

Gender Equality Monitoring Report of Türkiye 2023-2024









Enhancement of Participatory Democracy in Türkiye: Monitoring Gender Equality with Rights-Based Indicators Project - Phase III

Gender Equality Monitoring Report of Türkiye 2023-2024

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OAbbreviations

ADSEP	Family Social Support Program			
AFAD	Disaster and Emergency Management Presidency			
AKP	Justice and Development Party			
AROPE	At risk of poverty or social exclusion			
ADSEP	Family Social Support Program			
ASHB-EYHGM	Ministry of Family and Social Services General Directorate of			
	Disability and Elderly Services			
ASPB	Ministry of Family and Social Policies			
BIST	Borsa Istanbul			
CEFM	Child, Early and Forced Marriages			
CEID	Association for Monitoring Gender Equality			
CEİD Index	CEİD Gender Equality Index			
CHP	Republican People's Party			
CSBB	Presidential Strategy and Budget Directorate			
CVHW	Combating Violence and Harassment at Workplace			
ÇSGB	Ministry of Labor and Social Security			
DEM Party	Peoples' Equality and Democracy Party			
DIB	Directorate of Religious Affairs			
DOB	State Opera and Ballet			
DT	State Theatres			
EDVAW	Platform of Independent Expert Mechanisms on			
	Discrimination and Violence Against Women			
EIGE	European Institute for Gender Equality			
EŞİK	Women Platform for Equality			
EU	European Union			
EUROSTAT	European Statistical Office			
GBVAW	Gender-Based Violence against Women			
GDP	Gross Domestic Product			
GİB	Ministry of Interior Presidency of Migration Management			

GM	General Directorate			
HDP	Peoples' Democratic Party			
HPV	Human papillomavirus			
IB	Ministry of Interior			
IHL	Imam Hatip High School			
IKSV	Istanbul Foundation for Culture and Arts			
ILO	The International Labor Organization			
IMDb	The Internet Movie Database			
İŞKUR	Turkish Employment Agency			
JGK	Gendarmerie General Command			
KADES	Women's Support App			
KCDP	We Will Stop Femicide Platform			
KDM	Women Counselling Center			
KEFEK	Commission on Equal Opportunities for Women and Men			
KHK	Decree Law			
KSGM	General Directorate on the Status of Women			
КТВ	Ministry of Culture and Tourism			
LGBTI+	Lesbian, Gay, Bisexual, Trans, Intersex plus			
МНР	Nationalist Movement Party			
MoNE	Ministry of National Education			
MoNE-DÖGM	Ministry of National Education General Directorate of			
	Religious Education			
MoFLSS	Ministry of Family, Labour, and Social Services			
MUSIAD	Independent Industrialists' and Businessmen's Association			
OECD	Organisation for Economic Co-operation and Development			
ÖSYM	Measurement, Selection and Placement Center			
R&D	Research and Development			
SB	Ministry of Health			
SGK	Social Security Institution			
STEM	Science, Technology, Engineering and Mathematics			
STK	Civil Society Organization			

SUMAF	Technical Assistance Program to Support Monitoring of			
	Actions Financed under the Facility for Refugees in Turkey			
ŞÖNİM	Violence Prevention and Monitoring Center			
TAYA	Turkey Family Structure Survey			
ТВВ	Union of Municipalities of Turkey			
ТВММ	Grand National Assembly of Turkey			
TCE	Gender Equality			
TDHS	Turkey Demographic and Health Survey			
TESK	Confederation of Turkish Tradesmen and Craftsmen			
TIHEK	Human Rights and Equality Institution of Turkey			
TIM	Turkish Exporters Assembly			
TISK	Confederation of Employer Associations of Turkey			
ТММОВ	Union of Chambers of Engineers and Architects of Turkey			
ТОВВ	Union of Chambers and Stock Markets of Turkey			
TOKI	Housing Development Administration			
TRT	Turkish Radio and Television Corporation			
TSK	Turkish Armed Forces			
ТТВ	Turkish Medical Association			
TUBITAK	Scientific and Technological Research Council of Turkey			
TURKSTAT	Turkish Statistical Institute			
TUSIAD	Turkish Industry and Business Association			
TÜRMOB	Union of Chambers of Certified Public Accountants and			
	Sworn-in Certified Public Accountants of Turkey			
TYP	Community Benefit Work Program			
UN Women	United Nations Entity for Gender Equality and the			
	Empowerment of Women			
YEEP	Local Equality Action Plan			
YEŞİL-SOL	Green Left Party			
YÖK	Council of Higher Education			
WHO	World Health Organization			

Preface

"Gender Equality Monitoring Report of Türkiye 2023-2024" is our third report aimed at monitoring gender equality at the national level. Similar to the first two reports, this report examines the progress in gender equality over the past two years and tracks the key thematic areas using relevant indicators identified.

The most tragic event in the period following the publication of the second report was the devastating earthquakes of February 6-7, 2023, centered in Kahramanmaraş, which affected eleven provinces and resulted in immense destruction and loss. The reports of civil society organizations working in the field and our own field observations reveal how disasters such as earthquakes deepen existing gender inequalities. The first part of this report draws attention to the critical importance of incorporating gender equality into disaster management. It also sheds light on gender inequalities in areas such as education, employment, poverty, violence and health.

Since the publication of the first two monitoring reports, t there has been no significant change in the policies or policy documents of public institutions and organizations. References to gender equality norms have been increasingly omitted from the official documents. Public institutions and organizations have been failing to fulfil their obligation to collect gender-disaggregated data. The issue of violence against women is one of the most striking examples in this trend. As public institutions do not undertake their responsibilities, women's organizations are taking on the responsibility to fulfil and are working diligently to compile data from the media. In 2021, women's and LGBTI+ organizations, bar associations and other professional organizations, labor organizations and political parties led the struggle against the withdrawal from the Istanbul Convention by presidential decree. Gender-based violence has increased since the withdrawal from the Convention. This is enough to demonstrate the protective nature of the Convention for women, girls and LGBTI+ individuals. The first part of the report discusses in detail the

withdrawal from the Istanbul Convention and the lack of protection of the aforementioned groups against violence.

As the central public administration continues to drift away from gender equality goals, the role of local governments in promoting gender responsive services. It is possible to see the fact that the main opposition party won a significant number of municipalities in the March 31, 2024 Local Elections and that some of these municipalities have demonstrated a strong commitment to advancing gender equality, which can be seen as a positive development. In the eleven project provinces where CEİD carries out its work, Local Equality Monitoring Platforms monitor the urban policies and local initiatives using selected indicators. The second part of this report examines the developments following the March 31, 2024 elections, and evaluates the activities of 30 metropolitan municipalities from a gender equality perspective.

The last section of the report focuses on monitoring gender equality through indicators and includes the indicators of the mapping and monitoring reports in five new thematic areas introduced in the third phase of the project. The new reports cover: Disaster Management and Gender Equality, Climate Change, Gender Equality in Rural Areas, Violence, Harassment and Gender Equality in the Workplace, Gender Equality in Performing Arts, Public Expenditures and Gender Equality. In addition to these new thematic areas, the indicators from first two phases of the project covering Gender equality in Employment, Education, Health, Participation in Political Decisions, Urban Services, Religious Services, Access to Justice, Sports, Media, Ageing, Science, Technology, Engineering and Mathematics, Poverty Reduction, Social Protection and Social Assistance, Violence against Women, Trafficking in Human Beings and Women, Child-Early and Forced Marriages, Status of Women Refugees, and Masculinities and Men's Involvement in Gender Equality, which have been regularly updated and monitored. This section presents the indicators of these 22 areas are presented with updated statistics while also proposing new indicators for monitoring.

The CEİD **Gender Equality Index** (CEİD Index), developed by the Expert Working Group on Indicators through a comprehensive review of the findings and indicators of the mapping and monitoring reports in 17 thematic areas and taking into consideration international and local indices, was first introduced in the previous report. However, given its significance the index is not included in this report. Instead, an updated version of the **CEİD Index** will be published as an independent study in the coming months.

Finally, we extend our sincere gratitude to everyone who contributed to the preparation of the **Gender Equality Monitoring Report of Türkiye 2023-2024.**

CEID Board Members



Part I

Economic and Social Life in the Shadow of Disasters



Economic and Social Life in the Aftermath of Disasters

The most profound events of the past two years were the earthquakes of February 6-7, 2023, which caused widespread destruction, particularly in Kahramanmaraş, Gaziantep, Şanlıurfa, Diyarbakır, Adana, Adıyaman, Osmaniye, Hatay, Kilis, Malatya and Elazığ. On the first anniversary of the earthquakes, the Ministry of Interior reported 53,537 fatalities and 107,213 injuries in across the affected provinces. The World Health Organization (WHO) announced that 2.4 million people had to live in temporary shelters after the earthquake. The total economic impact of the earthquakes on the Turkish economy was estimated at around 103.6 billion dollars, equivalent to 9% of the country's GDP in 2023.

Türkiye is located on the three major fault lines - the North Anatolian, East Anatolian and West Anatolian - which have produced very large earthquakes throughout history. While 96% of Turkey's territory is prone to earthquakes of varying magnitudes, 66% of it is in the most dangerous areas for large earthquakes. Since the beginning of the last century, Türkiye has experienced 17 earthquakes with a magnitude of more than seven. Therefore, although disasters are not limited to earthquakes, earthquakes are one of the most frequent types of disasters that the country is likely to experience. Even if the date cannot be predicted, seismologists warn that the risk of an earthquake in the near term is high and that the destructive effects of the Istanbul Earthquake could be very severe. While earthquakes are

¹ https://www.icisleri.gov.tr/icisleri-bakanimiz-sayin-ali-yerlikaya-afet-ve-acil-durum-yonetimi-merkezinde-aciklamalardabulundu as cited in Paksoy-Erbaydar N., Ar Mutlu N.D. İnal-Önal A., Yalçın G: (2025) Disaster Management and Gender Equality Mapping and Monitoring Study, CEİD.

² WHO. Türkiye earthquake. External situation report no.7:3-16 April 2023. https://iris.who.int/bitstream/handle/10665/367105/WHO-EURO-2023-7145-46911-69105-eng.pdf?sequence=1, as cited

in CEİD ibid, p.210

3 SBR (2023), 2023 Kahramanmaras ve Hatav Depremleri Raporu, Cumhurhaskanlığı Strateji ve Rütce Baskanlığı

³ SBB (2023). 2023 Kahramanmaraş ve Hatay Depremleri Raporu. Cumhurbaşkanlığı Strateji ve Bütçe Başkanlığı. (https://dspace.ceid.org.tr/handle/1/2589) as cited in CEİD ibid, p.211

⁴ CEID ibid, p.205, 207

natural disasters that cannot be prevented, the scale of physical, economic and social losses can be minimized through effective measures.

Past experiences demonstrate that natural disasters disproportionately affect women and children. Women face not only physical threats but also social and economic hardships particularly in access to shelter, health services, security and livelihoods. These challenges stem from various social factors such as gender-based division of labor and care giving (for the children, the sick and elderly care), poverty, gender-based violence and discrimination. The fact that disasters have different impacts on women and men reveals the importance of incorporating a gender perspective into disaster management.

Disaster management is a multi-actor and dynamic management process covering the elimination or mitigation of hazards and risks before disasters. Recognizing that the impacts of natural disasters, especially earthquakes, can be mitigated, the "Disaster Management and Gender Equality Mapping and Monitoring Study" presents indicators aligned with the rights-based monitoring framework by taking international norms and standards into consideration. The Suggested indicators are analyzed in three main stages: pre-disaster, during disaster and after disaster. At each stage, it identifies the necessary actions to be taken under planning and coordination, shelter and basic needs, health services, prevention of gender-based violence, awareness raising, monitoring and evaluation. ⁵

Post-earthquake research conducted by various institutions, organizations and nongovernmental organizations, has revealed with clarity the challenges faced by women in the affected region. Women's care responsibilities have significantly increased compounding the physical and mental health impacts of the trauma. The lack of essential resources makes it even more difficult for them to fulfill their care obligations in an environment of deprivation. While women are more likely to be subjected to violence, the lack of protection mechanisms from violence makes them more vulnerable. Inadequate conditions in

⁵ CEID ibid, p.14

collective shelter areas such as poor lighting, lack of private spaces for women create security problems for women and girls and increasing the likelihood of harassment and violence. Access to health services for pregnant women, the elderly and/or women living alone is becoming more difficult, making it harder for pregnant women to get regular check-ups or receive the care they need during childbirth. Hygiene and reproductive health needs, especially access to sanitary products during menstruation remain largely unmet, while limited access to clean water has resulted in serious health problems for women. Another alarming consequence of the disaster is the increase in school absenteeism among girls which has significantly heightened the risk of child marriages. Women's already low employment rates of in the region have further declined due to economic losses leading to a rise in women's unemployment.⁶

A study conducted in Hatay, Kahramanmaraş and Malatya in April, September and October 2023 after the earthquake provides detailed information on women's paid and unpaid labor. The research highlights the interdependence between women's household and care work (reproductive work) and their participation in the labour market shaping both their labour decisions and the type of work they engage in. It is stated that women's employment in the region remains predominantly informal, precarious, irregular, composed of daily/seasonal, difficult and low-paid work, carrying province-specific variations. Accordingly, Malatya, a relatively industrial city has a relatively higher women's employment rate for years, whereas in Kahramanmaraş, despite being an industrial zone, it is not common for women to work in factory jobs. In Hatay, women are mostly involved in agricultural production. As employment began to recover after the earthquake, women workers returned to work in partially intact factories in the Organized Industrial Zone in Malatya; in

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⁶ SBB (2023). 2023 Kahramanmaraş ve Hatay Depremleri Raporu. Cumhurbaşkanlığı Strateji ve Bütçe Başkanlığı. (https://dspace.ceid.org.tr/handle/1/2589) cited in CEİD ibid (p.210-212)
UN Women, cited in CEİD age (pp.214-215)

⁷ Genç, Ö. (2023). Depremden Etkilenen Kentlerde Kadınların Ücretli - Ücretsiz Emeği. Kadın İşçi Dayanışma Derneği. (https://dspace.ceid.org.tr/handle/1/2579)

Hatay and Kahramanmaraş, they return to employment in areas where women's labor is concentrated in the services sector, agricultural work, home-based production and paid domestic work.

The destruction of their houses, economic losses and increased cost of living have led to increased willingness among women to work. It is even observed that some of them joined the labor force for the first time after the earthquake. However, some women staying in container cities were excluded from employment because they could not combine their domestic obligations with paid work. Women interviewed in the study mentioned the difficulties in maintaining a regular life in tents and containers, noting that their lives are affected by changing weather conditions, and that most of their time is spent trying to maintain the physical conditions of the environment they live in. Among the key barriers to women's participation in employment, the lack of care services for young children, transportation issues, and the security concerns due to long commuting distances and late working work were highlighted. The time spent on domestic labor to organize and sustain daily life after the earthquake caused some women to withdraw from employment, while those who were forced to work due to economic conditions had to accept precarious, flexible and low-paid jobs compared to before the earthquake.

Under the Public Works Program (TYP) implemented by the Employment Agency (İŞKUR) in earthquake-affected cities, women have been temporarily employed in public institutions, schools and hospitals. Women participating in the program reported satisfaction with having a registered, minimum wage job. Although the program contracts are typically limited to six months, the government has extended the program until the end of 2024 in the earthquake zone. However, it remains uncertain whether alternative employment opportunities will be available for women once the program ends.

On the other hand, it is possible to foresee that the existing gender inequalities in the labor market have deepened even more after the earthquake. It can be stated that factors such as the decline in labor demand in areas other than construction sector, which relies mostly on male labor in the earthquake zone, and rising informality in employment have played a role in this.⁸

The labor force participation rate in the region stands at 48 percent, about 5 percentage points below the national average. The gap is even larger for women. The employment participation rate of women is 10 percentage points lower than the national average. Despite lower participation rates, the unemployment and informal employment rates in the region exceed the national averages. According to TURKSTAT's (2023) summary statistics women in the earthquake region cited the housework and not being allowed to work as the primary reasons for not participating in the labor force. Men, on the other hand, more frequently reported losing hope of finding a job compared to the national average.

According to 2023 labor force statistics, women's labor force participation rate is 26.5% in the TR63 region covering Hatay, Kahramanmaraş and Osmaniye provinces and 25.1% in the TRC1 region covering Gaziantep, Adıyaman and Kilis provinces. In 2023, women's labor force participation rate in Turkey were 35.8%, while the employment rate stands at 31.3% and unemployment rate at 12.6%. Especially in Hatay, Kahramanmaraş and Osmaniye provinces, the unemployment rate is as high as 22.5%. According to Social Security Institution (SSI) data, the number of private sector workplaces, excluding public enterprises and tradesmen, declined significantly one year after the earthquake, by 25.4% decrease in Adıyaman, 0.6% in Gaziantep, 32.5% in Hatay, 22.3% in Kahramanmaraş and 28.6% in Malatya. 90% of the businesses in the region are small and medium-sized enterprises, which have faced significant financial constraints and reduced capacity to generate employment after the earthquake. Women's employment declined relatively faster than men's employment and has been slower to recover than that of men after the earthquake. In

⁸ Bahçe, S. and Memiş, E.. 2025. Gender Equality in Poverty Prevention, Social Protection and Social Assistance Mapping and Monitoring Study 2021-2023 Update. CEID Publications.

⁹ TURKSTAT Labor Force Statistics, Annual Results/Regional Results/Labor Force Status of the Population https://www.tuik.gov.tr/

Adiyaman, where the labor force participation rate increased after the earthquake, women's labor force participation increased at a much lower rate compared to men, while in Gaziantep it actually declined. Moreover, in Hatay, Kahramanmaraş and Malatya, where the labor force has not yet recovered, women's return to the labour market has been significantly lower than men's. All these trends underscore the urgent need for taking measures to support women's employment, providing support services for child, elderly and sick, and the need to continue providing incentives for women's employment by İŞKUR.

Labor Market Trends

In 2023, the labor force participation rate for women in Turkey (35.8%) is half of the labor force participation rate for men (71.2%). In the previous monitoring report, the labor force participation rates in 2021 were 30.3% and 69.7% for women and men, respectively. By 2023, both rates had increased. However, it should be noted that the 2021 rates were particularly low due to the Covid-19 pandemic. The out-of-labor force rates due to the pandemic were 69.7% for women and 30.2% for men in 2021. These figures were higher than the 2023 levels.

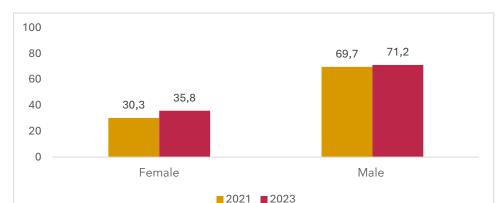


Figure 1. Labor force participation rates, 2021-2023

The primary reason for women remaining outside the labor force is unpaid household and care work affecting 42.9% of women. In contrast, no men report care responsibilities as a reason for not being in the labour force. The findings of TURKSTAT's Family Structure Survey reveal the unequal division of labor within the household. As of 2021, almost all household chores were seen as women's responsibilities. Over 80% of daily routine chores such as



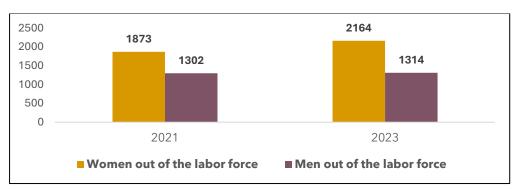
cooking, laundry, cleaning and tidying the house were assigned to women while childcare is almost exclusively (94.4%) attributed to women. ¹⁰

What is striking in past two years is that the economic recession in the pre-2020 period, combined with the pandemic effects in 2020-2021, led to a significant increase in labour market disengagement for both genders. However, this increase was much more pronounced for women. Those who are not looking for job because they have no hope of finding a job and those who are not looking for work but are ready to work have significantly increased in number.

Figure 2 shows the sum of women and men who wanted to work but remained out of the labor force in 2021 and 2023. Accordingly, of the 1,873 thousand women who are out of the labor force in 2021, 831 thousand have no hope of finding a job, while 1,042 thousand are not looking for a job but are ready to work. For men, these numbers are 798 thousand and 504 thousand respectively, totaling 1,302 thousand people. The number of women is 571 thousand more than that of men. In 2023, the number of women in these two groups is 2,164 thousand and the number of men is 1,314 thousand. The difference has increased to 850 thousand people.

¹⁰ As cited in İzdeş Ö., (2024) Gender Equality in Employment Mapping and Monitoring Study: 2021-2023 Update, CEİD Publications, p.43

Figure 2. Number of women and men who want to work but are not in the labor force (thousand), 2021-2023



The significance of the increase in these numbers becomes clear when evaluated together with the increase in female unemployment. In the period between 2021 and 2023, while the number of male unemployed decreased significantly, the decline in the number of female unemployed was marginal. In 2021, the number of unemployed women was 1.554 million, with an unemployment rate of 14.7%. In 2023, the number of unemployed women was 1.498 million, with an unemployment rate of 12.6%. In 2021, the number of male unemployed persons was 2.364 million and the unemployment rate was 10.7%. In 2023, the number of male unemployed persons decreased by 598 thousand persons reaching 1.766 million. The unemployment rate was 7.7%. On the other hand, in order to understand the true scale of women's unemployment, it is necessary to look at broadly-defined unemployment, which is calculated by including groups that are out of the labor force but are willing to work. In 2021, the number of broadly defined unemployed women was 3.331 million, while the number of unemployed men was 3.891 million. By 2023, the number of women surpassed that of men, with 3.002 million men unemployed compared to 3.085 million women. The broadly defined unemployment rate stood at 30.6% for women and 18.3% for men.

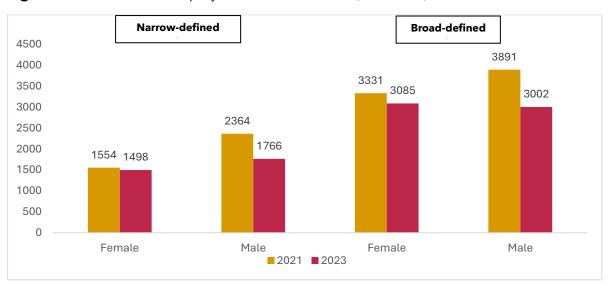


Figure 3. Number of unemployed women and men (thousand) 2021-2023

As women's education levels increase, so does their labor force participation rate. However, women continue to face significant unemployment issues in the labor market and many who lose hope of finding a job remain outside the labor market. In fact, when we look at the proportion of young population who are neither in education nor in employment, 29.8% of women and 15.6% of men are in this category in 2023. In 2021, these rates were 32.4% and 17.5%, respectively. The slight decline in rates is also reflected in the numbers. In 2021, 1.893 million young women and 1.066 million men in the 15-24 age group were outside education and employment, while in 2023, 1.711 million women and 950 thousand men are in this category. In total, 2.661 million young people are outside education and employment representing a significant untapped human resource.

It is surprising that the authorities, who constantly draw attention to the declining fertility rates and suggest families to have three children, saying that alarm bells are ringing for the population, are not concerned about the idle young population. Authorities who are so



concerned about the slowing population growth rate should prioritize job creation for the young population and take into account that the working age population will continue to grow until 2050. Rather than focusing solely on population growth, which is expected to start declining after 2050, it is urgent to bring young people and women into the labor force and ensure that they have access to decent jobs within the scope of social security.

A breakdown of the proportion of young women who are neither in education nor in employment by educational level shows that 24.4% of those with less than high school education, 31.4% of high school graduates, 36.2% of vocational or technical high school graduates and 33.3% of those with higher education are out of education and employment. Employment opportunities for women with higher levels of education are very limited. Women are condemned to "housewifization".

The 12th Development Plan (2024-2028) outlines a vision for growth and economic stability with an emphasis on "environmentally sensitive, disaster-resilient, advanced technology-based" (p.50). It is said that the digital and green twin transformation goals will be realized in a fair and inclusive framework, being aware of their impact on the labor market. In this sense, it is stated that measures will be taken for the inclusion of women, which is defined as one of the categories requiring special policies. However, as with previous plans, gender equality remains framed within traditional gender roles seeing women in the context of the family, The plan sets modest targets for female labor force participation rate i.e. by 2028 the targeted rate for women's labour force participation is set at 40.1%, while the employment target is set at 36.8%. By 2053, it is stated that women's labor force participation rate will be raised to 60%. Considering that women's employment rates in EU countries have already reached the levels around 70%, it is estimated that it will take at least 30 more years for Turkey to reach a comparable level.

¹¹ İzdeş Ö., (2024) Gender Equality in Employment Mapping and Monitoring Study: 2021-2023 Update, CEID Publications

Education

The Covid-19 pandemic had a negative impact on the education system, deepening both class and gender inequalities in access to education, particularly for groups with limited access to digital tools and technology. Among the most affected were children living in poor households, girls, children with disabilities and refugee children. Beyond the pandemic, climate crises and natural disasters also pose significant challenges to education. The destruction of schools, damage to educational infrastructure, and loss of living spaces of the victims affect girls adversely in access to the right to education increasing household care responsibilities and heightening the risk of child marriages in the agenda.

The Women's Empowerment Strategy Document and Action Plan (2024-2028) recognizing the pandemic and the post-earthquake period as critical factors influencing women's education at all level. It sets a goal to achieve 100% enrollment rates for girls across all levels of mandatory formal education¹². Similarly, the Strategic Plan 2024-2028 of the Ministry of Labour and Social Security states that for sustainable development, women and girls need to acquire vocational knowledge and skills in line with the requirements of digital and green transformation, be included in all levels of education, and concrete steps should be taken for women's full participation in employment.¹³

Looking at the current situation in the field of education, net enrollment rates at the primary school level are now equal for girls and boys at 93.8%. Middle school (91.2%) and secondary school (91.6%) enrollment rates have also reached parity. However, according to the Education Reform Initiative (ERI) report, approximately 75,000 children in the 6-9 age group in primary school, 83,401 children in the 10-13 age group in secondary school and 284,068 children in the 14-17 age group in secondary school remain out of school. Among

¹² KSGM (2024). Kadının Güçlenmesi Strateji Belgesi ve Eylem Planı 2024-2028. Aile ve Sosyal Hizmetler Bakanlığı Kadının Statüsü Genel Müdürlüğü. (https://dspace.ceid.org.tr/handle/1/2390)

¹³ As cited in Torun Y. (2024) Gender Equality in Education Mapping and Monitoring Study 2021-2023 Update, CEID, S.55, 60,63



secondary school-age children, economic hardship, disabilities, household care work and child marriage are key reasons for school dropout. Additionally regional differences in the net enrollment rates of girls still persist in secondary education, for instance in Southeastern Anatolia region secondary school enrollment rates for girls is only 80.9%, the lowest in the country.¹⁴

When it comes to higher education, enrolment rates in 2020-21 are 48.5% for women and 40.5% for men. In 2022-2023, these rates increased 51.2% and 41.1% respectively, widening the gender gap as men's enrollment stagnated. High unemployment rates among university graduates may have a dampening effect on the attractiveness of higher education for men. However, gender segregation in fields of study remains prominent reinforcing traditional gender roles: women concentrate in health and social services, education, humanities and arts, men dominate engineering, manufacturing, construction, information-communication technologies, agriculture, forestry and veterinary sciences. Women's lowest representation rates are in engineering with 21.3%, information technologies with 24.5%, manufacturing and construction with 31.2%.¹⁵

To address gender disparities in education and employment, it is critical to encourage more women to pursue studies in engineering and technology fields and align women's education with the needs of the labor market. It is also important to combat gender biases employers' and employees' discrimination regarding the "suitable" sectors and occupations for women.

¹⁵ Torun Y., ibid, p.109-110

¹⁴ ERG Eğitim İzleme Raporu 2023 (https://dspace.ceid.org.tr/handle/1/2292), p.36, p.43 as cited in Torun Y., ibid, p.105, 108

Poverty, Social Assistance

Poverty is one of the key factors that deepen inequalities related to gender, age, region, etc. for many segments of society. As of 2023, the income-based poverty rate in Turkey stands at 21.7%. In 2021, this rate was 21.3%. There has been no significant change in the official poverty rate over the past two years. ¹⁶ The income-based poverty rate ¹⁷ is calculated based on an annual income level of 38,571 TL, which represents 60% of the median income per capita in 2023. Approximately one-fifth of the population falls below this threshold. However, the poverty line varies significantly across provinces and regions. For instance, while the poverty rate in Istanbul is 7.4%, the poverty rate in the regions covering the provinces of CEİD's local monitoring platform, such as the Adana-Mersin region, it is 4 times higher than in Istanbul (Table 1)

As emphasized in the previous monitoring report, one of the biggest limitation of income-based measurement is the assumption that household income is shared equally among all members. However, this assumption does not reflect reality and makes it difficult to monitor the true link between gender inequality and poverty. It is clear that income is not shared equally within households. Research shows that men and boys are prioritized especially in nutrition, education and health expenditures and that men have more say in how household income is spent. Despite all these constraints, when the female and male populations are disaggregated, it is seen that the poverty rate of women is higher than that of men (Table 1). One of the main reasons for this is that women are more likely to have low incomes or no income at all. For example, in 80% of poor households with only one adult, the sole resident is a woman.¹⁸ Beyond income-based poverty alternative poverty measures also highlight

¹⁶ Bahçe, S. and Memiş, E.. 2025. Gender Equality in Poverty Prevention, Social Protection and Social Assistance Mapping and Monitoring Study 2021-2024 Update. Gender Equality Monitoring Association Publication.

¹⁷ Information on the definition and calculation methodology of poverty monitoring indicators is included in the first report see Kaya-Bahçe, A. ve Memiş, E. (2021). Yoksulluğun Önlenmesi, Sosyal Koruma ve Sosyal Yardımlarda Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/1803)

¹⁸ Özar, Ş. ve Memiş, E. (2024). Feministler İçin Yeni Bir Mücadele Alanı: Yaşlı Kadın Yoksulluğu. Kültür ve Sanatta Feminist Yaklaşımlar Sayı: 45. (https://dspace.ceid.org.tr/handle/1/2590)

vulnerabilities of many individuals. At the same time, around 12 out of every 100 people in Turkey live in persistent poverty. According to the measurement of material poverty¹⁹, which measures poverty in different dimensions besides income, 26 out of every 100 people face material deprivation.

Table 1. Relative poverty rate by gender, 2023

	Relative Poverty Rate - Income Based Below 60% Median Equivalent Household	Total (%)	Female (%)	Male (%)
	Income			
TR10	1- Istanbul	7,4	7,8	7,1
TR21	2- Edirne-Tekirdağ-Kırklareli	9,6	11,1	8,2
TR22	3- Balıkesir-Çanakkale	15,8	16,3	15,4
TR31	4- Izmir	12,6	13,1	12,1
TR32	5- Denizli-Aydın-Muğla	13,1	14,3	12,1
TR33	6- Manisa-Afyonkarahisar-Kütahya-Uşak	24,0	26,4	21,6
TR41	7- Bursa-Eskişehir-Bilecik	10,8	10,9	10,6
TR42	8- Kocaeli-Sakarya-Duzce-Bolu-Yalova	9,1	9,5	8,7
TR51	9- Ankara	9,5	9,7	9,4
TR52	10- Konya-Karaman	24,5	24,8	24,2
TR61	11- Antalya-Isparta-Burdur	15,0	15,2	14,8
TR62	12- Adana-Mersin	29,3	31,4	27,2
TR63	13- Hatay-Kahramanmaraş-Osmaniye ²⁰			
TR71	14- Nevşehir-Aksaray-Niğde-Kırıkkale-Kırşehir	22,9	23,6	22,1
TR72	15- Kayseri-Sivas-Yozgat	23,7	24,9	22,6
TR81	16- Zonguldak-Karabük-Bartin	13,8	13,5	14,0
TR82	17- Kastamonu-Çankırı-Sinop	21,8	21,8	21,8

¹⁹ Kaya-Bahçe, A. ve Memiş, E. (2021). Yoksulluğun Önlenmesi, Sosyal Koruma ve Sosyal Yardımlarda Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/1803)

²⁰ It could not be calculated due to the February 6 Earthquakes.

	Relative Poverty Rate - Income Based Below 60% Median Equivalent Household Income	Total (%)	Female (%)	Male (%)
TR83	18- Samsun-Tokat-Çorum-Amasya	22,5	22,3	22,7
TR90	19- Trabzon-Ordu-Giresun-Rize-Artvin-Silverhane	21,2	22,0	20,3
TRA1	20- Erzurum-Erzincan-Bayburt	36,9	37,5	36,3
TRA2	21- Kars-Ağrı-Iğdır-Ardahan	56,3	58,7	53,8
TRB1	22- Malatya-Elazığ-Bingöl-Tunceli	36,9	38,9	34,6
TRB2	23- Van-Mush-Bitlis-Hakkari	60,3	63,0	57,6
TRC1	24- Gaziantep-Adıyaman-Kilis	41,8	41,2	42,4
TRC2	25- Diyarbakır-Şanlıurfa	56,1	56,3	55,8
TRC3	26- Siirt-Mardin-Batman-Syrnak	57,1	57,7	56,4

Source: Calculated by Bahçe and Memiş (2025) using TURKSTAT Income Living Conditions Survey, 2023 data set.

CEİD's rights-based poverty indicators reveal significant gender disparities when disaggregated by educational attainment. The number of illiterate women living in poor households is 2.5 times higher than that of men (1 million 145 thousand women versus 475 thousand men). This situation indicates that the gendered nature of poverty deepens with low educational attainment. A similar gap is observed among those who did not finish school. When comparing 2023 figures with 2021, the poverty rate for women have increased significantly among illiterate women and women who did not finish school (by 6.5 percentage points and 7 percentage points, respectively) (Figure 4).

^{*}Regions with local monitoring platforms are indicated in bold.

100 80 60 33,2 39,7 30 37,5 40 19,6 21,6 13 13,3 20 4,9 5,4 0 Illiterate Those who did not Educated below High school and Higher education finish a school high school equivalent school graduates graduates ■ 2021 ■ 2023

Figure 4. Poverty Rates by Education - Female 2021-23

Source: TURKSTAT, Income and Living Conditions Survey 2021, 2023.

According to the indicator of the risk of poverty and social exclusion (AROPE measure), which is included among CEİD's poverty rights-based monitoring indicators, women's poverty rates are higher than men's in all age groups. In 2023 compared to 2021, the risk of poverty decreased in the age groups of 0-15, 16-24 and 25-54, while the poverty risk of women aged 55 and over increased by 5 percentage points.

100 80 ■ 0-15 years 60 44.7 40,3 40,1 36,4 32.4 ■ 16-24 years old 31,6 29,2 40 26.2 ■ 25-54 years 20 ■ Age 55+ 0 2021 2023 Woman

Figure 5. Risk of Poverty or Social Exclusion Women 2021-23

Source: TURKSTAT, Income and Living Conditions Survey. 2021, 2023.

According to the At Risk of Poverty and Social Exclusion (AROPE) figures, included in CEİD's rights-based poverty monitoring framework, women face higher poverty rates than men across all age groups. Between 2021 and 2023, the poverty risk declined for individuals ages 0-15, 16-24, and 25-34. However, for women aged 55 and over, the poverty risk increased by 5 percentage points highlighting growing economic vulnerability among older women.

In 2021, the proportion of people experiencing poverty and social exclusion was 15.5% for men and 17% for women, while in 2023 these rates increased to 21.5% and 24.3% respectively. The recent increase in poverty rates, especially for those aged 65 and over, points to the pension increases falling behind inflation. This issue affects not only pensioners themselves but also low-income households, where pension income plays a critical role in household survival. Therefore, the fact that pensions remain below inflation rates has contributed to a rise in poverty. Additionally, the austerity measures aimed at controlling inflation have led to declining purchasing power of social protection and support programs.

Turkey's social protection expenditure as a share of GDP (12.4%) remains well below the OECD average (20.1%). Nearly half of social protection expenditures is allocated to pensioners and the elderly. Spending on pensioners and the elderly as a share of GDP fell from a low of 5.98 percent in 2020 to 4.43 percent in 2024. While the ratio of expenditures to income declined, the number of beneficiaries (pensioners) increased. Women's access to social protection varies significantly from that of men. Women account for only one-fifth of the increase in the number of pensioners in this period. These fundamental trends underlie the impoverishment of the elderly population in Turkey. During this period, the number of beneficiaries decreased in programs such as benefits for deceased women. Between 2020 and 2024, the real purchasing power of social assistance has decreased even as some new social assistance programs²¹ have received large budget increases. ²²

²¹ National programs linked to the procurement of goods and services from the market, including the Vefa social support program, free textbook assistance and kindergarten/preschool support programs.

²² Bahçe, S. and Memiş, E.. 2025. Gender Equality in Poverty Prevention, Social Protection and Social Assistance Mapping and Monitoring Study 2021-2024 Update. Gender Equality Monitoring Association Publication.

Gender-Based Violence

Since we started monitoring gender equality, we have witnessed a growing increase in inequalities and violence. Economic difficulties have also translated into social difficulties. During the 2023-2024 period, we observed that new patterns, such as murder and suspicious deaths, child abuse, child murder, and suicide after murder, were added to the acts of violence against women. It has now been four years since Türkiye withdrew from the Istanbul Convention, in other words, we are no longer a party to the Convention. Throughout this period, the Council of Europe has consistently emphasized the importance of the Istanbul Convention, which remains valid in times of both war and peace. In 2022, the European Conference of Ministers of Justice called for the ratification and implementation of the Dublin Declaration and the Istanbul Convention to prevent domestic, sexual and gender-based violence.²³ In May 2023, the Reykjavik Declaration, issued at the conclusion of the Council of Europe Leaders' Summit underscored the role of the Istanbul and Lanzarote Conventions in protecting children's rights and preventing gender-based violence.²⁴

While the legal process regarding Turkey's withdrawal from the Istanbul Convention was ongoing, debates arose about whether gender-based violence had increased. Due to the lack of comprehensive scientific research, there is no up-to-date data; however, applications to institutions by survivors of violence, as well as media coverage of murders of women and children, have increased compared to previous years. Additionally, after the earthquakes of February 6-7, 2023, studies conducted by women's organizations and international organizations highlighted the challenges women in accessing basic rights and sexual health

²³ Yüksel-Kaptanoğlu, İ. (2024). Kadınlara Yönelik Şiddet ve Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması 2021-2023 Güncellemesi. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/2545)

²⁴ Türkçelik, E., Akın, Ayşe. 2024, Gender Equality in Access to Health Services Mapping and Monitoring Study 2021-2023 Update. Gender Equality Monitoring Association Publication.



services. These studies also drew attention to the rise in cases of sexual violence and security concerns after the earthquake. ²⁵

In November 2023, a Presidential Circular No. 2023/16 Combating Violence against Women was published (Official Gazette, 2023). The circular, which justified its insurance by emphasizing the need to "remind the measures taken to prevent violence against women and to protect and empower victims of violence", did not introduce any new sanctions related to violence against women or post-earthquake violence. However, the name of the "Monitoring Committee on Violence against Women" was changed to the "Coordination Board for Combating Violence against Women". Consisting of seventeen articles, Circular No. 2023/16, repealed the comprehensive Prime Ministry Circular No. 2006/17, which had been prepared with multi-stakeholder participation and was the first to assign responsibilities to public institutions in combating violence.

In addition to the IV National Action Plan on Combating Violence against Women for 2021-2025, other policy documents emphasizing a family-oriented approach to women's policies have begun to be developed. The 2023 *Twelfth Development Plan marked a significant* step in this direction. Addressing global developments and their reflections on Turkey, In the Twelfth Development Plan, identified that total fertility rate has decreased in many countries due to demographic transformation, and the share of the elderly population has increased. It is also noted that traditional family ties have weakened, and loneliness of the elderly has risen during this process. Furthermore, it was stated that the family is negatively impacted by factors such as urbanization, communication technologies, the cost of living, economic crisis and disasters, as well as increasing individualization (Article 99).

²⁵ UN Women, Women's Human Rights, Foundation for Solidarity with Women and Association for Struggle against Sexual Violence, EŞİK Platform can be given as examples of organizations working on this issue. For detailed information, the Disaster and Gender Equality Report can be consulted.

²⁶ SBB (2023). On İkinci Kalkınma Planı (2024-2028). T.C. Cumhurbaşkanlığı Strateji ve Bütçe Başkanlığı. (https://dspace.ceid.org.tr/handle/1/2318)

Consequently, the need to protect and strengthen the family was emphasized ²⁷ For example, in Article 100, the following statements were made:

"Throughout the world, uniformization and desexualization movements threaten the family institution and social values with an imposing understanding under the name of individual freedoms by using media platforms and non-governmental organizations, and the need to protect family members, especially children and young people, is increasing"

Article 103 states that "the weakening of the family institution also erodes the nationhood of societies by reducing the belonging of individuals to the society they live in". Under the "family" heading of the Plan, the following statements in Article 719 emphasize both the definition of the family and the strengthening of the family:

"...strengthening the institution of the family, which is the carrier of national and spiritual values, established by the bond of marriage between a man and a woman and is the carrier of national and spiritual values, in order to protect the family from all kinds of harmful tendencies, to raise healthy generations, to maintain a dynamic population structure and development in a stable manner..."

Emphasizing that women "have a central role in the family", the issue of women being "free from all forms of violence and discrimination" was also included in Article 725 (CSBB, 2024). The approach that defines women within the family framework undoubtedly shapes all related policies. In this section of the report, we aim to closely examine the interconnected issues of gender-based violence against women, demographic transformation and women's health, which are frequently together in policy documents.

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²⁷ Articles 99-103.

Gender-Based Violence against Women

In terms of combating violence against women, Turkey's decision to withdraw its signature from the Istanbul Convention negatively impacted the alignment of policies in this field with international standards. It was noteworthy that policy documents in Turkey emphasized the removal of the concept of gender and the strengthening of the concept of "family". At the international level, there was a focus on intersectional studies on different dimensions of violence against women, such as digital violence, violence against women in politics, the impact of climate change on women and girls, and violence against migrant women. Digital violence was emphasized in the reports of EIGE²⁸ and in the first General Recommendation of GREVIO, the monitoring group of the Istanbul Convention, published in 2021. Subsequently, in 2022, EDVAW met in New York²⁹ to work on a standardized definition of digital violence.

Although civil society and academia in Turkey have been working on digital violence, this issue was not directly addressed in the National Action Plan on Combating Violence against Women. Under the social awareness strategy section of the Plan, the only target was to raise awareness on violence against women in digital games. However, the Plan made no mention of the need for legal regulation on the issue.

While issues such as climate change, disasters, migration, politics, violence against older women and women with disabilities, and violence against women in the healthcare sector have been prioritized at the international level, femicide has unfortunately remained a primary concern in Turkey. According to the We Will Stop Femicide Platform, 280 femicides and 217 suspicious deaths were recorded in 2021. This number increased to 315 femicides and 259 suspicious deaths in 2023. Despite Türkiye's long-standing "zero tolerance to

²⁸ EIGE European Institute for Gender Equality, link to website

²⁹ Platform of Independent Expert Mechanisms on Discrimination and Violence Against Women (EDVAW)

³⁰ In 2022, 2023 and 2024, the number of femicides were 334, 315 and 394 respectively, and the number of suspicious deaths of women were 245, 248 and 315 respectively.

violence against women" approach, efforts to prevent violence have been implemented within a family-oriented framework, which has not led to sufficient progress in protecting women exposed to violence. For example, the number of women's shelters increased from 145 in 2020 to only 149 in 2023, and the number of ŞÖNİMs increased from 81 to just 84. According to Law No. 5393 on Municipalities, municipalities with a population over 100,000 are required to establish women's shelters. However, the number of women's shelters under local governments increased from 32 in 2020 to 33 in 2023. The capacity of "women's guesthouses³¹" affiliated to the Ministry was 2,743 in 2020, reaching just 2805 in 2023 (KCDP, 2024; ASHB, 2023; ASHB, 2024).

Turkey has yet to establish a national 24/7 hotline service specifically for violence against women. The Alo 183 Anti-Violence Hotline provides services to a wide range of groups, including "family, women, children, disabled, elderly, relatives of martyrs, veterans and relatives of veterans". However, during this period, there were quantitative improvements in efforts to combat violence, such as the increase in *the number of Domestic and Violence Against Women Investigation Offices* within the Chief Public Prosecutor's Office to 225 and the number of Forensic Interview Rooms to 170.

The most recent publication of the *Women in Turkey* book, in which the General Directorate on the Status of Women (KSGM) shares its annual activities and statistics about women's issues, was in 2023. However, the Statistical Bulletin on the ASHB website has started to publish some statistics on services for women, albeit in a limited scope. The Status of Women section of the bulletin includes statistics on ŞÖNİMs. Figure 6 shows the number of women, children and men receiving services from ŞÖNİMs over the years. The increase in the number of men receiving services from ŞÖNİMs is probably lined to the shift from "beneficiaries" in previous years to "service recipients". However, since the Bulletin only provides statistics no further information is available on this issue.

³¹ This expression was used because women's shelters under the Ministry are officially defined as "women's guesthouses".

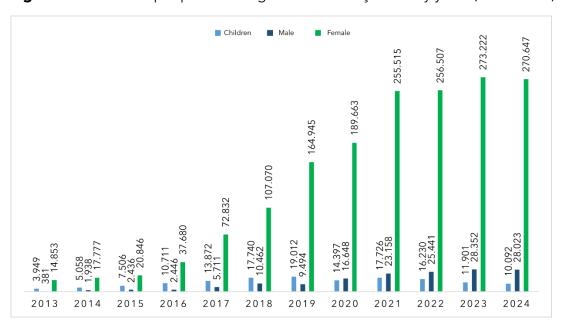


Figure 6. Number of people receiving services from \$ÖNİM by years (2013-2024)

Among the femicides that attracted public attention was the brutal murder of two young women of the same age by a 19-year-old Semih Celik, who then committed suicide. The relationship perpetrator's with the "incel" movementself-identified as "involuntary/unwilling singles", brought attention to the increasing violence and hate speech against women on digital platforms. In particular, the closure of Discord, which was identified as the most frequently used platform by "incel" members, pointed to the need for control and responsibility on social media platforms. Such acts of violence by young men against young women highlighted the critical issue of technology-facilitated violence against women.

The problem of Child, Early and Forced Marriages (CEFM), one of the forms of violence against women and girls, remained on the agenda. One of the most widely discussed cases



was that of Yusuf Ziya Gümüşel, the founder of the Hiranur Foundation, who married his 6-year-old daughter to 29-year-old Kadir İstekli in 2022. The case, which drew great reaction, was concluded in October 2023; resulting a 36-year prison sentence for Kadir İstekli and an 18-years and 9-month sentence for the father.

According to the marriage data compiled by the Turkish Statistical Institute (TURKSTAT), there has been a decline in the rate of civil marriages in the 16-19 age group. However, this data only includes civil marriages and excludes unregistered marriages through religious marriage. ASHB's efforts on this issue continue through seminars in provinces with high rates of child marriages. Ministry officials have stated in meetings that rather than releasing the previously drafted Action Plan for Combating Early and Forced Marriages³²", they have integrated this issue into the Action Plan for Combating Violence Against Women. However, a "Provincial Action Plan for Combating Early and Forced Marriages" has begun to be developed at the provincial level, similar to the "Provincial Action Plans for Combating Violence against Women". According to the most recent data, a total of 25 provinces, including the five provinces affected by the earthquake, have action plans (KSGM, 2024). In addition to CEFM, issues such as sexual abuse, harassment, and murders of children and efforts to grant amnesty to the perpetrators have been on the agenda for a long time.³³

In 2024, reports about abused girls and missing children appeared frequently in the news. The disappearance of an 8-year-old girl named Narin Güran in September 2024, after a prolonged search, was revealed to have ended in her murder by "family members". In January 2025, the press reported that the crime was committed by her uncle, mother and brother, and all of whom were sentenced to life imprisonment. ³⁴

³² While ASHB uses the term "early and forced marriages", international organizations prefer the term "child, early and forced marriages" as it is more inclusive and emphasizes the age of children. The concept of child marriage is also widely used in academic studies as it refers to marriages under the age of 18 and can be calculated.

³³ Yüksel-Kaptanoğlu, İ. (2020). Kadınlara Yönelik Şiddet ve Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması 2017-2020 Güncellemesi. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/1112)

³⁴ https://www.aa.com.tr/tr/gundem/narin-guran-cinayeti-davasinda-gerekceli-karar-aciklandi/3460434

Although the annual *Activity Plans* for the activities set out in the **National Action Plan on Combating Violence against Women (2021-2025)** are published on the MoFSP website, the extent to which the previous year's plans have been implemented, is not disclosed to the public. Requests for information on the subject are also responded negatively. In this regard, the ASHB continues to demonstrate a lack responsiveness to current events, shortcomings in implementation, and a persistent lack of transparency.

There has been no progress in sharing data on violence against women obtained from the administrative registration system. However, in collaboration with the Marmara University, TUBITAK and TURKSTAT, the "Turkey Women and Family Survey 2024" has been started. Although the title of the survey, which was conducted by TURKSTAT, includes the word 2024, the fieldwork for this survey has not yet been completed as of January 2025.

In addition to domestic violence against women, various forms of violence against women perpetrated by different actors have become more prominent over the last decade. One significant development in this regard is the ILO Convention No. 190 on Violence and Harassment in the World of Work, which was drafted in 2019 and entered into force in 2021, has brought increased attention to workplace violence. While 47 countries have ratified Convention No. 190, Turkey has not yet signed it. Trade unions, rights-based organizations and women's organizations have been continued to advocate for its ratification. For example, Özyeğin University, in cooperation with the ILO, conducted a "Research on Perceptions and Experiences of Violence and Harassment in the Workplace" in Istanbul. According to the results of the survey, there is a significant gap between the perception of violence in the workplace and the reality. According to the results of the survey, which show the prevalence of economic, physical, sexual, psychological violence and discrimination, more than three-quarters of the participants stated that they had been subjected to some form of workplace violence at least once. There is a gender difference in forms of violence other than psychological violence, to which almost half of the participants have been

³⁵ https://normlex.ilo.org/dyn/nrmlx_en/f?p=NORMLEXPUB:11300:0::NO::P11300_INSTRUMENT_ID:3999810



subjected. While women are disproportionately subjected to sexual violence in the workplace, men are more frquently subjected to physical violence (ILO, Özyeğin, 2024). Additionally, one of CEİD's mapping and monitoring reports published in 2024 focuses on workplace violence, harassment and gender equality. The report draws attention to the lack of gender-disaggregated data on workplace violence and proposed key indicators for monitoring violence. ³⁶

In addition to domestic violence, another issue that gained attention on international platforms was violence against women in politics, media and activism, particularly as women's participation and visibility in the public sphere increased. In this context, Yeryüzü Kalkınma Kooperatifi, with the support of UN WOMEN, conducted qualitative research. ³⁷ Within the scope of the research, interviews and focus group meetings were held with elected women in mukhtars' offices, municipalities and the Turkish Grand National Assembly, representatives of public institutions, youth and women's branches of political parties and NGO representatives working in this field. The research documents various forms of violence that women are subjected to during the candidacy, election and post-election phases of politic life. The findings highlight that violence against women in politics is perpetrated by a much wider range of actors, including family members, close friends and acquaintances, members of their own political party and other parties, the media and voters.

Despite the institutional and individual adoption of the "zero tolerance to violence" discourse, LGBTQI+s and migrants have not been exempt from hate speech. In 2023, Amnesty International underlined the threat to LGBTIQ+ rights in Turkey and emphasized that the promises made regarding violence against women must be kept.³⁸ These points clearly summarize the current situation.

³⁶ Ulutaş, B. ve Ünlütürk, Ç. (2024). İşyerinde Şiddet, Taciz ve Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/2574)

³⁷ Yüksel-Kaptanoğlu vd. 2023.Örneklerle Türkiye'de Siyasette Kadınlara Yönelik Şiddet ". Yeryüzü Kalkınma Kooperatifi, UN WOMEN. https://dspace.ceid.org.tr/handle/1/2275

³⁸ https://www.amnesty.org.tr/icerik/istanbul-onur-yuruyusu-restlesmesi-lgbti-haklarina-yonelik-tehdidin-altini-ciziyor

Demographic Transformation, Declining Fertility, Old Age and Women's Health

During this monitoring period, as acts of violence against women, children and young people dominated the public agenda, public institutions focused on declining fertility rates, proposing solutions centered on strengthening the family and increasing the number of children. While public institutions framed fertility, aging population, and social security as key public concerns, civil society organizations approached these issues from a right-based perspective. Rights-based civil society organizations, women's organizations, municipalities and international organizations, particularly those in the field of health, addressed the declining fertility trend in terms of access to information and services related to sexual and reproductive health rights.

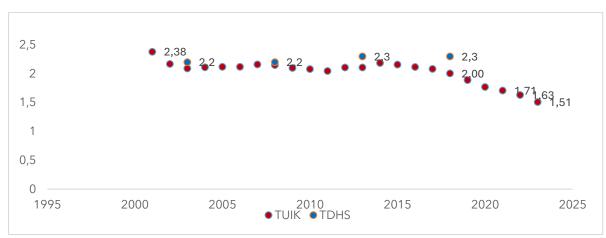


Figure 7. Total fertility rate, 2001-2023 (TURKSTAT, TDHS)

Estimates of total fertility rates (TFRs) - the *average* number of *children per* woman³⁹ - calculated from TurkStat data and the last four Turkish Demographic and Health Surveys

³⁹ It is calculated under the assumption that women in the 15-49 age group will have the same fertility.

(TDHS) indicate declining fertility (Figure 7). According to TURKSTAT data, the TFR decreased from 1.71 in 2021 to 1.63 in 2022 and further to 1.51 in 2023. The last four TDHS datasets point to a more gradual decline. However, this trend is not unexpected. Demographic Transition Theories, ⁴⁰ particularly those observed in European countries, suggest that the technological advancement, increased female participation in education and employment, and the disproportionate burden of childcare on women, combined with the fact that women prioritize education and career development for their self-fulfillment, contribute to delayed marriages and declining births.

Since the 1980s, various policies have implemented policies aimed at increasing fertility and encouraging postponed childbirth. These pro-natalist policies range from providing baby allowances at birth and monthly wages for each child, tax reductions, and credit facilities to improved daycare and childcare services. However, in countries with the highest fertility rates in Europe, such as France, we observe policies that integrate gender equality with high female labor force participation. These policies ensure that access to sexual and reproductive health information and services is carried out as a fundamental right, in line with international conventions.

The Family Institute and the **Population Policies Board** were established on December 24, 2024, to implement pro-natalist policies aimed at supporting marriages, strengthening the family institution, increasing the number of children and preventing divorces in Turkey. The establishment of these two institutions on the same day suggests that the Population Policies Board, composed of ministers and senior executives, will collaborate closely with the Family Institute. On January 3, 2025, CEİD expressed its stance on this issue with a press release:

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⁴⁰ The Demographic Transition Theory - the classical theory that came to the fore in the 1950s - claimed that the transition from high fertility and mortality levels to low fertility and mortality levels observed in European countries would occur in all countries and that traditional societies would transition to modern societies. The second Demographic Transition Theory, on the other hand, emphasized the changes that have taken place since the 1980s with technological developments, women's participation in education and employment, and the increase in the use of contraceptives, as well as individualization and liberation in the experience of sexuality.

We call on the authorities of the newly established Population Policy Council and the Family Institute.

The solution to problems lies in overcoming gender inequalities.

On December 25, 2024, two separate Presidential Decrees were issued to establish the Population Policies Board and the Family Institute. It can be said that the primary objective of both organizations is to increase the declining birth rates.

One of the common characteristics of developed countries is the change in the population structure, and the reason for this is the increase in the share of the elderly population in the total population due to the decrease in birth rates and the increase in life expectancy. The multifaceted effects of the change in population structure on the economic, social and political life of countries are a matter of debate. The countries where the negative effects of this process are most intense are South Korea and Japan, where gender inequalities are observed at the highest level. In order to mitigate these negative effects, measures in three areas are being discussed and policies are being developed by governments in this direction: increasing birth rates, supporting the access of young people and women to the labor market and implementing holistic migration policies.

Similar trends are observed in Turkey. Fertility rates are declining, the share of the elderly population in the total population is increasing (although still low compared to European countries) due to the increase in life expectancy, and refugees/migrants are working in the labor market in jobs not performed by the local labor force.

Policies and practices that protect maternal and child health and reproductive health should be the primary principle in policies to increase the fertility rate. Another fundamental principle is to provide conditions for the children to be born that do not worsen the economic situation of the family, do not negatively affect the work-life balance and do not lead to gender inequality. In particular, having children causes women to withdraw from the labor market, and for those who remain, the burden of how to solve care responsibilities becomes a heavy burden, creating serious problems for economic and social development.



For those women who remain in the labor force, temporary and precarious jobs, low-paid jobs, widening wage gaps between men and women, increased poverty and worries about the future, and deepening gender inequalities. Increasing inequalities, fear of unemployment and economic uncertainties have an impact on adults having fewer children.

To overcome this:

- o More equitable distribution of child, elderly, etc. care services within the household between men and women,
- o Implementation of parental leave for childcare and ensuring that the use of parental leave does not create disadvantages in terms of working life,
- o Expanding institutional care services needed after parental leave,
- o Improving the working conditions of care workers who provide services in households or institutions,
- The solution for women's participation in the labor market is to offer decent jobs instead of precarious, temporary and part-time jobs.

The way to overcome the negative effects of declining fertility rates on working life is to ensure that women participate in working life on equal terms and reach the equal position they deserve in society, taking into account the work-life balance.

CEID Board of Directors

Academics, civil society and women's organizations working in the field of women's health point out that policies that focused on increasing fertility may overlook women's physical and mental health. For example, as Türkçelik and Akın⁴¹ (2024) highlight in their monitoring study on health from a gender perspective, Twelfth Development Plan prioritizes, maternal and infant mortality and follow-ups, and issues related to childbirth and reproduction over

⁴¹ Türkçelik, E., Akın, A. (2024), Sağlık Hizmetlerine Erişimde Toplumsal Cinsiyet Eşitliği Haritalama ve İzleme Çalışması 2021-2023 Güncellenmesi. CEİD Yayınları.

other health target. Türkçelik and Akın note that the updated 2024-2028 Women's Empowerment Strategy Document and Action Plan includes positive steps such as the establishment of sexual health and youth-friendly health units and the addition of the HPV vaccine to the national vaccination calendar. However, the exclusion of HPV vaccination, voluntary abortion services, and youth-friendly health units from performance indicators raises concerns about whether these targets will be realized (Türkçelik and Akın, 2024). On the other hand, the focus on strengthening the family and population growth, rather than a gender equality perspective, leads to the neglect of sexual and reproductive health services for women. In particular, with the support of the long-standing international effort to overcome obstacles to the realization of women's human rights, women's right to make their own decisions about childbirth as it relates to their bodies, to support the use of contraceptives and to exercise the right to voluntary abortion are still being discussed 30 years after the Cairo Conference.

As 2025 has been declared the Year of the Family, we would like to remind that, as we explained in the press release, policies aimed at increasing the total fertility rate to strengthen the family risk endangering women's lives and rights. For example, the maternal mortality rate, which had decreased to 13.1 per 100,000 live births in 2019⁴², rose to 19.1 in 2020⁴³, before fluctuating at 13.1 in 2021⁴⁴, 12.6 in 2022⁴⁵ and 14.0 in 2023⁴⁶ when maternal deaths due to the Covid-19 pandemic are included. These figures validate concerns raised by the studies⁴⁷ emphasizing the risks associated with these policies. These policies should not restrict women's access to sexual and reproductive health services, including modern

⁴² Health Statistics Yearbook 2019. https://dspace.ceid.org.tr/handle/1/1591

⁴³ Health Statistics Yearbook 2020. https://dspace.ceid.org.tr/handle/1/2159

⁴⁴ Health Statistics Yearbook 2021, https://dspace.ceid.org.tr/handle/1/2162

⁴⁵ Health Statistics Yearbook 2022. https://dspace.ceid.org.tr/handle/1/2473

⁴⁶ Health Statistics Yearbook 2023. https://dspace.ceid.org.tr/handle/1/2575

⁴⁷ Yüksel-Kaptanoğlu, İ., Keskin, F., Yayla Enfiyeci, Z., Barkçin, M., Güneş, K., Koyuncu, Y. ve Koç, İ. (2023). Anne Ölümlerine Yeniden Bakmak: Nitel Araştırmanın Söyledikleri. Hacettepe Üniversitesi Nüfus Etütleri Enstitüsü. (https://dspace.ceid.org.tr/handle/1/2588)

contraceptive methods and abortion. We would like to draw attention to the importance and necessity of increasing care services for the elderly, youth and children, easing the burden of care for women and encouraging men to share responsibility with women in all areas of life, instead of panicking and seeing the decline in fertility rates as a threat.

Another important issue we would like to underline in this study is the sharing of data by public institutions. For our monitoring efforts- based on reliable indicators to ensure equality- it is crucial that public institutions provide data on various issues, such as sports, justice, climate crisis, refugees, femicide and masculinity.

Public Expenditures

In order to overcome gender inequalities in all areas of social life in Turkey, all plans, programs and budgets of relevant public institutions and organizations should be prepared with an equality perspective. Gender-sensitive budgeting for equality between women and men was first initiated by the Ministry of Finance in 2011. This obligation was later taken over by the Ministry of Family and Social Services. In 2021, Derya Yanık, Minister of Family and Social Services, introduced the project "Budgeting Responsive to Gender Equality (2022-2024)", and in early 2024, the relevant Minister Mahinur Özdemir Göktaş announced the publication of the "Strategy Document and Action Plan for the Implementation of Planning and Budgeting Responsive to Gender Equality in Turkey (2024-2028)" prepared under this project.

It can be noted that the main focus of the document is on capacity building in public institutions to mainstream the perspective of equality between women and men. The document states that "Strategy 2.3: The share allocated in the budget for services aimed at ensuring equality between women and men and women's empowerment will be made visible." It is understood that the criterion of "visibility" is "the share allocated from the budget" with the action no. 2.3.1 in this strategy. However, the Performance Indicator for this action is "Number of activities to ensure equality between women and men", not the level of budget share. The 2024 Strategy Document and Action Plan will be evaluated in the coming years in terms of the level of realization of the action on equality between women and men and women's empowerment. However, as of January 2025, this document has not yet been included in central government legislation.

The 2024-2028 Twelfth Development Plan and the Medium-Term Program emphasized gender equality targets in areas such as women's employment, education, digital transformation and social services. However, in the Public Expenditures and Gender Equality Mapping and Monitoring Report, the evaluation of public expenditures in terms of gender



equality in three ministries (Justice, Family and Social Services, National Education) showed that gender equality is not at the expected level in budget planning processes.⁴⁸

Ministry of Justice

The share of the resources allocated for the strategic objective "6.2. Implementation of women's rights in the justice system will be improved and access to justice for women victims of violence in the judicial process will be strengthened" in the total resources allocated for the objective "6. Facilitating access to justice and increasing satisfaction with justice services" in the Strategic Plan of the Ministry of Justice 2024-2028 is very low at **0.057%**. There is no explanation or performance indicator on gender equality in the Strategic Plan for the objective "3. Increasing the effectiveness of the criminal justice system within the framework of the right to a fair trial" and the objective "3.7 New practices will be developed in penal execution institutions in accordance with the needs".

In the 2024 Performance Program of the Ministry of Justice, 2 of the 20 performance indicators of the "Penal Execution Improvement" sub-program are sensitive to gender equality. These indicators are "Number of personnel receiving training on behavior towards vulnerable groups" (p.44) and "Number of women convicts and detainees participating in vocational courses" (p.46).

In the Ministry of Justice's 2024-2028 Strategic Plan and 2024 Performance Program, the share of the budget directly targeting women prisoners is 0.24% of the total. Since the link between strategic goals and sub-programs is not fully established, budget expenditures cannot be effectively monitored.

⁴⁸ Şenesen G.G., Karababa R. (2025) Public Expenditures and Gender Equality Mapping and Monitoring Report, CEİD Publication, Ankara.

Ministry of Family and Social Services

In the Ministry of Family and Social Services 2024-2028 Strategic Plan and 2024 Performance Program, the share of gender equality (care and services for women) in the budget is around 2%. In its 2024 Performance Program, the Ministry of Family and Social Services aims to improve the quality of institutional care services for the elderly. Of the 14,950 elderly targeted to be served in 2024, 6,500 are women. Not only is the total number very low, but the projected increase in this number for the following years is also very low. However, the share of the population over the age of 65 in the total population in Turkey is increasing and the number of elderly people who want to benefit from institutional care services is increasing. The share of the Women's Empowerment program in total program costs is less than 1%. Much more resources need to be allocated to combat violence against women, which is a serious social problem. However, the Strategic Plan of the Ministry of Family and Social Services indicates that resource allocation constraints are decisive in-service delivery. This situation also shows that the principle of 'maximum resource allocation' is not being fulfilled.

Ministry of National Education

In the Ministry of National Education's 2024 Performance Program, Secondary Education, Primary Education and Special Education Pension Services, Non-Formal Education Courses and Open Education activities are aimed at realizing the rights of women and girls to equal opportunities in education. The share of these sub-programs in MoNE's total budget was found to be 5.7% for 2024. The share of strategic goals that aim to increase inclusion in education in the budget is quite low. For example, the share of the target "3.1 Inclusion in education will be ensured so that all individuals with different abilities, characteristics, needs and backgrounds can actively benefit from non-formal education" in the total cost allocated for the strategic objective "3. To provide lifelong learning opportunities with a new individual, social and employment-oriented approach in order to improve the knowledge,

skills and competencies of individuals" in the Ministry of National Education 2024-2028 Strategic Plan and Budget is 0.0076%.

An assessment of public expenditures from a gender equality perspective clearly reveals the inadequacy of resources allocated to programs to ensure women's participation in society as citizens with equal rights, and shows how unlikely it is that the goals set out in official texts will be realized.



Part II

Evaluation of Local Governments within the Framework of Gender Equality

Part II

Evaluation of Local Governments within the Framework of Gender Equality: Elections, Central-Local Relations and Services

The most important development concerning municipalities between 2023 and 2024 has been the March 31, 2024, local elections and the subsequent events and debates that followed. The election results changed the municipalities' landscape to a great extent, while trustee appointments and austerity measures made the central government's oversight of the local governments once again became visible. This section will both evaluate these developments and discuss how metropolitan municipalities address gender equality - what they have implemented or failed to implement to promote equality.

The monitoring of municipalities was conducted using two primary methods. The first one is to policy documents reviewing particularly the Strategic Action Plans of municipalities; the second one is mapping the services including care services provided by municipalities collecting data through information requests, scanning their websites and analyzing their annual reports. Municipalities can operate in many areas ranging from infrastructure services to healthcare services. Although it is important to evaluate all these services within the framework of gender equality, data limitations make this unfeasible under the current conditions. There are many difficulties in data collection which include inadequacies in municipalities' data infrastructure systems, irregular and gender-disaggregated data, and reluctance to share data. Due to these constraints, the analysis here focuses solely on care services provided by the municipalities.

Evaluation of Election Results in the Framework of Gender Equality

The results of the local elections show that the number of women in municipal administrations has increased compared to the previous local elections. The number of women metropolitan mayors increased from 3 in 2019 to 5 in 2024. Although the rate of women in the administration of district municipalities remains low at 7.3%, this figure has nearly doubled since 2019 (Table 2). Historically, HDP and its successor parties such as Yeşil-SOL and DEM have institutionalized equal representation in politics as a party policy. These parties not only prioritize numerical equality but also ensure that women are nominated in electable positions. The positive trend in the 2024 Local Government Elections can be attributed not only to the DEM Party's continued commitment to gender parity but also CHP's increased nomination of women candidates. The data further supports this trend (Table 3).

Table 2. Distribution of Mayors by sex (2019-2024)

			2019		2024		2019		2024	
			F (N)	F (%)	F (N)	F (%)	M (N)	M (%)	M (N)	M (%)
Metropolitan Municipalities	30		3	10	5	16,6	27	90	25	83,4
Provincial and	2019	970								
District Municipalities	2024	970	36	3,7	73	7,3	934	96,3	927	92,7

Table 3. Number of Women Candidates/Elected by Parties

	DEM* CI			CHP			AKP				MHP				
20	19	202	24	20	19	202	24	201	19	20	24	20	19	20	24
C	*E	С	E	С	E	С	E	C	E	С	E	C	Е	С	E
47	21	145	29	49	9	103	32	24	5	27	9	24	1	21	2

^{*(}Dem Party data compared with HDP data for 2019 Elections) (**) C: Candidate, ***E: Elected

In addition to party policies, the size of the municipality also plays a significant role in determining the gender of the elected mayors. The number of women mayors in metropolitan municipalities and the districts within the borders of these municipalities is higher than the number of women mayors in smaller town municipalities. According to the 2024 election results, only 3 out of 386 town (belde) municipalities elected mayors are women. In Turkey, the smaller the scale, the more invisible women become; the larger the scale, the more visible they become. This is perhaps a consequence of centralized nature of policy implementation, where national-level gender equality efforts often remain to larger city centers and do not effectively extend to smaller municipalities influence it.

Table 4. Representation of women according to the size of municipalities 49

	2019	2024	2019	2024
	Number of Female	Number of Female	Number of Male	Number of Male
Metropolitan municipality (30) ⁵⁰	3	5	27	25
Provincial municipality (51)	1	7	50	44
District municipality (922-2019) (917-2024)	35	66	884	853
Town municipality (395-2019) (396-2024)	2	3	383	383

Unlike the increase in the number and proportion of female mayors, a parallel rise in the representation of women in municipal councils has not been observed. In 2019, women

⁴⁹ In the Local Elections of March 31, 2024, the Supreme Electoral Council (YSK) announced the number of mayors as 1,363. However, when the Excel files shared by the YSK regarding the mayors are examined, it is seen that the total number of mayors (province, district and town) is 1,361. This difference stems from 2 points: 1. A collection error was made in the list shared on the YSK website, the total number of municipalities was written as 1,362 instead of 1,363, 2. While there are 19 mayors in Antalya in the Excel file downloaded from the YSK open data portal, this number is given as 18 on the website. The provincial and district municipality data in Table 2 and all data in Table 3 were calculated from the "Elected Mayors" file on the YSK open data portal. https://acikveri.ysk.gov.tr/aday-istatistik/secilen-parti-cinsiyet (Last Access Date: 04.03.2025)

⁵⁰ Source: Municipalities' websites.

constituted 11% of municipal council members, and by 2024 this figure only slightly increased to 12.2%.

Table 5. Distribution of municipal council members by gender

Total number of	201	19		24	2019		2024	
members	F (N)	F (%)	F (N)	F (%)	M (N)	M (%)	M (N)	M (%)
20.952	2.284	11	2.567	12,2	18.461	89	18.385	87,8

In summary, March 31, 2024, Local Government Elections have radically transformed the governance structure of municipalities. For the first time, opposition parties came to power in metropolitan municipalities and densely populated districts, where they had previously been absent. Additionally, these elections marked a notable increase in the representation of women in the administration.

Municipality-Center Relationship

The relations between the central government and local governments in Turkey has been a key issue, particularly within the framework of the European Union (EU) accession negotiations. During this process, various local governance and decentralization programs have been implemented. The expansion of local government service areas and the enactment of laws such as the Law No. 5216 on Metropolitan Municipalities, the Law No. 5393 on Municipalities, and the Metropolitan Law No. 6360 were made possible following these developments. Despite these institutional and legal advancements, the central government oversight over municipalities remains firmly in place. We can classify this oversight under three headings; 1) administrative oversight, 2) the intervention in municipal service delivery i.e. execution of the tasks carried out by the central government which

should be instead carried out by municipalities in accordance with the principle of subsidiarity, and 3) financial dependency and norm staffing constraints.

The main pillars of the central government's administrative oversight over local governments are the Constitution and the Law No. 5393 on Municipalities. According to Article 127 of the Constitution, the Minister of Interior has the authority to temporarily suspend elected local government officials or council members under investigation or prosecution for an offense related to their duties, and this suspension remains in effect until a final court ruling is issued

Articles 44 and 45 of Law No. 5393 grant the Ministry of Interior the authority to oversee the process of electing a new mayor within the municipal council in the event of a mayoral vacancy. Article 46 authorizes the Ministry of Interior (metropolitan and provincial municipalities) and the Governor's Office (other municipalities) to temporarily appoint a mayor; and Article 47 authorizes the Ministry of Interior to dismiss municipal bodies or members of such bodies in the event of an investigation. Decree Law No. 674, enacted in 2016, significantly expanded the central government's control over local governments. Accordingly, mayors dismissed by the Ministry of Interior can be replaced by the Governorate or the Ministry of Interior. In cases of dismissal on terrorism grounds, the way for the new mayor to be elected or selected from within the municipal council was thus closed.

In Turkey, Ministers are appointed by the political party that wins the elections and is in power, and as a result, Ministers act according to the party policies and political agendas. Therefore, it is important for the strengthening of democracy, especially local democracy, that authority to remove and appoint local government officials in municipalities are exercised by the judiciary rather than the executive. Of course, this is only valid if the judiciary operates independently and free from the influence of elected officials in line with the principle of separation of powers.

	Regulation
Constitution ⁵¹	Art. 127: The resolution of the objections of the elected bodies of local administrations regarding their acquisition of the title of organ and the supervision of their loss shall be through the judiciary. However, the Minister of Interior may, as a provisional measure, suspend the local administration bodies or members of these bodies against whom an investigation or prosecution is initiated for a crime related to their duties, until final judgment.
Law No. 5393 on Municipalities ⁵²	Article 46 In the event that the mayor's office becomes vacant for any reason and the election of a new mayor or deputy mayor cannot be held, the mayor shall be appointed by the Minister of Interior in metropolitan and provincial municipalities and by the governor in other municipalities until the election is held. The person to be appointed must have the qualification to be elected as mayor. Article 47- Municipal bodies or members of such bodies against whom an investigation or prosecution is initiated for an offense related to their duties may be suspended from office by the Minister of Interior until final judgment.

Between March 31, 2024, and March 1, 2025, 11 municipalities - Hakkari, Esenyurt, Batman, Mardin, Halfeti, Tunceli, Ovacık, Akdeniz, Siirt, Van, Kağızman - were appointed trustees on terror-related grounds. On January 17, 2025, Beşiktaş Mayor Rıza Akpolat was arrested, after which a new acting mayor was elected from within the municipal council. Another area where central government oversight persists is the centralization of services that should be provided by the local government in accordance with the principle of subsidiarity. The powers of the Housing Development Administration (TOKİ), the Ministry of Environment,

⁵¹ https://www.anayasa.gov.tr/tr/mevzuat/anayasa/

⁵² https://www.mevzuat.gov.tr/mevzuatmetin/1.5.5393.pdf

Following the March 31, 2024 elections, municipalities to which trustees were appointed

- On June 4, 2024, **Hakkari** Mayor Mehmet Sıdık Akış was suspended and a trustee was appointed.
- On October 31, 2024, after the arrest of **Esenyurt** Mayor Ahmet Özer, a trustee was appointed to the municipality.
- On November 4, 2024, Batman Mayor Gülistan Sönük, Mardin Mayor Ahmet Türk and Halfeti Mayor Mehmet Karayılan were suspended and trustees were appointed to replace them.
- On November 22, 2024, **Tunceli** Mayor Cevdet Konak and **Ovacık** Mayor Mustafa Sarıgül were suspended and trustees were appointed to these municipalities.
- On January 10, 2025, Akdeniz district co-mayors Hoşyar Sarıyıldız and Nuriye Arslan were arrested. The Ministry of Interior announced that trustees were appointed to replace them.
- On January 29, 2025 Mayor of Siirt Sofia Alagash was suspended and a trustee was appointed.
- On February 15, 2025, a trustee was appointed to the **Van** Metropolitan Municipality.
- On February 24, 2025, a trustee was appointed to **Kağızman** Municipality.

Urbanization and Climate Change include interventions in the service area of municipalities. Law No. 2985 on Public Housing and Decree Law No. 648 demonstrate the oversight of the center over the local.

Local functions such as urban transformation, transformation of slum areas, zoning plans and implementations for renewal areas, land and land regulations, transfer of development rights, expropriation, and issuing building permits are listed among the powers of the Ministry. With these regulations, municipalities are excluded from decision making

processes regarding the areas they are mandated to serve, limiting their autonomy. On the other hand, there is no indication in any of these regulations that spatial interventions will be carried out in a way to ensure gender equality.

The scope and framework of services provided by the central government and municipalities is also determined unilaterally by the relevant Ministries. For example, women's shelters which play an important role in combating violence against women, are regulated by the Ministry of Family and Social Services under the 'Regulation on the Opening and Operation of Women's Guesthouses'. Placements in municipal shelters are made by the Violence Prevention and Monitoring Centers (ŞÖNİM) under the Ministry of Family and Social Services within the scope of the regulation. The eligibility criteria and exit are also determined by the regulation. Thus, municipalities are unable to implement alternative shelter models.

Law No. 2985 on Collective Housing

The Presidency is authorized to make, have made and amend plans of all types and scales and zoning plans in the areas where it will implement slum transformation projects or in the lands and lands owned by it or in the areas designated by the governorships as mass housing settlement areas in a manner not to disrupt the integrity of the environment and zoning. These plans shall be approved by the metropolitan municipal council for the areas within the boundaries of metropolitan municipalities, by the relevant municipal councils for the areas within the boundaries of provincial and district municipalities and their adjacent areas, and by the relevant governorate for the towns and other places, as they are or with amendments, within three months from the date the plans are submitted to the municipalities or the governorate. Plans not approved by the municipalities and governorships within three months shall be approved **ex officio** by the Presidency.

Intervention from the center to the local level prevents the development of participatory democracy and thus hinders the institutionalization of gender equality at the local level. Participatory democracy is essential for amplifying the voices of the voiceless and making the invisible visible. Women are among those whose voices are not heard and who are not

visible due to inequalities; especially women who are poor with limited access to basic resources such as education, employment opportunities and health services.

Another area where the central government exerts control over local governments is related through the personnel regime. Municipalities are classified according to population size, industrial activity, trade capacity or tourism potential and their staffing structures are strictly regulated according to these classifications. The norm staffing prevents municipalities from hiring staff according to their own needs. For example, a municipality seeking to establish an equality unit may be unable to hire staff in this unit due to norm staff constraints. This situation hinders work on equality at the local level.

Finally, the imposition of austerity measures on municipalities from the center is another area of oversight. Austerity measures were prepared and implemented without consulting the municipalities, without taking into account their unique and specific conditions.

Equality Ensuring Services of Municipalities

Despite the regulations listed above that limit the scope of action of municipalities, municipalities remain the key actors that provide services at the urban scale. They are the public institutions closest to the residents of that city. Municipalities are uniquely positioned to identify local needs, to develop responsive policies and provide services tailored to their communities. While some of the public services in Turkey such as - formal education services, social security - remain under the exclusive jurisdiction of central government institutions, municipalities can provide services and intervene in some areas such as social services. Another point that should be emphasized about municipalities is that the local actors and community demands have a greater chance of influencing municipal decision making than they do at the central government level.

The main purpose of services, whether produced by municipalities or central public institutions, is to foster a sense of security and trust among individuals. Education services are important to ensure that children and the new generations can look ahead with confidence; health services are important in order to know that one will be taken care of in case of illness; social security is important in order to create a sense of dignity and stability during the periods of unemployment and old age. This is why the feeling of security goes beyond physical safety and protection from violence, it encompasses the whole of life. It is a fundamental human right to live a secure life without fear of the future and the present. However, not everyone experiences this equally and benefits from this right. We know the anxiety caused by questions such as "What kind of old age will I have?" "Who will support me if I develop a health problem?" "Will anyone care for me?" "Who will take care of my disabled relative when I am no longer around?" Or "Where will my child spend his/her time outside of school?" "What will happen if I lose my job?" " As a woman who has never been in paid employment, can I afford to get a divorce?" "Will the days come when I can be included in public and private life with my open identity as LGBTI+?" For mahu, these questions remain unanswered. The pervasive sense of insecurity continues to grow. The reason for this is the lack of institutional structures, policies and services that can be trusted. Everything is shrouded in uncertainty. No clear or reassuring answers are provided about what the future holds.

Establishing a sense of trust can be possible through the services provided at the local level. Knowing that support is available when needed; feeling comfortable and safe where you live and your surroundings; knowing that your needs will be met... As key actors at the local level, municipalities, have the means to ensure this. The starting point lies in deeply engaging with the neighborhoods. Not as an external force imposing solutions, but through genuine efforts to understand and respond to community needs: actively listening, understanding and empathizing with the people's experiences living there. There are many ways to do this: community mapping exercises revealing the socio-economic situation, designing participatory policy-making processes together with residents are just some of

these tools. But what is more important and prioritized than these tools is genuine commitment and intention. Municipalities must be willing to evaluate places, policies and services from the perspective of the people who live there. They should prioritize impact assessments to understand how each service affects different segments of society. Since public policies and services are often not formulated in a participatory manner, the people in need are not included in the process, and experts speak instead of the problem owners, as a result, policies fail to capture both the need and the demand leading to ineffective and disconnected service delivery.

Strategic Action Plans serve as the primary documents that outline municipal policies and priorities at the local level. By analyzing these plans, we can understand focus areas of municipalities. We also see that some municipalities prepare a Local Equality Action Plan (LEAP). The fact that municipalities prepare a LEAP shows their intent to develop policies to ensure gender equality. Of course, the ideal would be to prepare the Strategic Plan in an equality-responsive manner, to analyze the impact of each activity on different groups and not to need a separate plan such as a LEAP. But since we are far from this ideal for now, the existence of LEAPs is crucial. As of 2024, 10 out of 30 Metropolitan Municipalities (Adana, Ankara, Antalya, Bursa, Denizli, Eskişehir, İstanbul, İzmir, Konya, Mersin) have developed Local Equality Action Plans.

A conceptual analysis of the Strategic Plans reveals that gender equality is not widely integrated into local governance frameworks. For example, in the plan of Ankara Metropolitan Municipality, the term equality appears only once, while gender is not mentioned at all. However, it would be incomplete to evaluate only on this basis. By a comprehensive analysis of each activity is necessary, to determine whether the inequalities are recognized and addressed. The title 'Services Decent to Human Dignity' in ABB's plan shows a positive change in the understanding of service provision. This can be seen as an indication that basic human rights norms have been integrated into the plan. Additionally, services for women are structured around women's empowerment. While the

empowerment and equality are interconnected concepts, they are not interchangeable. On the other hand, it is important that the activities to be carried out within the framework of care services are more clearly articulated in the plans. This includes not only committing to budget increases but also specifying how these resources will be allocated. How many kindergartens, study centers, respite homes, day care centers for the elderly and day care centers will be opened should be included so that monitoring and evaluation can be carried out.

A key indicator of the institutional commitment to gender equality within municipal structures is the presence of "Equality Units". As of December 2024, 39 municipalities have established gender equality units. Although the process of establishing equality units in municipalities started in 2006, their proliferation accelerated between 2021-2023. It should be said that the change in municipal administrations is effective in this. Of course, the mere existence of these units is not enough - their effectiveness and institutional influence are equally important. Despite their growing presence, it is not possible to say that equality units are effective due to the institutional structuring of municipalities and norm staffing practices. Changes in bureaucratic staff are directly reflected on equality units. Approaches that include gender equality within a generalist approach to equality where municipalities claim "We are at an equal distance to all citizens" fail to recognize that differences and therefore unequal social structures exclude some segments of society and that these segments need additional special policies and services. On the other hand, it should be noted that municipalities that have developed Local Equality Action Plans tend to have more effective equality units. The planning process also paves the way for these units to take root within the municipality (Annex 1: Equality Units).

Supportive and Empowering Social Services

Supportive and empowering services are generally classified under the headings of social services and social assistance. While social assistance is necessary for those who do not have the necessary economic resources in the social structure to live a decent life, social services are needed by all individuals regardless of their economic status. Certain life stages such as childhood and old age, situations such as disability, disasters, conflict environments are periods when the need for social services increases. Social services can be provided by central public institutions, municipalities and the private sector. Analysis of the 30 metropolitan municipalities, reveals that social services include the elderly, the disabled, children, women and disadvantaged groups in society in general. It is important to note that the primary service provider for these groups is the Ministry of Family and Social Services (MoFSS), which receives central budget allocations for these tasks. Ideally, local governments should be allocated a budget to work on these issues and the services provided by different institutions should be organized in a complementary manner. In short, it is the establishment of an 'Integrated Social Welfare' system. Here, social services are addressed within the framework of municipalities. Municipalities can provide social services based on the Law No. 5393 on Municipalities, Law No. 5216 on Metropolitan Municipalities, Law No. 6360 on the Establishment of Metropolitan Municipalities and Twenty-Seven Districts in Fourteen Provinces and Amendments to Certain Laws and Decree Laws.

What Services Do the 30 Metropolitan Municipalities Provide?⁵³

Municipal services for children can be categorized under the headings of kindergartens, playrooms, after-school study services and summer camps. According to the available data, 16 out of 30 metropolitan municipalities provide kindergarten services. However, the fact that a municipality provides kindergarten services does not mean that everyone in need can benefit from this service. The geographic distribution and coverage of these services (who benefits from it) are just as critical as their availability. For example, Kocaeli and Eskişehir Metropolitan Municipalities provide services with only one daycare center each. Considering the geographical and population size of both provinces, it is clear that this is not sufficient. What is even more concerning is that 14 metropolitan municipalities have not established any nursery services at all (Annex 2: Service Centers). These services are important not only to prevent time poverty of caregivers, who are predominantly women, but also fundamental to improve the welfare of those who use these services. For example, services for the elderly and disabled are essential not only for caregivers, but also for the elderly and disabled to ensure a decent life. It needs to be recognized that welfareenhancing activities often require professional support going beyond the family-based care models. It is important to recognize that the knowledge of the person caring for the disabled at home may not be sufficient. Therefore, when considering services, the needs, demands and expectations of both the service provider and the service recipient should be taken into account.

⁵³ Şener, Ü., İnanç, B. ve Tuncer, S. (2024). Belediyelerde Mevcut Durum Analizi: 30 Büyükşehir Belediyesi Toplumsal Cinsiyet Eşitliğine Dair Bize Ne Söylüyor?. CEİD Yayınları. (https://dspace.ceid.org.tr/handle/1/2376)

Table 6. Metropolitan Municipalities Social Service Centers (2023)

Municipalities providing daycare services	Adana, Ankara, Antalya, Aydın, Balıkesir, Bursa, Diyarbakır, Eskişehir, Gaziantep, Hatay, İstanbul, İzmir, Kocaeli, Manisa, Mersin, Muğla				
Stopover Service	Ankara, Antalya, Diyarbakır, Istanbul, Mersin				
Municipalities providing	Gaziantep, Kahramanmaraş, Kayseri, İzmir, Mersin, Sakarya,				
Elderly Day Care support	Tekirdağ				
Specialized Care (Alzheimer's and dementia)	Aydin, Eskisehir, Izmir, Mersin				
Municipalities providing Women's Counseling Center services	Adana, Ankara, Bursa, Eskişehir, Hatay, İstanbul, İzmir, Mersin, Muğla, Sakarya, Şanlıurfa, Tekirdağ, Trabzon				
Municipalities providing	Ankara, Antalya, Aydın, Bursa, Gaziantep, Gaziantep,				
shelter services	İstanbul, İzmir, Kocaeli, Mersin, Mersin and Tekirdağ				

As population aging accelerated, *services for the elderly* have increasingly become a focus for both the central government and municipalities. While 7 out of 30 metropolitan municipalities (Gaziantep, Kahramanmaraş, Kayseri, İzmir, Mersin, Sakarya, Tekirdağ) provide services in centers where the elderly can spend time during the day, Aydın, Eskişehir, İzmir and Mersin Metropolitan Municipalities also provide services for Alzheimer's and dementia patients. Field observations reveal that day service centers for the elderly are generally used by men, while women are excluded from these services. Issues such as who benefits from the centers, who is left out, and how can municipalities ensure better inclusion and accessibility are important to be addressed.

When we look at municipalities, we see that they define **services for persons with disabilities** under different names. What can be said about all these services is that they are limited in scope, insufficient in number and restricted to a few service centers. Only 5 of the metropolitan municipalities (Ankara, Antalya, Diyarbakır, İstanbul, Mersin) offer Respite Houses where families can leave the disabled people they care for a short period of time.

However, it can be said that even these are not sufficient considering the geographical and population size as well as given the different population compositions. For example, even in Ankara Metropolitan Municipality, which has one of the most developed systems in this area, there are only 4 service centers. While 2 of these serve as long-term care homes for children with disabilities (Care Home for Children without Disabilities, Autism Life Center), the other 2 are Respite Care Centers (Mola Evleri) where children with disabilities are provided short-term care services. In any case, these services are limited to children and their caregivers. There is an urgent need to establish Respite Care Centers for adults with disabilities to support families and caregivers of adult dependents.

Home care services for the elderly and disabled are one of the most widely provided services by metropolitan municipalities. Among 30 metropolitan municipalities, 25 offer home care services, while Ankara, Balıkesir, Manisa, Şanlıurfa and Van Metropolitan Municipalities. Do not provide such services. However, the accessibility, diversity and standards of these services vary significantly across municipalities. Some municipalities limit their home-based care services to household cleaning, others offer more holistic services such as health, repair-renovation, and personal care. Antalya, Denizli, Gaziantep and Muğla Metropolitan Municipalities are among the leading municipalities that offer integrated services. It is also important to assess the poverty standards used to define eligibility, ensuring they reflect the actual socio-economic conditions and do not exclude individuals in need of care. For example, owning a house or having a pension may disqualify individuals from being classified as poor which in turn creates barriers to accessing essential care services.

Programs designed for the elderly and persons with disabilities often overlap, primarily because one third of the elderly are also living with disabilities. However, it should be kept in mind that disability and ageing are not the same; people with disabilities differ according to age, gender, type and severity of disability and socio-economic status, and each of these factors shapes service requirements.

In Turkey, home social service programs are primarily structured around home care-cleaning and health services, targeting the elderly, the sick and persons with disabilities. The Family Social Support Program (FSSEP), which was brought to the agenda by the Ministry of Family and Social Services, was limited in scope relying solely on home visits and implemented only in selected regions. Apart from these, home-based social services can include empowerment initiatives and capacity building programs. It is often not possible for women with disabilities, caregivers of persons with disabilities, women with limited interaction outside the home, the elderly and persons with disabilities to spontaneously come to service centers and request services. In this case, methods need to be developed for institutionalized mechanisms to reach them. The home-based social services model is essential for ensuring inclusivity and making sure that no one is left behind.

Municipal Services for Women

Municipalities provide two main services that directly target women and their accompanying children: counseling services and shelter. Apart from these, vocational training and hobby courses are also among the most commonly utilized services for women. This section focused specifically on women's counseling centers and shelters.

Women's Counseling/Assistance Centers

In Turkey, two main public structures provide counseling services to women who have been subjected to violence: Violence Prevention and Monitoring Centers (ŞÖNİM) operated under the MoFSP and Women's Counseling Centers (KDM) run by municipalities. In addition, several civil society organizations such as Women's Solidarity Foundation, Mor Çatı Women's Shelter Foundation, Social Policy, Gender Identity and Sexual Orientation Studies Association provide counseling services to women and LGBTI+ individuals.

KDMs run by municipalities serve as first-step facilities, where the situation of women who have been subjected to violence is assessed and services needed are identified, and where they are referred to shelters when necessary.⁵⁴ Since they are established to provide counseling on violence, their service areas are limited.

Despite the Regulation on Norm Staff Principles and Standards for Municipalities, Affiliated Organizations and Local Administrative Unions (Amended: OG-10/4/2014-28968) which mandates the establishment of women's and children's shelters and counseling centers, as of 2023, only 13 metropolitan municipalities provide KDM services.

Across municipalities, KDMs exhibit significant differences in allocated resources, scope of services provided and geographical distribution of services. The main problem of the municipalities in this regard is that they lack regulatory documents that define detailed

 $^{^{54}}$ ŞÖNİM places women in shelters. KDMs refer women who need and request shelter to ŞÖNİM.

minimum standards specifically for KDMs. Minimum standards are, as the name implies, minimum requirements; of course, municipalities can always offer additional services - they can raise the standards. Minimum standards are important to ensure that all municipalities provide services that are decent, respectful of human dignity and empowering.

Another critical issue is related to the effectiveness of KDMs. Key questions remain unanswered due to insufficient data collection and monitoring mechanisms: "Who benefits from KDM services?" "What are the socio-economic characteristics of the beneficiaries?" "Is the service accessible to all who need it?" "What impact do these services have on beneficiaries?" Currently, municipalities do not systematically collect and analyze data that would help assess services reach, effectiveness and gaps. The absence of robust monitoring and evaluations system significantly limits efforts design evidence based. In order to overcome these challenges and to support the development of more effective mechanisms, CEID has undertaken targeted efforts and conducted research on KDMs. The first of these is the gender-responsive evaluation of the application forms of KDMs already providing counseling services and the preparation of an application form in cooperation with municipalities based on these evaluations. The first part of the form, which consists of two parts, collects socio-demographic and socio-economic data that can also be used by other units of the municipality, and the second part collects data on violence. A digital databaseinfrastructure system was also created so that the compiled data could be easily recorded, analyzed and reported. The second initiative is the establishment of minimum standards for the effective functioning of KDMs. Currently, no metropolitan municipality in Turkey has a comprehensive framework covering all the essential aspects of the minimum standards that cover the following areas as a whole.

- Access to services: Transportation, Visibility/Awareness
- Service delivery:

Physical conditions Application process Services offered

- Staff qualifications
- Volunteering

- Data protection
- Monitoring, evaluation and reporting of services

Table 7. Social service centers of metropolitan municipalities

Centers	Municipalities
Metropolitan municipalities running Women's Counseling Centers	Adana, Ankara, Bursa, Eskişehir, Hatay, İstanbul, İzmir, Mersin, Muğla, Sakarya, Şanlıurfa, Tekirdağ, Trabzon
Metropolitan municipalities providing family support/counseling/guidance and education center services	Balıkesir, Kahramanmaraş, Kayseri, Kocaeli, Konya, Malatya, Manisa, Mardin, Ordu, Samsun, Ordu
Metropolitan municipalities providing shelter services	Ankara, Antalya, Aydın, Bursa, Gaziantep, Gaziantep, İstanbul, İzmir, Kocaeli, Mersin, Mersin and Tekirdağ

One of the challenges for municipalities is to expand the implementation of minimum standards and mainstream into the broader functioning of municipalities, to make them an essential element of services.

Shelters⁵⁵

As of 2022, there are 149 shelters in Turkey (MoFSP, 2022). Of these shelters, 112 are operated by the MoFSP, 33 are managed by municipalities⁵⁶, 3 (women's shelters for trafficked women) are run by the Ministry of Interior Directorate General of Migration Management and 1 is operated by a civil-society organization, Mor Çatı Women's Shelter

⁵⁵ Although the authors of the report prefer the term "shelter", since shelters are more commonly used by the public, either both or shelters are used.

⁵⁶ As of 2024, this number includes Bayraklı Municipality, which no longer provides shelter services, and Çankaya Municipality, which has suspended shelter services for 1.5 years. The number of active shelters operated by municipalities is 31. Since this situation is not reflected in the ASHB reports, 33 is continued to be used.

Foundation. As of 2023, only 10 out of 30 metropolitan municipalities provide shelter services.

According to the 2022-2026 Strategic Plan of the Ministry of Family and Social Services, the number of women's shelters in Turkey was expected to increase from 149 to 159 in 2023 and 164 in 2024. However, no progress has been made in this regard.

Article 14 of the Law No. 5393 on Municipalities, published in the Official Gazette dated 13/7/2005 and numbered 25874, mandated that metropolitan municipalities and municipalities with a population of more than 50,000 to establish shelters (protection houses) for women and children. However, in 2012, this provision was amended to include only metropolitan municipalities and municipalities with a population over 100,000 are obliged to open shelters (guesthouses) for women and children.

Despite the legal obligation for municipalities to establish shelters there are no enforcement mechanisms or penalties for non-compliance. In the absence of sanctions, municipalities do not feel the obligation or desire to allocate resources for this service and/or develop alternative approaches. The issue is not only a matter of resources - some municipalities perceive shelter services as a political risk for themselves. Reasons such as not wanting to confront the perpetrator of violence, avoiding the impression of interfering in "family affairs", etc. can be counted within this framework. This is why there are municipalities (Kahramanmaraş and Trabzon Metropolitan Municipalities) that provide financial support for shelters but do not directly manage them and delegate their operation and management to the Ministry of Family and Social Services.

The main function of shelters is to provide women and their children who have been subjected to violence with an environment where they can feel safe and free from violence. Not only socio-economic characteristics (age, education, economic status, etc.) but also various barriers and inadequacies present these facilities from fully meeting the needs of survivors. In order for the service to meet the needs, it is possible to recognize these differences. Although there are good practices in this regard, it does not seem possible to say yes to this question in general.

The main challenges in shelter services can be summarized as follows:

Scope of the service: One of the major problems is that some shelters do not accept boys older than 12 years of age which creates a significant barrier for mothers' in need of these services. Although the Regulation on the Opening and Operation of Women's Guesthouses includes the article "Women with boys over the age of 12 and women with disabled children, provided that there is no risk to life safety, may be accommodated in an independent house with rent and subsistence covered, upon request and if deemed appropriate by \$ÖNİM based on a social investigation report", unfortunately, the implementation of this provision are extremely limited.

The Izmir Metropolitan Municipality and the ASHB services in Istanbul provide notable examples of good practices. ASHB has a specialized shelter/shelter in Istanbul that provides services to women with boys aged 12 and above.

Women over 60 who have been subjected to violence are not admitted to shelters but are instead redirected to social service institutions. As a result, women over 60 are excluded from the specialized support services that would enable them to recover from the violence they have endured.

- Lack of diverse shelter models: Co-housing, communal living arrangements are considered as the predominant shelter model. Home-based shelters should also be integrated as a core component of service provision. This would encure that diverse needs of women are adequately addressed. For example, such service models can be particularly beneficial for women with multiple children.
- Failure to institutionalize post-shelter services as a core component of the system: After leaving the shelter, with the consent of the person leaving the shelter, monitoring and evaluation activities should be carried out and shelter to assess their

well-being, and continued support and empowerment services should be provided as an integral part of the system.

- Failure to involve civil society organizations in combating violence that requires multiple interventions: Experienced civil society organizations are largely excluded from shelter services, thus ignoring the potential benefits of peer support and community engagement among women. ŞÖNİM dominates the entire process. Without enabling meaningful participation, beyond merely inviting CSOs to meeting without sharing data or ensuring collaborative decision making, the intervention remains highly centralized and lacks inclusivity.



Part III Monitoring by Indicators and Indicator Data

•••Part III

Monitoring by Indicators and Indicator Data

The final chapter of the "Gender Equality Monitoring Report in Turkey, 2023-2024" aimed to monitor gender equality through indicators. In this context, the focus was on selected indicators identified by the thematic area experts themselves, which enable monitoring of 22 thematic areas in total. Five of these thematic areas were prepared for the first time and newly added in the third phase of the project: 'Disaster Management and Gender Equality', 'Climate Change, Rural Areas and Gender Equality', 'Workplace Violence, Harassment and Gender Equality', 'Gender Equality in Performing Arts' and 'Public Expenditures and Gender Equality'. In addition, 17 thematic areas that have been extensively analysed in previous monitoring reports were revisited in this report with updated indicators. These thematic areas, which include Employment, Education, Health, Participation in Political Decisions, Urban Services, Religious Services, Access to Justice, Sports, Media, Ageing, Science, Technology, Engineering and Mathematics (STEM) Fields, Prevention of Poverty, Social Protection and Social Assistance, Violence against Women, Trafficking in Human Beings and Women, Child, Early and Forced Marriages, Status of Women Refugees and Male Participation in Gender Equality, continued to be monitored with updated indicators. In this section of the report, updated data on existing indicators under 22 thematic areas are presented and suggested indicators that will contribute to the monitoring process are included. The indicators selected for the monitoring report are grouped under the following two main headings:

1. Available indicators: Indicators for which data are produced and accessible at the national level were evaluated in this category. The report compares the most recent data of these indicators presented in the previous monitoring report with the most recent values published as of the date of this report. This comparative approach is critical for assessing the trends of change over the years. Moreover, it is envisaged that monitoring the changes in these indicators in different years will contribute to evidence-based policy-making

towards achieving gender equality and guide strategic decision-making processes in this field.

2. Suggested indicators: Indicators in this category were categorized into two main groups: indicators for which data is available but not currently produced, and indicators that require special field research or data integration between different institutions to collect or compile relevant data. In this context, the Suggested indicators both draw attention to the more effective use of existing secondary data sources and aim to advocate for data on areas that require primary data production.

It was observed that some of the indicators Suggested in the previous report have been transformed into existing indicators in this monitoring report as they have been provided with access to data. The ratio of coaches by gender and level, which is now published by the General Directorate of Sports Services, and the multidimensional poverty rate by gender, which is now available from TURKSTAT, are among these indicators. Although the data source is available, these indicators, which were previously unavailable, have become accessible thanks to the increased awareness on gender-sensitive indicator production and ongoing efforts in this field. We believe that this transformation has strengthened the traceability of gender equality and made a significant contribution to data-based policy development processes.

It was aimed to determine the indicators included in the report in a way that would meet user needs and enable international comparisons. The indicators were carefully selected in line with international standards and good practices by taking the assessments of experts in each thematic area. Care was taken to ensure that the indicators are in line with the definitions and revisions of international organizations, consistent with national definitions, reproducible at the level of statistical regions and based on accessible data sources. Furthermore, the main criteria were that the indicators should reliably reflect reality and



change, be comparable over time and across regions, and be published in a clear and understandable manner.

The indicator set of this report was based on the indicators included in the previous monitoring report⁵⁷. However, some difficulties encountered in the process of updating the data caused significant limitations in terms of the continuity and comprehensiveness of the monitoring study. In particular, data obtained from periodic household sample surveys (e.g. the Turkish Demographic and Health Survey (TDHS), the Survey on Domestic Violence against Women in Turkey, the Time Use Survey, the Turkish Family Structure Survey (TAYA), etc.) were excluded from the data updating process, which hindered the continuity of the indicator set. The lack of data updates does not provide reliable and comparable data for both policy makers and researchers/users and makes it difficult to evaluate gender equality interventions in an effective and timely manner. This can lead to delayed and misguided steps towards the goal of gender equality.

Among the main data sources for monitoring indicators, official statistics produced by the Turkish Statistical Institute (TURKSTAT) have an important place. However, the fact that not all of the data published by TURKSTAT can be disaggregated by gender, age and regional breakdowns, and that some indicators such as the number of theater audiences, the relative poor population or the brain drain of higher education graduates by field of education have only aggregate or household level data, constituted a significant obstacle in the monitoring process in the report. Moreover, from time to time, changes in administrative records, classification system, calculation method or the scope of the indicator led to retrospective revision of the published data, which negatively affected the consistency of the indicators presented in our previous reports. These revisions in areas such as education statistics, earnings structure statistics, R&D statistics, etc. led to the loss of validity or changes in the

⁵⁷ Toksöz, G., Şener, Ü., Demircan, S., Karababa, R., Memiş, E., Arslan, H., Yüksel-Kaptanoğlu, İ., Kabadayı, A., Akyıldırım, O. & İnanç, B. (2022). Gender Equality Monitoring Report of Turkey 2021-2022. CEİD Publications. (https://dspace.ceid.org.tr/handle/1/2168)

data presented in previous reports for certain indicators, weakened the continuity and data reliability of monitoring studies, threatened the accuracy of analyses based on previous data and had a negative impact on the comparability of results.

However, it was found that the administrative records kept by state institutions such as the Ministry of National Education (MoNE), Ministry of Health, Ministry of Interior, Directorate of Religious Affairs and other institutions such as municipalities, which are among the data sources of the monitoring indicators, are largely lacking gender sensitivity. Since these institutions generally pursue administrative purposes in their data compilation processes, it was observed that demographically important information such as gender, age and regional breakdowns were missing in the data they published. Moreover, it was observed that the collection of administrative records without a specific methodological framework, changes in the persons in charge of data collection or changes in the institutional structure led to significant fluctuations in the data over the years.

In our data updating process, another challenge in monitoring processes was that the breakdowns of the data previously presented in detail through the web pages of institutions and organizations changed over time or the data was removed completely. Changing the scope of the indicator we monitor without any explanation, removing the gender breakdown and more detailed data obtained in previous years no longer being available were some of the problems we frequently experienced.

Numbers and lists of indicators for existing and Suggested indicators for the thematic areas are presented below. The tables in the section on Existing Indicator Data include data on selected indicators (where available data is available) that can be accessed to compare the last year's data in the previous report with the current data. The section with tables of Suggested indicators includes the list of indicators Suggested by thematic areas and the data sources for these indicators.

Table 8. CEİD Gender Equality Monitoring Indicators

Thematic Area	Number of Available Indicators	Number of Suggested Indicators
CEID-Employment	11	12
CEID-Poverty Prevention, Social Protection and	6	10
Social Assistance		
CEID-Education	11	7
CEID-STEM	6	9
CEID-Access to Urban Rights	13	13
CEİD-Women Refugees	5	9
CEID- Trafficking in Human Beings and Women	14	5
CEID-Health Services	14	13
CEID-Sports	6	9
CEİD-Violence Against Women	13	13
CEİD-Child, Early and Forced Marriages (CEFM)	11	12
CEİD-Media	8	10
CEİD-Access to Justice	4	2
CEİD-Masculinity	8	8
CEİD-Access to Religious Services	10	5
CEID- Participation to Politics and Decision-Making	13	6
Mechanisms		
CEİD-Aging	12	7
CEİD-Combatting Violence and Harassment at Work	8	12
CEID-Climate Change and Rural Areas	7	5
CEİD-Public Expenditures	15	19
CEİD-Disaster	0	23
CEİD-Art	24	15
Total	219	224

Data on Available Indicators - Employment

		ata on	Availal	ble Ind	icators	(Empl	oymen	it)				
			20						20	23		
CEID-Employment 1 Number and rate of persons out of	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
labour force by sex	21 612	69,7	9 377	30,2	30 989	49,9	21 198	64,2	9 330	28,8	30 528	46,7
CEİD-Employment 2			20	21					20	23		
Number and rate of persons out of labour force by sex and reasons for not participating	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
Lost hope in finding a job	831	3,8	798	8,5	1 629	4,3	969	4,6	835	8,9	1 804	5,9
Not looking for work but ready to work (other)	1 088	4,8	558	5,4	1 646	5	1 065	5,0	479	5,1	1 544	5,1
Engaged in household labour	9 917	45,9	-	-	9 917	32	9 093	42,9	-	-	9 093	29,8
In education and training	2 620	12,1	2 259	27,3	4 879	16,7	2 465	11,6	1.972	21,1	4 437	14,5
Retired	1 285	5,9	3 710	39,6	4 995	16,1	1 322	6,2	3.801	40,7	5 123	16,8
Unable to work	3 470	16,1	1 528	16,3	4 998	16,1	3 704	17,5	1.676	18,0	5 380	17,6
Other	2 401	11,1	523	5,6	2 925	9,4	2 580	12,2	567	6,1	3 147	10,3
CEİD-Employment 3			20	21					20	23		
Number and rate of employment	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total	Female ('000)	Female	Male ('000)	Male (%)	Total ('000)	Total (%)
by sex	9 005	28,0	19 792	62,8	28 797	(%) 45,2	10 346	(%) 31,3	21 286	65,7	31 632	48,3
CEİD-Employment 4	7 000	20/0	20		20777	.0/2	10010	0.70		23	0.002	10/0
Composition of the labour force by sex	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
Agriculture	2 048	22,7	2 901	14,6	4 948	17,2	1 912	18,5	2 717	12,8	4 629	14,6
Non-agricultural	6 974	77,3	16 903	85,4	23 877	82,8	8 415	82,9	18 563	90,3	26 978	87,9
Informal in agriculture	1 929	94,2	2 255	77,7	4 184	84,6	1 731	90,6	1 993	73,4	3 724	80,5
Informal in non-agricultural	1 307	18,7	2 876	17,0	4 183	17,5	1 580	18,8	2 899	15,6	4 469	16,6
Wage earner	6 217	69,0	13 920	70,3	20 137	69,9	7 493	72,6	15 074	70,8	22 567	71,4
Self-employed	803	8,9	3 844	19,4	4 647	16,1	968	9,4	4 143	19,5	5 111	16,2
Unpaid family worker	1 812	20,1	883	4,5	2 695	9,4	1 690	16,4	766	3,6	2 456	7,8
Employer	174	1,9	1 145	5,8	1 319	4,6	176	1,7	1 297	6,1	1 473	4,7
Part-time worker	1 481	16,5	1 383	7,0	2 864	9,9	1 663	16,1	1 553	7,3	3 216	10,2
CEİD-Employment 5			20							23		
Unionization rate by sex	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
Workers union membership	457	10,40	1 655	15,52	2 124 ⁵⁸	14,1	556	10,9	1 861	16,4	2 422	14,7
Public employee union membership	707	56,6	1 011	71,7	1 718	64,6	936	67,7	1 195	80,9	2 131	47,5

 $^{^{58}}$ "Unknown" category is also included in the total data. Therefore, the total number is higher than the sum of men and female.



	С	ata on	Availal	ble Ind	licators	(Empl	oymen	nt)						
CEİD-Employment 6						2014	-2015							
			Fen	nale					Ma	ale				
Total working time by sex (hours/day)			08	:03					07:	:11				
Paid			04	:32			06:25							
Unpaid			03	:31					00:	:46				
CEID-Employment 7			20	21					20	23				
Number and rate of young people outside of education and	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)		
employment (Age 15-24) (%)	1 893	32,4	1 066	17,5	2 959	24,7	1 711	29,8	950	15,6	2 661	22,5		
CEID-Employment 8			20						20					
Number of unemployed persons	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)		
and rate of unemployment by sex	1 554	14,7	2 364	10,7	3 919	12,0	1 498	12,6	1 766	7,7	3 264	9,4		
Non-agricultural	1 336	20,7	2 401	13,9	3 469	16,0	4 405	31,1	4 430	18,1				
Broadly defined	3 331	27,4	3 891	17,1	7 222	20,7	3 08559	30,7	3 00260	18,3	5 919 ⁶¹	22,8		
Unemployed for one year or longer	543	30,8	507	18,7	1 050	23,5	420	27,9	289	16,3	709	21,6		
CEID-Employment 9			20	21					20	23				
Job placement number and rate of persons registered with İŞKUR	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)		
by sex (%)	465	29,2	828	52,4	1 293	40,8	488	25,3	1002	51,7	1490	38,5		
CEID-Employment 10			20	21					20	23				
Difference in average annual real labour income by sex and	(Thous	nale and TL)	(Thous	ale and TL)	sex	rate by (%)	(Thous	nale and TL)	(Thous		Income sex			
level of education (%)		116	50		79	2,2	91	693	12	5 709	72	.,9		
Illiterate		020	23	-		2,0		574		886	70			
Without any school diploma		211	29		65	•		123		258	57			
Under high school		672	38		62	2,2	61	845	95	710	64	.,6		
Graduates of high school and	33	359	50	988			7.4	400	40		50	. 0		
equivalent schools Higher education graduates	56	814	75 360		65 75	•		188 4 372		5 147 7 521	58	<u>, </u>		
CEID-Employment 11	30	014	2021		/ -	0,4	124	+ 3/2	20		07	ر, 3		
Net preschool enrolment rate by sex	Girl	Child	Boy Child		То	tal	Girl	Child		Child	Total			
3-5 years	43	3.9	44,1		4	4	51.9		51.9		51	.9		
4-5 years old		5,8		5,9		5,8	69,3		70,3		69	,		
5 years old		1,4		1,8		,6		3,9	83,5		84,3			

Calculated by us using TURKSTAT Household Labor Force Survey data.
 Calculated by us using TURKSTAT Household Labor Force Survey data.
 Calculated by us using TURKSTAT Household Labor Force Survey data.

Data on Available Indicators - Poverty

		Data	on Ava	ilable I	ndicato	ors (Po	verty)						
CEİD-Poverty 1			20	21					20	23			
		nale		ale		tal		nale		ale	Tot		
Rate of relative poverty by sex ⁶² (Below 60% Median)	(%	•		%)),8		%) ⊥,3		%) 2,6	(%	6)),8	(9	•	
Rate of relative poverty sex	Z I	,0	20	0,0	21	ر, ا		2,0	20	0,0	21	,/	
(Below 50% Median)	18	3,6	17	7,4	18	3,0	14	1,4	13	3,3	13	,9	
CEİD-Poverty 2			20	21			2023			23			
Proportion at risk of poverty or social exclusion by sex and age		emale Male (%) (%)			Total Female (%)			M a (9		To:			
group (AROPE)	35	,0	30,8		32,9		32	2,9	28	3,5	30	,7	
0-17 years	44	<u> </u>	42,8		43,7		40),9	39	7,4	40	,	
18-64 years		33,9		27,5		30,7		1,1				,0	
Age 65+	17	17,9 15,5 16,8 24,3 21,5			<u> </u>	23,1							
CEID-Poverty 3			20	21					20	23			
Rate of relative poverty by sex and education status		male Male %) (%)				tal %)		nale %)	M a (%	ale %)	To:		
Illiterate	33	3,2	41,7		34	1,6	39	9,7	51,2		41	,5	
Without any school diploma	30),0	40),8	34,1		37,5		46,1		39	,4	
Under high school	19	•		2,0),9	1	1,6	23	<u> </u>	22		
Graduates of high school and equivalent schools	13	3,0	12	2,3	12	2,6	13	3,3	12	2,0	12	.,6	
Higher education graduates	4	,9	4	,2	4	,5	5	,4	5,	,0	5,	2	
CEİD-Poverty 4			20	20					20	23			
Number and distribution of	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	
persons receiving disability benefits by sex and type of benefits	356	41,6	499	58,4	855	100	343	39,9	517	60,1	859	100	
Unconditional disability benefits	21	14,8	121	85,2	142	100	23	16,1	118	83,9	141	100	
Conditional disability benefits	335	46,9	378	53,1	713	100	320	44,5	399	55,5	719	100	

 $^{^{\}rm 62}$ Relative Poverty Rate - Income Based - Below 60% Median of Equivalent Household Income

		Data	on Ava	ilable I	ndicato	rs (Po	verty)					
CEID-Poverty 5			20	20					20	23		
	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
Number and distribution of persons receiving retirement/old age benefits by sex	2 620	26,1	7 415	73,9	10 035	100	3 137	25,3	9 277	74,7	12 414	100
Unconditional retirement/old age benefits	2 085	22,6	7 125	77,4	9 209	100	2 617	22,6	8 985	77,5	11 602	100
Conditional retirement/old age benefits	535	64,8	290	35,2	826	100	521	64,1	292	35,9	812	100
CEİD-Poverty 6			20	20					20	23		
	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)	Female ('000)	Female (%)	Male ('000)	Male (%)	Total ('000)	Total (%)
Number and distribution of persons receiving survivors benefits by sex	3 540	93,0	267	7,0	3 807	100	3 830	93,0	290	7,0	4 054	100
Unconditional survivors' benefits	3 390	93,0	255	7,0	3 645	100	3 713	93,0	278	7,0	3 915	100
Conditional survivors' benefits	150	92,8	12	7,2	162	100	117	90,8	12	9,2	139	100

Data on Available Indicators - Education

	Data on Available Indicators (Education)											
CEID-Education 1			202:	2					202	3		
	Female	Female	Male	Male	Total	Total	Female	Female	Male	Male	Total	Total
Distribution of illiterate persons aged	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
15+ by sex	1 501 903	87,0	224 542	13,0	1 726 445	100	1 452 351	87,1	215 478	12,9	1 667 829	100
CEİD-Education 2			202:	2					202	4		
Net school enrolment rates by sex and	Fema		Male	•	Total	l	Fema	le	Male	•	Total	
level of education	(%)		(%)		(%)		(%)		(%)		(%)	
Primary school	93,1		93,2		93,2		95,2		94,9		95,0	
Secondary school	89,7		89,9		89,8		91,5		91,4		91,5 88,0	
Secondary education	89,3	3	90,0		89,7		88,7	88,7 87,3				
CEID-Education 3	2022							202	4			
Distribution of students in basic formal	Female Female Male Male Total Total Female Female Male Male					Total	Total					
education by sex, level	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
of education and type of school	742.000	40.7	702.040	F4 2	4.507.054	4.00	7004/5	40.7	000.044	F4.3	4 (00 07)	100
Public preschool education	743 202	48,7	783 849	51,3	1 527 051	100	780 165	48,7	820 811	51,3	1 600 976	100
Private preschool education	166 796	46,6	191 157	53,4	357 953	100	164 917	46,7	188 309	53,3	353 226	100
Public primary schools	2 487 798	48,6	2 634 214	51,4	5 122 012	100	2 576 053	48,7	2 718 418	51,3	5 294 471	100
Private primary schools	148 973	47,8	162 916	52,2	311 889	100	167 100	47,8	182 815	52,2	349 915	100
Public secondary schools	2 433 504	49,2	2 514 906	50,8	4 948 410	100	2 433 837	49,2	2 514 908	50,8	4 948 745	100
Private secondary schools	162 382	47,1	182 275	52,9	344 657	100	173 131	47,3	192 920	52,7	366 051	100
Public secondary education	2 849 292	41,7	3 130 573	58,3	5 979 865	100	2 571 603	49,1	2 663 278	50,9	5 234 881	100
Private secondary education	235 320	48,7	328 414	51,3	563 734	100	242 568	43,2	319 432	56,8	562 000	100
CEID-Education 4			202:	2					202	4		
Distribution of students in secondary education by sex and programme type	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
General secondary education ⁶³	2 093 381	51.1	1 999 223	48.9	4 092 604	100	1 891 420	53,6	1 636 682	46.4	3 528 102	100
Vocational and technical secondary education	645 749	36,3	1 187 968	63,7	1 833 717	100	618 002	35,4	1 125 388	64,6	1 743 390	100
Religious high schools	345 482	44,0	271 796	56,0	617 278	100	304 749	58,0	220 640	42,0	525 389	100
CEID-Education 5			202	2					202	4		
Distribution of students in vocational and												
technical secondary education by sex and school type	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Public	608 447	35,9	1 085 701	64,1	1 694 148	100	577 537	36,2	1 017 842	63,8	1 595 379	100
Private	37 302	26,7	102 267	73,3	139 569	100	40 465	27,3	107 546	72,7	148 011	100

⁶³ In the previous monitoring report, the data on "Distribution of students in general secondary education by gender" was for 2020/'21, therefore, the data for this indicator was revised and the data for 2021/'22 was written like the other indicators.

		Data	a on Availa	able Ind	dicators (E	ducati	on)					
CEİD-Education 6			202	2					202	4		
Distribution of students in open education by sex and level of education	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Secondary schools	101 714	59,2	70 229	40,8	171 943	100	95 935	62,2	58 317	37,8	154 252	100
High schools	636 270	46,1	743 462	53,9	1 379 732	100	458 172	48,1	493 410	51,9	951 582	100
Vocational high schools (except İHL)	31 464	34,8	59 045	65,2	90 509	100	17 578	39,3	27 191	60,7	44 769	100
Religious high schools (İHL)	52 547	54,7	43 467	45,3	96 014	100	41 831	52,8	37 368	47,2	79 199	100
Undergraduate	1 029 749	46,8	1 172 598	53,2	2 202 347	100	614 270	52,1	564 259	47,9	1 178 529	100
CEİD-Education 7 Distribution of students in higher education			202	2					202	4		
by sex and level of education (disaggregated by two-year, undergraduate, post-graduate and PhD)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Two-year degree	1 682 677	51,8	1 567 424	48,2	3 250 101	100	1 494 714	53.0	1 327 912	47.0	2 822 626	100
Undergraduate	2 214 463	48,4	2 364 584	52,6	4 579 047	100	1 936 660	51.8	1 803 511	48.2	3 740 171	100
Postgraduate	174 311	48,7	183 960	51,3	358 271	100	199 286	48.7	210 273	51.3	409 559	100
PhD	53 361	48,7	56 179	51,3	109 540	100	54 862	50.4	54 071	49.6	108 933	100
CEID-Education 8			202	2					202	4		
Distribution of trainees by sex and type of	Female	Female	Male	Male	Total	Total	Female	Female	Male	Male	Total	Total
non-formal education institutions	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
Public non-formal education institutions	2 212 080	59,9	1 209 851	40,1	3 421 931	100	8 676 117	62,4	5 227 284	37,6	13 903 401	100
Vocational Training Centres ⁶⁴	11 814	42,2	16 158	57,8	27 972	100	29 461	49,5	30 067	50,5	59 528	100
Girls' Technical Schools	1 863	95,7	42	4,3	1 905	100	3 743	92,7	296	7,3	4 039	100
Adult Education Centres	2 164 176	60,9	1 162 142	39,1	3 326 318	100	8 443 813	63,2	4 907 485	36,8	13 351 298	100
Special non-formal education institutions	1 010 311	34,9	1 863 286	65,1	2 873 597	100	1 338 369	36,8	2 294 905	63,2	3 633 274	100
CEİD-Education 9			202	2					202	4		
Distribution of teachers in basic formal	Female	Female	Male	Male	Total	Total	Female	Female	Male	Male	Total	Total
education by sex and education level	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
Pre-school	59 213	93,8	3 929	6,2	63 142	100	79 603	94,7	4 464	5,3	84 067	100
Primary school	201 070	64,8	109 407	35,2	310 477	100	201 029	65,1	107 607	34,9	308 636	100
Secondary school	222 884	59,2	153 863	40,8	376 747	100	225 827	59,7	152 376	40,3	378 203	100
Secondary education	201 212	51,7	188 095	48,3	389 307	100	209 623	52,7	188 367	47,3	397 990	100
General secondary education	103 239	53,2	90 350	46,7	193 589	100	108 052	54,6	89 691	45,4	197 743	100
Vocational and technical secondary education	97 973	50,1	97 745	49,9	195 718	100	101 571	50,7	98 676	49,3	200 247	100
Religious education	26 883	48,1	24 882	51,9	51 765	100	27 524	53,1	24 344	46,9	51 868	100

⁶⁴ In the previous monitoring report for the years 2016 and 2022, this indicator was given as "Vocational Education Center trainee distribution by sex", but in the 2015/'16 academic year, while Vocational Education Centers were provided independently, Vocational Education Centers were included in the scope of compulsory education as of January 2017 and the general vocational education of candidate apprentices, apprentices, journeymen and masters was transferred to the General Directorate of Vocational and Technical Education. In the previous monitoring report for 2021/'22, Vocational Courses information was entered for this indicator, and the name of the indicator was changed to Vocational Courses trainee distribution by sex for comparability.

	Data on Available Indicators (Education)												
CEID-Education 10			202	2			2024						
Distribution of scholarship students in primary and secondary education institutions	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	
by sex	181 572	56,7	138 889	43,3	320 461	100	196 048	55,2	159 078	44,8	355 126	100	
Basic Education	44 509	54,2	37 627	45,8	82 136	100	55 049	51,1	52 674	48,9	107 723	100	
Secondary Education	110 080	57,1	82 854	42,9	192 934	100	113 187	56,9	85 880	43,1	199 067	100	
Vocational and Technical Education	3 379	47,8	3 688	52,2	7 067	100	2 884	46,3	3 349	53,7	6 233	100	
Religious Education	23 381	61,8	14 449	38,2	37 830	100	24 705	59,4	16 878	40,6	41 583	100	
Special Education and Guidance Services	223	45,1	271	54,9	494	100	223	42,9	297	57,1	520	100	
CEİD-Education 11			202	2					202	4			
Capacity of dormitories under Higher Education, Credit and Dormitories Institution	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	
by sex	475 624	62,6	284 214	37,4	759 838	100	595 989	62,5	357 240	37,5	953 229	100	

Data on Available Indicators - STEM

		D	ata on Ava	ailable l	Indicator	s (STEN	M)					
			2018	3					20	22		
CEID- STEM 1	Fema (Numb		Male (Numb		Tota (Num		Female (Number)		Male (Number)		Total (Number)	
Average mathematics literacy score by sex	450,	7	456,5		45	454		0	45	6	45	3
CEID- STEM 2 Average sciences literacy score by sex	472		464,	6	46	468		478		3	47	6
CEID- STEM 3 Average literacy skills score by sex	478,	4	453,	1	46	6	46	8	44	4	45	6
CEID- STEM 4	2022								20	24		
Distribution of students in science high schools by sex and school type	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Public	65 133	49,7	65 900	50,3	131 033	100	71 721	50,1	71 431	49,9	143 152	100
Private	30 154	49,4	30 936	50,6	61 090	100	29 894	49,1	31 004	31 004 50,9		100
CEID- STEM 5			2021						20	23		
Percentage of vocational and technical secondary education graduates in total secondary education graduates by sex	Fema (%)		(%)	Male (%)		al)	Fema (%)	Mal (%)	Tot	5)
Secondary education graduates by sex	28,9)	30,3	3	29,	.7	22,6		27,	2	24	,9
CEID- STEM 6			2020						20	22		
R&D human resources distribution by sex and by occupational groups and	Fema (%)	le	Male (%)	•	Tota (%		Fema (%		Mal (%		Tot (%	
sectors)	35,9)	64,1		10	0	36,	8	63,	2	10	0
Researchers	36,7	1	63,3	}	10	0	37,	3	62,	7	10	0
Technicians and equivalent	29,6				10	-	30,		69,	,2 100		-
Other support personnel		38,1 61			10		41,			58,3 100		
Financial and non-financial institutions		26,0 74,0			100		27,3		72,7		10	-
State	30,2		69,8		10		31,		68,		10	
Higher education	44,8	3	55,2		100		47,	4	52,6		10	0

Data on Available Indicators - Access to Urban Rights and Services

Data on Available Indicators (Urban Rights)				
	20	23	20	24
CEİD- Urban Rights 1	33	266	33	67
Proportion of women in total personnel of the Turkish Union of Municipalities ⁶⁵ (%)	33) · ·	33	5
CEÍD- Urban Rights 2 Number of existing equality units in province and district municipalities	3	5	3	5
CEID- Urban Rights 3 Number of municipalities that are signatories to the CEMR European Charter for Equality of Women and Men in Local Life	6	4	6	6
	20	22	20	23
	Female (%)	Male (%)	Female (%)	Male (%)
CEİD- Urban Rights 4 Proportion of individuals who feel safe at night in their living environments	51,1	71,9	56,4	75,8
CEİD- Urban Rights 5 Proportion of individuals who feel safe while alone at home by sex	80,5	88,2	83,4	90,8
CEİD- Urban Rights 6 Proportion of individuals who are satisfied with municipal services to persons with disabilities by sex	49,1	52,7	47,9	46,6
CEID- Urban Rights 7 Proportion of individuals who are satisfied with municipal services to the sick and poor by sex	52,4	53,7	49,8	51,3
CEİD- Urban Rights 8 Satisfaction rate with the municipality's vocational training services by sex	54,3	53,3	51,1	49,2
CEID- Urban Rights 9 Satisfaction rate with municipality's lighting services by sex	73,2	72,3	71,7	70,2
CEID- Urban Rights 10 Proportion of individuals who are satisfied with the attitude of security forces (police and gendarme) to citizens by sex	71,6	73,3	71,5	75,3
CEİD- Urban Rights 11 Proportion of individuals who are satisfied with public security and safety services by sex	75,1	76,6	73,3	75,9
CEİD- Urban Rights 12 Proportion of individuals who are satisfied with municipal green spaces by sex	59,5	58,9	57,0	56,9
CEÍD- Urban Rights 13 Proportion of individuals who are satisfied with municipal services in providing roads/sidewalks by sex	58,5	57,1	54,8	52,7

 $^{^{65}}$ UMT Annual Activity Reports (2022, 2023). Online access: $\underline{\text{https://www.tbb.gov.tr/Tr/icerik faaliyet-raporu 25}}$ / (Date of access: 31.10.2024)

⁶⁶ Data for 2022

⁶⁷ 2023 data

Data on Available Indicators - Women Refugees

Data	on Availab	ole Indicator	s (Women R	Refugees)		
CEID- Refugee 1		2021			202468	
Distribution of population under temporary	Female (Number)	Male (Number)	Total (Number)	Female (Number)	Male (Number)	Total (Number)
protection by sex	1 695 967	1 974 102	3 670 069	1 492 547	1 630 452	3 122 999
CEID- Refugee 2		2021			2023	
Gender-based rate of school enrolment in persons under temporary protection ⁶⁹	Female (Number)	Male (Number)	Total (Number)	Female (Number)	Male (Number)	Total (Number)
Distribution of preschool students by sex	15 794	16 818	32 612	-	-	56 050
Distribution of primary school students by sex	170 887	181 968	352 855	-	-	365 000
Distribution of secondary school students by sex	134 292	140 155	274 447	-	-	278 593
Distribution of high school students by sex	56 833	54 177	111 010			112 217
Distribution of Syrian citizens attending higher education by sex ⁷⁰	21 431	31 666	53 097	27 567	33 183	60 750
CEID- Refugee 3 Distribution of women under temporary protection by their levels of education ⁷¹			:	2018		
Proportion of illiterates				21,9		
Proportion of those who never attended school or attended primary or secondary school				58,5		
Proportion with education above secondary school				19,6		
Proportion of working women under temporary protection				8,7		
Proportion of women under temporary protection accessing family planning services				67,4		
Proportion of women under temporary protection accessing antenatal care services				92,9		
Proportion of women under temporary protection accessing postnatal care services				89,4		

⁶⁸ As of July 2024.

⁶⁹ MoNE Lifelong Learning GD Monitoring and Evaluation Report does not provide a gender breakdown of students under temporary protection as of 2023.

⁷⁰ Obtained from higher education statistics. <u>https://istatistik.yok.gov.tr/</u>

⁷¹ HUIPS TDHS 2018 Survey.

	Data on Available Indicators (Women Refugees)											
CEİD- Refugee 4	2021 2023											
Distribution of Syrians with work	Female (Number)	Male (Number)	Total (Number)	Female (Number)	Total (Number)							
permits by sex ⁷²	4 383	59 406	63 789	6 398 102 122 108 520								
CEID- Refugee 5		2021		2023								
Number of international protection applicants ⁷³		31 334			19 017							

MoLSS Work Permit Statistics,
 The GİB does not provide a gender breakdown of international protection applicants.

Data on Available Indicators - Trafficking in Human Beings and Women

Data on Available Indicators (Trafficking in Huma	2020	2021	2022	2023
	Total	Total	Total	Total
	(Number)	(Number)	(Number)	(Number)
CEİD- Trafficking in Human Beings and Women 1	282	402	343	22374
Total number of detections	202	102	0.10	220
CEİD- Trafficking in Human Beings and Women 2	221	321	283	
Number of women		02.	200	
CEID- Trafficking in Human Beings and Women 3	165	118	72	40
Number of child victims	100	110	, 2	10
CEİD- Trafficking in Human Beings and Women 4	160	200	161	
Trafficking in Women/human beings for sexual exploitation ⁷⁵				
CEİD- Trafficking in Human Beings and Women 5				
Ratio of trafficking in women/human beings for sexual exploitation to total detections	56,7	49,7	46,9	
(percentage)				
CEİD- Trafficking in Human Beings and Women 6	73	111	107	
Human trafficking for labor exploitation				
CEİD- Trafficking in Human Beings and Women 7				
Proportion of total detection of trafficking in women/human beings for labor exploitation	25,9	27,6	31,1	
(percentage)				
CEİD- Trafficking in Human Beings and Women 8	4	54	41	
Trafficking in women/human trafficking through forced marriage		34	71	
CEİD- Trafficking in Human Beings and Women 9	43	22	16	
Trafficking in human beings through forced begging		22	10	
CEID- Trafficking in Human Beings and Women 10 ⁷⁶	56,4	39,3	33,3	
Proportion of victims of Syrian nationality (percentage)	30,4	37,3	99,5	
CEID- Trafficking in Human Beings and Women 11	55	92	71	
Number of beneficiaries of Voluntary Return Support	99	72	7 1	
CEID- Trafficking in Human Beings and Women 12	2	2	2/(30+12)	
Total number of shelters / bed capacity		2	27 (30112)	
CEİD- Trafficking in Human Beings and Women 13	183/145	144/85	98/43	
Number of victims granted recovery time / Number of Syrian Refugees	100/140	144/03	707-13	
CEID- Trafficking in Human Beings and Women 14	41	67	57	
Number of victims granted residence permit	71	0,	37	

⁷⁴ The Directorate of Migration Management (DGMM) did not provide a gender breakdown of trafficking victims for 2024.

⁷⁵ The data for this and the following five indicators are taken from the National Report on Combating Trafficking in Human Beings in Turkey (2023:36)

⁷⁶ 10-14. indicator data Coşkun E. (2024) Human/Female Trafficking and Gender Equality Mapping and Monitoring Study: 2021-2023 Update, CEİD, pp.26-27

Data on Available Indicators - Health

	Data	on Available	Indicators (He	ealth)						
CEİD- Health 1		2020-2022			2021-2023 ⁷⁷					
Life expectancy at birth by sex (years)	Female (Number) 80,3	Male (Number) 74,8	Total (Number) 77,5	Female (Number) 80,0	Male (Number) 74,7	Total (Number) 77,3				
CEID- Health 2	80,3	74,0		,	74,7	77,3				
Satisfaction with overall health status by sex (satisfied, very satisfied)		Female (%) 63,7	2023 Male (%) 74,8							
CEID- Health 3			20	19						
Proportion of people with low physical activity by sex	(%	•		ale %)	Total (%)					
(EUROSTAT)	53	3,1	31	1,7	42	2,4				
CEİD- Health 4			2022							
Usage of tobacco and tobacco products for ages 15 + by sex	Fen (%			ale %)	Total (%)					
(Everyday users)	15	5,5	41	1,3	28,3					
CEİD- Health 5 Obesity rate for ages 15 + by sex	23	3,6	16	5,8	20),2				
CEID- Health 6		2018			2019					
Total incidence of cancer by sex (in 100,000. According to Word	Female		Male	Female		Male				
Standard Population)	188,0		262,4	193,4		264,9				
CEID- Health 7		2019	2022							
Proportion of women aged 15+ who have never performed a breast self-examination		54,3			52,4					

⁷⁷ https://data.tuik.gov.tr/Bulten/Index?p=Hayat-Tablolari-2021-2023-53678#:~:text=T%C3%BCrkiye'de%202020%2D2022%20d%C3%B6neminde%20erkeklerde%2074%2C8%20y%C4%B1l,

	Data on Available Indic	cators (Health)				
CEID- Health 8	2019		2022			
Proportion of women aged 15+ who have never had cervical screening	61,2		64,4			
CEID- Health 9	2020		2022			
Proportion of caesarean births in all hospital deliveries	59,6		62,8			
CEID- Health 10	2020	2022	2023			
Maternal mortality rate (in 100,000 live births)	13,1 ⁷⁸	12,6	13,5			
CEİD- Health 11		2015				
Causes of pregnancy-related deaths		Female (%)				
Directly obstetric causes		41,1				
Indirectly obstetric causes		51,5				
Cause not known		6,6				
CEID- Health 11	2018	2022	2023			
Rate of adolescent (Age 15-19) motherhood	3,5	12	11			
CEİD- Health 12			2018			
Rate of receiving four or more care service	es during antenatal period (Age		(%)			
group 15-49, married women or women	with partners)		90			
CEID- Health-13 Rate of receiving postnatal care (Age growomen with partners)	oup 15-49, married women or	96				
CEID- Health-14 Rate of unmet need for contraceptive us women or women with partners)	se (Age group 15-49, married		12			

 $^{^{78}}$ When Covid-related deaths are included, the rate rises to 19.9% for 2020.

Data on Available Indicators - Sport

			Data on A	Availab	le Indicato	rs (Sp	ort)					
CEİD- Sport 1			2018						202	3		
·	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Distribution of licensed athletes by sex	1 646 102	33,5	3 261 853	66,5	4 907 955	100	-	-	-	-	-	-
CEID-Sports 2 Distribution of active athletes by sex	261 849	37,6	433 849	62,4	695 698	100	-	-	-	-	-	-
CEID-Sport 3 Distribution of licensed (active) athletes by gender ⁷⁹	-	-	-	-	-	-	2 678 104	36,7	4 615 938	63,3	7 294 042	100
CEID-Sport 4 Distribution of coaching certificates by sex	6 116	39,7	9 308	60,3	15 424	100	11 511	44,9	14 119	55,1	25 630	100
CEID-Sports 5			2021						202	3		
Distribution of women and men in the decision-making	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
mechanisms of federations (⁸⁰) (president, general secretary) of the top eight most funded sport types	6	5,0	114	95,0	120	100	6	5,2	109	94,8	115	100
CEID-Sports 6 Distribution of women and men on the boards of federations (of the top eight most funded sports)	2	25,0	6	75,0	8	100	2	25,0	6	75,0	8	100

⁷⁹ In 2018, the number of licensed and active athletes were published separately, while in 2023 the number of licensed (active) athletes was presented as a single indicator. In addition, the criteria for being a licensed athlete were changed in 2023.

⁸⁰ The top eight most funded sports: *Turkish Basketball Federation, Turkish Wrestling Federation, Turkish Swimming Federation, Turkish Ski Federation, Turkish Volleyball Federation, Turkish Taekwondo Federation, Turkish Golf Federation, Turkish Cycling Federation.*

Data on Available Indicators - Violence Against Women

Data on Available Indicators (Violence A	Against Women)					
CEÍD- VAW 1	20	14 ⁸¹				
Rates of different forms of violence to women by their intimate male partners (women aged 15-59 and disaggregated by physical, sexual and emotional violence)		nale %)				
Prevalence of physical violence	3	36				
Prevalence of sexual violence	1	12				
Prevalence of physical and/or sexual violence	3	38				
Prevalence of emotional violence	2	14				
Physical violence during pregnancy	8	3,3				
CEİD- VAW 2 Prevalence of stalking (15-59 age group)	2	27				
CEID- VAW 3 Rate of women applying to institutions for incidences of violence (%)	11					
CEİD- VAW 4 Number of shelters	2020	2023 ⁸²				
Number of guesthouses managed by the Ministry	110	112				
Number of guesthouses managed by local governments	32	33				
Number of guesthouses managed by the Ministry of Interior	2	3				
Number of shelters managed by civil society organizations	1	1				
CEID- VAW 5 Number of persons utilizing women's guesthouses	2020	202383				
Number of women benefiting from women's guesthouses	3 766	-				
Number of children benefiting from women's guesthouses	2 413	-				
Number of women receiving services from women's guesthouses	33 647	39 681				
Number of children receiving services from women's guesthouses	19 668	26 223				
Capacity	2 743	2 805				
CEİD- VAW 6 Number of ŞÖNİM	81	84				

⁸¹ Turkey Research on Domestic Violence against Women 2014. https://dspace.ceid.org.tr/handle/1/135

⁸² KSGM (2023). Female in Turkey 2023. Ministry of Family and Social Services General Directorate on the Status of Women. (https://dspace.ceid.org.tr/handle/1/2150)

⁸³ Ministry of Family and Social Services Statistical Bulletin August 2024 Access address: https://www.aile.gov.tr/sgbd/istatistik-sayfalari/aylik-istatistik-bulteni/ Access date: 07.11.2024

Data on Available Indicators (Violence	e Against Women)	
CEÍD- VAW 7 Number of persons utilizing ŞÖNİMs	2020	2023 ⁸⁴
Total	220 708	313 475
Number of women utilizing ŞÖNİMs	189 663	273 222
Number of children utilizing ŞÖNİMs	14 397	11 901
Number of men utilizing ŞÖNİMs	16 648	28 352
CEİD- VAW 8	2020	202385
Ministry of Justice - Chief Public Prosecutor's Office Number of Domestic Violence Crimes Investigation Bureau	192	225
General Directorate of Security - Number of Bureau Directorates for Combating Domestic Violence and Violence against Women	215	1005
Gendarmerie General Command - Number of Children and Women Section Chiefs	92	242
Ministry of Justice - Number of Forensic Interview Rooms	131	152
CEID- VAW 9 Number of provinces preparing a Provincial Action Plan for Combating GBVAW	81	81
CEID- VAW 10 Number of Sexual Harassment and Assault Centers in Universities	16	4386
CEÍD- VAW 11 Number of cases of feminicide	2021	2023
BİANET ⁸⁷	339	333
We Will Stop Femicide Platform ⁸⁸	425	563
CEID- VAW 12 Availability of 7/24 special service lines for cases of violence against women (yes/no))	No.	No.
CEID- VAW 13 Istanbul Convention in effect (yes/no)	Yes	No.

⁸⁴ Ministry of Family and Social Services Statistical Bulletin August 2024 Access address: https://www.aile.gov.tr/sqbd/istatistik-sayfalari/aylik-istatistik-bulteni/ Access date: 07.11.2024

⁸⁵ KSGM (2023). Female in Turkey 2023. Ministry of Family and Social Services General Directorate on the Status of Female. (https://dspace.ceid.org.tr/handle/1/2150)

⁸⁶ XXI. Workshop of the Interuniversity Collaboration, Support and Communication Group Against Sexual Harassment and Assault (December 2, 2022) Workshop Summary Text

⁸⁷ Bianet Male Violence Tally. Available at: https://bianet.org/proje/erkek-siddeti-cetelesi-285345#google_vignette. Access date: 07.10.2024

⁸⁸ We Will Stop Femicide Platform. Access address: https://kadincinayetlerinidurduracagiz.net/kategori/veriler?sayfa=4. Access date: 07.10.2024

Data on Available Indicators - CEFM

Data on Available Indicators	(CEFM)								
CEÍD-CEFM 1			201	0					
Proportion of women aged 20-24 who married before the age 18 and 15									
Before the age of 18									
Before the age of 15			2,0)					
CEID-CEFM 2		2018			2024				
Whether Lanzarote Convention is in effect (yes/no)		Yes			Yes				
CEÍD-CEFM 3 Presence of a national strategy and action plan to prevent CEFM and harmful traditional practices on women/girls (yes/no)	No. No.								
a-i- a			201	9					
CEID-CEFM 4 Proportion of students aged 14-17 enrolled in open education high schools by sex	F (N)	F (%)	M (N)	M (%)	T (N)	T (%)			
	108 453	43,7	139 927	56,3	248 280	100			
CEID-CEFM 5			201	8					
Proportion of those with correct information about when conception is possible by age			Female	(%)					
15-19			17,8						
20-24			27,9	9					
CEÍD-CEFM 6 Proportion of women aged 20-24 who married before the age 18 whose marriage decision was made by families			46						
CEÍD-CEFM 7 Proportion of consanguineous marriages in women aged 20-24 who married before the age 18			37						
CEÍD-CEFM 8			38						
Proportion of cases of bride wealth in women aged 20-24 who married before the age 18			30						
CEÍD-CEFM 9 Forms of marriage ceremony and their order in women aged 20-24 who married before the age 18									
Proportion of marriages acted only through religious ceremony			7						
Proportion of marriage acts with both religious and civil ceremonies while religious ceremony preceded the other			64						
Proportion of marriage acts with both religious and civil ceremonies while civil ceremony preceded the other			25						
Proportion of marriages acted only through civil ceremony			4						
CEÍD-CEFM 10 Age difference in couples aged 20-24 who married before the age 18									
Proportion of marriages where the male is at least 10 years older			16						
Proportion of marriages where the male is older by 5-9 years			50						
CEID-CEFM 11 Preferred marriage age average for women aged 20-24 who married before the age 18			22,	6					

Data on Available Indicators - Media

		Data	on Ava	ailable	Indicat	ors (M	edia)					
CEID- Media 1			20	21					20	22		
Distribution of printed media workers by sex	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)
Publication section	10 405	38,6	16 548	61,4	26 953	100	9 143	38,2	14 762	61,8	23 905	100
Printing and circulation section	825	6,3	12 354	93,7	13 179	100	559	5,0	10 670	95,0	11 229	100
CEID- Media 2			20	21					20	22		
Distribution of title by sex	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)
General Director	99	23,7	319	76,3	418	100	123	28,0	317	72,0	440	100
Publication Director	321	22,1	1 130	77,9	1 451	100	236	19,6	966	80,4	1 202	100
Chief Editor	335	25,7	970	74,3	1 305	100	289	25,4	850	74,6	1 139	100
Managing Editor	600	30,7	1 352	69,3	1 952	100	576	31,7	1241	68,3	1 817	100
Page Editor	1 714	45,0	2 097	55,0	3 811	100	1 572	46,0	1 846	54,0	3 418	100
CEİD- Media 3			20	21					20	22		
Distribution of personnel in regulating bodies and state-run media corporations by sex	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)
Number and distribution of Radio and Television Supreme Council employees by sex	243	39,8	367	60,2	610	100	261	41,1	374	58,9	635	100
			20	22					20	23		
Number and distribution of employees of the Directorate of Communication by sex	545	43	709	57	1254	100	631	45	773	55	1404	100
			20	23					20	24		
	Female (%)				Male (%)		Female (%)			Male (%)		
CEID- Media 5 Rate of internet use by sex	83,3			90,9			85,4			92,2		
CEID- Media 6 Rate of social media use by sex ⁸⁹		84,3			89,1			85,5			89,4	

⁸⁹ Proportion of Internet users using the Internet for private activities in the last 3 months by gender - Creating a profile on social media (Facebook, Twitter, Instagram, etc.), sending messages or sharing content such as photos, etc. In the previous report, this indicator was defined as "Proportion of individuals having their own personal social media account by sex".

	Data on Available Indicators (Media)											
			20	23					20	24		
CEİD- Media 7	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)	Female (N)	Female (%)	Male (N)	Male (%)	Total (N)	Total (%)
Distribution of students studying at Communication Faculties affiliated to YÖK by sex ⁹⁰	35 600	48,7	37 507	51,3	73 107	100	38 384	49,8	38 769	50,2	77 153	100
CEID- Media 8 Distribution of academic staff by sex in Faculties of Communication	1 083	51,4	1 023	48,6	2 106	100	1 125	51,3	1 068	48,7	2 193	100

 $^{^{90}}$ Calculated by taking into account the number of students in the Faculty of Communication and Faculty of Communication Sciences.

Data on Available Indicators - Access to Justice

		Data or	n Available	Indica	tors (Acce	ss to J	ustice)						
CEID- Access to Justice 1			2021						202	23			
Total number and distribution of victims	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	
and complainants of a criminal offence by sex and nationality	726 872	34,4	1 388 612	65,6	2 115 484	100	968 228	32,2	2 041 627	67,8	3 009 855	100	
Turkish citizens	679 650	34,5	1 292 519	65,5	1 972 169	100	909 984	32,2	1 913 543	67,8	2 823 527	100	
Foreigners	47 222	32,9	96 093	67,1	134 330	100	58 244	31,3	128 084	68,7	186 328	100	
CEİD- Access to Justice 2			2021						202	23			
	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	
Number and distribution of persons tried for criminal offences by sex and age	507 147	10,7	4 167 026	89,3	4 722 878	100	360 904	11,5	2 773 671	88,5	3 134 575	100	
12-14	10 262	10,8	84 952	89,2	95 214	100	3 432	17,4	16 325	82,6	19 757	100	
15-17	10 885	8,1	122 796	91,9	133 681	100	7 033	11,1	56 589	88,9	63 622	100	
18+	455 477	10,7	3 784 204	89,3	4 239 681	100	350 439	11,5	2 700 757	88,5	3 051 196	100	
CEID- Access to Justice 3 Number of court decisions given according						2021 Total (Number)				2023 ⁹¹ Total (Number)			
Total number of re						134					-		
Number of requests f						15 5					-		
Number of requests for pro						92 3			-				
Total number of decisions about pr						134 2 4	-		-				
Total number of objections to decisions of Total number of rejections to objection			e detention a			18					-		
Total number of accepted objections to	decisions of pre	eventive de		ding Law no. 6284		51	9				-		

 $^{^{\}rm 91}$ In 2023, these numbers were not made public.

	Data c	n Avail	able Indi	icators	(Acces	s to Ju	ustice)					
			2021						202	23		
CEİD- Access to Justice 4	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Number and distribution of staff in the judiciary by sex	7 388	37,8	6 040	62,2	11 973	100	8 430	37,7	13 909	62,3	22 359	100
Number and distribution of judges in judicial justice by sex	4 882	51,2	4 657	48,8	9 539	100	5 209	51,8	4 838	48,2	10 047	100
Number and distribution of judges in administrative justice by sex	398	30,2	918	69,8	1 316	100	599	49,7	606	50,3	1 205	100
Number and distribution of judges in regional courts of justice by sex	792	36,2	1 396	63,8	2 188	100	903	37,8	1 484	62,2	2 387	100
Number and distribution of judges in regional administrative courts by sex	130	31,4	284	68,1	414	100	147	32,6	304	67,4	451	100
Number and distribution of judges in Constitutional Court by sex	27	21,4	99	78,6	126	100	34	24,6	104	75,4	138	100
Number and distribution judges in the Council of State by sex	239	42,2	327	57,8	566	100	239	42,5	323	57,5	562	100
Number and distribution of public prosecutors in judicial justice by sex	1 140	17,0	5 584	83,0	6 724	100	1 208	17,9	5 540	82,1	6 748	100
Number and distribution of public prosecutors in regional courts of justice by sex	18	6,6	256	93,4	274	100	26	7,4	325	92,6	351	100
Number and distribution of chief prosecutors in judicial justice by sex	3	1,3	223	98,7	226	100	7	3,0	224	97,0	231	100
Number and distribution of prosecutors in the Court of Appeals by sex	33	16,2	171	83,8	204	100	31	16,1	162	83,9	193	100
Number and distribution of prosecutors in the Council of State by sex	24	55,8	19	44,2	43	100	27	58,7	19	41,3	46	100

Data on Available Indicators - Masculinity

Data on Available	e Indicato	ors (Ma	sculinit	y)						
CEID- Masculinity 1	2019									
Distribution of beliefs about male superiority by sex	Female (Number)	Female (%)	Male (Number)	Male (%)						
"Women having equal rights with men is one of the fundamenta	109	9,4	114	9,7						
"Men generally make better	534	45,8	716	61,2						
"Receiving university education is more important for the male	356	30,0	417	35,3						
"If a country is struggling with unemployment, employment is m	551	46,6	685	57,8						
"Men generally make better cor	480	41,6	637	55,3						
"It is sometimes necessa	60	5,0	39	3,2						
CEID- Masculinity -2				2021						
CEID- Mascullinty -2	Joint		One Person							
Distribution of household-level decision makers by sex	Decision	Female (%)	Male (%)	Total (%)						
C	88,4	6,2	5,3	11,6						
	70,4	27,7	1,9	29,6						
	90,6	6,3	3,0	9,4						
Ch	86,4	11,7	1,9	13,6						
	93,3	3,4	3,3	6,7						
	93,1	4,4	2,6	6,9						
When choosing furniture, white go	88,3	8,3	3,4	11,7						
		ily shoppi		81,2	14,7	4,1	18,8			
	enditures	85,4	6,4	8,2	14,6					
Family activities such as eating, drinking and e				94,2	3,0	2,8	5,8			
	e type and I		f vacation	94,7	2,4 2,9 5,3 2021					
CEID- Masculinity 3	EİD- Masculinity 3 2016									
Proportion of people participating in the division of domestic labour by gender	Female (%)	Male (%)	Total (%)	Household Not Individual ⁹²	Female (%)	Male (%)	Total (%)			
Cooking	91,2	8,8	96,9	3,8	85,4	10,8	96,2			
Daily food and beverage shopping	54,5	45,5	96,8	4,0	46,7	49,3	96,0			
Payment of monthly bills	22,3	77,7	95,1	4,7	21,2	74,1	95,3			
Minor maintenance and repair	11,1	88,9	80,6	25,2	9,6	65,2	74,8			
House whitewash and paint	19,6	80,4	49,0	54,3	8,1	37,6	45,7			
Iron	89,7	10,3	89,6	6,7	81,8	11,5	93,3			
Laundry (including using the washing machine)	91,3	8,8	97,0	3,4	85,6	11,0	96,6			
Dishwashing (including using the dishwasher)	90,8	9,2	97,5	2,6	85,6	11,8	97,4			

 $^{^{92}}$ Data for 2016 and 2021 are different due to the new category "no household member".



Data on Available I	ndicators	(Mase	culinity)					
CEID- Masculinity 3 (Continued)		2016		2021				
Proportion of people participating in the division of domestic labour by gender	Female (%)	Male (%)	Total (%)	No Household Member ⁹³	Female (%)	Male (%)	Total (%)	
Simple sewing, button sewing								
Tea service in the evening	89,3	10,7	97,8	3,0	83,4	13,6	97,0	
Setting and clearing the table	89,9	10,1	98,0	2,5	84,8	12,7	97,5	
Daily tidying and cleaning of the house	91,3	8,7	97,1	3,6	85,4	11,1	96,4	
Weekly and monthly cleaning of the house	92,0	8,0	90,9	8,8	80,9	10,3	91,2	
Child care				3,3	94,4	2,3	96,7	
CEİD- Masculinity 4			2014					
Distribution of male perpetrators of violence by their work status				Male (%)				
Distribution of male perpetrations of violence by their work status		Working	36,9					
	ot working	38,9						
CEID- Masculinity 5	7.10	<u> </u>	2014					
Distribution of male perpetrators of violence by their educational statu			Male (%)					
Significant for many portformations of the formation of t	No	education	43,3					
	Prim	ary school	40,9					
	Second	ary school	35,8					
		igh school	29,8					
Uni	ersity gradu	uate, post	-graduate	20,5				
CEID- Masculinity -6				2016				
Distribution of discipline methods by sex		Mothe	r			Total		
-		(%) 9,5		(%) 8.1		(%) 8,9		
LOC	Locking up in a room Restricting play							
C. H			38,1		40,2 3 15,3 1,			
	money V time	13,3 40,5				14,2 10,8		
·	olding	76,2				72,6		
	atment	26,4				22,5		
Postricti		36,6				34,4		
	Restricting new purchases Restricting time with friends						14,3	
- Nesurcuit	eating	16,0 25,6		12,2 14,3		20,7		
	pping	37,5		26,2		32,6		
Ra	et use	47,3		50,5		48,7		
		30,0		30,8				
Banning	Banning mobile phone use Other						0,3	

 $^{^{\}rm 93}$ Data for 2016 and 2021 are different due to the new category "no household member".

Data on Available Indicators (Masculinity)																
CEID- Masculinity 7		2022		2023												
Distribution of	Mother (Number)	Mother (%)	Father (Number)	Father (%)	Total (Number)	Total (%)	Mother (Number)	Mother (%)	Father (Number)	Father (%)	Total (Number)	Total (%)				
single-parent households by sex	1 964 085	77,0	585 315	23,0	2 549 400	100	2 164 825	77,5	629 921	22,5	2 794 746	100				
CEID- Masculinity 8			2020)		2022										
Time spent on childcare by fathers		Father (%)							Father (%)							
Paying attention to		51		44												
Walking around together		45		38												
Playing with			36				33									
Interest in issues related to creche, school		27		26												
Studying together		29							25							
Reading books		19		20												
Putting to sleep		13		19												
Feeding		13		21												
Giving bath		10		15												
Changing		8														

Data on Available Indicators - Access to Religious Services

	Data	on Avai	lable Ind	icators (Access t	o Religi	ous Serv	ices)							
CEİD-Access to Religious Services 1	2023							2024							
Number of staff managing religious services by sex	Female (Number)		Male (Number)		Total (Number)		Female (Number)		Male (Number)		Total (Number)				
Department of Religious Affairs (DİB), President	0		1		1		0		1		1				
Deputy Presidents of the Department of Religious Affairs (DİB)	1		4		5		1		4		5				
Chair of the Supreme Board for Religious Affairs (DİYK)	0		1		1		0		1		1				
Members of the Supreme Board for Religious Affairs (DİYK)	0		14		14		0		14		14				
Experts of the Supreme Board for Religious Affairs (DİYK)	6		76		82		4		48		52				
CEID-Access to Religious Services 2			2021			2024									
Number of muftis in the Department of	Female (Number)		Male (Number)		Total (Number)		Female (Number)		Male (Number)		Total (Number)				
Religious Affairs by sex	()	81		81		0		81		81				
CEİD-Access to Religious Services 3				16					20						
Distribution of personnel in family religious guidance offices in the	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)			
Department of Religious Affairs by sex	243	31,8	521	68,2	764	100	1457	66,9	721	33,1	2178	100			
		,	20				2023								
CEID-Access to Religious Services 4	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)			
Distribution of personnel in the	25 063	19,2	105 445	80,8	130 508	100	29 311	21	110 874	79	140 185	100			
Department of Religious Affairs by sex	2019						2023								
	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)			
Headquarters	111	8,0	1 291	92,0	1 402	100	-	-	-	-	-	-			
Branch offices	17 624	17,3	84 457	82,7	102 081	100	-	-	-	-	-	-			
Education centre directorates	89	7,0	1 180	93,0	1 269	100	-	-	-	-	-	-			
Mission abroad	0	0	62	100	62	100			-	-	-	-			
Total	17 824	17,0	86 990	83.0	104 814	100	25 063	23,8	105 445	80,8	130 508	100			

	Data	on Avai	lable Ind	icators	Access to	o Religi	ous Serv	ices)				
CEID-Access to Religious Services 5			20	22					20	23		
Division for the state of the	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Distribution of teachers in the General	27 721	57,8	20 247	42.2	47 968	100	27 019	58,1	19 453	41.9	46 472	100
Directorate of Religious Teaching by sex	27 721	37,0		,	47 900	100	27 019	36,1			46 472	100
CEID-Access to Religious Services 6	Famala	Famala	20 Male	Z 1 Male	Total	Total	Female	Familia	20 Male	Z3 Male	Total	Total
Distribution of academic staff in YÖK	Female (Number)	Female (%)	(Number)	(%)	(Number)	Total (%)	(Number)	Female (%)	(Number)	(%)	(Number)	Total (%)
faculties of theology by sex	702	21,3	2 594	78.7	3 296	100	1 062	21.7	3 823	78,3	4 885	100
CEID-Access to Religious Services 7	, 02	2.70	20	- ,	0 2 7 0		. 002	2.77	20	<u> </u>	. 555	
	Female	Female	Male	Male	Total	Total	Female	Female	Male	Male	Total	Total
Distribution of persons practicing haj and	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
umrah by sex	72.140	56,3	56 087	43,7	128 227	100	85 663	57,9	62 237	42,1	147 900	100
Haj	40 799	52,5	36 973	47,5	77.772	100	42 144	53,9	35 994	46,1	78 138	100
Umrah	31 341	62,1	19 114	37,9	50.455	100	43 519	62,4	26 243	37,6	69 762	100
CEİD-Access to Religious Services 8			20	20					20	23		
Distribution of students in Quran courses	Female	Female	Male	Male	Total	Total	Female	Female	Male	Male	Total	Total
of the Department of Religious Affairs by	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)	(Number)	(%)
sex ⁹⁴	310 078	80,4	75 701	19,6	385 779	100	598 563	80,1	148 861	19,9	747 424	100
4-6 age group	53 388	50,6	51 981	49,4	105 369	100	54 425	43,5	70 572	56,5	124 997	100
CEİD-Access to Religious Services 9			20	19			2023					
Distribution of theology students in YÖK universities by sex and degree	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
programme	220 194	59,2	151 703	40,8	371 897	100	163 808	59,3	112 283	40,7	276 091	100
Two-year degree	141 810	59,2	97 646	40,8	239 456	100	80 591	59,8	54 293	40,2	134 884	100
Graduate degree	72 053	62,2	43 797	37,8	115 850	100	75 191	62,4	45 343	37,6	120 534	100
Post-graduate degree	4 946	41,8	6 895	58,2	11 841	100	6 505	41,9	9 023	58,1	15 528	100
Doctoral degree	1 385	29,2	3 365	70,8	4 750	100	1 521	29,6	3 624	70,4	5 145	100
CEID-Access to Religious Services 10			20	21					20	23		
Mosques/places of worship that are fit for women's equal use/participation (i.e. spaces for praying, toilet, ablution, etc.) (No, %) ⁹⁵		Total (Number)			Total (%)			Total (Number)			Total (%)	
Prayer location Ablution place		67 383 32 965			55,5 35,7			12 300			97	

 $^{^{94}}$ Total numbers do not include students in the 4-6 age group attending Qur'an courses. 95 Data sources for 2019 and 2021 are different.

Data on Available Indicators - Participation to Politics and Decision-Making

	Data	on Avail	able Ind	icators (F	Participa	ation to F	Politics a	and Deci	sion-Ma	king)			
CEID-Political Par	ticipation 1			20	21					20	23		
Number and distri	bution of deputies liament by sex	Female (Number)	Female (%) 17,4	Male (Number) 481	Male (%) 82.6	Total (Number)	Total (%) 100	Female (Number)	Female (%) 19,9	Male (Number) 475	Male (%) 80.1	Total (Number)	Total (%) 100
CEID-Political Par					19				, .		24		
Number and distri	bution of mayors by sex	Female (Number)	Female (%) 3,0	Male (Number)	Male (%) 97.0	Total (Number)	Total (%) 100	Female (Number)	Female (%) 5,6	Male (Number)	Male (%) 94,4	Total (Number)	Total (%) 100
CEID-Political Par	ticipation 3	71	3,0		19	1 307	100	2024				100	
	bution of municipal	Female (Number) 2 284	Female (%) 11,0	Male (Number) 18 461	Male (%) 89.0	Total (Number) 20 745	Total (%)	Female (Number) 2 961	Female (%)	Male (Number) 22 093	Male (%) 88,2	Total (Number) 25 054	Total (%) 100
CEID-Political Par		2201	11,0		22	20710	100	2 701	11,0		24	20 00 1	100
	ning body members of	Fen (Nun			ale nber)	To (Nun		Fen (Nun	nale nber)		ale nber)	Tot (Num	•
lunting and	Chair	()	•	1	•	1	()		1	1	
Justice and Development	Deputy-Chair	1			7	3	3	()	:	2	2	
Party	Central Executive Board Members	Ę	5	2	2	2	7		6	2	1	2	7
	Chair	()	•	1	,	1	()		1	1	
Republican	Deputy-Chair	3	3	14		1	7	8	3	14		2	2
People's Party	Central Executive Board Members	Ĺ	5	1	2	1	7	8	3	1	4	2	2
5 1 15 15	Chair	1		,	1		2	•	1		1	2	
Peoples' Equality and Democracy	Deputy-Chair	Į.	5		7	1	2	4	4	(5	1	0
Party (DEM Party)	Central Executive Board Members	1	1	1	9	3	0	1	9	2	3	4.	2
	Chair	()	•	1	•	1	()		1	1	
Nationalist	Deputy-Chair	2	2	1	0	1	2	•	1	1	1	1.	2
Movement Party	Central Executive Board Members	Ę	5	7	0	7	5	-	7	8	6	9	3
	Chair	1)	•	·)			1	
İyi Party	Deputy-Chair	4	1	1	2	1	6	4	4	1	3	1	7
	Central Executive Board Members	2	0	5	3	7	3	2	1	4	4	6	5
				20	19					20	23		
CEID-Political Par	•	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
	bution of candidates in litical parties by sex	996	20,5	3.855	79,5	4 851	100	3 276	25,1	9 761	74,9	13 035	100

CEID-Political Participation 6						20)24					
Number and distribution of local election winners by sex	Fen (Nun	nale	Fem		Ma (Num	ile	Ma (%		Tot (Num		Tot	
Metropolitan Municipality Mayor	(16		2		83		3		10	•
Metropolitan District Mayor	4	8	9,	<u> </u>	47	'1	90	<u> </u>	51	9	10	0
Municipal Council Member	2 9	961	11		22 ()93	88	3,2	25 ()54	10	0
Provincial Mayor	6	5	11	·	4.	5	88	•	5	1	10	0
District and Township Major	1	9	2,	4	78	3	97	',6	80)2	10	0
Provincial General Assembly Member	6	3	4,	.9	12	19	95	5,1	12	82	10	0
Village Headperson	16	52	0,		18 ()41	99),1	18 2	203	10	0
Neighbour Headperson	1 5	23	4,7 30 648		95	25,3 32 171		171	1 100			
Village Board of Elderly	1 7	'90	2,	.9	59 9	989	97	',1	61 7	779	10	0
Neighbourhood Board of Elderly	8 0	124	6,	.8	109	584	93	3,2	117	608	10	0
CEID-Political Participation 7			20:	21					20:	23		
Number and distribution of persons from selected specialized professional groups by sex	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Ambassador ⁹⁶	73	26,5	202	73,5	275	100	81	27,3	216	72,7	297	100
Local administrative supervisor	101	5,2	1.828	94,8	1 939	100						100
Governor	2	2,5	79	97,5	81	100	3	3,7	78	96,3	81	100
District Governor ⁹⁷	81	7,1	1 059	92,9	1 140	100	38	4,1	884	95,9	922	100
Police ⁹⁸	22 099	8,4	240 984	91,6	263 083	100	-	10,3	-	89,7	-	100
CEID-Political Participation 8			20:	21					20:	23		
Distribution of the management of bureaucracy by sex	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Public employees	-	40,6	-	59,4	-	100		42,1		57,9		100
Minister	1	1	16	1	17	100	1	ı	16	-	17	100
Senior Manager ⁹⁹	-	12,2	-	87,8	-	100	834	13,5	5 499	86,5	6 183	100
General Manager	11	37,9	18	62,1	29	100	22	10,1	195	89,9	217	100
Assistant General Manager	12	21,1	45	78,9	57	100	52	12,9	351	87,1	403	100
			20	19					20	-		
	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Head of Department	420	17,0	2 102	83,0	2 522	100	539	18,5	2 619	81,5	3 212	100

 ⁹⁶ Unlike in the 2021-2022 Monitoring Report, data on the number of consuls general by gender was not available and therefore excluded from the table.
 ⁹⁷ 2021 The number of district governors includes district governor candidates.
 ⁹⁸ As of 2022, TURKSTAT does not publish the total number of police officers.

⁹⁹ These data do not include metropolitan municipalities, organizations and senior titles of municipalities, TBMM, Military Personnel, Central Bank and National Intelligence Service Employees.

Data	on Availa	ble Indi	cators (Pa	articipa	tion to Po	olitics a	nd Decis	ion-Ma	king)			
CEID-Political Participation 9			20	22					202	24		
Number and distribution of TMMOB	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
central board members by sex	6	-	18	-	24	-	4	-	20	-	24	-
CEID-Political Participation 10		2022						202	24			
Number and distribution of TTB (Turkish Medical Association) central board	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
members by sex	4	1	7	-	11	-	4	1	7	-	11	-
CEİD-Political Participation 11			20	22					202	23		
Number and distribution of YÖK	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
university presidents by sex	19	9,9	172	90,1	191	100	19	9,3	185	90,7	204	100
CEİD-Political Participation 12			20	21			2023					
Number and distribution of Central Bank	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
board members by sex	2	1	5	-	7	-	3	1	4	-	7	-
CEID-Political Participation 13			20	20					202	23		
Number and distribution of company managers who can operate in Istanbul	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)	Female (Number)	Female (%)	Male (Number)	Male (%)	Total (Number)	Total (%)
Stock Exchange (BİST)	458	17	2.240	83	2.698	100	617	17,9	2.832	82,1	3.449	100

Data on Available Indicators - Ageing

Data on Availabl	e Indicators (Ag	jeing)			
	•	201	19	20	22
		Female (%)	Male (%)	Female (%)	Male (%)
CEİD-Ageing 1 Proportion of Illiterates in the Elderly Population by sex ¹⁰⁰		26,0	5,4	21,2	26,0
CEİD-Ageing 2 Proportion of completed education of elderly population by sex ¹⁰¹		Female (%)	Male (%)	Female (%)	Male (%)
Literate but not gradua	ted from a school ¹⁰²	20,7	9,8	18,5	7,1
Prim	ary school graduate	39,7	52,9	43,3	50,7
	school or equivalent	4,7	10,6	5,9	13,1
High s	school or equivalent	5,2	10,3	6,4	12,5
Higher	Education Graduate	3,8	11,1	4,7	12,9
		201	19	20	23
CEİD-Ageing 3		Female	Male	Female	Male
Life expectancy at birth by sex (years)		81,3	75,9	80	74,7
CEİD-Ageing 4 Life expectancy at age 65 by sex (years)		19,6	16,3	19	15,7
CEID-Ageing 5		201	19	20	22
Proportion of elderly people experiencing difficulties with personal congroup and sex ¹⁰³	are activities by age	Female (%)	Male (%)	Female (%)	Male (%)
Feeding themselves	ages 65-74	11,2	5,0	8,9	5,5
reeding themselves	ages 75+	24,0	18,8	27,2	19,4
Getting in/out of bed and getting in/out of a chair	ages 65-74	18,1	8,3	13,9	7,0
Setting my out or bed and getting my out or a chair	ages 75+	37,6	25,1	37,6	22,3
Dressing and undressing	ages 65-74	16,5	8,3	12,9	6,7
2. cccg and undressing	ages 75+	36,0	24,2	37,5	22,1
Using the toilet	ages 65-74	15,0	8,0	12,6	5,9
y	ages 75+	35,6	22,5	35,9	22,0
Bathing/showering	ages 65-74	16,8	9,0	13,7	6,3
3 3	ages 75+	44,9	25,4	41,7	24,5

 $^{^{100}}$ Data for 2019 was revised by checking the data from the National Education Database.

¹⁰¹ Data for 2019 was revised by checking the data from the National Education Database.

¹⁰² This category, which was "Literate" in the previous report, has been changed to "Literate but did not complete school".

^{103 2019} data has been revised.

	Data on A	vailable I	ndicat	tors	(Ageing	g)			
CEID-Ageing 6					20	19		2022	2
Call Againg C				F	emale	Male		male	Male
Proportion of obesity of elderly population by s	ex		-		(%) 36.2	(%) 19.9		%) 6.4	(%) 18.3
CEİD-Ageing 7					emale	Male		male	Male
Proportion of elderly deaths by cause of death a	and sex				(%)	(%)	(%)	(%)
, ,	Cardi	ovascular di	sease		45,2	37,8	4.	2,6	35,7
	Benign an	d malign tuı	nours		10,7	20,0		9,0	16,3
Respiratory disease				13,9		16,7		4,3	16,7
Diseases related to the endocrine system, nutrition and metabolism Nervous system and sensory organ diseases					5,8	3,8		5,9	4,1
,	em and senso External injuri				6,4 1,4	4,2 1.8		1,8 1.2	3,1 1.6
	External Injuri	20			1,4	1,0) 22	1,0
CEİD-Ageing 8	Fema		17	Male Femal					Male
General health status of the elderly population	Very good/Good	Bad/Very bad	Very good/G	/	Bad/Very bad	Very good/Good	Bad/Very bad	Very good/Goo	Bad/Very
65-74 years	17,5	35,5	35,2	2	21,0	22,1	24,3	35,9	16,4
75+	10,8	49,0	20,8	3	39,9	11,6	42,2	25,6	28,6
					20°			2023	
				F	emale (%)	Male (%)		male %)	Male (%)
CEİD-Ageing 9 Poverty rate in the elderly population by sex					15,9	12,1	2	2,4	20,7
CEID-Ageing 10 Employment rate in the elderly population by se	ex				5,5	19,4	6	5,0	19,3
CEİD-Ageing 11					20 ⁻			2022	
Number of 65+ persons receiving aid and pensisex	ions under so	cial protecti	on by	-	emale ('000)	Male ('000)	('0	male 000)	Male ('000)
Total number of persons receiving	ng retirement	/ageing per	nsions	2	2 536	7 313	2	756	7 647
CEİD-Ageing 12					201	9 ¹⁰⁴		2024	ļ
Proportion of Internet usage of elderly populat	ion in the last	three mon	ths by	F	emale (%)	Male (%)	(male %)	Male (%)
sex					15,0	25,3	3	9,3	55,3

 $^{^{104}}$ Since the data in the previous monitoring report was for 2020, the data has been revised.

Data on Available Indicators - Combating Violence and Harassment at Workplace

Data on Available Indicators (Combating Violence and Harassr	ment at Wor	kplace)
CEID-CVHW 1	202	21
Proportion of those who support the statement "The working environment is not safe	Female (%)	Male (%)
enough for women"	37,3	41,7
2024		
CEİD-CVHW 2 Whether the Revised European Social Charter has been ratified (yes/no)		Yes
CEİD-CVHW 3 Whether ILO Convention No. 190 on Violence and Harassment has been ratified (yes/no)		No.
CEID-CVHW 4 Whether there is a specific law regulating violence and harassment in the workplace (yes/no	o)	No.
CEID-CVHW 5 Whether the Labor Law includes regulations and compensation for violence and hard workplace (yes/no)	assment at the	Yes
CEID-CVHW 6 Whether the Occupational Health and Safety Law includes regulations on violence and haworkplace (yes/no)	rassment in the	No.
CEID-CVHW 7 Existence of a coordination unit to coordinate with relevant ministries (e.g. Ministry of Just Labor and Social Security, Ministry of Family and Social Services, Ministry of Interior, Ministry combating workplace violence and harassment (yes/no)		Yes ¹⁰⁵
CEID-CVHW 8 Whether MoLSS labor inspectors have received training on combating violence and har workplace	assment in the	No.

 $^{^{105}}$ Presidential Circular No. 2025/3 on Prevention of Psychological Harassment (Mobbing) in Workplaces.

Data on Available Indicators - Climate Change and Rural Areas

Data on Available Indicators (Climate Chan	ge and Rural Area	as)
CEID-CCRA 1	1991-2020	2024
Comparison of temperature values in Turkey by years (°C)	21,8	25,4
CEÍD-CCRA 2	Seasonal Normals	June 2024
Comparison of areal precipitation in Turkey with seasonal norms (mm)	33,6	11,9
CEÍD-CCRA 3	2010	2021
Annual greenhouse gas emissions in Turkey (Million tons CO ₂ equivalent)	398	564
CEID-CCRA 4	202	3
Employment status of those employed in the agriculture sector disaggregated by sex	Female ('000)	Male ('000)
Wage or salary	225	374
Employer	4	42
Own account	264	1 786
Unpaid family worker	1 371	427
CEÍD-CCRA 5	202	3
Daily wages of seasonal agricultural workers (TL)	Female	Male
Daily wages of seasonal agricultural workers (TE)	479	545
CEİD-CCRA 6 Average monthly wages of agricultural workers (TL)	10 146	14 266
	202	2
CEÍD-CCRA 7	Female	Male
Proportion of adult population owning land by sex(%)	40,7	55,8



Data on Available Indicators - Public Expenditures

Data on Available Indicate	ors (Public Expenditures)
20)24
CEID-Public Expenditures 1 Share of the sub-item of the relevant policy program in total central government public expenditures 106 Amount (TL) (%)	Female's Empowerment Program :2,900,813,000 Total Central Budget :10.205.282.315.000 Share : 0.028%
CEİD-Public Expenditures 2 Share of related expenditure in total public institution expenditures (%)	Ministry of Family and Social Policies : 2,171% Ministry of Justice : 0.055% Ministry of National Education : 0.008%
CEİD-Public Expenditures 3 Existence of institutional arrangements for stakeholder participation in central government budget preparation and implementation processes (Yes/No)	Yes (Recommendation: Article 9 of Law No. 5018 on Public Financial Management and Control)
CEİD-Public Expenditures 4 Existence of programs in the central government budget whose main objective is to achieve gender equality (Yes/No)	Yes (Twelfth Development Plan (2024-2028): Female sub-heading under the title of Qualified Human, Strong Family, Healthy Society 2024 Budget Justification: 1. Female's Empowerment Program 2: Policies for Female a. health b. employment (entrepreneurship) c. domestic violence)
CEİD-Public Expenditures 5 Existence of gender equality programs in the central government budget related to the main field of activity (Yes/No)	Yes (Guidelines for Budget Preparation for 2024-2026: -Active and Healthy Ageing -Protection and Development of Children
CEID-Public Expenditures 6 Existence of policy documents to address gender inequality in the central government budget related to the main field of activity (Yes/No)	No - National Action Plan on Combating Violence against Women (2021-2025)
CEID-Public Expenditures 7 Existence of programs with gender equality as the main objective in the budget of the relevant public institution (Yes/No)	Yes (for 3 Ministries)
CEID-Public Expenditures 8 Existence of programs to serve gender equality in the budget of the relevant public institution related to its main field of activity (Yes/No)	Yes (for 3 Ministries)

¹⁰⁶ The composition of policy priorities is monitored: for example, the Female's empowerment program. The composition of sub-policy priorities is monitored: for example, combating violence within the Women's empowerment program. Total Central Budget 2024-2026 Schedule I according to Medium Term Budget Appropriation Ceilings.



Data on Available Indicate	ors (Public Expenditures)
20	24
CEID-Public Expenditures 9 Existence of policy documents covering priorities and objectives for gender equality related to the main field of activity in the budget of the relevant public institution (Yes/No)	The Women's Empowerment Strategy Paper and Action Plan 2024- 2028 prepared by the Ministry of Family and Social Services contains policies that hold all ministries responsible. Apart from this document, ministries do not have their own policy documents.
CEID-Public Expenditures 10 Existence of policy documents to address gender inequality related to the main field of activity in the budget of the relevant public institution (Yes/No)	The Women's Empowerment Strategy Paper and Action Plan 2024-2028, prepared by the Ministry of Family and Social Services, contains policies that hold all ministries responsible. Apart from this document, ministries do not have their own policy documents.
CEİD-Public Expenditures 11 Existence of a budget preparation directive of the Strategy and Budget Directorate on gender-sensitive resource allocation	Yes (Guidelines for Budget Preparation for 2024-2026 (p. 120)
CEİD-Public Expenditures 12 Use of gender disaggregated indicators in resource allocation in the relevant activity area	Yes (Twelfth Development Plan (2024-2028))
CEID-Public Expenditures 13 Presence of the government's gender equality focus statement in the budget	No.
CEID-Public Expenditures 14 Presence of the government's gender equality-focused legislation in the budget	No.
CEID-Public Expenditures 15 Existence of the relevant public institution's directive on gender equality	No. There are no directives for the analyzed Ministries, but there are implementation recommendations on gender-sensitive budgeting in the central government Budget preparation guide.

Data on Available Indicators - Art

Data on Available Indicators (Ar	t)	
	202	23
	Female ('000)	Male ('000)
CEİD-Art 1	392	438
Cultural employment by sex	372	430
CEİD-Art 2	20	53
Distribution of creative and performing artists by sex		
CEİD-Art 3		4-
Cultural employment by sex in the field of motion picture, video and television	8	17
program production		
CEİD-Art 4	2014-	
Average activity time in minutes per person by sex (Social life and leisure)	Female	Male
	114	106
CEİD-Art 5	202	22
Frequency of engaging in artistic activities as a hobby by sex	Female	Male
Every day	3,3	2.5
Every week	11,3	10,3
Nothing.	75,3	78,2
	202	24
CEİD-Art 6	Female	Male
Number of Ministers of Culture and Tourism by sex	-	1
Number of deputy ministers	-	4
CEİD-Art 7	202	24
Number of senior managers in the Ministry of Culture and Tourism by sex	Female	Male
Head of Department/Deputy	32	55
Acting Deputy Director	11	23
General Manager	1	13
CEİD-Art 8	2014-	2024
Number of DOB personnel by sex and employment type	Female	Male
Art Committee members	116	141
Technical Committee members	33	82
Full cast of artists	1108	1047
Senior executives	4	8
	2022-	2023
CEİD-Art 9	Female	Male
Opera and ballet artists by sex	840	809
CEID-Art 10	100	407
Opera and ballet specialists by sex	125	426
CEİD-Art 11		/
Distribution of conductors by sex	-	6
Distribution of assistant conductors by sex	-	5



Data on Available Indicators (Ar	·)	
CEID-Art 12	20	24
Number of orchestra performers by sex and staff type	Female	Male
String instruments	314	261
Wind instruments	86	237
Percussion instruments	6	51
Orchestra and management	13	19
	20	24
CEID-Art 13	Female	Male
Distribution of film directors, producers, screenwriters and actors by sex	20	53
Film director	40	283
Producer	171	450
Screenwriter	175	296
Player	1000	1794
CEİD-Art 14 Distribution of film awards given to directors by sex and years (Antalya Golden Orange Film Festival)	Female	Male
1995-2004	1	9
2005-2014	1	9
2015-2024	1	8
CEİD-Art 14 Distribution of film awards by sex, year and field (Antalya Golden Orange Film	1964-	·2024
Festival)	Female	Male
i couvai)	Temale	Wide
Best costume	7	-
,		- 27
Best costume	7	-
Best costume Best fiction	7	- 27
Best costume Best fiction Best makeup and hair	7 7 6	- 27 1
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15	7 7 6 6	27 1 54 47
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEID-Art 15 Distribution of Golden Orange jury members by year and sex	7 7 6 6	27 1 54 47
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEID-Art 15	7 7 6 6 12 1997-	27 1 54 47 2024 Male 122
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEID-Art 15 Distribution of Golden Orange jury members by year and sex	7 7 6 6 12 1997- Female	27 1 54 47 2024 Male
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEID-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEID-Art 16	7 7 6 6 12 1997- Female 60 74	27 1 54 47 •2024 Male 122 82
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award	7 7 6 6 6 12 1997- Female 60 74 1997- Female	27 1 54 47 •2024 Male 122 82 •2024
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18	27 1 54 47 2024 Male 122 82 2024 Male 85
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director Stage design	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18 27	27 1 54 47 2024 Male 122 82 2024 Male 85 76
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director Stage design Clothing design	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18 27 95	27 1 54 47 2024 Male 122 82 2024 Male 85 76
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director Stage design Clothing design Stage music	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18 27 95 12	27 1 54 47 2024 Male 122 82 2024 Male 85 76 8
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director Stage design Clothing design Stage music Light design	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18 27 95 12 5	27 1 54 47 -2024 Male 122 82 -2024 Male 85 76 8 91
Best costume Best fiction Best makeup and hair Best music and sound Best screenplay CEİD-Art 15 Distribution of Golden Orange jury members by year and sex 1997-2007 2008-2024 CEİD-Art 16 Distribution of Afife Jale Theatre Award winners by sex and type of award Director Stage design Clothing design Stage music	7 7 6 6 6 12 1997- Female 60 74 1997- Female 18 27 95 12	27 1 54 47 2024 Male 122 82 2024 Male 85 76 8



Data on Available Indicators (Ar	t)	
CEİD-Art 17	2023-	-2024
Number of students studying in art-related departments of universities by sex	Female	Male
Number of students studying in undergraduate programs	24 407	13 657
Number of students studying in graduate programs	1 309	1 349
CEİD-Art 18	20	24
Distribution of academicians in performing arts departments of universities by sex and academic title	Female	Male
Associate Professor	60	45
Professor	46	40
CEID-Art 19	20	24
Distribution of academics in cinema departments of universities by sex and academic title	Female	Male
Associate Professor	12	16
Professor	10	12
CEID-Art 20 Number of artists whose artistic freedom was violated by sex and field of activity	January 2023- May 2024	
	Female	Male
Cinema	17	6
Theatre	4	4
Qualitative Indicators	20	24
CEİD-Art 21 Existence of a legal framework guaranteeing GE in the cultural/artistic field (Yes/No)	N	o.
CEİD-Art 22 Existence of policies and measures that recognize and support Female/LGBTI+ as creators and producers of cultural/artistic products and services (Yes/No)	N	o.
CEİD-Art 23 Existence of a national action plan on gender equality in the arts (Yes/No)	N	o.
CEİD-Art 24 Existence of a gender equality action plan in arts institutions (Yes/No)	No.	
CEID-Art 25 Existence of gender-based budgeting in arts organizations (Yes/No)	No.	
CEID-Art 24 Inclusion of artistic rights in gender equality policy documents of public institutions and organizations (Yes/No)	N	o.

Suggested Indicators - Employment

List of Suggested Indicators - Employment			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Employment- Suggested 1	Proportion of persons aged 25-64 not in the labor force by sex (%) (by migration and disability status)	TURKSTAT Household Labor Force Survey	Annual
CEID - Employment - Suggested 2	Employment rate of 25-64 age group by gender (%) (by migration and disability status)	TURKSTAT Household Labor Force Survey	Annual
CEİD - Employment - Suggested 3	Proportion of the 25-64 age group in total employed persons by gender, type of work and place of work (households/domestic workers/seasonal workers)	TURKSTAT Household Labor Force Survey	Annual
CEID - Employment - Suggested 4	Segregation index by sector	TURKSTAT Household Labor Force Survey	Annual
CEİD - Employment - Suggested 5	Segregation index by occupation	TURKSTAT Household Labor Force Survey	Annual
CEİD - Employment - Suggested 6	Number and proportion of members by gender in trade unions	MoLSS Working Life Statistics	Annual
CEİD - Employment - Suggested 7	Number and proportion of union leaders by gender	MoLSS Working Life Statistics	Annual
CEİD - Employment - Suggested 8	Number and proportion of beneficiaries of collective bargaining agreements by gender	MoLSS Working Life Statistics	Annual
CEİD - Employment - Suggested 9	Proportion of pre-3-year-old children benefiting from institutional care services	Ministry of National Education Statistics	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID - Employment - Suggested 10	Labor force status of the population under temporary protection and international protection by gender	Research	Research Period
CEID - Employment - Suggested 11	Number and rate of complaints about sexual harassment among the employee grievance applications and grievance issues concluded by the Provincial Directorates of Labor and Employment Agency	Research	Research Period
CEID - Employment - Suggested 12	Number and proportion of workplaces that have included combating sexual harassment in workplace disciplinary regulations	Research	Research Period

Suggested Indicators - Poverty

List of Suggested Indicators - Poverty			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEİD-Poverty- Suggested 1	Relative poverty rate by gender and household type (%) (based on 60% median equivalent individual income)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 2	Relative poverty rate by gender and type of assistance (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested2.1	Poverty rate among those receiving cash-in-kind assistance at individual level by gender (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested2.2	Poverty rate among those receiving cash-in-kind assistance at household level by gender (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 3	Distribution of the relatively poor population by gender and labor force status	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 4	Distribution of the relatively poor population by gender and reason for being out of the labor force (those who have no hope of finding a job / seasonal workers / retired / those in education / training / those engaged in housework / those busy with housework illness-disability/old age)	TURKSTAT Income and Living Conditions Survey	Annual
CEID-Poverty- Suggested 5	Distribution of the relatively poor population by gender and employment status (wage or salaried / casual / own account / unpaid family worker)	TURKSTAT Income and Living Conditions Survey	Annual
CEID-Poverty- Suggested 6	Distribution of the relative poor population by gender and formalization status (formal / informal)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 7	Distribution of the relative poor population by gender and sector (agriculture/industry/services)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 8	Material deprivation rate by gender and household type (%)	TURKSTAT Income and Living Conditions Survey	Annual
CEİD-Poverty- Suggested 9	Risk of poverty or social exclusion by gender and household type (AROPE) %	TURKSTAT Income and Living Conditions Survey	Annual
CEID-Poverty- Suggested 10	Risk of poverty or social exclusion by gender and type of assistance (AROPE) %	TURKSTAT Income and Living Conditions Survey	Annual

Suggested Indicators - Education

List of Suggested Indicators - Education			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Education- Suggested 1	Distribution of students in single-sex schools by gender and education level (%)	MONE	Annual
CEID-Education Suggested 2	Distribution of students absent 20 days or more by gender and education level (%)	MONE	Annual
CEİD-Education Suggested 3	Dropout rate by gender and education level (%)	MONE	Annual
CEID-Education Suggested 4	Proportion of school administrators by gender and education level (%)	MONE	Annual
CEID-Education Suggested 5	Number of schools with infrastructure and materials adapted to children with disabilities	MONE	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID-Education Suggested 6	Number of schools where gender equality is included in education programs by education level and school type	Research	Research Period
CEİD-Education Suggested 7	Number of teachers receiving gender equality training by gender and education level	Research	Research Period

Suggested Indicators - STEM

	List of Recommended Indicators - STEM			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-STEM-Suggested 1	Number of students in secondary education by gender and selected field	MONE	Annual	
CEID-STEM- Suggested 2	Ratio of STEM field middle school teachers by gender (%)	MONE	Annual	
CEID-STEM- Suggested 3	STEM field secondary education teacher ratio by gender (%)	MONE	Annual	
CEID-STEM- Suggested 4	Number of students graduating from Science High Schools by gender	MONE	Annual	
CEID-STEM- Suggested 5	Proportion of students studying in STEM fields in higher education by gender (%) (by undergraduate, graduate, doctorate)	HIGHER EDUCATION	Annual	
CEID-STEM- Suggested 6	Distribution of academic staff in STEM fields by gender (by research assistant, faculty member, associate professor and professor)	HIGHER EDUCATION	Annual	
CEİD-STEM- Suggested 7	Ratio of YÖK/MEB/TÜBİTAK scholarships in STEM fields in higher education by gender (%)	YÖK/MEB/TUBİTAK	Annual	
CEID-STEM-Suggested 8	STEM employment rate by gender (%)	TURKSTAT Household Labor Force Statistics	Annual	
CEID-STEM- Suggested 9	Number of engineers by gender	ТММОВОВ	Annual	

Suggested Indicators - Urban Rights

List of Suggested Indicators - Urban Rights			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Urban Rights- Suggested 1	Capacity of women's shelters by provinces, % (capacity of women's shelters-person/number of women aged 18+)	ASHB KSGM, Provincial Directorate, NGOs, Municipalities	Annual
CEİD-Urban Rights- Suggested 2	Number and rate of housing-related petitions and requests from women beneficiaries, (%	Data request from relevant units of municipalities	Annual
CEİD-Urban Rights- Suggested 3	Proportion of women with title deeds in slum areas accessing legal title deeds, (%)	Municipality Zoning and Urbanization Unit, Provincial Directorate of Land Registry and Cadastre	Annual
CEİD-Urban Rights - Suggested 4	Proportion of public transportation personnel trained on sexual assault and harassment, (%)	Data request from the Municipal Transportation Unit	Annual
CEID-Urban Rights- Suggested 5	Proportion of underpasses with adequate lighting and camera equipment (%)	Data request from the Municipality's Public Works Department	Annual
CEID-Urban Rights- Suggested 6	Ratio of stops complying with TSE distance standard ¹⁰⁷ between stops in public transportation (%)	Data request from the unit responsible for Public Transportation in the Municipality	Annual
CEID-Urban Rights- Suggested 7	Proportion of women in total number of discounted transportation card holders over 65 (%)	Data request from the Municipal Transportation Unit	Annual
CEİD-Urban Rights - Suggested 8	Proportion of parks, bus stops and metro-train stations with panic buttons, (%)	Data request from the Municipality Parks and Gardens Unit and the unit responsible for Public Transportation	Annual
CEİD-Urban Rights- Suggested 9	Proportion of women who reported problems with security in public transportation, streets, avenues, squares and parks (%)	Data request from the Municipality Parks and Gardens Unit and the unit responsible for Public Transportation	Annual

¹⁰⁷ According to the standard numbered 11783 on Urban roads - Bus stops location selection rules accepted by the Turkish Standards Institute (TSE) on 02.01.2014; stop locations should be selected close to pedestrian arteries that overlap with the bus route, thus facilitating access for passengers. In order not to reduce the operating speed of the existing traffic, the distance between two stops should be 400-500 meters. On first-degree roads, this distance can be 600-700 meters. On road sections with high passenger density, these distances can be reduced by 100 meters.

List of Suggested Indicators - Urban Rights			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEİD-Urban Rights - Suggested 10	Proportion of municipal billboards used for informative purposes to prevent violence against women (%	Data request from the relevant unit of the municipality	Monthly
CEİD-Urban Rights - Suggested 11	Proportion of women in the General Assembly of the City Council (%)	City Council	Local election period
CEİD-Urban Rights- Suggested 12	Proportion of women in the team responsible for Strategic Plan Preparation (%)	Request for information from the unit responsible for the preparation of the Municipality Strategic Plan	Strategic plan revision period
CEID-Urban Rights- Suggested 13	Proportion of decisions recommended by the Equality Commission in municipal assembly decisions (%	Request for information from the Municipal Chief of Staff	Local election period

Suggested Indicators - Women Refugees

	List of Suggested Indicators - Women Refugees			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-Women Refugees- Suggested-1	Distribution of asylum applications of asylum-seekers arriving irregularly at Turkey's borders (including airports, sea and transit areas) by gender and nationality	RA Statistics	Annual	
CEID-Women Refugees- Suggested-2	Number of women asylum-seekers whose international protection applications were rejected in Turkey	RA Statistics	Annual	
CEID-Women Refugees- Suggested-3	Number of female applicants deregistered from the bilateral asylum system and their ratio to the total number of deregistered cases (%)	RA Statistics	Annual	
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection	
CEID-Women Refugees - Suggested -4	Reasons for refusal in the files of women asylum seekers whose international protection applications were rejected in Turkey	Gendarmerie General Command, Coast Guard Command statistics on those stopped and apprehended at the border, Revenue Administration statistics	Annual	
CEID-Women Refugees - Suggested -5	Number of women applying for asylum due to gender-based violence	RA statistics	Annual	
CEID - Women Refugees - Suggested - 5.1.	Proportion of asylum-seeking women benefiting from gender-sensitive reception procedures (%)	RA statistics	Annual	
CEİD - Women Refugees - Suggested 5.2	Number of trainings on GE and SGBV and refugee law (Personnel working at the border, personnel working in the refugee status determination and asylum system, personnel working in Removal Centers and other places where asylum seekers and refugees are confined)	RA statistics	Annual	
	Keeping records of all cases of violence suffered by asylum-seeking and refugee women in Turkey by the state and private individuals in the country during the asylum process			
CEİD-Women Refugees- Suggested-6	Number of complaints recorded Number of lawsuits filed for cases of violence Human trafficking Rape Forced and/or paid child marriage Forced sex work	TURKSTAT Statistics	Annual	

List of Suggested Indicators - Women Refugees			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEİD-Women Refugees- Suggested- 7	Women asylum-seekers and refugees who are victims of SGBV in Turkey; Rate of recording of complaints Proportion of those who are registered and make a request for protection who are placed in shelters Rate of benefiting from legal aid after a complaint Litigation rates of victimized asylum-seeking or refugee women Sentencing rates in favor of women in cases by type of crime	ASHB KSGM Monitoring and Evaluation Reports TURKSTAT Statistics NGO Reports Ministry of Justice General Directorate of Criminal Registry and Statistics	Annual
CEİD-Women Refugees- Suggested-8	School dropout rates of asylum-seeker and refugee girls by reasons	MONE, TURKSTAT	Annual
CEID-Women Refugees- Suggested-9	Number of different vocational and training programs for asylum- seeker and refugee women to participate in employment	MoLSS, İŞKUR, SUMAF (EU Monitoring Project)	Annual

Suggested Indicators - Trafficking in Human Beings and Women

List of Suggested Indicators - Trafficking in Human Beings and Women			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Trafficking in Human Beings and Women- Suggested-1	Number and proportion of victims of trafficking by gender and age (%)	RA Statistics	Annual
CEİD-Trafficking in Human Beings and Women-2	Number and proportion of trafficking victims by gender and nationality (%)	RA Statistics	Annual
CEİD-Trafficking in Human Beings and Women-3	Forms of trafficking to which trafficked persons are subjected by gender and nationality (sexual or labor exploitation, forced marriage, begging or adoption, etc.)	RA Statistics	Annual
CEID-Trafficking in Human Beings and Women-4	157 Number and proportion of calls recorded by the hotline related to trafficking in human beings	RA Statistics	Annual
CEID-Trafficking in Human Beings and Women-5	Number of criminal cases related to the crime of trafficking in human beings, number of defendants by gender and number of victims	Ministry of Justice General Directorate of Criminal Registry and Statistics	Annual

Suggested Indicators - Health

List of Suggested Indicators - Health			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Health - Suggested-1	Proportion of applicants to primary health care institutions by gender (%)	Ministry of Health	Annual
CEİD-Health Suggested- 2	Distribution of decision makers and managers in health care organizations by gender	Ministry of Health	Annual
CEİD-Health- Suggested-3	Prevalence/prevalence of uterine and cervical cancer (per 100,000 women by adult age groups)	Ministry of Health	Annual
CEİD-Health - Suggested-4	Breast cancer prevalence/prevalence (per 100,000 women, by age groups)	Ministry of Health	Annual
CEİD-Health - Suggested-5	Proportion of pregnant women aged 15-49 years screened for syphilis/frengi (%)	Ministry of Health	Annual
CEİD-Health - Suggested-6	Number of AIDS cases by sex (per 100,000 population, by year)	Ministry of Health	Annual
CEİD-Health - Suggested-7	Incidence/frequency of anorexia, bulimia and postpartum depression in women aged 15-49 years (%)	Ministry of Health	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID-Health - Suggested-8	Proportion of primary care organizations where young people can receive sexual health services while protecting their confidentiality and privacy (%)	Research	Annual
CEİD-Health - Suggested-9	Proportion of access to contraceptive services and information without authorization/notification to spouse or parent/guardian and without age restrictions (%)	Research	Annual
CEİD-Health - Suggested-10	Number and rate of health institutions providing induced abortion services	Research	Annual
CEID-Health - Suggested-11	Proportion of unhealthy abortions in maternal mortality (%)	Research	Annual
CEID-Health - Suggested-12	Percentage of health institutions that include women's human rights and gender equality issues in in-service trainings for health institution staff (%)	Research	Annual
CEİD-Health - Suggested-13	Proportion of educational institutions providing sexual and reproductive health education (by age group, education level) (%)	Research	Annual

Suggested Indicators - Sport

List of Recommended Indicators - Sport			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Sports-Suggested-1	Proportion of students enrolled in faculties providing education in sports-related fields (physical education teaching, sports management, recreation, coaching) by gender (%)	HIGHER EDUCATION	Annual
CEID-Sports-Suggested-2	Number of Olympic medals won by athletes by gender (gold, silver, bronze)	National Olympic Committee	Annual
CEİD-Sports-Suggested-3	Proportion of participants in international sports organizations by gender (%)	Sports Services GM	Annual
CEID-Sports-Suggested-4	Proportion of athletes by gender and sports (%)	Sports Services GM	Annual
CEID-Sports-Suggested-5	Number/ratio of referees by gender	Sports Services GM	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID-Sports-Suggested-6	Rate of licensed disabled athletes by gender (%)	Sports Services GM	Research Period
CEID-Sports-Suggested-7	Rate of active disabled athletes by gender (%)	Sports Services GM	Research Period
CEİD-Sports-Suggested-8	Employment rate in sports by gender (%)	TURKSTAT (Wage Employee Statistics)	Annual
CEİD-Sports-Suggested-9	Quotas for female and male students in faculties and colleges offering education in sports-related fields (physical education teaching, sports management, recreation, coaching) by gender (Number)	ÖSYM	Research Period

Suggested Indicators - Violence Against Women

List of Suggested Indicators - Violence against Women			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEİD-VAW-Suggested-1	Number of women's counseling centers (women's organizations, NGOs, municipalities)	ASHB-KSGM	Annual
CEID-VAW-Suggested-2	Number of Domestic Violence Offices in EGMs	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggested-3	Number of Women's Counseling and Violence Prevention Centers affiliated to bar associations	ASHB-KSGM, Ministry of Justice	Annual
CEİD-VAW-Suggested-4	Number of Children and Women's Section Commands serving under the Gendarmerie General Command	ASHB-KSGM, Ministry of Interior	Annual
CEID-VAW-Suggested-5	Ratio of KADES beneficiaries to applicants by gender and years	ASHB-KSGM, Ministry of Interior	Annual
CEİD-VAW-Suggested-6	Number of women who lost their lives as a result of femicide (by age groups, marital status, perpetrator and relationship)	ASHB-KSGM, Ministry of Interior	Annual
CEID-VAW-Suggested-7	Number of murdered women for whom an injunction was taken (by age, marital status, relationship with the perpetrator)	ASHB-KSGM, Ministry of Justice	Annual
CEİD-VAW-Suggested-8	Proportion of perpetrators of violence who attended trainings on gender equality and violence against women	ASHB-KSGM	Annual
CEID-VAW-Suggested-9	Number of men who have perpetrated violence who dropped out of trainings on gender equality and gender-based violence against women	ASHB-KSGM	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID-VAW-Suggested-10	Number of children killed by their parents	Ministry of Justice	Annual
CEID-VAW-Suggested-11	Number of people killed as a result of a hate crime	Ministry of Justice	Annual
CEİD-VAW-Suggested-12	Prevalence of digital violence (by age, education, marital status)	ASHB-KSGM	Annual
CEİD-VAW-Suggested-13	Percentage of health institutions with a protocol and roadmap on violence against women and girls (%)	ASHB-KSGM, Ministry of Health	Annual

Suggested Indicators - CEFM

	List of Suggested Indicators - CEFM		
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEİD-CEFM- Suggested-1	Number of applications made to the Family Court for official marriage licenses between persons over the age of sixteen	Ministry of Justice	Annual
CEID- CEFM- Suggested-2	Number of marriages between persons over the age of sixteen according to the decision of the Family Court	Ministry of Justice	Annual
CEİD-CEFM- Suggested-3	Number of marriages performed according to the decision of the Family Court judge at the age of sixteen	Ministry of Justice	Annual
CEİD- CEFM- Suggested-4	Number of marriages annulled after being referred to court for child abuse	Ministry of Justice	Annual
CEİD- CEFM- Suggested-5	Number of boys sentenced to prison for marriage and sexual abuse before the age of 18	Ministry of Justice	Annual
CEİD- CEFM- Suggested-6	Number of child marriages reported to law enforcement agencies	Ministry of Interior	Annual
CEID- CEFM- Suggested-7	Proportion of people under 18 years of age who got married before the age of 18 through a civil marriage performed at the Mufti's Office (by gender and population under temporary/international protection) %	Ministry of Interior	Annual
CEID- CEFM- Suggested-8	Number of children benefiting from Conditional Cash Transfers (Conditional Education and Conditional Health Assistance, by age group and gender)	Ministry of National Education	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID- CEFM- Suggested-9	Proportion of men in the 20-24 age group who married before the ages of 18 and 15 (%)	Research	Research period
CEID- CEFM- Suggested-10	Proportion of the population under temporary and international protection who married before the age of 18 (age and gender disaggregated) (%)	Directorate General of Migration Management	Annual
CEID- CEFM- Suggested-11	Proportion of women living in poor/low-income households when married before age 18 (%)	Research	Research period
CEID- CEFM- Suggested-12	Number of siblings of women who were married before the age of 18 living with them at the time of marriage	Research	Research period

Suggested Indicators - Media

	List of Recommended Indicators - Media			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-Media- Suggested-1	Gender distribution of journalists according to the field in which they produce news (in economic journalism, health journalism, journalism on social and legal issues, magazine journalism, crime and violence journalism)	NGO Reports, BİANET, Academic research	Research period	
CEİD- Media - Suggested-2	Number of News/Articles on Women in the Media (Number of news/articles on femicide, women's rights, equality between women and men, women's shelters, women's associations and women's status)	ASHB KSGM, Regulatory bodies in the field of media/RTÜK, Anadolu Agency, TRT, Media organizations, professional organizations and trade unions in the field of media, Academic and scientific publications on the subject, TİHEK	Research period	
CEİD- Media - Suggested-3	Number/proportion of news items containing discrimination and hate speech against women and encouraging violence against women	ASHB KSGM, Regulatory bodies in the field of media/RTÜK, Anadolu Agency, TRT, Media organizations, professional organizations and trade unions in the field of media, Academic and scientific publications on the subject, TİHEK	Research period	
CEİD- Media - Suggested-4	Number of women working in media organizations who filed a complaint on discrimination	KEFEK, MoFLSS Provincial Directorates of Labor and Employment Agency, Professional organizations and trade unions in the field of media, NGOs and research institutions monitoring media organizations	Research period	
CEİD- Media - Suggested-5	GE and/or rights-based courses offered at undergraduate level in Communication Faculties	YÖK, Faculties of Communication	Research period	
CEİD- Media - Suggested-6	Number of institutions/organizations that prepared a written document and/or action plan on GE (Media organization, professional organization and trade union)	Media organizations and their human resources units, Professional organizations and trade unions in the media, NGOs and research institutions monitoring media organizations	Research period	
CEID- Media - Suggested-7	Number of media organizations participating as stakeholders in campaigns and/or activities to raise awareness on GE	Media organizations, professional organizations and trade unions in the field of media, NGOs and research institutions monitoring media organizations	Research period	

	List of Recommended Indicators - Media			
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection	
CEİD- Media - Suggested-8	Number of media organizations implementing quotas at the executive level	Media organizations and their human resources units, Professional organizations and trade unions in the media, NGOs and research institutions monitoring media organizations	Research period	
CEİD- Media - Suggested-9	Number of professional organizations and/or trade unions proposing quotas for participation in decision-making mechanisms	Professional organizations and trade unions in the media, NGOs monitoring media outlets and research institutions	Research period	
CEİD- Media - Suggested-10	Number of media organizations with in-house mechanisms/units to prevent gender-based violence	Media organizations and their human resources units, Professional organizations and trade unions in the media, NGOs and research institutions monitoring media organizations	Research period	

Suggested Indicators - Access to Justice

List of Suggested Indicators - Access to Justice			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Justice-Suggested 1	Number and distribution of those who filed civil lawsuits by gender, disability and age according to the distribution of case subjects	Ministry of Justice	Annual
CEID-Justice-Suggested 2	Number of regular trainings on gender-sensitive approach for judges and prosecutors	Ministry of Justice	Annual

Suggested Indicators - Masculinity

33	List of Suggested Indicators - Masculinity			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-Masculinity- Suggested-1	Number of men doing compulsory military service	TAF administrative registration data	Annual	
CEİD- Masculinity - Suggested-2	Number of unenlisted miners	TAF administrative registration data	Annual	
CEİD- Masculinity - Suggested-3	Number of draft evaders	TAF administrative registration data	Annual	
CEİD- Masculinity - Suggested-4	Number of people doing paid military service	TAF administrative registration data	Annual	
CEİD- Masculinity - Suggested-5	Number of contracted privates and conscripts	TAF administrative registration data	Annual	
CEİD- Masculinity - Suggested-6	Number of people killed in the line of duty (martyrs) in the military	TAF administrative registration data	Annual	
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection	
CEİD- Masculinity - Suggested-7	Proportion of men on parental leave	ASHB	Research period	
CEİD- Masculinity - Suggested-8	Alimony decision in case of divorce	Ministry of Justice	Research period	

Suggested Indicators - Religion

List of Recommended Indicators - Religion			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Religion- Suggested-1	Proportion of religious education teachers conducting compulsory religion classes in MoNE among all teachers by gender	MoNE-DÖGM administrative record data	Data demand (annual)
CEİD-Religion- Suggested-2	Ratio of deans of Higher Education Theology Faculties by gender (%)	YÖK administrative record data	Data demand (annual)
CEID-Religion- Suggested-3	Ratio of preachers/vaizers working in DİB by gender (%)	DİB Administrative record data	Data demand (annual)
CEID-Religion- Suggested-4	Proportion of students attending DİB- Boarding Qur'an courses by gender (%)	DİB Administrative record data	Data demand (annual)
CEİD-Religion- Suggested-5	Number of students applying for exemption from the compulsory weekly religion course in MoNE primary schools by gender	MoNE-DÖGM administrative record data	Data demand (annual)

Suggested Indicators - Participation in Politics and Decision Making

	List of Suggested Indicators - Politics		
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Political Participation- Suggested- 1	Proportion of appointees to Presidential Policy Boards by gender (%)	Presidency	Annual
CEİD-Political Participation- Suggested -2	Proportion of those in the management of supreme public service boards by gender (%) (Union of Municipalities of Turkey, Competition Board, Information and Communication Technologies Authority, Radio and Television Supreme Council, Energy Market Regulatory Authority, Public Procurement Authority, Banking Supervision and Regulation Supreme Council, High Election Board, Higher Education Institution, Press Advertisement Agency)	Related institutions	Annual
Indicators requiring research	Research Subject and Suggested Indicators	Data source	Frequency of data collection
CEID-Political Participation - Suggested -3	Proportion of those in the administration of political parties with a parliamentary group by gender (%) (broken down by provincial, district, youth branch presidents and executive boards)	Administrative registration data of political parties	Data demand (annual)
CEID-Political Participation- Suggested-4	The existence of an effective role and authority of the women's branches/units of political parties with a group in the parliament in determining women's policy	Research for the target group	Research period
CEID-Political Participation- Suggested-5	Proportion of those in the management of public service institutions and professional organizations by gender (distinguished from TMMOB (Union of Chambers of Turkish Engineers and Architects) and its affiliated professional chambers, the Union of Turkish Bar Associations, the Turkish Medical Association, the Banks Association of Turkey, the Turkish Pharmacists' Association, TÜRMOB (Union of Chambers of Certified Public Accountants and Certified Public Accountants of Turkey), the Journalists' Association of Turkey)	Related institutions	Annual
CEID-Political Participation- Suggested-6	Proportion of those in the management of professional organizations of industry and employers by gender (%) (broken down by TÜSİAD, TOBB, TESK, TİSK, MÜSİAD, TİM (Turkish Exporters Assembly))	Related institutions	Annual

Suggested Indicators - Ageing

	List of Suggested Indicators - Ageing			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEİD-Aging - Suggested-1	Participation Rate of Older Women in Formal and Non-Formal Education and Training	MoNE, Education Statistics	Annual	
CEİD- Ageing - Suggested-2	Utilization Rates of Primary Health Care Facilities by Age, Gender and Disability	Ministry of Health, General Directorate of Public Health, TURKSTAT	Annual	
CEID- Ageing - Suggested-3	Gender-based Pension Gap by Age Groups	TURKSTAT, Income and Living Conditions Survey	Annual	
CEID - Ageing - Suggested-4	Proportion of 65+ Population Living Alone at Risk of Poverty and Social Exclusion	TURKSTAT, Income and Living Conditions Survey	Annual	
CEİD - Ageing - Suggested-5	Distribution of Nursing Home Care Recipients by Age, Disability and Gender	ASHB, DG EYHGM	Annual	
CEİD - Ageing - Suggested-6	Distribution of Day Care Center Care Recipients by Age, Disability and Gender	ASHB, DG EYHGM	Annual	
CEİD - Ageing - Suggested-7	Distribution of People Receiving Home Care Services by Age, Disability and Gender	ASHB, DG EYHGM	Annual	



Suggested Indicators - Combating Violence and Harassment in the Workplace

	List of Recommended Indicators - İŞTM			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEİD-CVHW- Suggested-1	Number of women and men who applied to ALO 170 for workplace violence and harassment	ÇSGB ALO 170 Applications	Continuous	
CEİD-CVHW - Suggested-2	Number of female and male health workers who gave code white due to violence in health institutions	Ministry of Health Code White applications	Continuous	
CEİD-CVHW- Suggested-3	Number of women applying to ALO 183 due to violence and harassment at workplace	ASHB ALO 183 Applications	Continuous	
CEİD-CVHW- Suggested-4	Number of women applying to KADES due to violence and harassment at workplace	EGM KADES Applications	Continuous	
CEİD-CVHW- Suggested-5	Number of gender-disaggregated occupational accidents and occupational diseases reported to SSI due to violence at workplace	SSI Statistical Yearbooks	Annual	
CEİD-CVHW- Suggested-6	Number of inspections and reports on violence and harassment in the workplace by the Labor Inspection Board of the MoLSS	Directorate of Labor Inspection Board of the Ministry of Labor Inspection	Annual	
CEİD-CVHW- Suggested-7	Whether the labor inspectors of the MoLSS have received training on combating violence and harassment in the workplace (yes/no)	Directorate of Labor Inspection Board of the Ministry of Labor Inspection	Annual	
CEID-CVHW- Suggested-8	Existence of periodic quantitative research on violence and harassment in the workplace, conducted with a sample representative of the Turkish workforce (taking into account ethical rules and data protection) (yes/no)	Adding a module to TURKSTAT Household Labor Force Survey MINISTRY OF LABOR AND SOCIAL SECURITY KSGM	Annual	
CEİD-CVHW- Suggested-9	Number of workplaces with a policy and procedure document on combating violence and harassment in the workplace	Adding questions to İŞKUR Labor Market Survey	Annual	
CEID-CVHW- Suggested-10	Number of applicants to the police station with complaints of violence and harassment at workplace, disaggregated by gender and nationality	EGM Data	Annual	
CEİD-CVHW- Suggested-11	Number of cases of violence and harassment at the workplace among the cases brought to criminal courts under the Turkish Penal Code	Justice Statistics Review of relevant case files	Annual	
CEID-CVHW- Suggested-12	Gender, workplace position (supervisor, chief, employee, etc.) and nationality of the complainant/participant/victim and defendants in cases of workplace violence and harassment brought before criminal courts pursuant to the TPC	Justice Statistics Review of relevant case files	Annual	

Suggested Indicators - Disaster and Risk Management

List of Suggested Indicators - Disaster and Risk Management			
Achievable indicators	Indicator name	Data Source	Frequency of data collection
CEID-Pre-Disaster- Suggested-1	Preparation and monitoring of the National Disaster Risk Reduction Strategy Document and Management Plan (Yes/No)	AFAD	Annual
CEID-Pre-Disaster- Suggested-2	Number (and ratio) of gender experts working in the preparation of the National Disaster Risk Reduction Strategy Document and Management Plan	CSBB, TBMM, AFAD, ASHB	Annual
CEID-Pre-Disaster- Suggested-3	Making work plans/ protocols with Ministries and institutions to cooperate in the fields of disaster risk reduction, disaster management and health, security, education, basic needs, law, data at national level (Yes/No)	AFAD, CSBB, ASHB, MoH, MoF, MoNE, MoAF, MoJ, TURKSTAT; municipalities, NGOs	Annual
CEID-Pre-Disaster- Suggested-4	Number (and rate) of provinces/districts and municipalities preparing Disaster Risk Reduction Strategy Document and Management Plan	AFAD, Governorship	Annual
CEID-Pre-Disaster- Suggested-5	Number of provinces (districts, provincial/district municipalities) with a comprehensive disaster early warning information system (ratio)	AFAD, Governorship	Annual
CEID-Pre-Disaster- Suggested- 6	Gender balance of the personnel to work in disaster response teams (Yes/No)	AFAD	Annual
CEID-Pre-Disaster- Suggested-7	Prioritization of psycho-social support services during and after the disaster for women, girls and boys and LGBTIQ+ persons (Yes/No)	AFAD	Annual
CEID - Pre-Disaster - Suggested-8	Planning at national and local level for the creation of laundry facilities, kitchens and crèches, cleaning of tents and containers in temporary shelters established after disasters (Yes/No)	AFAD	Annual
CEID-Pre-Disaster- Suggested-9	Establishment of specialized units to provide sexual and reproductive health services in temporary shelters established after disasters at national (and local) level (Yes/No)	AFAD Ministry of Health	Annual
CEID-Pre-Disaster- Suggested-10	Existence of preparations (in terms of legislation and implementation) at the national level for the establishment of an emergency system where those who have been subjected to violence and sexual abuse in disaster and crisis situations can report incidents of violence they have experienced (Yes/No)	AFAD, UMT, Provincial municipalities, Metropolitan Municipalities	Annual
CEID-Pre-Disaster- Suggested-11	Preparation of a training program for the staff of all relevant institutions for capacity building on gender-sensitive disaster risk reduction (Yes/No)	AFAD, ASHB	Annual
CEID-Pre-Disaster- Suggested-12	Cooperation with rights-based NGOs working in the field of disaster and gender in the preparation of trainings for the employees of the organization for capacity building on gender-sensitive disaster risk reduction (Yes/No)	AFAD, NGO	Annual

	List of Suggested Indicators - Disaster and Risk Management			
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEİD-Pre-Disaster- Suggested-13	Preparation of a training program on health services in disasters in the context of gender equality, including combating violence against women, for health personnel who will work after disasters, including emergency service workers at national (and local) level, 112 ambulance service workers (Yes/No)	AFAD Ministry of Health, ASHB	Annual	
CEİD-During a Disaster - Suggested -14	Number of women and men directly affected by disasters per 100,000 people	AFAD	Disaster period	
CEİD-During a Disaster - Suggested -15	Number of male and female disaster-related deaths per 100,000 people	AFAD, UMT, provincial and metropolitan municipalities	Disaster period	
CEID-During a Disaster - Suggested -16	Number of men and women missing due to disasters per 100,000 people	AFAD, UMT, provincial/district/metropolitan municipalities	Disaster period	
CEID-During a Disaster - Suggested -17	Number of girls and boys missing due to disasters per 100,000 people	AFAD, Governorship	Disaster period	
CEID - During a Disaster - Suggested -18	Proportion of women/men working in disaster response teams at national (and local) level (%)	AFAD	Disaster period	
CEID-Post-Disaster Suggested 19	Number of hygiene units (toilets, bathrooms, breastfeeding rooms, dressing and changing rooms, hairdressers) established in temporary shelters at national (and local) level	AFAD	Annual	
CEID-Post-Disaster Suggested 20	Number of single and single parent women provided with post-disaster shelter at national (and local) level (disaggregated by elderly women, single mothers and women living alone)	AFAD	Annual	
CEİD-Post-Disaster- Suggested-21	Number of women offered contraception, including emergency contraception provided post-disaster at national (and local) level	AFAD, MOH	Annual	
CEİD-Post-Disaster- Suggested-22	Per 100,000 inhabitants, number of men and women injured or ill due to disasters	AFAD, MOH	Annual	
CEİD-Post-Disaster- Suggested-23	Number of women and girls who did not continue their education after disasters at national (and local) level	AFAD, MONE, YÖK	Annual	

Suggested Indicators - Climate Change and Rural Areas

List of Suggested Indicators - IDKA				
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEİD CCRA- Suggested-1	Distribution of exposure to disasters such as floods, droughts and storms by gender	TURKSTAT AFAD Ministry of Health	1 in 6 months	
CEID CCRA- Suggested-2	Proportion of women and men accessing education and awareness programs on climate change (%)	TURKSTAT Ministry of Environment, Urbanization and Climate Change	Annual	
CEID CCRA- Suggested-3	Number of renewable energy projects carried out by women entrepreneurs	TURKSTAT Ministry of Environment, Urbanization and Climate Change	Annual	
CEID CCRA- Suggested-4	Proportion of environmental education in the curriculum to raise awareness on climate change Primary education Secondary Education	TURKSTAT Ministry of National Education (MoNE)	Annual	
CEID CCRA- Suggested-5	Rate of change in students' knowledge and awareness of climate change after the environment course (%)	TURKSTAT MONE	Annual	

Suggested Indicators - Public Expenditures

List of Suggested Indicators - Public Expenditures				
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-Public Expenditures Suggested 1	Amount of expenditure monitored in total central government public expenditures per beneficiary	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 2	Relevant expenditure per person on policy program ^[1] (appropriation, actual) (TL)	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 3	Per capita expenditure on policy program sub-item (appropriation, actual) (TL)	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 4	Amount of the relevant expenditure per beneficiary in total public institution expenditures	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 5	Relevant expenditure (appropriation, actual) per person on policy program (TL)	Annual Reports of the Central Public Agency	Annual	
CEID-Public Expenditures Suggested 6	Per capita expenditure on policy program sub-item (appropriation, actual) (TL)	Annual Reports of the Central Public Agency	Annual	
CEID-Public Expenditures Suggested 7	Research on gender inequality related to the main field of activity included in the central government budget (Yes/No)	Central Public Agency Annual Reports	Annual	
CEID-Public Expenditures Suggested 8	Research on gender inequality related to the main field of activity included in the budget of the relevant public institution (Yes/No)	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 9	Adequacy of resources allocated if there are gender equality programs related to the main field of activity included in the central government budget	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 10	Adequacy of the resources allocated if there are gender equality programs related to the main field of activity included in the budget of the relevant public institution	Annual Reports of the Central Public Agency	Annual	

	List of Suggested Indicators - Public Expendi	tures		
Achievable indicators	Indicator name	Data Source	Frequency of data collection	
CEID-Public Expenditures Suggested 11	Gender equality marking in budget allocation through a defined methodology	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 12	Existence of an independent audit mechanism to assess the impact of the budget on the performance of gender-sensitive policies	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 13	Publication of budget allocations for gender equality	Central Public Agency Annual Reports	Annual	
CEID-Public Expenditures Suggested 14	Open access to information on budget allocations for gender equality	Annual Reports of the Central Public Agency	Annual	
CEID-Public Expenditures Suggested 15	Changes in the allocation of budgetary resources to the detriment of certain groups	Annual Reports of the Central Public Agency	Annual	
CEID-Public Expenditures Suggested 16	A priori analysis of the impact of programs covered in the budget on gender equality	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 17	Successive analysis of the impact of programs covered in the budget on gender equality	Annual Reports of the Central Public Agency	Annual	
CEİD-Public Expenditures Suggested 18	the contribution of programs covered in the budget to addressing gender inequality	Annual Reports of the Central Public Agency	Annual	
CEID-Public Expenditures Suggested 19	Stakeholder assessment of the policy's impact on gender equality	Annual Reports of the Central Public Agency	Annual	

Suggested Indicators - Art

	List of Suggested Indicators - Art									
Suggested indicators	Indicator name	Data Source	Frequency of data collection							
CEİD - Art - Suggested-1	Participation in out-of-home cultural activities in the reference month by gender and type of cultural activity (going to the cinema; going to theater, ballet, opera, etc.)	TURKSTAT	ZKA							
CEİD- Art - Suggested-2	Average activity duration per person by gender, employment status and activity type	TURKSTAT	ZKA							
CEID - Art - Suggested-3	Average activity duration per capita by gender, education level and activity type	TURKSTAT	ZKA							
CEİD - Art - Suggested-4	Distribution of time spent on social life, entertainment, sports, hobbies, games and mass media activities by gender and employment status	TURKSTAT	ZKA							
CEID - Art - Suggested-5	Frequency of engaging in artistic activities as a hobby by gender, age group, and being at risk of poverty or social exclusion	TURKSTAT	GYK Survey							
CEİD - Art - Suggested-6	Frequency of participating in social and cultural activities or reading books in the last 12 months by gender, age group, and being at risk of poverty or social exclusion	TURKSTAT	GYK Survey							
CEİD - Art - Suggested-7	Government expenditure on cultural and natural heritage per capita (in purchasing power parity terms) (USD/Person)	TURKSTAT	SDG							
CEİD - Art - Suggested-8	Proportion of the number of Ministers and Deputy Ministers of Culture and Tourism by gender	KTB, websites	Website review							
CEID - Art - Suggested-9	Number/proportion of senior managers in the Ministry of Culture and Tourism by gender	KTB, websites	Website							
CEİD - Art - Suggested-10	Number/ratio of senior managers by gender and General Directorate	DT, DOB	Data request							
CEİD - Art - Suggested-11	Distribution of artist staff by gender	DT, DOB	Data request							
CEİD - Art - Suggested-12	Number/proportion of individuals in decision-making mechanisms of cultural units in municipalities by gender and province	Municipalities	Data request							
CEİD - Art - Suggested-13	Proportion of DT staff by gender and employment type	DT	Data request							
CEİD - Art - Suggested-14	Proportion of DOB personnel by gender and employment type	DOB	Data request							
CEİD - Art - Suggested-15	Number of orchestra artists by gender and staff type		Data request							
CEİD - Art - Suggested-16	Distribution of film directors, producers, screenwriters and actors by gender	IMDB	Website review							
CEİD - Art - Suggested-17	Distribution of theater and cinema awards by gender, years and occupation type	Associations, Foundations, etc. institutions/orga nizations	Website review							
CEİD - Art - Suggested-18	Distribution of students in performing arts and cinema departments of universities by gender (%)	YÖK, Universities	Administrati ve record							

	List of Suggested Indicators - Art									
Achievable indicators	Indicator name	Data Source	Frequency of data collection							
CEID - Art - Suggested-19	Distribution of academics in performing arts and cinema departments of universities by gender and academic title (%)	YÖK, Universities	Administrative record							
CEİD - Art - Suggested-20	Number of artists whose artistic freedom was violated by gender	SUSMA Platform	Report review							
CEID - Art - Suggested-21	Existence of a legal framework guaranteeing GE in the cultural/artistic field	Civil society organizations,	Legislation review							
CEID - Art - Suggested-22	Existence of policies and measures that recognize and support women/LGBTI+ as creators and producers of cultural/artistic products and services	Civil society organizations,	Legislation review							
CEID - Art - Suggested-23	Existence of a national action plan on gender equality in the arts	Civil society organizations,	Legislation review							
CEID - Art - Suggested-24	Number of art institutions implementing gender-based budgeting	Civil society organizations IKSV, Academy	Legislative review, Information request, Quantitative and qualitative research							
CEİD - Art - Suggested-25	Share of budget allocated to gender equality in arts institutions in total budget	Civil society organizations IKSV, Academy	Legislative review, Information request, Quantitative and qualitative research							
CEID - Art - Suggested-26	Distribution of audience for cultural activities (theater, cinema, orchestra, opera and ballet) by gender and province	TURKSTAT	Quantitative research							
CEID - Art - Suggested-27	Number of arts institutions/organizations implementing gender quotas for GE in decision-making mechanisms	IKSV Civil society organizations	Document analysis, web reviews, quantitative and qualitative research							
CEİD - Art - Suggested-28	Gender pay gap by gender and art type (Opera/Ballet/Orchestra/Theater/Cinema)	TURKSTAT	Quantitative research							



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Annexes

Annex-1 Equality Units

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
1.	ADANA	Cukurova Municipality	Çukurova Municipality Women's Counseling and Solidarity Center Equality Unit	2018	By decision of the municipal council has been established	-	Directorate of Women and Family Services	NO.
2.	ADANA	Seyhan Municipality	Seyhan Municipality Equality Unit	2017	By decision of the municipal council has been established	-	Directorate of Women and Family Services	YES. (Regulation)
3.	ANKARA	Cankaya Municipality	Equality and Awareness Bureau	2014	By decision of the municipal council has been established	5	Directorate of Women and Family Services	NO. (Duties and responsibilities are defined in the regulation of the Directorate of Women and Family Services)
4.	ANTALYA	Muratpasa Municipality	Muratpaşa Municipality Equality Unit	2014	By decision of the municipal council has been established	7	Directorate of Women and Family Services	YES.(Regulation)
5.	BURSA	Bursa Metropolitan Municipality	Bursa Metropolitan Municipality Women Innovation and Equality Unit	2023	As a result of administrative restructuring, under the directorate has been established	3	Department of Family, Women and Children Services	NO

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
6.	BURSA	Nilüfer Municipality	Nilüfer Municipality Equality Unit	2010	It was established with the decision of the municipal council.	3	Directorate of Social Support Services	YES.(Directive)
7.	BURSA	Osmangazi Municipality	Equality Unit	2013	It was established with the approval of the mayor.	1	Directorate of Social Support Services	YES.(Directive)
8	BURSA	Mudanya Municipality	Women and Equality Unit	2023	It was established with the decision of the Municipal Council.	3	Directorate of Social Assistance Affairs	YES.(Directive)
9.	ESKISEHIR	Eskisehir Metropolitan Municipality	Eskişehir Metropolitan Municipality Equality Unit	2014	With the approval of the mayor has been established	2	Department of Social Services Women's Studies Branch Directorate	YES.(Directive)
10.	ESKISEHIR	Odunpazari Municipality	Odunpazarı Municipality Equality Unit	2014	By decision of the municipal council has been established.	1 (In addition, 1 employee is involved in unit activities)	Strategy Development Directorate	NO
11.	ESKISEHIR	Tepebasi Municipality	Tepebasi Municipality Social Equality Center	2022	By decision of the municipal council has been established.	4	Health Affairs Directorate of	NO

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
12.	ISTANBUL	Atasehir Municipality	Atasehir Municipality Social Equality Unit	2020	By decision of the municipal council has been established.	8	Women and Family Services Directorate of	Mission and responsibilities Women and Family Services Directorate of in the regulation defined.
13.	ISTANBUL	Avcılar Municipality	Avcılar Municipality Social Equality Unit	2020	By decision of the municipal council has been established.	1	Women and Family Services Directorate of	YES.(Directive)
14.	ISTANBUL	Besiktas Municipality	Besiktas Municipality Social Equality Unit	2014	By decision of the municipal council has been established.	1	Women and Family Services Directorate of	YES.(Regulation)
15.	ISTANBUL	Beylikduzu Municipality	Beylikduzu Municipality Social Equality Unit	2015	By decision of the municipal council has been established.	2	Strategy Development Directorate of	NO
16.	ISTANBUL	Kadikoy Municipality	Kadikoy Municipality Social Equality Unit	2016	It was established with the decision of the municipal council.	1	Social Support Services Directorate of	NO

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
17.	ISTANBUL	Kartal Municipality	Kartal Municipality Women and Family Services Directorate of Equality Unit	2021	By decision of the municipal council has been established.	1	Women and Family Services Directorate of	NO
18.	ISTANBUL	Küçükçekmece Municipality	Women Equality Center	2020	By decision of the municipal council has been established.	9	Women and Family Services Directorate of	YES.(Regulation)
19.	ISTANBUL	Sisli Municipality	Şişli Municipality Equality Unit	2015	Mayor was established with the consent of the President.	3	Social Support Services Directorate of	NO
20.	ISTANBUL	Maltepe Municipality	Maltepe Municipality Social Policy and Equality Unit	2022	By decision of the municipal council has been established.	2	Strategy Development Directorate of	YES.(Regulation)
21.	IZMIR	Balçova Municipality	Balçova Municipality Equality Unit	2023	It was established with the consent of the mayor.	3	Directorate of Culture and Social Affairs	NO

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
22.	IZMIR	Bornova Municipality	Bornova Municipality Women- Male Equality Unit	2021	By decision of the municipal council has been established.	12	Women and Family Services Directorate of	Duties and responsibilities Women and Family Services Directorate of in the regulation defined.
23.	IZMIR	Buca Municipality	Buca Municipality Gender Equality Unit	2018	By decision of the municipal council has been established.	2	Women and Family Services Directorate of	Duties and responsibilities Women and Family Services Directorate of in the regulation defined.
24.	IZMIR	Bayraklı Municipality	Gender Equality Unit Desk	2019	It was established with the decision of the municipal council.	4	Directorate of Social Assistance Affairs	YES.(Directive)
25.	IZMIR	Cigli Municipality	Cigli Municipality Gender Equality Chief	2020	By decision of the municipal council has been established.	7	Women and Family Services Directorate of	Duties and responsibilities Women and Family Services Directorate of in the regulation defined.

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
26.	IZMIR	Gaziemir Municipality	Gaziemir Municipality Equality Unit	2023	By decision of the municipal council has been established.	2	Social Assistance Directorate of	NO
27.	IZMIR	Izmir Metropolitan Municipality	Izmir Metropolitan Municipality Gender Equality Unit	2012	With the consent of the mayor has been established.	5	Social Projects Department Women's Studies Branch Directorate	Duties and responsibilities Women's Affairs Branch Directorate of Regulation defined.
28.	IZMIR	Karabağlar Municipality	Equality Services Unit	2015	By decision of the municipal council has been established.	1	Women and Family Directorate	The regulation has been submitted to the Parliament for approval.
29.	IZMIR	Karsiyaka Municipality	Karsiyaka Municipality Social Equality Unit	2019	By decision of the municipal council has been established.	2	Women and Family Services Directorate of	Duties and responsibilities Women and Family Services Directorate of in the regulation defined.
30.	IZMIR	Konak Municipality	Konak Municipality Equality Unit	2018	With the consent of the mayor has been established.	2	Women and Family Services Directorate of	Yes. (Directive)

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
31.	IZMIR	Narlidere Municipality	Pakize Ateş Woman Counseling Center and Equality Unit	2021	By decision of the municipal council has been established.	5	Women Counseling Center	Yes. (Directive)
32.	IZMIR	Selcuk Municipality	Local Equality Unit	2021	By decision of the municipal council has been established.	2	Culture and Social Affairs Directorate of	Yes. (Directive)
33.	IZMIR	Menemen Municipality	Gender Equality			No Employee		
34.	MERSIN	Mezitli Municipality	Mezitli Municipality Equality Unit	2021	By decision of the municipal council has been established.	2	Culture and Social Directorate of Works	Women and Family Services Directorate of In the Regulation unit directive are available.
35.	MERSIN	Metropolitan Municipality	Gender Equality Chief	2019	By decision of the municipal council has been established.	3	Women and Family Services Department Presidency	Yes. (Directive)
36.	MERSIN	Yenişehir Municipality	Yenisehir Municipality Equality Unit	2022	By decision of the municipal council has been established.	2	Women and Family Services Directorate of	Yes. (Directive)

Number	City	Municipality Name	Equality Unit Name	Year of Establishment	Establishment Process of the Unit	Number of Personnel Working in the Unit	Affiliated Directorate	Availability of the Unit's Own Regulatory Document
37.	MUĞLA	Bodrum Municipality	Social Gender Equality Bureau	2019	With the consent of the mayor has been established.	2	Women and Family Services Directorate of	Yes. (Directive)
38.	SAMSUN	Atakum Municipality	Atakum Municipality Local Equality Unit	2022	By Assembly Decision updated Women and Family Services Directorate Organization according to the Regulation within the structure unit, Presidency Office It was established with his consent.	2	Women and Family Services Directorate of	Women and Family Services Directorate of In the Regulation unit directive are available.
39.	TRABZON	Ortahisar Municipality	Ortahisar Municipality Equality between Women and Men Desk	2017	By decision of the municipal council has been established.	1	Social Assistance Directorate of	NO

Annex-2 Service Centers

Province/			2023	
Service	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service
Adana*	There are 5 day care centers and 4 course centers.	х	х	Home care services are provided. Home care services such as dressing, blood pressure and sugar measurement, elderly care, physiotherapy, hair and beard trimming, fungus nail care, suture removal and catheterization are provided.
Ankara	There are 18 centers under the name of Child Activity Center.	Retirement Locals, Alzeimer Social Life Center	There is 1 Care Home for Children without Disabilities and 1 Autism Life Center. 2 Respite Houses for Children with Special Needs.	X
Antalya*	There are 11 kindergartens/d ay care centers.	х	There is 1 Special Education School and 3 Respite Houses.	Home care services are provided. Doctor visit/examination, dentist visit/examination, nursing service, physiotherapy service, household cleaning, bathing and personal care service as well as patient transportation services are available.
Aydin**	There are 4 Child Development Centers.	There is 1 Alzheimer's Center.	There are 3 Autism Support Centers and an Autism Sports Hall.	Home care services are provided.
Balıkesir*	There are 2 kindergartens/d ay care centers.	Х	There are 2 Life Without Disabilities Centers.	×
Bursa**	There are 22 Mother and	Х	х	Diagnosis, treatment, rehabilitation, care, accompaniment, education, guidance, house cleaning and ambulance patient transportation

Province/	2023				
Service	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service	
	Child Education Centers.			services are provided to bedridden patients in socioeconomic poverty and deprivation.	
Denizli*	Х	Х	X	Home care, health and cleaning services are available.	
Diyarbakir* *	There are 4 kindergartens.	×	There are 2 Day Care Center Respite Houses. There is also a Disability Support Center and an Active Living Center.	Home care services are available.	
Erzurum*	Х	Х	There is a Coordination Center for the education of people with disabilities.	For citizens over 65, home cleaning and personal care services are provided.	
Eskisehir*	There is 1 kindergarten serving disadvantaged groups.	Alzheimer's patients are also served at the Mentally Disabled Day Life Center.	The Mentally Disabled Day Center provides services to individuals over the age of 18 with mental disabilities and autism spectrum disorder.	Home care services are provided. This includes patient washing and hairdressing services.	
Gaziantep*	4 kindergartens/d ay care centers, 6 Kindergarten	There are 3 day care centers serving the elderly.	There are 2 centers. Morale House and Alzheimer's Patient and Patient Relatives Meeting	Home care service is available in 2 centers. It provides home support services such as house cleaning, personal care, medical equipment assistance, psycho-social support, renovation-repair, emergency transportation support, occupational therapy, home arrangements for the prevention of home accidents, health support services.	
Hatay	There are 2 nurseries/day	Х	X		

Province/	2023				
Service	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service	
	care centers for ages 3-6.			Home cleaning service is provided.	
Istanbul	There are a total of 68 Day Care Centers I stanbul C Child Activity Centers for children aged 3-6 years c and their families.	X	There are 20 ÖZGEM (Special Needs Education Centers). There are also 4 Short Break Centers.	Home care services are provided. These include medical assessment, nursing care, physiotherapy, psychotherapy, household and personal cleaning, social support, patient transportation and dietitian consultancy services.	
Izmir*	There are 13 iZELMAN kindergartens for children aged 3-6. There are also 22 Story Houses.	There is 1 Social Life Campus, Nursing Home and Rehabilitation Center.	Buca Social Life Campus Service Center for the disabled; special education, handicrafts, ceramics, creative drama and sports (table tennis) trainings is provided. There is a Counseling Center for Alzheimer's and Dementia Patients and Families.	For the sick, elderly and disabled people in need who are in socio-economic poverty and deprivation and who cannot carry out their daily life activities on their own; personal care, hairdressing and hairdressing services are provided periodically, house cleaning, psychological support, physical activity support and minor repair support service is provided.	
Kahraman maraş	Х	There are 10 elderly rest rooms.	There is 1 daytime Disabled Life Center	Within the scope of YADES, personal care, cleaning and hot meals are provided.	
Kayseri*	Х	There is 1 day care center.	There are 2 Day Care Centers for the Mentally	Elderly people over 65 years of age are provided with house cleaning service every 15 days and weekly bathing service, taking into account criteria such as income status and	

Province/ Service	2023				
	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service	
			Handicapped, serving 4-12 year olds.	family support. At the same time, barber/ hairdresser services are provided for personal care.	
Kocaeli**	There is 1 center under the name of Nursery and Day Care Centers.	Х	There is a Center for Life without Disabilities serving the 17-35 age group.	Home care services are provided.	
Konya**	Х	Х	There are course activities for people with disabilities.	Housekeeping and self-care services are offered.	
Malatya*	There are 11 day care and study centers for children aged 4-6.	Serving citizens over 65 years of age, the Vefa Mansion provides free barber, seminars, counseling, sports and refreshments, etc.	The Coordination Center for Persons with Disabilities provides counseling, disabled transportation services, vocational courses, medical equipment support and organizes social and cultural activities for disabled citizens.	Citizens over 65 are provided with home cleaning and renovation, white goods and furniture support.	
Manisa*	There are 3 kindergartens for children between 3-6 years old.	Х	X	×	
Mardin**	Х	х	х	Within the scope of the YADES Program, cleaning, dietician, psychologist, self-care and mobile transportation services are provided to citizens aged 65 and over.	
Mersin	There are 3 kindergartens	In 4 districts, there are Retirement	1 Respite House, 1 Practice House are available. There	Self-care and home cleaning services are provided. Doctor, nurse, dressing, physical	

Province/ Service	2023				
	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service	
	for children aged 36-72 months.	Homes serving retired people.	is also 1 Barrier-Free Life Center and Barrier-Free Life Park.	therapy and ambulance services are provided as home health services.	
Muğla*	2 day care centers/day care center is located in the center.	X	X	Medical care, medical examination, psychologist support, dietician support and general care for elderly, bedridden, orphaned and disabled individuals in their own living spaces service is provided. In addition, 'Patient Companion' training is provided to the companions of bedridden and needy citizens in their own homes.	
Ordu**	Х	×	х	Home health and cleaning services are provided.	
Sakarya*	Х	There is 1 Elderly Support Center.	Х	House cleaning and care for elderly and bedridden patients.	
Samsun*	×	Х	Blue Lights serving people with disabilities There is a Disabled Education, Recreation and Rehabilitation Center.	There is an Elderly Service Center that provides services to the elderly in their homes. Social support services, general cleaning, personal care and bathing, hairdressing, laundry, home cooking, health, physiotherapy, psycho-social support, dietitian, control and supervision, and cultural and social activities are provided within the Elderly Service Center.	
Sanliurfa**	X	X	X	X	

Province/	2023				
Service	Nursery / Day Care Center	Day Care Center for the Elderly	Day Care Services for People with Disabilities	Home Care Service	
Tekirdağ**	Х	Ergene Soup Kitchen and Elderly and Disabled Care Home are available.	Ergene Soup Kitchen and Elderly and Disabled Care Home are available.	Home cleaning service is provided.	
Trabzon*	Х	Х	There is 1 day care center serving the disabled within the municipality.	Home cleaning services and hot meals are provided to those in need.	
Van	Х	×	Х	Х	





