

STRATEGIC NOTE

Türkiye

2026-2030



Photo Credit: UN Women / 2025 / Ali Saltan

 **UN WOMEN**

 **FOR ALL WOMEN AND GIRLS**

STRATEGIC NOTE

Türkiye

2026-2030

UN Women

Ankara, April 2026

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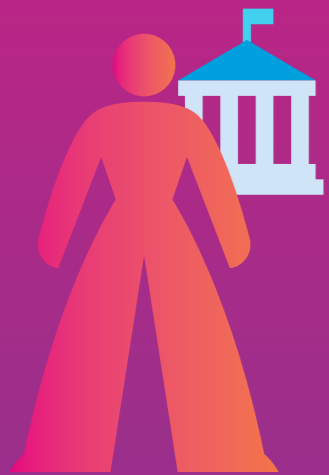


WHY GENDER EQUALITY AND WOMEN'S EMPOWERMENT?

Gender equality is not only a fundamental human right, but also the foundation of peaceful societies, full human potential, and sustainable development. When women lead, economies grow, communities are safer, and institutions are stronger. Yet globally, progress remains far too slow. In Türkiye, the gap between commitment and reality demands urgent, coordinated action.

TÜRKİYE FOR WOMEN AND GIRLS TODAY

WOMEN'S LEADERSHIP AND DECISION-MAKING



19.9%

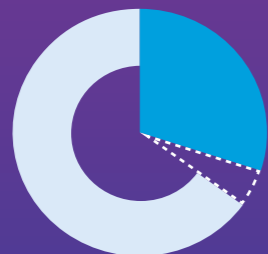
of parliamentary seats held by women which is below the global average and far from parity.



WOMEN'S ECONOMIC EMPOWERMENT IN RESILIENT ECONOMIES

36.2%

of women participate in the labour force, compared to 71.3% of men which is one of the widest gaps in the OECD.



85 million

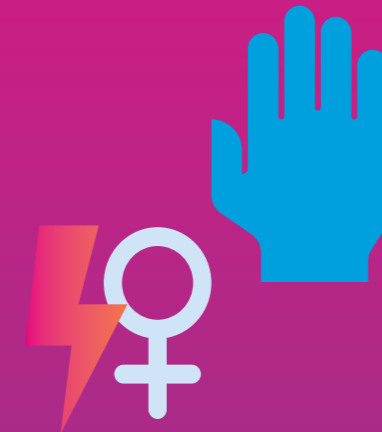
people (49% women) in a G20 country with strong policy frameworks and growing momentum for change.



WOMEN AND GIRLS FREE FROM VIOLENCE

47.7%

of women who experienced violence did not disclose it to anyone.



WOMEN, PEACE AND SECURITY, AND HUMANITARIAN ACTION

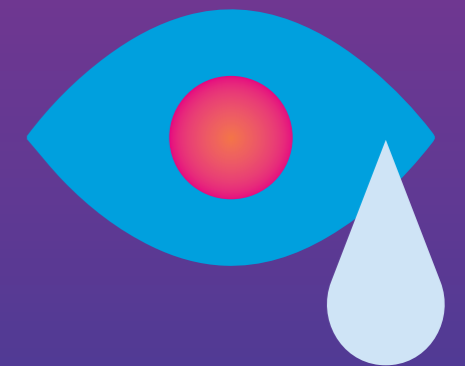


50,700+

lives lost in the February 2023 earthquakes across 11 provinces — women and girls bore disproportionate burdens in the aftermath.

4 million+

persons under international and temporary protection hosted by Türkiye which is the largest refugee population globally.



WHY TÜRKİYE? WHY UN WOMEN?

A country at a crossroads

Türkiye is a G20 and OECD member, EU accession candidate, and founding member of the Organization of Islamic Cooperation. It has strong policy frameworks, a vibrant civil society, and a historic women's movement. Turkish women were among the first in Europe to win the right to vote in 1934.

Yet notable challenges remain in practice. The Twelfth National Development Plan and the National Strategy and Action Plan on Women's Empowerment create real openings for change. The question now is implementation, turning paper commitments into

services women and girls can access, workplaces they can enter, and decision-making tables where they have a voice.

As one of the world's most seismically active countries and host to the largest refugee population globally, Türkiye also faces intersecting humanitarian challenges in which women and girls bear disproportionate burdens, from increased care responsibilities and lost livelihoods to heightened risks of gender-based violence.



Photo Credit: ©UN Women / Ebru Demirel / 2025

WHY UN WOMEN?

UN Women is the only United Nations entity with the mandate to set gender equality norms, coordinate the entire UN system, and deliver programmes on the ground – in one integrated model. This triple mandate is our most distinctive strength.

Normative support: We support countries to set gender equality norms and standards.

Operational work: We collaborate with partners to translate norms into concrete action, delivering tangible change in the lives of women and girls.

UN system coordination: We lead the UN to deliver as one for gender equality.

This policy-to-practice loop shapes global norms grounded in local realities – so that lasting, meaningful changes gain momentum in Türkiye and ripple outward.



Normative support

UN system coordination



Operational work

WHY NOW?

Four years remain to deliver on the 2030 promise.

The window to achieve the Sustainable Development Goals, including SDG5 on gender equality and women's empowerment, is closing. Türkiye's 12th National Development Plan commits to women's leadership, economic participation, care systems, ending violence against women, climate justice, and the digital revolution. This Strategic Note turns those commitments into action through services scaled, budgets aligned, and systems changed. Because gender equality is not only about women and girls. More equal societies are more just, more prosperous, and more peaceful. When women and girls thrive, everyone benefits.

Proven models are ready for scale. Small grant mechanisms reach grassroots women's organizations with flexible, rapid financing which currently is critical as larger funding streams shrink.

Gender-responsive budgeting works. Survivor-centred services save lives. Private sector partnerships through the Women's Empowerment Principles (WEPs) shift workplace culture. Purple Maps make cities safer. These approaches are embedded in governmental and public institutions across Türkiye. The next step is implementation at scale.

National investment must match national ambition. The 2030 Agenda established the principle that each country bears primary responsibility for investing in its own development, including financing for gender equality and women's empowerment. As global funding landscapes shift and hard-won gains face pushback, national resources mobilized alongside international partnerships are essential to protect progress and deliver on commitments for all women and girls.



Our track record: 2022–2025

11

ministries integrated specific measures on women's employment in national planning instruments.

500+

women leaders, candidates, and aspirants at local level received capacity support.

17K+

women benefitted from information, goods, resources and/or services in the earthquake region.

70

CSOs strengthened their agency for gender equality and women's empowerment through tailored and funded support schemes.



20M~

people reached annually through interactive communication campaigns with messages on gender equality and women's empowerment.

21

province-specific action plans on ending child, early and forced marriages were put into action.

662

private sector companies committed to the Women's Empowerment Principles.

11

nation-wide research and analysis provided evidence on intersecting gender inequalities related to access to rights and services, violence, disability and poverty.



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FOUR PATHS TO PROGRESS

UN Women's Global Strategic Plan 2026–2029 achieves results in four thematic areas most critical to women and girls. In Türkiye, each area is grounded in the country's specific realities and delivered in partnership with national institutions, civil society, and the private sector.

FOR ALL WOMEN AND GIRLS:

WOMEN'S LEADERSHIP AND PARTICIPATION IN DECISION-MAKING

Women's leadership is the lever that moves everything else. When women lead, policies improve, services reach more people, and communities recover faster from crises. UN Women Türkiye ensures women have a seat and a voice at every table where decisions are made, from parliament to boardrooms, from peace talks to climate forums.

In Türkiye: We strengthen women's political participation and representation through capacity building, temporary special measures, and institutional reforms. We partner with national institutions and municipalities to embed gender-responsive budgeting in public finance as standard practice, ensuring financing follows commitments, with refurbished shelters, accessible childcare, and women-led businesses accessing capital.

Women's economic power is constrained by unpaid care work, discriminatory hiring, unequal pay, and gaps in access to education, skills, and capital. UN Women supports the systematic dismantling of these barriers through gender-responsive macroeconomic policies, care infrastructure, decent work pathways, and women's entrepreneurship.

In Türkiye: We partner with government and the private sector to transform the care economy, building infrastructure that is accessible, affordable, and delivered through quality services that free women to work, learn, and lead. We open pathways to decent work through gender-responsive procurement, green jobs in climate-resilient sectors, digital literacy, and access to finance for women entrepreneurs.

FOR ALL WOMEN AND GIRLS:

WOMEN'S ECONOMIC EMPOWERMENT IN RESILIENT ECONOMIES



FOR ALL WOMEN AND GIRLS:

WOMEN AND GIRLS FREE FROM VIOLENCE

Ending violence against women and girls is the most pervasive human rights violation that requires systems that respond fast, effectively, and equally. UN Women weaves together the efforts of governments, civil society, and the private sector to prevent violence and provide survivor-centred services for protection, justice, and care.

In Türkiye: We invest in services that centre survivors, ensuring women's meaningful access to justice, strengthening essential services, enhancing coordinated multistakeholder action, and embedding accountability mechanisms into national action plans and service delivery. We support laws, policies, and implementation measures to address both systemic and emerging forms of violence, including in digital spaces.

Türkiye stands at the intersection of peace and security challenges and significant disaster risk. As one of the world's most seismically active countries and host to the largest refugee population globally, the country faces both natural disasters and crises resulting in large-scale displacement. At the same time, regional dynamics call for stronger women's leadership in peace processes. In both contexts, women and girls are disproportionately affected yet consistently underrepresented in decision-making.

In Türkiye: We leverage the country's capacity to advance women's leadership in regional peace processes, integrate gender-responsive approaches to climate justice, and strengthen women's participation in conflict prevention, resolution, and peace-building. In crisis settings, we strengthen women's leadership in preparedness and response, ensuring women's organizations are first responders, emergency services address gender-based violence and reproductive health, recovery planning includes women's voices from day one, and high-risk provinces have gender-responsive preparedness plans in place before disaster strikes.

FOR ALL WOMEN AND GIRLS:

WOMEN, PEACE AND SECURITY, AND HUMANITARIAN ACTION



HOW WE DRIVE CHANGE

THREE TRIGGERS OF LASTING CHANGE

Aligned with the UN Women Global Strategic Plan 2026–2029, our work in Türkiye drives three interconnected systemic shifts. Our change pathways and partnerships are how we bring these shifts to life.

NORMS, LAWS AND POLICIES UPHOLD THE RIGHTS OF WOMEN AND GIRLS

We support Türkiye in aligning legislation and policies with globally agreed norms and standards and translating them into meaningful changes in women's daily lives. We monitor progress, generate evidence for policymaking, and support the continued evolution of international standards.



INSTITUTIONS ACT TO ADVANCE GENDER EQUALITY

We partner with a spectrum of institutions from ministries, municipalities, parliament, the justice sector to the private sector, and the UN system, to embed accountability into their systems. Gender-responsive planning and budgeting unlocks public finance for women and girls. Data reveals who is left behind and what must change.



WOMEN HAVE THE POWER TO LEAD, DECIDE AND THRIVE

We open doors for women to participate and lead in decisions without discrimination or fear. We invest in women's organizations as agile, expert advocates for gender equality. Civil society has meaningful space to organize, build solidarity, and engage in national and international advocacy through strengthened networks and platforms.



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Private sector

We engage businesses as principled, accountable partners in solutions for workplaces, marketplaces, and communities. Through the Women's Empowerment Principles, we drive organizational culture change, equal pay audits, and inclusive supply chains.

Strategic advocates and influencers

We mobilize goodwill ambassadors, academia, media, digital influencers, youth networks, and men and boys as allies to challenge harmful norms, advance disability and digital inclusion, and amplify advocacy for gender equality, reaching audiences traditional channels cannot.

UN system coordination

As the lead UN entity on gender equality, we convene the UN system to deliver together across all mandates and thematic areas, ensuring coherence, accountability, and collective results for all women and girls in Türkiye.

PARTNERSHIPS THAT IGNITE LASTING CHANGE

Transformative change does not happen by flying solo. We are doubling down on partnerships and expanding our alliances, and we are changing how we partner. We work with and through others to ignite lasting change by influencing the practices, policies, and financing decisions of diverse actors so that they themselves become agents of change.

Government and public institutions

We partner with ministries, municipalities, parliament, and public agencies whose commitment and capacity translate change into lasting impact. Together, we embed gender equality into laws, policies, public finance, and services that reach women and girls across Türkiye.

Civil society and women's organizations

We stand with women's rights organizations and civil society as frontline drivers of change. We provide flexible grants, strengthen advocacy capacity, facilitate coalitions, and protect civic space, enabling grassroots voices to shape policy and hold power to account.

HOW WE DRIVE CHANGE

Sustainable Development Goals | CEDAW | Beijing Platform | UN Security Council Resolution 1325

VISION



In Türkiye, achieve gender equality, the empowerment of all women and girls, and the full enjoyment of their human rights where institutions deliver, civil society thrives, and women lead.

UN WOMEN'S TRIPLE MANDATE

IMPACT AREAS



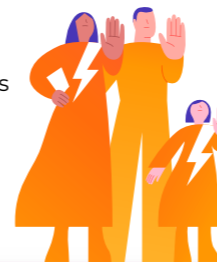
Women's leadership and decision-making

We ensure women have a seat and a voice at every table where decisions are made, from parliament to boardrooms, from peace talks to climate forums.



Women's economic empowerment

We support the systematic dismantling of these barriers through gender-responsive macroeconomic policies, care infrastructure, decent work pathways, and women's entrepreneurship.



Ending violence against women and girls

We weave together the efforts of governments, civil society, and the private sector to prevent violence and provide survivor-centred services.



Women, peace and security and humanitarian action

We strengthen women's leadership in regional peace processes, climate justice, and conflict prevention, resolution, and peacebuilding.



Normative support



UN system coordination



Operational work

THREE TRIGGERS OF LASTING CHANGE

Norms, laws, and policies uphold women's rights

— We support Türkiye in aligning legislation and policies with globally agreed norms and standards and translating them into meaningful changes in women's daily lives. We monitor progress, generate evidence for policymaking, and support the continued evolution of international standards.



Institutions act to advance gender equality

We partner with a spectrum of institutions from ministries, municipalities, parliament, the civil society to the private sector, and the UN system, to embed accountability into their systems. Gender-responsive planning and budgeting unlocks public finance for women and girls. Data reveals who is left behind and what must change.



Women have the power to lead, decide, and thrive

— We open doors for women to participate and lead in decisions without discrimination or fear. We invest in women's organizations as agile, expert advocates for gender equality. Civil society has meaningful space to organize, build solidarity, and engage in national and international advocacy through strengthened networks and platforms.



UN system and partners deliver together for women and girls



HOW WE DELIVER ON OUR MANDATE



Accountability and performance



Resource partnerships and communications



Business transformation and innovation



Empowered people



Programme effectiveness through results-based management

UN 2.0:

Data

Digital

Innovation

Strategic foresight

Behavioural science

Forward-thinking culture

WHAT YOUR INVESTMENT DELIVERS BY 2030

WOMEN LEAD

39 public and private institutions actively support women's employment and economic participation. 10 multi-stakeholder platforms amplify women's voices in decision-making.

SURVIVORS ARE SAFE

30 institutions deliver coordinated, survivor-centred justice, protection, and support services. 24 initiatives challenge the norms, attitudes, and behaviours that perpetuate violence.

INSTITUTIONS ARE ACCOUNTABLE

5 institutions apply gender-responsive budgeting. 11 gender data initiatives generate the evidence to track progress and expose gaps. Public finance follows commitments.

CIVIL SOCIETY THRIVES

86 women's organizations strengthened in leadership and advocacy capacity. We provide flexible funding to grassroots groups to respond to emerging needs, sustain long-term work, stay connected across regions in solidarity, and build one voice for collective action.

COMMUNITIES ARE RESILIENT

32 institutions provide gender-responsive humanitarian services. Provinces most exposed to seismic, climate, and displacement risks have preparedness plans that centre women's safety and leadership before disaster strikes.

THE UN SYSTEM DELIVERS TOGETHER

80 per cent of gender accountability standards met across the UN system in Türkiye. Joint programming ensures coherence, efficiency, and collective results.

FINANCING: USD 34.7 MILLION FOR FIVE YEARS OF CHANGE



USD **34.7** million

TOTAL INVESTMENT REQUIRED (2026-2030)

USD

30.7 million

DIRECT ACTIONS THAT CHANGE LIVES

USD

4 million

ACCOUNTABILITY AND VALUE FOR MONEY

USD

14.7 million

SECURED

USD

20 million

NEEDED TO DELIVER AT SCALE

WHY FLEXIBLE FUNDING MATTERS

Crises do not follow funding cycles. Opportunities do not wait for proposals. Flexible resources let us respond fast, adapt smart, and invest where impact is highest. Core contributions give us the agility to deliver and partners the confidence that resources are used effectively.

PARTNER WITH US

Gender equality is not a distant goal. This future is possible. But only when we act together. It is a woman living free from violence, with services that recognise and address the specific barriers she faces within her reach. A girl having equal opportunities for her future. A woman returning to work because quality childcare exists. A parliament that reflects women's voices.

UN Women Türkiye delivers. We have the expertise, the partnerships, and the track record. We translate global norms into local results. We scale what works. We measure what matters.

WHAT PARTNERS CAN EXPECT

ACCOUNTABILITY AND PERFORMANCE



Robust financial controls, harmonized reporting, and rigorous results tracking keep delivery on track, visible, and measurable. We meet every obligation to our partners.

INNOVATION AND FUTURE-READINESS



Strategic foresight, digital tools, and agile operations bring our support closer to the women and girls we serve and keep us ready for what is next.

TRUSTED PARTNERSHIPS AND VOICE



A diversified mix of partners, new and long-standing, powers our results. Skilled communications make us the leading voice and partner of choice for gender equality in Türkiye.

HIGH-IMPACT SOLUTIONS



Results-based management ensures every initiative links to concrete outcomes. We make the greatest gains with the funds we have, and we scale what works, within Türkiye and through joint UN programming.

STRATEGIC NOTE AT A GLANCE

DURATION



2026–2030

SECURED



USD 14.7 million

BUDGET



USD 34.7 million

FRAMEWORKS



UN Women Global Strategic Plan 2026–2029;
UNSDCF 2026–2030

PARTNERS



50+ governmental, public, and private
institutions; 500+ civil
society organisations

THIS STRATEGIC NOTE IS A ROADMAP AND AN INVITATION.

THE CLOCK IS TICKING. FOUR YEARS REMAIN TO DELIVER
ON THE 2030 PROMISE.

**JOIN US. MAKE EQUALITY A LIVED REALITY FOR ALL
WOMEN AND GIRLS IN TÜRKİYE.**


UN WOMEN EXISTS TO ADVANCE WOMEN'S RIGHTS, GENDER EQUALITY AND THE EMPOWERMENT OF ALL WOMEN AND GIRLS.

As the lead United Nations entity on gender equality and secretariat of the UN Commission on the Status of Women, we shift laws, institutions, social norms and services to close the gender gap and build an equal world for all women and girls. Our partnerships with governments, women's movements and the private sector, coupled with our coordination of the broader United Nations, deliver lasting changes. We make strides in four areas: leadership, economic empowerment, freedom from violence, and peace, security and humanitarian action.

UN Women keeps the rights of women and girls at the centre of global progress – always, everywhere. Because gender equality is not just what we do. It is who we are.





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