

Standard Summary Project Fiche

IPA decentralised National Programmes

Project number: TR 07 01 04

1. Basic information

1.1 CRIS Number:

1.2 Title: **Empowerment of Women and Women NGOs in the Least Developed Regions of Turkey**

1.3 Sector: **Political Criteria**

1.4 Location: **Turkey; Eastern, Southeastern, and Eastern Black Sea Regions**

Implementing arrangements:

1.5 Implementing Agency:

The Central Finance and Contracts Unit (CFCU) will be Implementing Agency and will be responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of project activities. The Director of the CFCU will act as Programme Authorizing Officer (PAO) of the project.

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1.6 Beneficiary (including details of SPO):

The beneficiary organization will be the GAP Regional Administration, and the detail information about the Senior Project Officer from the beneficiary organization is presented below:

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1.7 Overall cost: **Euro 5,000,000**

1.8 EU contribution: **Euro 5,000,000**

1.9 Final date for contracting: **2 years after the signature of the Financing Agreement**

1.10 Final date for execution of contracts: **4 years after the signature of the Financing Agreement**

1.11 Final date for disbursements: **5 years after the signature of the Financing Agreement**

2. Overall Objective and Project Purpose

2.1 Overall Objective:

The overall objective of the project is to upgrade women's status in the least developed regions of Turkey with a view to reducing regional disparities.

2.2 Project purpose:

The project purpose is to assist the Turkish government to increase and facilitate women's access to municipal, social and judicial services through improving capacity of women NGOs and awareness building in South East Anatolia, Eastern Black Sea and East Anatolia regions.

2.3 Link with AP/NPAA / EP/ SAA

"Turkey: 2005 Accession Partnership" annexed to "the Council Decision of 23 January 2006 on the principles, priorities and conditions contained in the Accession Partnership with Turkey" has set up following short term priorities that the project addresses:

Under the Heading of "Economic and Social Rights; Women's Rights"

"Further promote the role of women in society, including their education and participation in the labour market and in political and social life, and support the development of women's organizations to fulfill these goals"

Under the Heading of "Freedom of Expression, Association and Peaceful Assembly"

"Facilitate and encourage the domestic development of civil society and its involvement in the shaping of public policies",

"Facilitate and encourage open communication and cooperation between all sectors of Turkish civil society and European partners"

AP also identifies the "reduction of interregional disparities" especially considering east and southeast Turkey among short term priorities.

One of the priority and task area identified by NPAA is "equality of treatment between men and women". NPAA also emphasizes the "empowerment of policies for the reduction of interregional disparities as national priorities" that particularly refers to the economic and social development efforts in eastern and south eastern parts of Turkey.

2.4 Link with MIPD

In MIPD, following issues that are related to the project objectives are emphasized as cross cutting issues:

“Equal opportunities for men and women

“The status of women in Turkish society is a matter of continuing concern for the European institutions. Despite formal equality before the law and the commitment of state institutions to egalitarian principles, the empowerment of Turkish women and their participation in economic life remains deficient. Domestic violence is prevalent; and includes its most brutal manifestation such as ‘honour killings’. Potential measures to address gender issues include: under Component I (Transition Assistance and Institution Building), harmonization of the Turkish legal framework with the gender equality acquis and support to state institutions and NGO dealing with gender issues..... “

In addition to these issues, the MIPD emphasize the civil society involvement and states *“Civil society will have an important role to play in the implementation of projects related to the Copenhagen political criteria. It is also an essential element of the EU-Turkey Civil Society Dialogue”* .

“It will also encourage the development of a coherent policy addressing regional disparities, one of the principal challenges to Turkey’s socio-economic development”.

2.5 Link with National Development Plan (where applicable)

Under the subtitle “5.4.3. Improvement of Income Distribution, Social Inclusion and Fighting with Poverty” of the National Development Plan, some gender inequality problems are addressed as priority problems to be solved. These are: (i) low level of education among women in comparison to men, (ii) higher poverty risk of women due to exclusion from the economic life and employment in practice because of rural to urban migration, lack of enough vocational skills, and social pressure and exclusion, (iii) violence against women, and (iv) lower participation of women into decision making process in comparison to EU standards. Solution of these problems is concerned as among priorities and objectives of the plan period, and additionally increasing social dialogue with civil society is regarded among the priorities.

2.6 Link with national/ sectoral investment plans(where applicable)

Not applicable.

3. Description of project

3.1 Background and justification:

The three regions that are included by the project are the least developed regions of Turkey in terms of women status and women involvement into social, economic and political life as well as in terms of socio-economic development. According to a study on the Ranking of Regions in Terms of Socio-Economic Development in 2003, among 7 regions of Turkey, eastern, southeastern and black sea regions take place at the seventh, sixth and fifth respectively. It

seems to be a correlation between socio-economic underdevelopment and low status of women in these regions.

These three regions are the most conservative regions of Turkey in terms of traditional values and attitudes to women involvement into social life, and socio-economic development indicators belonging women are lower in comparison to the country averages.

Educational indicators can be considered as one of the key indicators to measure gender equality, and the project regions have the worst value in terms of women involvement in education. According to the findings of the Population and Health Study 2003 by Hacettepe University Institute of Population Studies, average rate of non-educated women in Turkey is 38.6 percent; the rates in the regions of Southeastern Anatolia, Middleeastern Anatolia, Northeastern Anatolia and Eastern Blacksea are 63.2 percent, 59.8 percent, 52.4 percent and 43.1 percent respectively. The rates for male are 39.4 percent, 35.7 percent, 29.3 percent and 23.9 percent respectively in these regions. Enrolment rate of girls to pre-school education for eastern black sea, northeast, east and southeast regions are 4.8 %, 2.7 %, 3.1 % and 2.9 % respectively for the years of 2000 and 2001. Country average is 6 %, and the values of these regions are below the average and the worst values among all regions of the country. For primary school and secondary school, the school enrolment rates are 73.1 and 26 %; 79.2 and 17.8 %; 74.1 and 20.3 %; and 84.3 and 17.5 % respectively for the eastern black sea, northeast, east and southeast regions. (State Planning Organization; Various Indicators Related to the Nomenclature of Territorial Units for Statistics (NUTS), 2003, p. 67).

In terms of employment, in the project regions the rate of women that actively work seems to be higher in comparison to the national average except for the southeastern Anatolia. According to the findings of the Population and Health Study 2003 by Hacettepe University Institute of Population Studies, 27 percent of women was working in a work during the Study in the country. The rates for eastern black sea, northeast Anatolia, middleeast Anatolia and southeastern Anatolia were 36,2 percent, 42.1 percent, 29.4 percent and 19.8 percent respectively. The relatively higher rates in these regions can be explained by the low level of urbanization rates in these regions except for the south eastern Anatolia region and agricultural character of economy in these regions; according to the General Population Census in 2000, the rate of population living in urban areas is about 65 percent in the country; the rates in black sea, eastern Anatolia and southeastern Anatolia regions are 49 percent, 53 percent and 63 percent respectively (SPO; the Study on Socio-Economic Development Ranking of Regions and Provinces, May 2003). It is understood that women in rural areas of these regions work as unpaid family labour in agricultural sector, but in urban areas women are withdrawn from employment. An other indicator supports this explanation; the rate of waged workers among employed women is 4.4 percent in black sea region, 3.72 percent in southeastern Anatolia, and 2.69 percent in eastern Anatolia region. Country average is 8.81 percent. The rate of total waged workers among employed people is 27.48 percent in black sea region, 33.21 percent in southeastern Anatolia, 28.83 percent in eastern Anatolia, and the country average is 43.52 percent (SPO; the Study on Socio-Economic Development Ranking of Regions and Provinces, May 2003, p.101), that shows gender inequality in terms of having access to waged working.

In addition to the disadvantage position of women in terms of socio-economic development indicators, women in these regions face with violation in human rights such as intra-family violence, social and cultural oppression, and honour killings. Customs and honour killings that are the most coercive types of violence against women are originated from mainly southeastern and eastern Anatolia regions, and transferred to major big cities of Turkey from these regions through massive migration. 31 percent of customs and honour killing cases in Turkey between 2000 and 2005 was realized in southeastern Anatolia (14 percent), eastern Anatolia (9 percent) and black sea regions (8 percent); this rates seem to be lower in comparison to the cases in

other regions of Turkey, but when it is analysed the birth and registered place of agents, it is understood that majority of agents of customs and honour killings originated from eastern and southeastern Anatolia regions (45 percent). The share of black sea region is 10 percent. Distribution of sacrifices by birth and registration places shows similar picture; 20 percent of sacrifices originates from east Anatolia, 17 percent from southeastern Anatolia, and 12 percent from black sea region (totally 49 percent) (T.C.Başbakanlık Kadının Statüsü ve Sorunları Genel Müdürlüğü; Töre ve namus Cinayetleri ile Kadınlara ve Çocuklara Yönelik Şiddetin Sebeplerinin Araştırılarak Alınması Gereken Önlemlerin Belirlenmesi Amacıyla Kurulan TBMM Araştırma Komisyonu Raporu, Ankara 2006, pp.115-116). The pervasiveness of violence against women in these regions can be explained by the traditional-patriarchal social and cultural structures of these regions.

In EU accession process Turkey has realized some legal improvement in favour of human rights of women, but some problems are observed in implementation of these regulations in civil code, Turkish Punishment Law, etc due to traditional social and cultural structures of communities, lack of awareness among public servants, and low level of advocacy works in these regions. Additionally, lack of a gender approach and policy among public institutions does not encourage women to have access to public services that contributes to the reproduction of gender inequality.

There is no doubt that there are some differences between these three regions in terms of women status in society, gender problems and types of violation from human rights of women. Development of accurate policies depends on identification of real situation, problems and regional differences, but there is no sufficient data to identify the main problems and regional differences. So there is a need to conduct a social study in order to identify the obstacles in front of women to have access to social services and equal opportunities in these regions.

Development level of women NGOs in these regions is lower in accordance with the low level of women status, and the capacities of existing ones to mobilize society and public opinion in eradicating discrimination against women and enhancing women status are not sufficient. According to the women organizations data base prepared by the Flying Broom, a women's organization based in Ankara, the number of women organizations including branches of national women organizations in the concerned regions is only 62, and in some of provinces in these regions there is no women NGO (www.ucansupurge.org). Existing women NGOs face to some problems and need to be capacity improvement. According to a need assessment study on NGOs by Civil Society Development Programme in 2003 (www.stgm.org.tr), the basic and general problems of NGOs that were identified can be summarised as following: (i) especially in eastern and southeastern Anatolia, negative and sceptic attitude of governmental organizations and society to NGOs, (ii) there is no a common approach and awareness about the role of NGOs in a democratic society within NGOs and society, (iii) lack of sufficient capacity in terms of human resources and lack of sufficient communication between society and NGOs, (iv) lack of common platform for NGOs. According to this study, the representatives of NGOs demands mainly; training on institutional capacity and management, project development and management, public relations, fund rising.; coordination and communication; and guidance and support.

A consultation meeting with representatives of several NGOs and women organizations was conducted in Ankara, and the group refers some problems such as the lack of a gender approach in local branches of governmental organizations, local administrations and NGOs, and proposes conducting a study to identify regional specific problems, develop a gender sensitive public policy and conducting workshops and training to rise sensitivity to women problems; refers to necessity of empowerment of local NGOs in concerned regions through workshops, interaction with activist women, and participative and interactive training

programmes on computer skill building, conflict resolution etc; and propose grant scheme for NGOs to reach women in concerned regions.

An other consultation process with local women NGOs such as Association of University Women, Ka-Mer Şanlıurfa Brach, Van Woman Association, Life Home Women Solidarity Association resulted in that the main problem of women NGOs in the region is that people are very sensitive to the concept of civil organization, and they believe in that civil organizations have ideological purposes such as religious, political, cultural etc. This is one of the obstacles with which civil organizations deal. For these reasons, it is difficult to find technical and financial support from government and private sector at the local and sometimes regional level to carry on civil movement. Other problems that are identified by these organizations are:

- **Building an association:** To organize an association is a long process; it requires money, time and endeavour. It is difficult to bring people together to be organized.
- **Human resources:** To find member and volunteer is another problem; the number of members and volunteers is very less. Most of them are uneducated; do not have skill of using computer, Internet as well as planning, preparing and implementing projects.
- **Finance:** Almost all woman associations face serious financial problems; they are dependent on membership fees while membership fees are not or can not be paid or are not paid. Most of them can not apply to any grant to support their activities.
- **Network:** There are several grant programs; trainings, meetings, projects and activities have been carried on at local regional and national level by national and international organizations. Due to weak network among the associations, some of them can not be informed of these activities.
- **Access to Information:** To access information is one of the main problems woman associations face. There are no any unit or information in the field of civil organizations at local and regional level.

The situation in these regions in terms of gender equality and women status are far behind EU and international standards, and realization of priorities of Turkey considering gender equality in accession process to EU mentioned above pages, and realization of “man-woman equality and empowerment of women status” in accordance with Millennium Development Goals necessitates to focus on these regions and empowerment of women status and women NGOs in order to achieve these goals. Achievement to these goals will create catalytic effect on achievement of some other goals of Turkey in accession process and contribute to solution of some problems at national level.

Improvement of women NGOs capacity and empowerment of women in these regions contribute to develop sense of ownership among local communities for new regulations related to the human rights of women and woman-man equality in accession process and implementation of these regulations in a sustainable manner.

3.2 Assessment of project impact, catalytic effect, sustainability and cross border impact (where applicable)

Sensitivity of governmental organizations, local administrations and non-governmental organizations to gender related problems and regional women specific problems will be increased through ensuring visibility of gender specific problems and bottlenecks in public and service provision policies and through workshops and trainings. These improvements will contribute these organizations to adopt new policies and positive attitudes in accordance with gender mainstreaming that would increase the accessibility of women to public services in a sustainable way. The increase in accessibility of women to public services will develop social

development indicators belonging to women that will result in improvement of women's participation in public domain and decreases in violation of human rights of women.

Establishment of a dialogue and cooperation environment between governmental organizations, local administrations and women NGOs in the concerned regions will create a synergy to develop civil society and to reach local women in providing social, economic and cultural services and in preventing violation of human rights of women.

Implementation of projects by women NGOs in collaboration with themselves, governmental organizations and local administration will encourage the civil society development, ensure the NGOs to gain practical skills in the field and contribute to improvement of women status in the concerned regions.

Establishment of networks and communication among women NGOs will create solidarity to advocate human rights of women and to apply pressure on governmental organizations and society to implement legislative regulations in favour of women that contributes to democracy in the country.

3.3 Results and measurable indicators:

Activity 1, Technical Assistance Service Contract will produce following measurable results:

1.1. Gender sensitive approach is incorporated into service provision policies of governmental organizations, local administrations and non-governmental organizations, and their human resources are improved in terms of gender sensitivity. Measurable indicator for this result is the increased gender sensitivity of 1500 persons of human resources of local governmental organizations, civil society organizations and municipalities by training programs and workshops on gender mainstreaming by the end of 2011, and the prepared and announced guidelines and directives including a gender sensitive service provision by 25 organizations (governmental, civil society and municipalities) by the end of 2011. This increased gender sensitivity is reflected on various statistics specific to three regions including the number of unregistered girls, the number of victims of domestic violence seeking judicial and security services etc.

1.2. Organizational and technical capacities of women NGOs are improved, new women's organisations are established in three regions. Measurable indicators for this result are the 50 women NGOs' offices are equipped with based on grant scheme and improvement of technical capacities of 375 persons of human resources of women NGOs on "NGO management, community leadership and work with community, conflict resolution, project development and management, fund rising, public relations and computer using by the end of 2011. Participation of local women's organisations in local decision-making or monitoring bodies is increased.

1.3. Communication and cooperation among women NGOs is improved. Measurable indicator is development and implementation of 50 projects by NGO consortiums by the end of 2011. Three regional networks of women's organisations are established. Local women's organisations are joined to national networks. Joint campaigns are organised.

1.4. Smoothly structured dialog and partnerships among women NGOs, governmental organizations and local administrations are developed. Measurable indicators for this result are development and implementation of 25 projects by the partnerships women NGOs, governmental organizations and municipalities, and 5 cooperation protocols signed among women NGOs, governmental organizations and local administrations by the end of 2011. Participation of local women's organisations in local decision-making or monitoring bodies is increased.

Activity 2, grant scheme contracts, will produce following result:

2.1. Project development and management capacities of women NGOs on the building public awareness and capacity to fight against gender based discrimination, against violations in the human rights of women and in enhancing women's social, political and economic status are improved. Indicator for this result is formulation and implementation of 75 projects by women NGOs by the end of 2011, and verification source will be yearly progress reports of the project.

3.4 Activities:

Activity 1: Technical Assistance for institution building and supervision of grant scheme- (Euro) 2,000,000

Service contract; Detailed activities related to this component are presented below:

1. Establishment of three regional support offices of TA.

- Renting office buildings,
- Purchase of equipment for the offices,
- These three offices will also function as regional advice bureau for providing counselling services for women in terms of their access to public services. The regional bureau will also receive complaints of local women and convey them to relevant institutions.

2- Improvement of Women's Access to Public Services

2 A- Research and studies

- A study on status of women, types of violation of human rights of women and gender equity implications of existing service provision practices of governmental organizations, municipalities and civil society organizations in concerned regions will be conducted. The main focus of the study will be determination of problem areas in terms of women's access to public services and policy recommendations as to how those services could be improved through addressing the issues of gender budgeting, equal allocation of resources etc.
- Three regional consultation meetings will be conducted by the participation of representatives of local and national women NGOs in order to define the framework of a study to collect updated data and analyze to produce information about gender aggregated social and economic indicators and common cases of discrimination against women and deviation from human rights of women in concerned regions,
- Framework and methodology of the study will be defined,
- Existing documents and statistics will be reviewed,
- A social study will be conducted to collect updated qualitative and quantitative data,
- Collected data will be analysed and reported,

2B- Trainings and Workshops

- Workshops will be organized to develop gender sensitive service provision policies by the participation of the representatives of governmental organizations, municipalities, women NGOs and other civil society organizations.
- In addition to training programs to increase gender sensitivity of service providers and law enforcement agencies in three regions, specific trainings on gender mainstreaming is also organized and implemented.

3- Support to the establishment of new women's organisations and capacity building for local women's NGOs in three regions

3A-Research and studies

- An inventory and needs assessment study will be conducted to identify the physical and human resources, legal status, membership structure, activity areas, and completed and ongoing projects and activities of the women NGOs. The study will also include recommendations on how to tackle specific problems of local women's organisations and to increase number of women's organisations as well as the cooperation among them.
- Profiles of the women NGOs will be prepared by using the result of the NGO inventory.
- The profiles will be opened to accessibility of the public, national and international organizations and NGOs at electronic base.

3B- Trainings and workshops

Regional workshops will be organized to identify the problem areas, relations among problems and to develop recommendations for the solutions of problems in terms of discrimination against women, violations of the human rights of women, and the relations between NGO to NGO, and NGO to governmental organizations and local administrations,

- Training programs will be conducted for managers, staff and members of active women NGOs. The subjects of training will include NGO management, community leadership and work with community, conflict resolution, project development and management, fund rising, public relations, computer using and other subject to be identified in consultation with NGOs.
- Workshops will be organized for local women's organisations as well as for unorganised local women in order to bring them together with women's movement activists for exchange of information and experiences.
- Regional forums will be held by the participation of women NGOs, governmental organizations and local administrations to discuss and monitor the problems related to women status, accessibility of women to public services, violation in human rights of women.
- Around the problem and policy areas to be defined in the Agenda and Action Plan, small working and discussion groups composed of the representatives of women NGOs, governmental organizations and local administrations will be formed, and regular meetings of these groups will be moderated.

4. Producing manuals, action plan and training materials

- Agenda and Action Plan for women NGOs will be drafted based on the results of workshops, and shared with the NGOs and other relevant organizations.
- Regional forums will be held to discuss and finalize the Agenda and Action Plan for women NGOs.
- Training materials will be produced on training subjects.

5. Supervision, monitoring and evaluation of grant scheme project

- Definition of grant scheme framework,
- Preparation of grant application package including guidelines
- Technical support and supervision services to candidate organizations in the process of proposal preparation through regional offices,
- Monitoring and evaluation of project implementation.

Activity 2: Grant schemes for women NGOs' project- (Euro 3,000,000)

Grant scheme contracts; Detailed activities under this component are as following:

Minimum and maximum amount of grant will be Euro 15.000 and Euro 100.000. The cost of projects that will be proposed by only one beneficiary organization can not exceed Euro 30.000. The projects that will be proposed by more than one partner can be awarded between Euro 30.000 and 100.000.

Only non-profit and non-governmental organizations can propose projects to the grant schemes, but governmental organizations and municipalities can be partners in the proposed projects. Final list of eligible institutions will be determined during the course of implementation.

Subject matters of the projects can be: (i) support to organization buildings of women, (ii) supporting participation of women into economic life, (iii) provision of educational and health services to women, and (iv) eradication of violations in human rights of women. Detailed priority areas for grant scheme will be determined during the course of implementation.

The evaluation of proposed projects will be made by an evaluation committee composed of independent evaluators.

The detailed activities are;

- Call for proposals opened to local and regional women NGOs will be prepared and announced for the grant projects on the themes of awareness and capacity building to fight against gender discrimination and violations in human rights of women, and enhancing women's social, economic and political status,
- Technical supervision will be provided in preparation of projects,
- Project evaluation committees will be formed,
- The project proposals will be evaluated and selected,
- The contracts will be signed with the NGOs whose projects will be selected,
- Implementation of the projects will be monitored and supervised,

3.5 Conditionality and sequencing:

The tender for this project can be launched on the condition that, by submitting a formal Declaration of Assurance, showing that the beneficiary has sufficient staff in a list for technical implementation and monitoring of the contracts.

3.6 Linked activities

Social Research and Implementation Programme has take place in the Yearly Investment Programme of the State since 1998, and in the framework of this programme multi-purpose community centres (ÇATOM) have been established and operated. Associations and cooperatives that have been organized by the participant of ÇATOMs and around ÇATOMs will be supported by the project activities. Additionally the capacity created by ÇATOMs will be used for the project.

The research results and “gender training manuals” that were produced by the project on “Development of Women Employment” undertaken by the General Directorate of Women Status” by the support of the World Bank between 1994-2000 will be used in training programs of the project.

The documents and strategies produced by the project on “Promotion of Gender Equality” that is undertaken by General Directorate of Women Status in the framework of EU Pre-Accession Financial Assistance 2005 programme will be used in formulation of Agenda and Action Plan, and training programs to carried out under the project.

3.7 Lessons learned

The projects that have been formulated and implemented in the framework of GAP (especially women and youth programmes) have shown that centrally made decision were not adopted and owned by local authorities and local people. As a result the effectiveness of such project decreased. In this project, the partners and end beneficiaries of the project will be informed and consulted in all processes and decision to be taken. For this aim, steering committee and extended regional consultation committees will be formed and regional workshops will be organized to formulate policies and strategies.

ÇATOMs implementations in GAP Region have shown that the activities and projects related to community development that are implemented solely by governmental organization or by non-governmental organizations can not create the expected impacts. The project that are conducted by solely by governmental organizations can not reach the local people and can not attract the local people; on the other hand, the projects of non-governmental organizations faces with some limitations during project implementation. So the project will try to catalyze dialogue and partnerships among governmental and non-governmental organizations, and in grant scheme especially the projects to be formulated and implemented by the partnerships of women NGOs and governmental organizations will be preferred to support.

A project, namely “Contemporary Girls of Contemporary Turkey” that have been implemented in least developed regions of Turkey, especially in eastern and south eastern Anatolia regions, by the Association for Supporting Contemporary Life shows that cooperation and involvement of local organizations, governmental and non governmental, increase the effectiveness and success of the projects.

The project “Candidate Woman Project” was implemented by the Association of Women Entrepreneurs in 2003 has shown the importance of exchange experiences in capacity building projects. In this project, establishment of interactions between succeeded entrepreneur women and women entrepreneur candidates encourage the candidates to take initiatives in preparing and proposing projects to the Association.

4. Indicative Budget (amounts in €)

	TOTAL PUBLIC COST	SOURCES OF FUNDING									
		EU CONTRIBUTION				NATIONAL PUBLIC CONTRIBUTION					PRIVATE
		Total	% *	IB	INV	Total	Type of cofinancing (J / P) **	% *	Central	Regional	IFIs
Activities											
Activity 1											
contract				2.0							
1.1	2,000,000	2,000,000	100	00							

<u>Activity 2</u>												
				3.0								
				00.								
contract				00								
2.1	3,000,000	3,000,000	100	0								
TOTAL	5,000,000	5,000,000										

** compulsory for INV (minimum of 25 % of total EU + national public contribution) : Joint cofinancing (J) as the rule, parallel co financing (P) per exception
* expressed in % of the Total Public Cost

5. Indicative Implementation Schedule (periods broken down per quarter)

Contracts	Start of Tendering	Signature of contract	Contract Completion
Contract 1 Service Contract	First Quarter of 2008	First Quarter of 2009	Fourth Quarter of 2011
Contract 2 Grant scheme	Second quarter of 2009	First Quarter of 2010	Fouth Quarter of 2011

Duration of the project is 36 months.

All projects should in principle be ready for tendering in the 1ST Quarter following the signature of the FA

6. Cross cutting issues (where applicable)

6.1 Equal Opportunity

The results and impacts of the project will contribute to provision of equal opportunities to men and women in the concerned regions of Turkey, and to the women non-governmental organizations in concerned regions with the those of other regions of Turkey. Development of regional specific and gender sensitive practical ways of service provisions and improvement of NGOs capacities in the concerned regions would increase the accessibility of women to public services that ensure the equal access of women and men to public services and resources.

Implementation of such a project, additionally, will contribute to overcoming regional disparities in terms of socio-economic development and women's status.

6.2 Environment

N/A

6.3 Minority and vulnerable groups

According to the Turkish Constitutional System, the word minorities encompasses only groups of persons defined and recognized as such on the basis of multilateral or bilateral instruments to which Turkey is a party. This project has no negative impact on minority and vulnerable groups. It will apply the policy of equal opportunities for all groups including vulnerable groups.

In the concerned regions, women are in the disadvantage positions in comparison with those of the developed regions of Turkey and men within these regions, and can be defined one of the vulnerable groups. The outputs of the project will contribute to the empowerment of women in these regions.

ANNEXES

- 1- Log frame in Standard Format
- 2- Amounts contracted and Disbursed per Quarter over the full duration of Programme
- 3- Reference to Institutional Framework

The implementing organization is CFCU, and beneficiary organization is Southeastern Anatolia Project (GAP) Regional Development Administration.

As a regional development organization that was established in 1989 under the Prime Ministry, GAP Regional Development Administration (GAP RDA) has initiated some programs and projects for enhancement of women status in the social and economic life in the region since 1994 addressing the problems of gender discriminations and uneven development between men and women. The main effort of GAP-RDA to overcome the gender discriminations and to enhance women status in the region has been to establish multi-purpose community centres (shortly ÇATOM) especially in the squatter settlements of urban centres and centrally located villages in cooperation with national and local non-governmental organizations, governerships and municipalities. Through ÇATOMs that are community based and woman focused centres, social mobilization programmes for rising public awareness about human rights of women, gender equality and gender balanced development; training programmes on literacy, reproductive health and general health issues, home economics and nutrition; income generation and vocational skill development programmes; women entrepreneurship development programmes are carried out. Additionally, GAP Administration has been undertaking a project for socio-economic development of women in collaboration with UNDP since 2005, and in the framework of this project women NGOs and women economic initiatives have been supported.

The key central organizations to be cooperated within the duration of the project are General Directorate of Women Status, Ministry of Interior, General Directorate of Child Protection and Social Services Institution.

General Directorate of Women Status (GDWS) was originally established in 1990 under the Prime Ministry as a necessitate of establishing a coordinator or executer unit related to women after signing the “Convention on Elimination of all Forms of Discrimination against Women”, the 6th National Development Plan, and Nairobi Strategies, and its organization law was took into action in November 6, 2004. The basic objective of establishment of the General Directorate of Women Status is “to carry out efforts to protect and improve the human rights of women, to empower the positions of women in social, economic, cultural and political life, and to ensure women to benefit from rights, opportunities and possibilities”. GDWS is located in Ankara, and playing a coordinating role in achieving these objectives. Since its establishment, GDWS has carried out some projects for enhancing women status, and outputs of these projects could be used as input and create synergy in the project.

General Directorate of Local Administrations and Department of Associations under the Ministry of Interior will be one of the key cooperative governmental organizations. General Directorate of Local Administration is responsible for monitoring, coordinating and supporting the local administrations such as “province special administrations” and “municipalities” that will be one of the target groups of the project. Department of Associations under the Ministry of Interior was established in the framework of adoption to the EU *acquis communautaire* in 2002 to form more democratic and a civil society, to encourage organization of civil society, to support and develop national and international activities of associations, and to minimize the bureaucratic procedures in works related to associations.

General Directorate of Social Services and Child Protection Institution is responsible for providing services people in need, mainly children, but include also elders and women in needs. Especially community centres that are opened and operated in city centres by this organization provide social services and training especially for women. So the General Directorate of Social Services and Child Protection and its local offices and community centres in province centres are among the potential governmental organizations that could support the women NGOs, and that the women NGOs could cooperate with in their efforts targeting to enhance human rights of women and involvement of women into social, economic and political life.

In the framework of the project, a project coordination unit will be established. Project Coordination Unit (PCU) is composed of project director and enough civil servant to be appointed by the beneficiary organization, and Technical Assistance Team. PCU will be based in Ankara, but the office of Technical Assistance Team will be located centrally in Şanlıurfa. TA Team will have contact points and necessary expert in each project region and these staff will be located at three regional offices that will also play a communication and coordination office for women NGOs.

The PCU will responsible and report to Senior Project Officer. It produce three monthly and yearly project progress report, and the reports identified in activities. TA Team will support the PCU in undertaking project activities, producing project results and monitoring and evaluation of the project.

A steering committee will be formed under the project as an advisory committee. The steering committee to be chaired by the SPO will be composed of the representatives of the GAP Administration, CFCU, EUSG, General Directorate of Women Status, General Directorate of Social Services and Child Protection Institute, Ministry of Interior and Delegation of European Commission to Turkey. The steering committee will meet regularly at 6 monthly period, but when is needed, the steering committee can be call for meeting more frequently by the demand of SPO. The steering committee play a role in catalyzing cooperation of local governmental organization in the process of the project implementation as well as its advisory role.

Civil society organizations and local administrations are also key stakeholders of the project. But because they could be the beneficiary of grant schemes, they will not be included into steering committee, but they will be represented in Regional Monitoring Committees. Three Regional Monitoring Committees will be established by the representatives of local administrations and governorships of project provinces and local and national women NGOs.

These committees will meet semi-annually and discuss the progress, main reports, studies and activity plans will be presented to the concern, discussion and consultation of these committees.

4 - Reference to laws, regulations and strategic documents:

Reference list of relevant laws and regulations

- Turkish Penal Code, No.5237
- Punishment Judgement Law, No.5271
- Work Law, No.4857
- Civil Code, No.4721
- The Law for Protection of Family, No.4320
- Municipality Law, No.5393
- The Protocole for CEDAW
- The Prime Ministry circular of July 2006 on combating violance against women, children and honour killings.

Reference to AP /NPAA / EP / SAA

- Accession Partnerships with Turkey, January 2006
- National Programme for the Adoption of Acquis, 2003

Reference to MIPD

- Multi-Annual Indicative plannin Document,

Reference to National Development Plan

- T.R. Prime Ministry State Plannin Organization; Ninth Development Plan 2007-2013. Ankara 2006

Reference to national / sector investment plans

5- Details per EU funded contract (*) where applicable:

For *TA contracts*: account of tasks expected from the contractor

ANNEX V: Expert Qualifications and Tasks

1. Technical Assistance Team Leader and A Package of TA Short- Term Experts

TA Team Leader:

TA team leader is a person who will be responsible from TA Team. His or her main task is to organize the activities mentioned above under Technical Assistance title. Team leader will also be responsible.

Qualifications for TA Team Leader:

- Relevant experience in gender related issues and issues related to civil society development,
- Preferably a comparative knowledge of other Member States systems;
- Experience in study and project management;
- Broad international contacts/exposure would be considered an advantage;
- Minimum of Masters degree or equivalent professional experience in relevant areas (academic background in gender issues will be an asset);
- Strong written, oral and inter-personal communication skills in English and Turkish.
- Experience in developing, co-ordinating and conducting training programmes;
- Experience in managing a large team of experts;
- Experience in working in a different cultural environment an advantage.
- Good Analytical Reporting Skills.

Qualifications for TA Short Term Experts:

- Relevant experience in gender related issues and issues related to civil society development, institutional development of non-governmental organizations.
- Experience in preparation of training programs for administrative and technical staff.
- Minimum of Masters degree or equivalent professional experience in relevant fields (academic background in gender issues will be an asset);
- Good written and oral command of English and Turkish,
- Good Analytical Reporting Skills.
- Proven contractual relation to public administration or mandated body;
- Capacity to integrate into a large expert team;
- Willingness to work in a different cultural environment.

Additional Qualifications for TA Team Leader and TA Short Term Experts:

Minimum of 5 years professional experience in related subject(s), such as:

- Developing policies and action plans for incorporation of gender mainstreaming into public policies,
- Managing gender based social studies,
- Training experience.
- Experience on manual and guide preparation.
- Experience on management of grant schemes.

Tasks of the TA Team:

Activities mentioned in the Section 3.4 of the project fiche.

ANNEX 1: Logical framework matrix in standard format

LOGFRAME PLANNING MATRIX FOR Project Fiche	Programme name and number	
EMPOWERMENT OF WOMEN AND WOMEN NGOS IN THE LEAST DEVELOPED REGIONS OF TURKEY	Contracting period expires : 2 years after the signature of the Financing Agreement	Disbursement period expires: 5 years after the signature of the Financing Agreement
	Total budget : 5,000,000	IPA budget: 5,000,000

Overall objective	Objectively verifiable indicators	Sources of Verification	
To upgrade women's status in the least developed regions of Turkey with a view to reducing regional disparities.	<ul style="list-style-type: none"> - the number of women members in local assemblies of project provinces is increased by 25 percent by the end of 2011. - the honor killings are reduced by 20 percent in the project regions by the end of 2011.. - the cases of violence against women are reduced by 20 percent in project regions by the end of 2011 - The gender empowerment measure in project provinces is increased by 10 percent by the end of 2011 	<ul style="list-style-type: none"> - Statistical reports of Statistical Institute of Turkey, - Records of Ministries of Justice and Interior, - The records of the ministries of health and education. - Human Development Reports by UNDP. 	
Project purpose	Objectively verifiable indicators	Sources of Verification	Assumptions

<p>To assist the Turkish government to increase and facilitate women's access to municipal, social and judicial services through improving capacity of women NGOs and awareness building in South East Anatolia, Eastern Black Sea and East Anatolia regions.</p>	<ul style="list-style-type: none"> - The number of women NGOs in concerned regions is increased by 5 percent by the end of 2011. - The number of women NGOs that actively undertake projects in the concerned regions is increased by 25 percent by the end of 2011. - The number of women NGOs in the concerned regions that develop project proposals for EU and international funds is increased by 20 percent by the end of 2011. - Accessibility of women to public services in the project regions is increased by 15 percent by the end of 2011. 	<ul style="list-style-type: none"> - the records of the Ministry of Interior, - the records of ministries of health, national education, health and justice. - the records of Association Departments of Governerships in the project provinces, - the records Delegation of European Commission to Turkey, - The records of Civil Society Development Centre, - The inventory of women NGOs to be prepared in framework of this project. 	<ul style="list-style-type: none"> - The women NGOs in the project regions whose capacities is improved have willingness to develop and implement projects in cooperation and partnerships with each others, governmental organizations and local administrations.. - Governmental organizations and local administrations cooperate willingly with women NGOs to improve women status and eradicate gender discriminations. - Governmental organizations and local administrations adopt gender sensitive service provision policies.
<p>Results</p>	<p>Objectively verifiable indicators</p>	<p>Sources of Verification</p>	<p>Assumptions</p>
<p>1. A gender sensitive approach is incorporated into service provision policies of governmental organizations, local administrations and non-governmental organizations, and</p>	<p>1.1. Gender sensitivity of 1500 persons of human resources of local governmental organizations, civil society organizations and municipalities is increased by training programs and workshops on gender</p>	<p>- the yearly progress reports of the project.</p>	<ul style="list-style-type: none"> - The women NGOs in the concerned regions willingly adopted the results of the project. - Governmental and local

<p>their human resources are developed in gender-mainstreaming.</p>	<p>mainstreaming by the end of 2011. 1.2. Guidelines and directives including a gender sensitive service provision are prepared and announced by 25 organizations (governmental, civil society and municipalities)</p>		<p>administration became supportive in producing project results and cooperative with women NGOs.</p>
<p>2. Organizational and technical capacities of women NGOs is improved.</p>	<p>2.1. Offices and service centers of 50 women NGOs is equipped with necessary equipment based on selected grant projects by the end of 2011.. 2.2. Technical capacities of 375 persons of human resources in women NGOs are improved by training programs on “NGO management, community leadership and work with community, conflict resolution, project development and management, fund rising, public relations and computer using by the end of 2011.</p>	<p>- quarterly and yearly progress reports of the project.</p>	
<p>3. Communication and cooperation</p>	<p>3.1. 50 projects are developed and</p>	<p>- the quarterly and yearly</p>	

among women NGOs is improved

implemented by NGO consortiums by the end of 2011.

progress reports of the project.

- The inventory of women NGOs to be prepared in framework of this project.
- the records Delegation of European Commission to Turkey,
- The records of Civil Society Development Centre,

4. Smoothly structured dialog and partnerships among women NGOs, governmental organizations and local administrations are developed.

4.1. 25 projects are developed and implemented by the partnerships of women NGOs, governmental organizations and municipalities.

- the quarterly and yearly progress reports of the project.

- The inventory of women NGOs to be prepared in framework of this project.
- the records Delegation of European Commission to Turkey,
- The records of Civil Society Development Centre,

4.2. In five provinces, multi-lateral cooperation protocols are signed among women NGOs, governmental organizations and local administrations by the end of 2011.

5. Project development and management capacities of women NGOs on the building public awareness and capacity to fight against the gender discriminations (especially against women), against violations in the human rights of

6.1. 75 projects on building public awareness and capacity to fight against the gender discriminations (especially against women), against violations in the human rights of women and in enhancing women's social, political and economic status are developed and implemented by women NGOs in

- the quarterly and yearly progress reports of the project.

- The inventory of women NGOs to be prepared in framework of this project.
- the records Delegation of European Commission to

<p>women and in enhancing women's social, political and economic status are improved.</p>	<p>cooperation and partnerships with each others, governmental organizations and local administrations by the end of 2011.</p>	<p>Turkey, - The records of Civil Society Development Centre,</p>	
Activities	Means	Costs	Assumptions
<p>1.1. A study on status of women, type of violation from human rights of women and gender equity implications of existing service provision practices of governmental organizations, municipalities and civil society organizations in concerned regions will be conducted.</p> <p>1.2. Workshops will be organized to develop gender sensitive service provision policies by the participation of the representatives of governmental organizations, municipalities, women NGOs and other civil society organizations.</p> <p>1.3. Training programs on gender mainstreaming is organized and implemented.</p> <p>2.1. Regional workshops will be organized to identify the problem areas, relations among problems and to develop</p>	<p>- Service contract, - Grant scheme contracts</p>	<p>Euro 2,000,000 Euro 3,000,000</p>	<p>-The necessary inputs is provided on time. The stakeholders closely collaborate with each others to realize the activities of the project.</p>

recommendations for the solutions of problems in terms of discrimination against women, violations of the human rights of women, and the relations between NGO to NGO, and NGO to governmental organizations.

2.2. Agenda and Action Plan for women NGOs will be drafted, and shared with the NGOs and other relevant organizations.

2.3. Regional forum will be held to discuss and finalize the Agenda and Action Plan for women NGOs.

2.4. Training programs will be conducted for managers, staff and members of active women NGOs. The subjects of training will include NGO management, community leadership and work with community, conflict resolution, project development and management, fund raising, public relations, computer using and other subject to be identified in consultation with NGOs.

2.5. The meeting will be organized by the participation of representatives of local women NGOs, active women figures and active women NGOs to exchange experiences.

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3.1. Regional women NGOs support centers will be established.

3.2. An inventory will be conducted to identify the physical and human resources, legal status, membership structure, activity areas, and completed and ongoing projects and activities of the women NGOs.

3.3. Profiles of the women NGOs will be prepared by using the result of the NGO inventory.

3.4. The profiles will be opened to accessibility of the public, national and international organizations and NGOs at electronic base.

4.1. Regional forums will be held by the participation of women NGOs, governmental organizations and local administrations to discuss and monitor

the problems related to women status, accessibility of women to public services, violation in human rights of women.

4.2. Around the problem and policy areas to be defined in the Agenda and Action Plan, small working and discussion groups composed of the representatives of women NGOs, governmental organizations and local administrations will be formed, and regular meetings of these groups will be moderated.

4.3. Possible cooperation areas and cooperation modalities around cooperatively defined problems are identified.

4.4. Cooperation among these organizations will be catalyzed.

4.5. The projects that will be developed and implemented by the partnerships of women NGOs, governmental organizations and local administrations will supported technically and financially.

5.1. Call for proposals opened to local and regional women NGOs will be prepared and announced for the grant

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projects on the themes of awareness and capacity building to fight against gender discrimination and violations in human rights of women, and enhancing women's social, economic and political status.

5.2. Technical support and supervision will be provided to women NGOs in preparation of projects.

5.3. Project evaluation committees will be formed.

5.4. The project proposals will be evaluated and selected.

5.5. The contracts will be signed with the NGOs whose projects will be selected.

5.6. Implementation of the projects will be monitored and supervised.

Pre conditions