non-core funds at 93% and core funds at 100% The practice of regular/monthly review of delivery and utilization rates which was institutionalized in the office was continued and made more frequent up to biweekly during the last quarter. To ensure full compliance with UN Women Rules and Regulations, a set of Standard Operating Procedures (SOPs) on internal business processes in core areas which were developed in 2021 were continuously reviewed, updated and amended. In 2022, the CO continued to have month-end checklists, delivery, and spending plan analysis and carefully set-up control mechanisms on financial procedures. It followed corporate operational and financial processes to secure 100% compliance with UN Women rules and regulations. Two projects were operationally completed in 2022, out of which one was financially closed.

Three new projects were initiated in 2022. The CO submitted a total of seven donor reports (4 interim, 3 final), all of which have fully met the quality assurance standards as verified by the ECA Regional Office and donors.

## OUTCOME XM-DAC-41146-TUR\_O\_2

### Ind.2A/B Advancing partnerships and resources resourcing

A significant amount of media coverage was achieved through strengthened partnerships with the media compact partners Milliyet Newspaper and GQ Magazine. Diverse group of individuals and institutions improved their advocacy outreach through collaborating with UN Women. 13 different collaborations with municipalities, youth, influencers, designers, art communities and civil society organizations on social media were initiated. Over 109 million times women and men in Turkey and beyond were informed about UN Women's projects and programs, engaged with UN Women's content and campaigns and received information on gender equality and women's empowerment through successful implementation of UN Women Turkey Communications, Public Advocacy and Visibility Strategy for 2022 – 2025. Diverse audience consist of women, men, girls and boys, disabled women, rural women, young women and men, industries and sectors were reached through UN Women's campaigns and partnerships in 2022. UN Women collaborated with HeForShe Advocate Kerem Bursin and Goodwill Ambassador Demet Evgar, ran #IfNotMeWho, #IamaWoman, #SheSaidNo campaigns in partnership creative industries including Ogilvy Advertisement Agency, Mediacom and Istanbul Film Festival. Advocacy messages on women's empowerment reached 330 million times to users through a single video of #IamaWoman campaign. More than 40 million women and men were informed about intimate partner violence on the 16 Days of Activism through an agenda changing campaign that was co-created with Ogilvy Advertisement Agency. 84 thousand people were directed to the content through online and offline pro-bono media buying partnership with Mediacom equivalent to a financial value of \$59,000. The campaign was covered by Marketing Turkey and MediaCat as a powerful initiative. Around 2000 people engaged with UN Women's advocacy and communications efforts through joining events. 52 women and men from diverse communities were able to share their advocacy with larger audience through UN Women's channels and platforms. More people are informed about UN Women, its mandate and campaigns on social media, through a total of 30% follower growth on UN Women and HeForShe social media accounts. Over hundreds of thousands of people received information on HeForShe and advocacy messages on eradicating toxic masculinity through UN Women's collaboration with the HeForShe Advocate Kerem Bursin. On HeForShe Birthday the collaboration became the top-trend on Twitter receiving 14.000 tweets. 52 multimedia assets were produced and shared on social media. Media, influencer, celebrity, local authority partnerships are built and strengthened through joint campaigns and events. Over 90 private sector companies and organisations advocated against gender-based violence through supporting UN Women's 16 Days of Activism Campaign. 90 million people reached advocacy messages on women's empowerment through UN Women's joint #IamaWoman campaign ran with the Goodwill Ambassador Demet Evgar. The Campaign was shown as one of the most powerful campaigns of 2022 by Mediacat.

## OUTCOME XM-DAC-41146-TUR\_O\_3

### Ind.3A/B Advancing business transformation

To instil an office culture of constant learning and improvement, various staff feedback mechanisms have been introduced in the management of the office. In addition to regular management meetings, annual all of office retreat and individual team retreats, "year-end reflection meetings" were held between the Country Director and Deputy Country Director with each project and functional teams to



discuss what needs to be improved/changed/sustained in the work of the CO based on experiences and lessons learnt during the year. An action plan based on the points raised is in the process of development. During the reporting year, four senior managers in the CO underwent the corporate 360-degree assessments and based on that engaged in coaching sessions. Discussions with staff based on the 360 degree findings have taken place. Also, the office successfully conducted the annual Leadership Dialogue exercise with the active participation of staff and personnel. The exercise has strengthened the overall understanding and embodiment of the issue of accountability among personnel.

#### OUTCOME XM-DAC-41146-TUR\_O\_4

##### **Ind.4 Nurturing an empowered workforce and advancing an inclusive UN-Women culture**

In 2022, UN Women Türkiye Office successfully accomplished the recruitment of 10 personnel (2 Fixed-term staff members, 5 Service-Contract holders, 3 UN Volunteers) reaching a total number of 40 personnel. Considering the importance of nurturing an empowered workforce in the context of a growing office, the CO invested in a dedicated Human Resources Associate position which was filled in the third quarter of the year. 25 Special Service Agreements (SSAs) have been finalized. Diversity was an element considered in all recruitments during the reporting year. At the time of reporting, there are 10 ongoing recruitments (3 Fixed-term staff member, 5 Service-Contract holders, 2 interns) which are planned to be finalised during the first quarter of 2023. Timeline for staff (FTA and TA) recruitments followed as agreed in the selection strategy and in accordance with the UN Women Türkiye HR Standard Operating Procedures. During the year, 7 personnel separated from the organization (1 Fixed-term staff member, 5 Service-Contract holders, 1 UN Volunteers). The practice of conducting exit interviews for separating staff was institutionalized in the office. All staff members have completed the mandatory trainings and Performance Management and Development (PMDs) on time. Furthermore, staff attended online trainings on new processes such as GST and QUANTUM, Communication, Stress Management, Negotiation, and Presentation skills under Business Operations Strategy (BOS). An all-staff retreat was held in September which received very positive reviews of staff as having contributed to stronger sense of team, improved morale and understanding of shared priorities and direction.

#### OUTCOME XM-DAC-41146-TUR\_O\_5

##### **Ind.5 Product- Services- Processes**

All projects have achieved their targets despite challenges in financial management caused by very high inflation and depreciation of the Turkish currency against the USD. Mitigation measures were put in place and discussions are ongoing with donors to cover financial shortages caused by the economic situation. The CO continued to exercise close monitoring of the entire programmatic portfolio under the SN results framework and under different projects in line with Project documents. Project outputs are on track or have been surpassed. Monitoring and reporting capacities of staff were strengthened in different ways (attendance of 4 staff at regional training and consequently them acting as trainers and coaches to other staff on RBM, refreshers for all staff, debriefing on the annual reporting process, etc). Türkiye Country Office has continued making use of common procurement, human resources (partially) and facility services including Common Premises in the reporting year. The CO also continued to make use of previously established LTAs. Additionally, 8 staff have attended and made use of the BOS common soft skills training on stress management, negotiation, and presentation skills during 2022.