

WOMEN EMPOWERMENT

THROUGH PROMOTION OF ECONOMIC PROSPECTS PROJECT IN TÜRKİYE

The equal participation of women and men in business and public life is considered a fundamental human right. The Promotion of Economic Prospects Project (PEP) in Türkiye takes a multifaceted approach to foster gender equality. PEP addresses structural barriers hindering women's formal job market participation, emphasising the importance of gender equality and international labour standards. The project equips implementing partners by integrating a gender-responsive approach into all phases of project management, from initial design to the evaluation and closure stages. This includes providing essential support systems such as childcare and transportation services. Furthermore, PEP seeks to amplify the empowerment of refugee and host community women, fostering self-reliance by addressing barriers and encouraging supportive relationships. The project conducts awareness sessions on critical issues, ranging from gender-based violence to women's rights under Turkish law. To address the scarcity of women entrepreneurs, PEP actively implements projects to facilitate access to credit, along with enhancing entrepreneurial skills. The commitment to gender-responsive and transformative approaches aligns with the BMZ Feminist Development Policy, which is vital for challenging discriminatory norms and fostering inclusivity and empowerment for women in Türkiye.



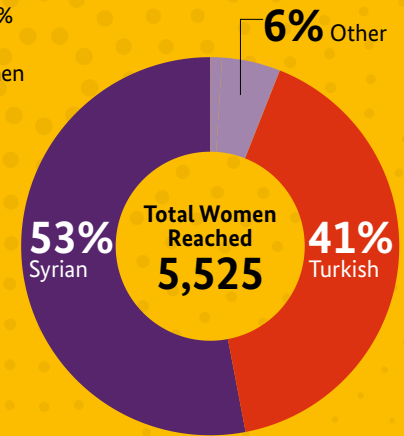
77 Projects

have been implemented by the PEP Project since May 2019, with 48% women participation on overall. A minimum 30% quota for women participants is set for all project interventions including training, employment, and business support.



37

Average age of women participants



The BMZ Feminist Development Policy, launched in 2023, aims to overcome the structural and systemic causes of the lack of equality and pays attention to the intersection of different features of discrimination. Gender justice is at the heart of it. To achieve this, PEP focuses on three central areas, the so-called "3 Rs": Rights, Resources, and Representation. A precondition for true equality is equal rights: The project addresses gender gaps in areas globally favouring men, such as the labour market, TVET participation, and entrepreneurship, by promoting women's access to decent work and grievance mechanisms. To live a self-determined life, women and girls need equal access to resources: PEP supports women's access to financial resources and business services. Furthermore, equal participation and representation of women are supported through gender mainstreaming in all steps of project cycle management, in collaboration with implementing partners.

THE RANGE OF PEP INTERVENTIONS

GENDER RESPONSIVE

Specific actions are taken to address gender inequalities in accessing decent jobs and economic resources.

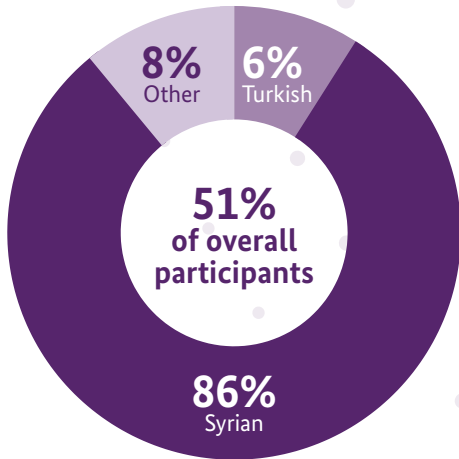
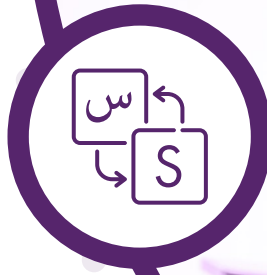
- :: All training programmes are designed to respond to the diverse needs of women participants, offering flexible hours, convenient transportation, and the availability of child-friendly spaces.
- :: Vocational, language, and soft skills training are provided based on the varying levels of women from diverse backgrounds, serving as a starting point for moving beyond existing boundaries.
- :: Business support initiatives prioritise women-led businesses, emphasising a commitment to fostering their growth and success.

GENDER TRANSFORMATIVE

Actions are aimed at addressing the root causes of gender inequality, promoting the attainment of a self-determined life and economic empowerment.

- :: Women are encouraged to participate in a diverse array of vocational training opportunities, including those in traditionally male-dominated sectors.
- :: The promotion of women's employment in traditionally male-dominated sectors is undertaken, ensuring access to decent work opportunities and a safe working environment through accessible grievance mechanisms.
- :: Women-led businesses receive support through business development services, mentorship, and access to microcredits.
- :: Women solidarity groups have been established and supported to foster social cohesion and resilience among refugee and host community women, serving as sustained support networks.

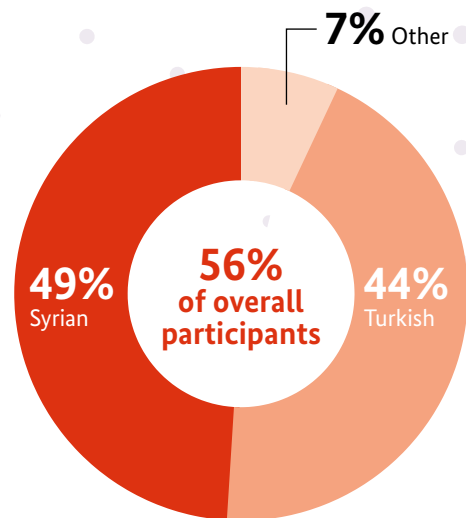
WOMEN & LANGUAGE TRAINING



2,238 women received Turkish language and literacy training through the TÖMER curriculum and Public Education Centres.



WOMEN & SKILLS DEVELOPMENT



3,308 women participated in vocational training tailored to meet the skills required by the Turkish labour market.

The different sectors in which women were trained:

- :: Agriculture and food processing
- :: Beekeeping
- :: Elderly and patient care
- :: Foreign trade expert training
- :: Frontend programming, backend programming and UX/UI design
- :: Maintenance of parks and gardens
- :: Professional sewing
- :: Soap and cologne production
- :: Turkish cuisine
- :: Various industrial skills



WOMEN & EMPLOYMENT



2,139 women

(37% of overall participants) were employed within different sectors of the Turkish economy, wages and social security contributions were paid



1,262 women

were employed for up to 6 months in public works



877 women

were employed for up to 6 months in the private sector



659 work permits

for Syrian women have been obtained



WOMEN & BUSINESS DEVELOPMENT



135 women-owned businesses

have been officially registered and integrated into the Turkish economy. This formal recognition empowers them to apply for and avail themselves of a range of services, as well as gain access to financial resources.

67% Turkish 33% Syrian

Sectors of formalised women-led businesses;

- :: 63% wholesale and retail trade
- :: 11% other service activities
- :: 13% manufacturing
- :: 9% accommodation and food service activities
- :: 4% professional, scientific and technical activities



13 women cooperatives

were provided with tailor-made mentorship and capacity-building services. 500 women were employed in cooperatives, and 300 women were business partners in cooperatives.

80% Turkish 20% Syrian



227 women-led MSMEs

received training and mentorship

30% Turkish 68% Syrian 2% Other nationalities



27 women-led entrepreneurs and innovative start-ups

received training and mentorship

85% Turkish 15% Syrian



813 women-owned / led MSMEs

benefited from business support measures

22% Turkish 78% Syrian

WOMEN & SOCIAL COHESION



16,380 Syrian, and Turkish women

participated in social cohesion activities and legal counselling sessions.



721 Syrian, and Turkish women

participated in conversation clubs.



63 Refugee women

(81% Syrian, 19% from other nationalities and 6% from other nationalities) participated in the Young Refugee Women Solidarity Programme over the course of 3 projects implemented by the Seyhan Municipality. In groups of 15, young refugee women converged in safe spaces, providing them with the opportunity to express their beliefs, concerns, and aspirations without fear of judgment. These sessions were part of a structured awareness-raising and solidarity programme addressing stress management, peer bullying, menstrual hygiene, gender-based violence, and legal counselling.



500 children

have benefitted from Childcare Support in order to increase women's participation.



We are all women, and even though we come from diverse backgrounds, thanks to those awareness-raising sessions, we recognised that we share common experiences of various types of inequality. We gathered there, learned to listen, speak louder to each other, and others."



EARTHQUAKE EMERGENCY RESPONSE

1,000 women-led MSMEs

affected by the earthquake will receive webinar on disaster management and resilience.

700 women-led MSMEs

will receive cash compensations to rebuild their business.

50% Turkish **50%** Syrian

The figures as of January 2024

In the text, the term 'Syrian Refugees' refers to Syrians under Temporary Protection (SuTPs). GIZ is responsible for the content of this publication.

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