



# Local Equality Action Plan 2025 - 2029



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# 1. INTRODUCTION

Services and policies that do not take into account the different needs of women and men cause women and all disadvantaged individuals not to benefit equally from the opportunities and services offered. In order to ensure gender equality at the local level, the first priority is to ensure that the different living conditions of women and men are taken into account in all plans, projects and policies and that both genders benefit from equal rights and opportunities.

Urban planning and spatial design should be a tool to contribute to the comfortable, easy and safe living of all women in urban spaces where inequality persists, in different life styles and positions. This is because cities planned and designed for women users and urban services organised in an egalitarian manner by considering the needs and demands of women users will make positive contributions to women's lives, facilitate their living conditions and help them experience the city equally with men. Therefore, adopting a gender-equitable and women-friendly approach in urban planning and design processes will include women from all walks of life in urban life, increase their access, and make their experiences in the city easier and safer. From this perspective, a women-friendly approach sensitive to gender equality can be defined as taking care to ensure equal participation of the whole community (women and men - girls and boys) in urban life. <sup>1</sup>

In Turkey, gender inequality and discrimination are serious in all areas of life, from education to labour, from health to participation in decision-making mechanisms. This inequality not only affects women and girls, but also constitutes a serious obstacle to the democratisation and development of the country.

Local Equality Action Plans enable organisations to look at the services they currently provide with a gender equality approach. In addition, local equality action plans can also provide budget allocations for some services that were not previously included in the plans.

Local Equality Action Plans are prepared by taking into consideration the principles set out in various international regulations, especially the European Charter for Equality of Women and Men in Local Life, and the basic principles set out in the Constitution and other legal regulations. Local Equality Action Plans generally consist of topics such as education, health, employment, participation in decision-making mechanisms, violence against women and urban services. The targets in the action plan are set in line with the UN Sustainable Development Goals, taking into account global rather than local targets.

Avcılar Municipality Local Equality Action Plan meetings were held with public institutions, NGOs operating in various fields, city council etc. and participation was taken as a basis in reflecting opinions and demands to the activities.

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<sup>1</sup> <http://www.kadindostukentler.com/content/docs/kadin-dostu-kent-planlamasi.pdf>

## 1.1. Equality Policies

International human rights treaties and the legal arrangements made by the governments that are parties to them recognise the equality of women and men before the law. However, there are three types of equality. These are "sameness" equality, "difference" equality and "transformative" equality. According to this distinction, legal/legal equality based on the principle of "everyone is equal before the law" is called equality of sameness (Kurtoğlu, 2015, p.161). Transformative equality, on the other hand, refers to the understanding of equality that will serve to eliminate and transform the structural conditions that create inequality between different individuals<sup>2</sup>

**Gender equality** is the concept that women and men, girls and boys have equal conditions, treatment and opportunities to exercise their human rights, realise their full potential and contribute to (and benefit from) the economic, social, cultural and political development of their communities. Gender equality means equal access and distribution of resources to women and men. Gender equality means that the behaviour, aspirations and needs of women and men are equally valued in a society, taking into account their differences.<sup>3</sup>

Equality policies for women and men are instruments that prioritise those who are left behind in the enjoyment of social opportunities and those who do not get their share of what society produces, and help them to get what they deserve more easily. If there is a political will to achieve equality and to eliminate hidden/explicit discrimination, equality policies and special measures are essential instruments for this purpose. The term "special measures" is used to describe so-called affirmative action or affirmative action measures, which are based on the principle of prioritising opportunities, where necessary, for those who are subject to structural inequality and discrimination in social life to benefit from equal opportunities. The implementation of these policies requires a new understanding of equality. The classical understanding of equality means only equality of opportunity. It is enough to remove legal obstacles and to grant equal rights to people on paper. In other words, in order to ensure equality of opportunity, it is enough to take the first step mentioned above. After that, it is left to the individual's own efforts. However, the modern understanding of equality means equality in achieving results. This understanding requires that necessary measures be taken to ensure that people in different circumstances can participate in all aspects of social life and benefit from social welfare. It is not enough to remove legal barriers to ensure equality in achieving results. Because there are many hidden obstacles in women's lives. As long as these barriers exist, measures to compensate for them must also exist. Such as giving more support and priority to those with worse conditions. This is the only way to ensure equality in achieving results.<sup>4</sup>

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<sup>2</sup> Gender Equality in Access to Urban Rights and Services Mapping and Monitoring Study, CEİD Publications, Sy: 32  
<https://dspace.ceid.org.tr/xmlui/bitstream/handle/1/174/ekutuphane6.5.pdf?sequence=1&isAllowed=y> Sy; 32

<sup>3</sup> Basic Concepts of Gender Equality, Prof.Dr.Yıldız ECEVİT -CEİD Publications Training Material  
<https://ceidizler.ceid.org.tr/dosya/toplumsal-cinsiyet-esitliginin-temel-kavramlaripdf.pdf> Sy;24

<sup>4</sup> Quota policies for equality, Ankara Univ. Kadın Sorunları Araştırma ve Uygulama Merkezi, Zeynep KILIÇ  
<https://dspace.ceid.org.tr/xmlui/bitstream/handle/1/1304/Zeynep%20K%c4%b1%c4%b1%c3%a7%20e%c5%9fitlik%20ve%20ko%20ta.pdf?sequence=1&isAllowed=y> Sy;6

## 1.2. Local Equality Mechanisms

### Equality Commissions

Equality commissions are established within provincial and district municipal councils.

The main duties and responsibilities of this commission;

- \* They bring problems, needs, solution proposals and related projects to the parliamentary agenda in order to ensure equality between women and men.
- \* They give opinions on the compliance of motions submitted to the assemblies with gender equality. They make recommendations to the assemblies on mainstreaming gender equality.
- \* They follow up the adoption and implementation of Assembly decisions in a manner that takes into account gender equality.
- \* They observe the prevention of discrimination against women in decisions and practices related to corporate governance.
- \* Conduct research studies in cooperation with women's NGOs, universities, development agencies and other relevant institutions and organisations to identify problems and needs related to gender equality in the city, produce solutions, produce reports and publish the results.
- \* They submit the annual action plans prepared within the framework of the local equality strategic plan and approved by the HRHKK supreme board to the parliamentary agenda for the necessary resource allocation. They evaluate and report the annual activity reports of municipalities/special provincial administrations in terms of compliance with the REAP with the participation of CSOs<sup>5</sup>

### Equality Units

Equality units are established within municipalities, governorships and special provincial administrations, if any. In addition, institutional equality officers have been appointed within all institutions and organisations that are members of the Provincial Women's Rights Coordination Board. The main responsibilities of these units and individuals are to undertake coordination, technical support and secretariat duties in the mainstreaming of gender equality within the institution.<sup>6</sup>

The steps that equality units can take in the process following their establishment are respectively:

1. Determination of the need for institutional capacity,
2. Improvement of institutional capacity,
3. Establishment of working teams to follow up the processes with the participation of relevant units within the organisation,
4. Organising regular meetings with civil society organisations with the participation of other relevant units,
5. Planning and coordination of the process of developing and monitoring local equality action plans.<sup>7</sup>

### Local Equality Strategic Plans (LEAP) and Local Equality Action Plans (LEAP)

Local Equality mechanisms and the Women Friendly Cities model aim to support the local implementation of the National Equality Action Plan prepared by the General Directorate on the Status of Women in line with the "United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)" to which Turkey is a party. From this perspective, local equality strategic plans and local equality action plans describe the road map that provinces should follow in order to fully realise CEDAW and the National Equality Action Plan. These plans are prepared by taking into account the basic principles of "citizenship law" in various international regulations, particularly the European Urban Charter and the European Charter for Equality between Women and Men (CEMR)<sup>52</sup> in the context of urban rights, as well as the basic principles contained in various laws and legal regulations on local governments, particularly the Constitution. Local Equality Action Plans prepared under six headings (education, health, employment, participation in governance mechanisms, violence

<sup>5</sup> <http://www.kadindostukentler.com/content/docs/kdk-uygulama-rehberi> Sy:41

<sup>6</sup> <http://ka-der.org.tr/wp-content/uploads/2020/12/kdk-uygulama-rehberi.pdf> Sy: 45

<sup>7</sup> <http://ka-der.org.tr/wp-content/uploads/2020/12/kdk-uygulama-rehberi.pdf> Sy:48

against women and urban services) in line with CEDAW and other national/international plans and documents, and Local Equality Strategic Plans that include them are prepared by the governorship, special provincial administration, municipalities, They are prepared with the participation of all stakeholders as key documents describing the responsibilities that the provincial organisations of public institutions, civil society, chambers, unions and professional organisations, bar associations, universities and the private sector should assume and the cooperation they should establish to ensure gender equality at the local level.

Although each theme in the plans is analysed in its own right and a road map is developed, it should not be forgotten that the six areas of intervention in these plans should be examined holistically. Addressing women's problems independently of each other makes it difficult to comprehend the problem and to see the interconnections between its different aspects. In other words, women's employment cannot be addressed independently of women's level of utilisation of the right to education and their participation in decision-making mechanisms.<sup>8</sup>

To illustrate the importance of local equality action plans with a few examples;

- Local equality action plans provide an incentive for organisations to prioritise the services they already provide and to look at their services from a gender equality perspective: Local equality action plans thus enable existing services to be delivered with a gender equality perspective. This prioritisation, which often does not even require additional budget and can be solved by mobilising local resources (pool of trainers, women's civil society organisations, equality unit staff), enables major changes and benefits the equitable distribution of public resources between women and men.
- Local equality action plans enable new service models: Local equality action plans enable the allocation of budget and prioritisation of some service areas that have not been prioritised or put on the agenda until now. Women's counselling centres and shelters may be among these service areas.
- Local equality action plans create new opportunities for co-operation between public institutions: As mentioned above, the LEAP process brings together a large number of institutions and their staff, who may not have previously known each other but whose work can be very complementary for women in the province, to develop new collaborations and plan joint interventions.
- Local equality action plans encourage and promote public-civil society co-operation.<sup>9</sup>

Avcılar Municipality has signed the European Charter for Equality between Women and Men in Local Life as of September 2020.<sup>10</sup> In this Charter, it is mentioned that each signatory party will work to develop an Equality Action Plan in order to support the implementation of these commitments.

## 1.3. Legal Basis

### National Policy Documents and Institutional Structures

#### - Constitution

Article 10 of the Constitution of the Republic of Turkey stipulates that 'Everyone is equal before the law without distinction of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar reasons. (Additional paragraph: 7/5/2004-5170/1 Art.) Women and men have equal rights. The State is obliged to ensure that this equality is realised.'

<sup>8</sup> <http://ka-der.org.tr/wp-content/uploads/2020/12/kdk-uygulama-rehberi.pdf> Sy:80

<sup>9</sup> <http://ka-der.org.tr/wp-content/uploads/2020/12/kdk-uygulama-rehberi.pdf> Sy:81,82,84

<sup>10</sup> <https://www.tbb.gov.tr/dis-iliskiler/uluslararasi-iliskiler/cemr-avrupa-yerel-yasamda-kadin-erkek-esitligi-sarti>

Article 90 of the Constitution states that international treaties duly put into force have the force of law and states that "in case of disputes arising from the fact that international treaties concerning fundamental rights and freedoms and laws contain different provisions on the same subject, the provisions of international treaties shall prevail". Therefore, fulfilment of the requirements of the above-mentioned international treaties becomes a constitutional commitment.

#### **- Municipal Law No. 5393 and Metropolitan Municipality Law No. 5216**

Paragraph (a) of Article 3 of the Municipal Law No. 5393 reads as follows: "Municipality means a public legal entity with administrative and financial autonomy, which is established to meet the local common needs of the residents of the municipality and whose decision-making body is elected by the voters...". Just as in the Constitution, the Municipal Law also assigns the municipality the responsibility of meeting the common needs of local residents (women and men).

Paragraph (a) of Article 14 of the Law reads as follows: 'Metropolitan municipalities and municipalities with a population over 100.000 are obliged to open guest houses for women and children...'.<sup>11</sup>

#### **- Law No. 6284 on the Protection of the Family and Prevention of Violence against Women**

It covers the procedures and principles regarding the measures to be taken for the protection of women, children, elders of the family and victims of unilateral stalking who have been subjected to violence or who are in danger of being subjected to violence and for the prevention of violence against these persons.

#### **- Ministry of Interior Circular NO. 2007/6 on Coordination of Measures to Prevent Honour Killings and Honour Killings**

This circular aims to ensure coordination between all relevant institutions and organisations, including law enforcement agencies, provincial directorates of family and social policies (formerly provincial directorates of social services), provincial directorates of HEALTH and women's organisations, in order to urgently meet the protection and shelter needs of women who have been subjected to violence.

#### **- Increasing women's employment and ensuring equal opportunities**

Prime Ministry Circular No. 2010/14 published in the Official Gazette dated 25 May 2010. This circular states that in order to strengthen the socio-economic position of women, to ensure equality between women and men in social life, to increase women's employment and to ensure equal pay for equal work in order to achieve sustainable economic growth and social development objectives, equal opportunities for women and men should be ensured in the functioning of public institutions and in the field of employment in particular.<sup>12</sup>

#### **- Women Friendly Cities United Nations joint programme<sup>13</sup>**

Based on the United Nations Millennium Development Goals, the United Nations Joint Programme for the Promotion and Protection of the Human Rights of Women and Girls was launched in 2006 with the aim of incorporating a gender equality approach into the planning and programming processes of local governments.

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<sup>11</sup> Municipal Law No. 5393, <https://www.mevzuat.gov.tr/mevzuat?MevzuatNo=5393&MevzuatTur=1&MevzuatTertip=5>

<sup>12</sup> Prime Ministry Circular on Increasing Women's Employment and Ensuring Equal Opportunities  
<https://www.resmigazete.gov.tr/eskiler/2010/05/20100525-12.htm>

<sup>13</sup> <http://www.kadindostukentler.com/proje-birinci-asama.php>

The programme was first implemented in 6 pilot provinces (İzmir, Kars, Nevşehir, Şanlıurfa, Trabzon and Van) between 2006-2010. Within the scope of the Programme, Local Equality Mechanisms were established for the first time in Turkey and Local Equality Action Plans were prepared.

The Ministry of Interior issued Circular No. 2010/10 calling on all provinces to prepare Local Equality Action Plans by establishing local equality mechanisms.

## **International Treaties and Protocols**

### **- Universal Declaration of Human Rights**

Declared in 1948 by the United Nations General Assembly, the Universal Declaration of Human Rights forms the basis of both national and international legal systems.

ARTICLE 1: All human beings are born free and equal in dignity and rights; they are endowed with reason and conscience and are bound to act towards one another in a brotherly manner.

ARTICLE 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, birth or other similar status.<sup>14</sup>

### **- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Optional Protocol**

On 1 March 1980, the CEDAW Convention was opened for signature by the member states, and the Convention<sup>15</sup>, which Turkey ratified in 1985, entered into force on 19 January 1986. The Optional Protocol to CEDAW was ratified by the Turkish Grand National Assembly on 30 July 2002 and published in the Official Gazette on 2 August 2002.<sup>16</sup>

The Convention and the Optional Protocol commit States Parties to ensure equality between women and men in the public and private spheres.

### **- Beijing Conferences**

Starting in 1975, the United Nations organised four world conferences on women's rights to bring together states, experts and civil society around the world: Mexico (1975), Copenhagen (1980), Nairobi (1985) and Beijing (1995). The last of these conferences, the Beijing Conference, was well attended by governments, experts and civil society organisations, and the Beijing Declaration and Platform for Action (Beijing Declaration and Platform for Action), which resulted from the Conference, identified 12 critical areas of intervention, including the right to education, equality in health service provision, violence against women and participation in decision-making mechanisms. Turkey signed the outcome documents and action decisions of the Beijing Conference and the Beijing+5 UN special session in 1995 and 2000 without any reservations.

### **- The European Urban Charter and the European Declaration on the Rights of Citizens**

The Council of Europe, of which Turkey is a founding member, adopted the European Urban Charter-1 in March 1992 and the European Urban Charter-2 in May 2008. According to the European Urban Charter and the European

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<sup>14</sup> UN Universal Declaration of Human Rights <https://www.tbmm.gov.tr/komisyon/insanhaklari/pdf01/203-208.pdf>

<sup>15</sup> [https://www.tbmm.gov.tr/komisyon/kefe/belge/uluslararasi\\_belgeler/ayrimcilik/CEDAW/CEDAW\\_Sozlesmesi\\_ve\\_Ihtiyari\\_Protokolu.pdf](https://www.tbmm.gov.tr/komisyon/kefe/belge/uluslararasi_belgeler/ayrimcilik/CEDAW/CEDAW_Sozlesmesi_ve_Ihtiyari_Protokolu.pdf)

<sup>16</sup> Additional Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women <https://www.tbmm.gov.tr/komisyon/kefe/docs/protokol.pdf>



Declaration of the Rights of Urbanites, urbanites have various rights in the fields of security, environment, housing, health, culture, sports, economic development and similar areas. According to the Declaration, local authorities are obliged to ensure that all these rights are equally available to all individuals regardless of gender, age, origin, beliefs, social, economic and political discrimination and regardless of physical or mental disabilities.

#### **- Council of European Municipalities and Regions (CEMR) European Charter for Equality of Women and Men in Local Life**

As signatories to the European Charter for Equality of Women and Men in Local Life, local governments consider it a public duty to realise the principle of equality between women and men.

Each signatory is obliged to work on developing an Equality Action Plan to support the implementation of these commitments. In addition, each signatory undertakes to engage with all institutions and organisations in its region in order to achieve true equality in practice.

The municipalities of Antalya, Bursa, Gaziantep, Iz-mir, Kars, Nevşehir and Trabzon, provinces of the Women Friendly Cities United Nations Joint Programme, signed the Council of European Municipalities and Regions (CEMR) European Charter for Equality of Women and Men in Local Life and extended their commitment to an international dimension.

**- The Sustainable Development Goals (SDGs)** (also known as the Global Goals) are a universal call for action by the member states of the United Nations, containing targets to be achieved by the end of 2030. It focuses on solving social, cultural and ecological issues under 17 main headings such as ending hunger and poverty all over the world, combating climate , ensuring gender equality, promoting quality education, responsible production and consumption. It entered into force in January 2016.



### **1.4. Establishment Process of Local Equality Mechanism in Avcılar**

In July 2020, a **Gender Equality Commission** was established in Avcılar Municipality Assembly and commission members were elected.

**The Social Equality Unit** was established in July 2020 as a sub-unit of the Directorate of Women and Family Services. The duties of this unit are as follows:

- a) To work in coordination with the members of the Social Equality Coordination Group of Avcılar Municipality and coordinate the social equality activities to be carried out in the Municipality,
- b) To monitor the inclusion of objectives, targets and activities that will ensure progress on gender equality in the preparation and revision of the municipal strategic plan, to evaluate the draft strategic plans, objectives and targets prepared by the municipal units in terms of their impact on gender equality, to provide feedback and suggestions to the units, to take initiatives to prepare the strategic plan by taking gender equality into account together with local non-governmental organisations working on rights-based issues.
- c) To monitor the disaggregation of data by gender and age in the service provision of municipal units, to provide feedback and suggestions to the units in this regard,
- ç) During the preparation of the performance programme of the municipal units; all expenditure units will send the Annex-1 form together with their performance and investment proposals to the Social Equality Unit of the Directorate of Women and Family Services. The Social Equality Unit is responsible for collecting these forms and preparing the annual "Budget Equality Report".
- d) Collecting data and producing services for various social groups such as LGBTI (lesbian, gay, bisexual, transgender and intersex individuals), ethnic and religious minorities, asylum seekers and refugees who are disadvantaged in society, and preparing municipal policies in cooperation with national and international mechanisms and networks,
- e) To develop mechanisms to strengthen the municipality's services for the elderly,
- f) To ensure that the municipality's services for youth are carried out with a scientific, socialist, participatory and inclusive perspective that recognises socio-economic differences,
- g) To carry out studies to ensure that the policies and practices that will determine the social and educational services provided to children and the services for children are carried out in a pedagogical, egalitarian and inclusive manner that takes into account child welfare,
- ğ) To ensure the realisation of an egalitarian and inclusive public service understanding that will ensure the elimination of discrimination and other material and moral disadvantages that migrants and asylum seekers are exposed to in urban and social life,
- h) To coordinate the provision of trainings to embed the gender equality approach into the local administration approach, to carry out training activities to raise awareness on gender equality among municipal staff,
- ı) Carrying out awareness-raising campaigns to make the anti-discrimination municipalism approach visible at the level of citizens,
- i) To report annually on the municipality's progress on social equality issues,
- j) To provide material and document support when needed for use in gender equality impact assessment studies to be carried out by municipal units in their service areas,
- k) To coordinate the provision of trainings on women's human rights, gender equality, children's physical speech rights, women's health, men's health, etc,
- l) To provide services to ensure gender equality for women and girls in our district, to increase cooperation with women's organisations and to monitor women's work in our district,
- m) To determine local plans, programmes and policy strategies to increase women's participation in local decision-making processes and decision mechanisms, to improve women's daily living conditions, and to ensure the sustainability of the work to be done and the sustainability of the work to be done in this regard, in order to achieve equality of girls, women, boys and men at the local level and to embed the gender equality approach in the understanding of local governance,
- n) Organising meetings for women and disadvantaged groups to inform the public about violence against women, child neglect and abuse, boundaries in children's relations with adults, safety, privacy, sexual development, child health, care and education, women's solidarity centre and women's shelter,
- o) To develop and implement awareness-raising projects for disadvantaged groups,
- ö) Organising and implementing projects to prevent social exclusion and discrimination.

An '**Equality Coordination Group**' was established in the organisation in order to facilitate and accelerate the process in terms of preparation, implementation and monitoring of the Local Equality Action Plan.

## 1.5. Preparation Process of Local Equality Action Plan

Avclar Municipality Local Equality Action Plan activities are carried out by the Social Equality Unit operating under the Directorate of Women and Family Services. With the activation of the Local Equality Action Plan, monitoring, evaluation and reporting related to the plan within the year will be carried out by the Social Equality Unit.

The Local Equality Action Plan includes short, medium and long term targets and activities under the headings of Urban Services, Education, Health, Employment and Economic Empowerment, Participation in Decision-Making Mechanisms and Combating Violence. Targets have been set in line with the UN Sustainable Development Goals, taking into account global rather than local targets.

During the preparation process of the Local Equality Action Plan, meetings were held with public institutions, especially the units operating in the Municipality, the city council, mukhtars and NGOs, and the principle of participation was observed. In addition to these meetings, online meetings were also on the draft local equality action plan and the opinions and suggestions of the Gender Equality Monitoring Association (CEİD) were received.

## 1.6. Avclar Municipality Social Equality Unit Needs Analysis Study

### - Working Groups

An 'Equality Coordination Group' was established in the organisation in order to facilitate and accelerate the process in terms of preparation, implementation and monitoring of the Local Equality Action Plan.

This group includes the units specified in the table below and the personnel working in these units.

EQUALITY COORDINATION GROUP		
ROW NO	NAME SURNAME	DIRECTORATE
1	Evrin AKDAĞ	DIRECTORATE OF WOMEN AND FAMILY SERVICES
2	SELİN TAŞDEMİR	DIRECTORATE OF WOMEN AND FAMILY SERVICES
3	GÖNÜL KARAMAN	DIRECTORATE OF WOMEN AND FAMILY SERVICES
4	SELÇUK DURAN	DIRECTORATE OF WOMEN AND FAMILY SERVICES
5	SERVET KAYA	DIRECTORATE OF STRATEGY DEVELOPMENT
6	DENİZ AYAROĞLU	DIRECTORATE OF STRATEGY DEVELOPMENT
7	BARIŞ KELEŞ	DIRECTORATE OF PRESS, PUBLICATIONS AND PUBLIC RELATIONS
8	ANIL KARAHAN	DIRECTORATE OF PRESS, PUBLICATIONS AND PUBLIC RELATIONS

9	ULAS KAHVECİ	INFORMATION PROCESSING DIRECTORATE
10	CANER UZUN	INFORMATION PROCESSING DIRECTORATE
11	GÖKTUG YILMAZ	SUPPORT SERVICES DIRECTORATE
12	ERGÜDER BOYRAZ	SUPPORT SERVICES DIRECTORATE
13	FADİME TORTUMLU	PROPERTY AND REAL ESTATE DIRECTORATE
14	KEMAL BAKI	DIRECTORATE OF SCIENCE WORKS
15	IPEK AY	DIRECTORATE OF SCIENCE WORKS
16	GZEM YALÇIN DURSUN	DIRECTORATE OF YOUTH AND SPORTS SERVICES
17	PEACE YAY	DIRECTORATE OF YOUTH AND SPORTS SERVICES
18	SAMET DİNÇ	CLIMATE CHANGE AND ZERO WASTE DIRECTORATE
19	SİNEM YARBAY BAYLAV	DIRECTORATE OF OPERATIONS AND SUBSIDIARIES
20	BURCU BAYDEMİR SOİL	HUMAN RESOURCES AND TRAINING DIRECTORATE
21	UĞUR KILIÇ	HUMAN RESOURCES AND TRAINING DIRECTORATE
22	MÜKERREM AYPAR	DIRECTORATE OF CULTURE AND SOCIAL AFFAIRS
23	ELİF BÖRCEKLİ	DIRECTORATE OF CULTURE AND SOCIAL AFFAIRS
24	EBRU MURATOĞLU	DIRECTORATE OF FINANCIAL SERVICES
25	DUYGU YAMAK	PARKS AND GARDENS DIRECTORATE
26	HASAN BAŞTUĞ	PARKS AND GARDENS DIRECTORATE
27	GÜLSÜM YAVUZ	HEALTH AFFAIRS DIRECTORATE
28	EBRU ÖZKAYA	DIRECTORATE OF SOCIAL SUPPORT SERVICES
29	ERSOY MUNEVIS	DIRECTORATE OF TRANSPORT SERVICES
30	HASAN DEMİRCİ	ZABITA DIRECTORATE

### ***- Stakeholder Workshops***

#### **Internal Stakeholders**

1	Deputy mayors, unit managers working in Avcılar Municipality
2	Gender equality commission
3	Social Equality Coordination Group

### **External stakeholders**

1	Mukhtars
2	Bathonea Yapı A.S.
3	City Council
4	Trade Unions
5	Active NGOs and Associations in the Province and District Mor Çatı Women's Shelter Foundation CEİD (Gender Equality Monitoring Association) Women's Human Rights New Solutions Associationı) UCİM (Association for Combating Child Abuse) BPW Association of Business and Professional Women, Association for Supporting Contemporary Life, Green Crescent, Red Crescent, Five Dots Autism Association, Turkey Disabled Association Avcılar Branch Belediye Labour Union

The meetings process started on 15.10.2024 between 13:00 and 15:00 at Avcılar Municipality Innovation and Applied Solution Centre with the Local Equality Action Plan Focus Group study held with the participation of Civil Society Organisations. Representatives from Women's Human Rights Association, BPW Business and Professional Women's Association, Association for Combating Sexual Violence, UCİM (Saadet Teacher Neglect and Abuse Prevention Association) Association for Supporting Contemporary Life, Purple Roof, Green Crescent, Red Crescent, Beş Nokta Autism Association, Turkey Disabled Persons Association Avcılar Branch, CEİD (Gender Equality Monitoring Association) Municipality Labour Union participated in the focus group. In these meetings, the planning and execution of the local equality action plan process was discussed, ideas were exchanged and decisions were taken to protect and support the rights of women, children, the elderly, the disabled and all disadvantaged groups in the provision of municipal services and to adapt our local goals to global goals.

Participants were divided into six different groups. They were asked to discuss for 30 minutes in line with the titles of the Local Equality Action Plan and to present their ideas to the other participants under a slogan.

The content and flow of the presentations were as follows.

#### **Focus Group 1: Decision-Making Mechanisms and Urban Services**

Establishing neighbourhood women's groups, ensuring that these groups work in cooperation with mukhtars and transferring decisions taken from neighbourhoods to local governments.

It was emphasised that priority should be given to issues such as organising vocational training courses, providing accessible urban services for disadvantaged groups, City Councils, targeting the rate of women's participation in the municipal council as 50%, dissemination of trainings such as HREP etc. in the neighbourhoods that empower women and increase their awareness, dissemination of infrastructural and security measures that will enable women to be outside at night.

Slogan: Bright Future Comes with Women

## Focus Group 2: Combating Violence

Within the scope of combating violence, issues such as opening inclusive and qualified shelters, expanding women's solidarity centres and women's support lines, increasing activities for migrant women, opening women's employment offices, opening women's health units, opening kindergartens and study centres for children, making digital security more effective for women and children, the indispensability of a rights-based service understanding, and adopting a service understanding in line with the perspective of gender equality were the prominent items in the presentation of this group.

Slogan We are determined in struggle We are in Avcılar without violence

## 3rd Focus Group: Education

Emphasising the need to intensively implement training activities for women and all disadvantaged groups, the education group drew attention to the need to focus on activities that will support social and cultural development such as course support and language courses, job-guaranteed vocational groups, courses that raise awareness on gender equality, leadership and personal development courses for women, awareness and preparation trainings on disasters, pre-school education, adult education, parenting trainings.

Slogan Equalise Education Enlighten Avcılar

## 4th Focus Group: Employment

Providing E-commerce opportunities for women through the municipality, making use of vacant land to generate income especially for women in Yeşilkent and Tahtakale neighbourhoods, such as hobby gardens, selling women's handicraft products and food in a municipal café where disabled people can be employed, organising vocational and employment-generating courses with public education centres, nursery and childcare centres for working women, a similar application for women working at night, empowering and inspiring seminars, training programmes and developing projects that will inspire women about employment in line with the programmes were the issues emphasised by the Employment Focus Group.

Slogan FREE TOMORROWS IN OUR HANDS

## 5th Focus Group: Health

The Health Focus Group brought up items such as providing sexual health trainings to women and their spouses, elaboration of health reports before marriage, especially before marriage, psychological testing of couples, mobile health services provided by the municipality to places that have problems in accessing health services, directing women to YEDAM on various addiction issues, increasing trainings and seminars on addiction, ensuring access to psychological support for families with addicted relatives.

Slogan Healthy Women Healthy Future

## 6th Focus Group: Decision-Making Mechanisms and Participation

Providing trainings for the personnel in local administrations, establishing CSO units in local administrations, extending the meetings of CSOs, mukhtars and municipal administrations with the public, local administrations being a bridge between CSOs and the public, developing education and communication based projects were the topics included in the presentation of the decision mechanisms focus group.

## Slogan Your Voice Your City



15.10.2024 dated NGO focus group meeting

The second meeting on 22.10.2024 was held at 11:00 at Tahtakale Mahallesi Ispartakule City House. In this meeting, 3 focus groups were formed.

The ideas and conclusions from the meetings are as follows

a) Decision Mechanisms: Children in neighbourhoods. The establishment of women's and youth assemblies, participation of each group in decision-making processes in the neighbourhoods they represent, positive discrimination for women and youth were emphasised.

Slogan: If decision-making is free, there is no need for positive discrimination

b-) Urban Services: Organising seminars, trainings and courses to raise awareness, equipping living spaces with social areas, paying attention to the lighting of streets, having places where women can socialise, safe and clean parks, accessible and clean toilets, placing security cameras and help buttons in neighbourhoods, making arrangements so that disabled people can be comfortable in urban transportation and on the streets.

Slogan: Darkness Restricts Freedom, Light Against Darkness Avcılar

c-)Health: Expanding home care services, mobile mobile health vehicles serving in neighbourhoods, providing special health services for disabled people, providing psychological support for disabled families, motivational activities, increasing counselling services, providing special services for cancer patients, providing informative and supportive trainings for pregnant women, providing information on HPV vaccines for young girls, providing trainings on menopause were the issues emphasised in the field of health.

Slogan A Healthy Life Don't Be Late for Anything

d-) Employment: Suggestions were made such as municipalities opening spaces and businesses that women can run, expanding handicraft markets, establishing women's cooperatives, opening vocational training courses for young people, and ensuring that women's transport to trainings and courses is provided by women.

Slogan: Producing Hands Strong Women

d-) Education: LGS and YKS support courses for children and young people, building a library suitable for studying, social activities and social responsibility projects, building cultural centres for more comprehensive culture and art activities, opening hobby centres for people over 65, opening courses that can generate income for retired women and contribute to the acquisition of skills.

Slogan: When Women are Liberated, Society is Beautiful

e-) Opening of counselling centres and emergency shelters for combating violence, taking measures against violence in public transport, providing psychological support for women and children who are subjected to violence, re-enactment of the Istanbul Convention, ending violence against all living beings were brought to the agenda.

Slogan: Safe Life at Home and on the Street

The second meeting in Tahtakale neighbourhood took place at 14:00 at Tahtakale City House: 14:00 at Tahtakale City House. In this meeting, 3 focus groups were formed. Each group discussed two topics.

The ideas and results of the meetings are as follows.

a) Decision-Making Mechanisms: There were no issues such as holding meetings for women in neighbourhoods and establishing neighbourhood women's representative offices, more women representation in municipal councils, providing leadership courses for girls.

Slogan Women Everywhere!

b-) Urban Services: Opening literacy courses for adults, expanding day-care centres and making them full-time, building parks, walking paths, sports facilities, building baby care cabins, opening a pensioners' café, providing shuttles for women to reach activities, opening a women's and children's library, creating regular excursion programmes for women, expanding disabled centres.

Slogan Tahtakale Beautify

c) Health: Expanding elderly care services, providing special health services for the disabled, providing psychological support for disabled families, opening a KETEM centre and providing special services for cancer patients, building sports complexes and encouraging sports, establishing a system such as ped-matic for low-income women.

Slogan A Healthy Life Don't Be Late for Anything

d-) Employment: Suggestions were made such as municipalities opening spaces and businesses that women can run, expanding handicraft markets, establishing women's cooperatives, opening vocational courses for young people, and ensuring that women's transport to trainings and courses is provided by women.

Slogan: Producing Hands Strong Women

d-) Education: Support courses, study centres, bringing the demand for free qualified education to the agenda more, building libraries, building cultural centres accessible to everyone, personal development, first aid training, citizenship training, traffic training, anti-addiction training, sexual health training, training on women's rights at district and neighbourhood level.

Slogan: Education not to be oppressed, Education to live well

e-) Combating Violence Opinions were expressed on opening women's defence houses and organising activities to teach women the arts of defence, taking measures to prevent violence, opening courses where women can stand on their feet and produce, taking measures against violence against children, providing social violence training, providing psychological support for women and children who are victims of violence.

Slogan: Safe Life at Home and on the Street





22.10.2024 Tahtakale focus group meeting dated

The third meeting of the neighbourhood section in the preparation of the Avcılar Municipality Local Equality Action Plan was held in Mustafa Kemal Paşa neighbourhood on 23.10.2024 at 14:00. Our mayor of Avcılar, Utku Caner Çaykara, attended the meeting and listened to the groups until the end of the meeting, and the ideas and results of the focus group work are as follows.

#### a) Decision-Making Mechanisms and Urban Services

The group preferred to present its discussions in the form of demands.

- \*Leave our trees untouched.
- \*We want safe parks and playgrounds for children.
- \*We do not want vehicles on the pavements.
- \*We want the lifts on the overpasses to work.
- \*We want a women's solidarity, socialisation and assistance centre
- \*We want the streets to be illuminated and cameras to be increased
- \*We want our lives to be treated well in shelters, we want the number of shelters to increase.
- \*We want to increase the number of women in parliament.
- \*We want cultural trips.
- \*We want a training centre for women.
- \*We want a women-only bathhouse.

Slogan We want a reliable Avcılar where promises are not left in the air

#### b-)Health

Some of the demands made were periodic women's health trainings, psychological counselling, health screening, mobile health services, effective service of the municipality in taking patients to central places, providing trainings on patient rights, raising awareness of families on substance addiction, raising awareness of young people and children in neighbourhoods with experts on sexuality, regular follow-ups of pregnant women, tests during the birth process of children with SMA.

Slogan Women's Health at the Heart of Life

#### c-)Education

Topics such as opening literacy courses, providing environmental education, providing trainings on women's rights, baby care training, trainings on the puerperium pregnancy process, trainings on sexual health, free study courses, vocational training courses, opening healthy nutrition and life courses, culture-art trainings, hobby trainings, gender equality trainings for men, social etiquette trainings were emphasised.

Slogan: Together We Liberate

#### d-)Employment

Organising skills and talent courses, providing trainings on sales and marketing techniques, developing skills related to customer satisfaction after sales, establishing a cooperative with a membership system supported by the Municipality, organising marketing-sales days, placing people with skills in related sectors.

Slogan : Everything you dream is real.

#### e-) Combating Violence

The importance of family, financial freedom, education, health and gender equality in the fight against violence was emphasised. Suggestions were made for the municipality to provide trainings on this issue, to expand shelters, to aggravate the penalties for sexual abuse and violence, and to expand the Support for Women KADES training seminars.

Slogan: A Clean World for All Living Things, Free from All Forms of Violence



23.10.2024 dated Mustafa Kemal Paşa Neighbourhood Focus group meeting

Avcılar Municipality held the Central neighbourhood meeting on the basis of neighbourhoods in the preparation of the Local Equality Action Plan at Avcılar Barış Manço Cultural Center on 25. 10. 2024 at 13:00.

The ideas and results of the meetings are as follows.

a-)Urban Services: Giving importance to Socialisation Areas, organising neighbourhood-based sports, culture and art activities, ensuring good irrigation during and after demolition in urban transformation, widening narrow pavements, ending pavement occupations, eliminating the conditions that prevent the use of disabled people and baby carriages, finding solutions to inappropriate parking problems, creating large playgrounds for children and study areas for young people, and holding activities at times when women can participate.

Slogan: Strength in Unity

b-)Decision Mechanisms: Listening to the demands of the people, recording and following up these demands, informing and returning them correctly, establishing whatsapp groups, organising workshops and ensuring participation in a more democratic way, not for a certain segment, at the mukhtars' offices

Slogan: Strength in Unity

c-) Combating Violence: It was suggested that there should be compulsory education on this issue, shelters and facilities should be provided for women victims of violence, parks, streets and school environments should be subject to strict security measures, training should be provided on sexual harassment, precautions should be increased on drugs, gender education should be made widespread, training should be provided on animal rights and violence against animals, measures should be taken, units should be established to help in emergencies, training should be provided on defence techniques against violence.

Slogan Women Hand in Hand Against Violence

d-) Health: Suggestions such as providing information and access to health screenings, organising activities that include women's mental health and health, opening free health booths, increasing awareness on hygiene, and making all these programmes sustainable were presented.

Slogan : Support Women's Health for a Healthy Future

d-)Education

The establishment of education and sports complexes, the dissemination of free culture and art courses, and the establishment of women's co-operatives were put on the agenda.

e-)Employment

The necessity of establishing women's co-operatives, providing equal job opportunities for women by businessmen and establishing hygienic marketplaces for women were emphasised.

Slogan We Want Freedom for Women in Every Field.



25. 10. 2024 dated central neighbourhood Focus group meeting

The last neighbourhood meeting of the Local Equality Action Plan was held on 01.11.2024 at 13:00 in Yeşilkent Neighbourhood.

At the meeting;

- Opening of literacy courses in neighbourhoods
  - Construction of a centre in Avcılar where families of disabled children can leave their children for at least a few hours to support them during the day,
  - Providing trainings on violence against women
  - Construction of walking and socialisation areas and parks,
  - Prevention of pavement occupation
  - Taking measures against drugs and substance abuse
  - Training on child rearing
  - Providing trainings on disaster and first aid.
- Establishing a co-operative and providing income to women with low income

- Providing digital literacy and entrepreneurship trainings
- Opinions were expressed on the organisation of excursion activities for women in all neighbourhoods.



01.11.2024 dated Yeşilkent neighbourhood focus group meeting

On Tuesday 19.11.2024, a meeting was held with the department managers of the Municipality. During the meetings, opinions were exchanged on the objectives and activities in the draft plan and arrangements were made regarding the plan.



19.11.2024 dated Unit Managers Meeting

In order to raise social awareness and discuss solutions, an "Urgent Action Workshop on Violence against Women" was held on 22 November 2024, hosted by Avcılar Municipality. The workshop was held with the wide participation of women's organisations, non-governmental organisations, universities, members of the press, students, local government representatives and political party representatives, and approximately 150 women came together. Participants were divided into groups and a workshop was organised. In the workshop, Gender Equality and Anti-Violence Strategy, Women's Rights and Legal Guarantees: Legal Protection of Women Subjected to Violence, Economic Independence and Women Empowerment Policies, Media, Language and Social Perception: Struggle against the Normalisation of Violence, Role of Local Governments: Activities of Municipalities in Combating Violence against Women, Women in Times of Crisis: Disaster, Crisis Period and Combating Violence, Psychological Violence and Women: Destructive Consequences of the Silent Threat were discussed on the topics. In the first session of the three-session workshop, experts shared their knowledge and experiences; in the second session, existing problems and solutions were discussed in tables. Afterwards, the results of each table were presented, the scope of the discussion was expanded and the outputs obtained were evaluated. At the end of the workshop, a conclusion text was prepared in line with the common views of the participants and presented to all participants.

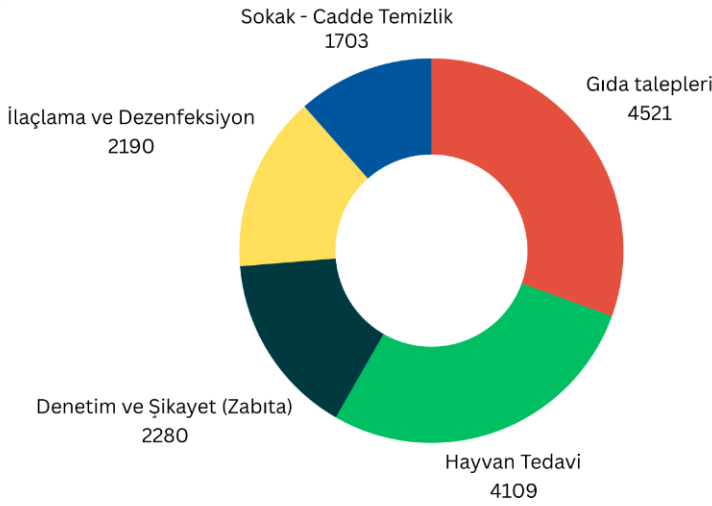


22.11.2024 workshop on Urgent Action against Violence against Women

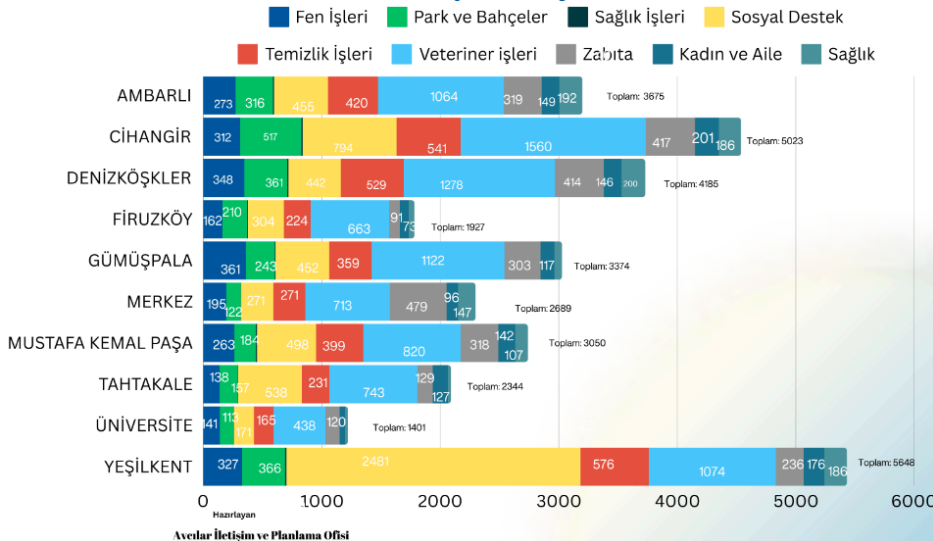
## - Requests and complaints received by the municipality call lines<sup>17</sup>

According to the data of Avcılar Municipality Communication and Planning Office, it is seen that a high proportion of the requests and complaints received by the call lines are social assistance requests.

### En Çok Başvuru Alınan Kategori



### Mahallere Göre Başvuru Sayıları



<sup>17</sup> Avcılar Communication and Planning Office data

## 2. CURRENT SITUATION, STRATEGIC OBJECTIVES AND TARGETS

### 2.1. Population

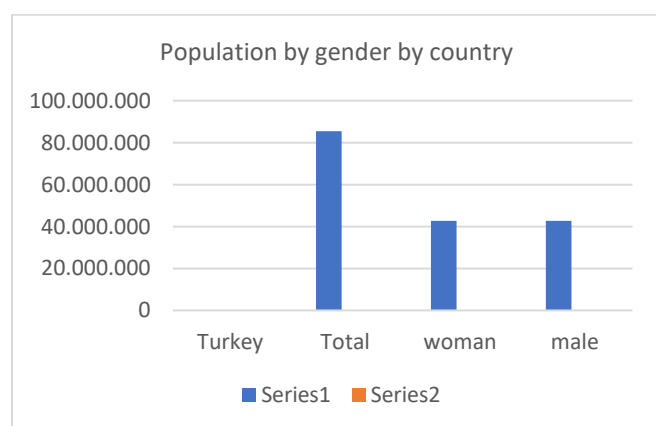
As of 31 December 2023, the population residing in Turkey increased by 92 thousand 824 persons compared to the previous year and became 85 million 372 thousand 377 persons. While the male population was 42 million 734 thousand 71 people, the female population was 42 million 638 thousand 306 people. In other words, 50.1% of the total population was male and 49.9% was female.<sup>18</sup>

According to the results of Address Based Population Registration System (ABPRS), foreign population<sup>(1)</sup> residing in Turkey decreased by 253 thousand 293 persons compared to the previous year and became 1 million 570 thousand 543 persons. Of this population, 48.6% were men and 51.4% were women.

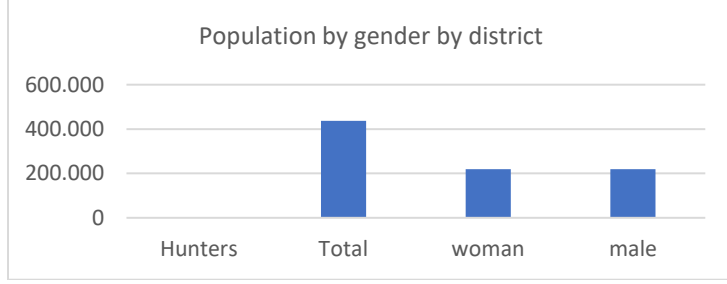
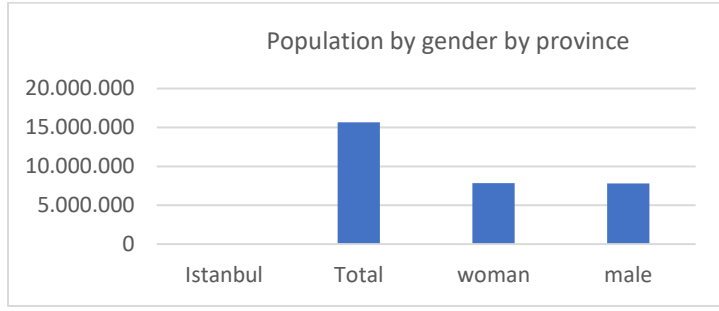
In this framework, 50.13 per cent of the total population in Istanbul is female and 50 per cent is male. In Avcılar district, 50 per cent of the total population is female and 50 per cent is male.

Country,Province,District	Total	woman	male
Turkey	85.372.337	42.638.306	42.734.071
Istanbul	15.655.924	7.849.137	7.806.787
Avcılar	437.221	218.613	218.608

Country, province and district total population table



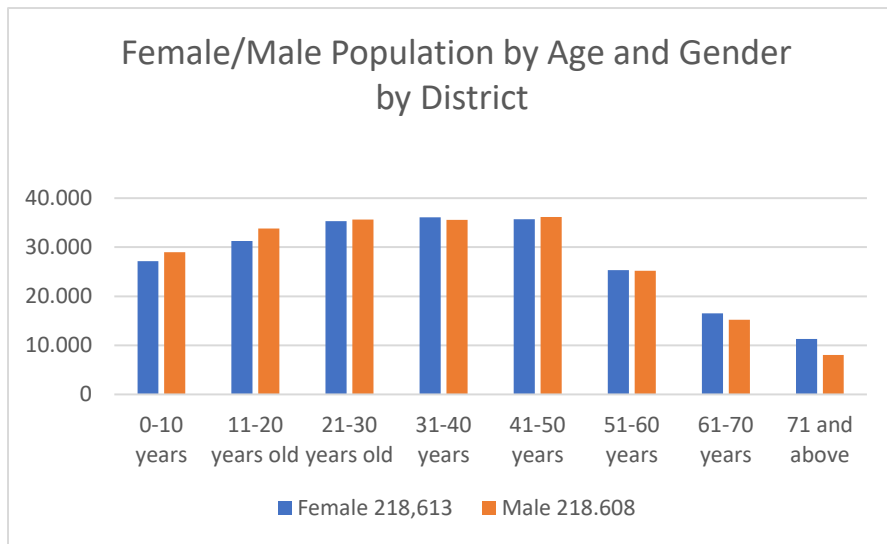
<sup>18</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Adrese-Dayali-Nufus-Kayit-Sistemi-Sonuclari-2024-49684>



Country, province and district total population graphs

Female/Male Population by Age and Gender by District			
Age Range	General Total	Woman	Male
Total	437.221	218.613	218.608
0-10 years	56.126	27.172	28.954
11-20 years old	65.093	31.254	33.839
21-30 years old	70.906	35.290	35.616
31-40 years	71.608	36.066	35.542
41-50 years	71.858	35.697	36.161
51-60 years	50.570	25.345	25.225
61-70 years	31.721	16.521	15.209
71 and above	19.339	11.277	8.062

Turkish Statistical Institute, Ibbs-Level1, Ibbs-Level2, Population of Provinces and Districts Address Based Population as of 31 December 2023



*Female/Male Population by Age and Gender by District Chart*

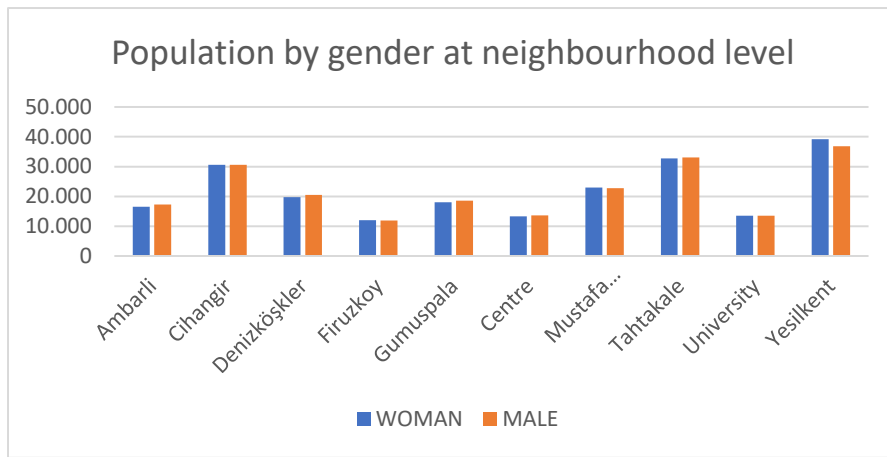
When we look at the population rates on the basis of neighbourhoods, 6% of the total population of Avcılar District is composed of the central neighbourhood, 8% of Ambarlı Neighbourhood, 9% of Denizköşkler Neighbourhood, 14% of Cihangir Neighbourhood, 6% of University Neighbourhood, 10% of M.kemal Paşa Neighbourhood, 8% of Gümüş Pala Neighbourhood, 5% of Firuzköy Neighbourhood, 17% of Yeşilkent Neighbourhood and 15% of Tahtakale Neighbourhood.

Neighbourhood Name	Total	Male	Woman
Ambarli	33.807	16.525	17.282
Cihangir	61.128	30.570	30.558
Denizköşkler	40.179	19.728	20.451
Firuzkoy	23.919	11.999	11.920
Gumuspala	36.638	18.071	18.567
Centre	26.898	13.263	13.635
Mustafa kemalpaşa	45.784	23.008	22.776
Tahtakale	65.761	32.716	33.045
University	27.065	13.561	13.504
Yesilkent	76.042	39.167	36.875
Total	437.221	218.608	218.613

*Population by gender by district*

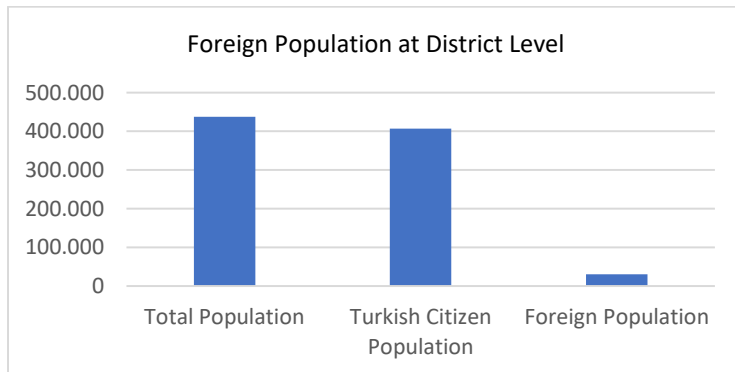
Turkish Statistical Institute, Ibbs-Level1, Ibbs-Level2, Provincial and District Populations Address Based Population Registration System Results dated 31 December 2023





Foreign Population at District Level		
Total Population	Turkish Citizen Population	Foreign Population
437.221	406.812	30.409

Turkish Statistical Institute, Address Based Population Registration System Results as of 31.12.2023

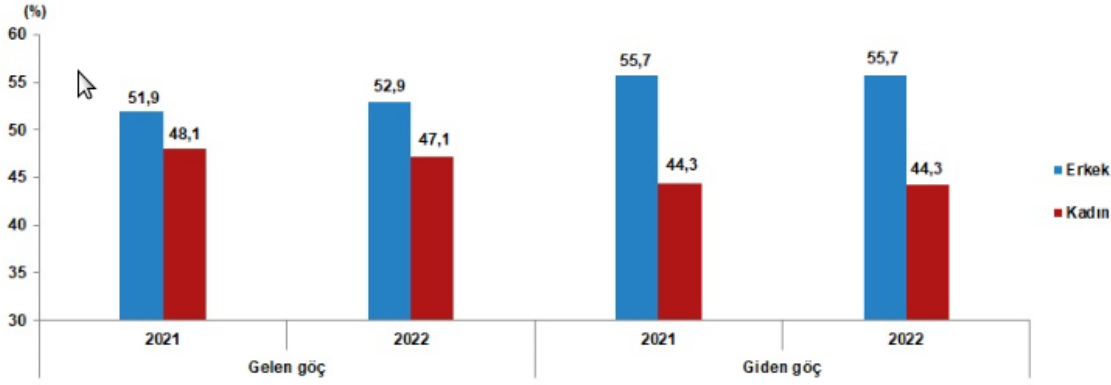


494 thousand 52 people migrated to Turkey from abroad.

The number of people migrating to Turkey from abroad decreased by 33.2% in 2022 compared to the previous year and became 494 thousand 52 people. Of the migrated population, 52.9% were men and 47.1% were women. Of the population coming from abroad, 94 thousand 409 were Turkish citizens and 399 thousand 643 were foreign nationals.<sup>19</sup>

<sup>19</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Uluslararası-Göç-İstatistikleri-2022-49457#:~:text=Yurt%20d%C4%B1%C5%9F%C4%B1ndan%20T%C3%BCrkiye'ye%20494,1'ini%20ise%20kad%C4%B1nlar%20olu%C5%9Fturdu.>

Türkiye'ye gelen ve Türkiye'den giden göçün cinsiyete göre dağılımı, 2021, 2022



Population Growth by District

Years	Annual Population Growth Rate (%)	Total
2023	-33.50	437.221

Tuik, 31 December 2024 Address Based Population Registration System (Adnks) Results Provincial/District Centre, Town/Village Population by Province and Districts and Annual Population Growth Rate

## 2.2. URBAN SERVICES

In the **Strategic Plan** of Avcılar Municipality **for 2025-2029**, the targets related to urban services are stated below:

<b>OBJECTIVE (A1)</b>	<b>To ensure the development of society by strengthening it</b>
<u>TARGET (H1.1)</u>	To carry out studies to support the social and cultural development of the society
<u>TARGET(H1.2)</u>	To carry out sportive activities to improve the life skills and physical abilities of the society

<b>OBJECTIVE (A2)</b>	<b>Ensuring climate adaptation</b>
<u>TARGET (H2.1)</u>	Carrying out sustainable studies to ensure climate adaptation

<b>OBJECTIVE (A3)</b>	<b>Increasing urban resilience</b>
-----------------------	------------------------------------

TARGET (H3.1)	To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city.
TARGET (H3.2)	To work against the crisis and risks that may occur before and after natural disasters that may occur in the district.

Avcılar Municipality works to provide equal and accessible services to women and all disadvantaged individuals. Services provided by Avcılar Municipality in the field of urban services for women and all disadvantaged individuals;

Camera system has been installed in 64 parks throughout Avcılar district. Playgrounds have been revised in accordance with the use of children. Playgrounds have been made suitable for use in terms of playground equipment, cleaning, etc. A baby care cabin was built in Bülent Ecevit Park.

Within the scope of the Street Transformation Rehearsal Project Event organised by the Union of Marmara Municipalities and Superpool, Kırca Street, which is located in Ambarlı Neighbourhood and closed to traffic, was transformed as a School - Play Street on 9 December 2022.

The number of disabled ramps on pedestrian roads was increased. Pavement occupation inspections were carried out.

Mid-term holiday festival, World Theatres Day, Ramadan Festival, Report Card Festival, 23 April Festival, International Avcılar Bathonea Culture and Art Festival, Circumcision Festival, Mid-term Holiday Festival, Avcılar Youth Festival etc. events were organised.

In Gülten Nakipoğlu Disabled Life Centre, activities were organised for the disabled people living in Avcılar district.

In order to increase the participation of women in socio-cultural life after the pandemic and the economic crisis, Balat trips were organised for women throughout August with the slogan 'A Breath for Women'. During these trips, Balat's mosques, churches, Turkey's only library of women's works, historical tobacco factory, colourful houses, Gül Mosque, historical baths, authentic cafes were visited.

Activities such as Water Day Panel, World Environment Day, Circular and Sustainable Textile Event, etc. were organised to raise awareness and improve environmental awareness.

Training and drills were organised by the Civil Defence team in shopping malls and schools. With these activities, citizens living in our district have become aware of the issues they need to do in possible natural disasters.

AFAD training was organised at Firuzköy Women's Social Life Centre in order to provide women with the right behaviours to be done before, during and after disasters, especially earthquakes, which are frequently seen in our country.

Disabled people living in Avcılar District were transported to hospitals and public institutions.

Patient Transport Services were carried out with ambulances. Baby Taxi Service was provided for women and families who have just given birth.

## OBSERVATIONS AND RECOMMENDATIONS

Due to the increasing cases of violence today, the lack of lighting in public places (parks, streets, etc.) used by women and children within the borders of our district should be eliminated.

Parks should be redesigned in an inclusive manner so that disabled children can benefit from them.

In order to enable women with children to move more easily in the city, baby care cabins should be built in the squares.

In order to enable women to socialise in their free time, social areas where they can spend more time should be created.

Since women and children are the most affected by natural disasters, awareness raising activities on disaster preparedness, especially earthquakes, should be expanded in neighbourhoods.

### The objectives and targets under the title of Urban Services in the Local Equality Action Plan are as follows:

<b>Objective 1:</b>	<b>To ensure that women and all disadvantaged individuals can benefit equally from urban services.</b>
<b>Target: 1.1.</b>	<b>By the end of 2029, increasing the activities to make public spaces suitable for the use of women and all disadvantaged individuals</b>
<b>Target: 1.2.</b>	<b>Increasing activities to ensure the socialisation of women and all disadvantaged individuals in the city</b>
<b>Target: 1.3.</b>	<b>Spreading Awareness of Clean, Healthy Environment and Awareness of Disaster Situations in the City</b>
<b>Target: 1.4.</b>	<b>Facilitating the Access of Women and Disadvantaged Individuals to Municipal Services</b>
<b>Target: 1.5.</b>	<b>Dissemination of Promotion Mechanisms of Municipal Services</b>
<b>Target :1.6.</b>	<b>Establishment of a gender-sensitive data recording system for municipal services</b>

## 2.3. Education

The proportion of women over the age of 6 among illiterate people in Avcılar district is 84 per cent.

Education Level	Avcılar	
	Gender	
	Woman	Male
Reading and Writing Don't know	4.645	887
Literate But a school Unfinished	17.649	14.444
Primary School	40.960	30.362
Primary education	10.001	13.226
Secondary School or Equivalent Vocational Secondary School	29.473	34.677
High School and Equivalent Vocational School	45.749	55.576
High school Or Faculty	34.473	32.859
Master's Degree (5 Or 6 Annual Faculties Including)	3.681	3.727
PhD	309	434
Unknown	2.506	2.321
Total	189.446	188.513

Tuik.202 Education Statistics<sup>20</sup>

There are many educational and training institutions in Avcılar district. Among these institutions, Istanbul University Cerrahpaşa Avcılar Campus is of great importance. Rectorate, Engineering and Sports Sciences Faculties, Veterinary School, Graduate School of Veterinary Medicine, Graduate Education Institute, Biomedical Engineering Application and Research Centre, Environmental and Earth Sciences Application and Research Centre, Energy Management Application and Research Centre, Food Antioxidants Measurement Application

<sup>20</sup> Tuik, 2020- Education Statistics <https://biruni.tuik.gov.tr/medas/?kn=130&locale=tr>

and Research Centre are located on the campus. When other educational institutions are evaluated, a total of 33 Primary Schools (22 official, 11 Private), 37 high schools (5 general high schools, 9 vocational high schools, 4 imam hatip high schools, 19 private high schools), 6 independent high schools kindergarten, 36 private kindergartens, 2 special education practice schools, 1 guidance research centre, 1 vocational education centre, 1 Public Education Directorate and Teacher's House, 10 private rehabilitation centres, 25 private motor vehicle driving school, 6 private teaching courses, 41 miscellaneous private courses, 5 international schools, 7 private dormitories is available. Avcılar Public Education Centre and Institute Istanbul (ISMEK) offers trainees many educational-tutorial programme service is provided.

In the cultural centre and city houses where all kinds of social activities are organised in the district, courses are given free of charge in folklore theatre, painting-sculpture, ceramics, jewellery design, modern dance, music, and various activities are presented. Again, the library of this centre is at the service of the public and various plays and films are screened on cinema and theatre stages. Two cinema halls are also in operation in our district.<sup>21</sup>

In the **Strategic Plan** of Avcılar Municipality **for 2025-2029**, the targets related to education services are as follows:

<b>OBJECTIVE (A1)</b>	To ensure the development of society by strengthening it.
<b><u>TARGET (H1.1)</u></b>	To carry out studies to support the social and cultural development of the society.

Services provided by Avcılar Municipality on access to education;  
Courses were opened for illiterate women

Question solution workshops were opened in 3 centres to prepare for exams such as YKS and LGS.

The Women's Human Rights Training, which was carried out in cooperation with the Association for Women's Human Rights and New Solutions, was organised in two separate groups in sixteen weeks. The training included topics such as Civil Rights, Women's Human Rights, Gender Sensitive Child Raising, etc.

Within the scope of the 'Empowering Women Candidates in Local Governments' project, which we carried out in cooperation with the Association for Supporting Women Candidates, ALDA, trainings on Gender Equality, Women and Leadership, Women Friendly Cities were organised.

Home School Association President Mehmet Hilmi Eren held a seminar on 'ABC of Education' at BarışManço Cultural Centre.

<sup>21</sup> Avcılar Municipality 2025-2029 Strategic Plan

Psychological resilience and trauma training was held at Mustafa Kemal Paşa City House in order to increase individual awareness and to emphasise the importance of psychological counselling services.

Mindfulness (Mindfulness) trainings were carried out online and face-to-face in order to gain the ability to cope with stress in daily life.

In order to increase the participation of women in social life and to ensure that they gain the habit of reading, a 'Book Reading Workshop' was organised under the leadership of educator Füsün Sağlam in cooperation with the City Council Women's Assembly.

'Peer Bullying Training' was organised for women.

A creative writing workshop was organised for women and the stories written by the women were turned into a book under the title of 'Purple Pen Women's Stories' and 500 copies were printed and distributed.

## **OBSERVATIONS AND RECOMMENDATIONS**

In order to facilitate the access of illiterate women to services in our district, literacy courses for women should be made widespread.

The number of training seminars on gender equality, rights, etc. for women in neighbourhoods should be increased in order to provide personal awareness.

In order to raise awareness in the attitudes and behaviours of male individuals, training plans such as gender equality, father support training etc. should be created for men.

In order to adapt to the developing technology, robotic coding, artificial intelligence, etc. trainings for children and young people should be made widespread.

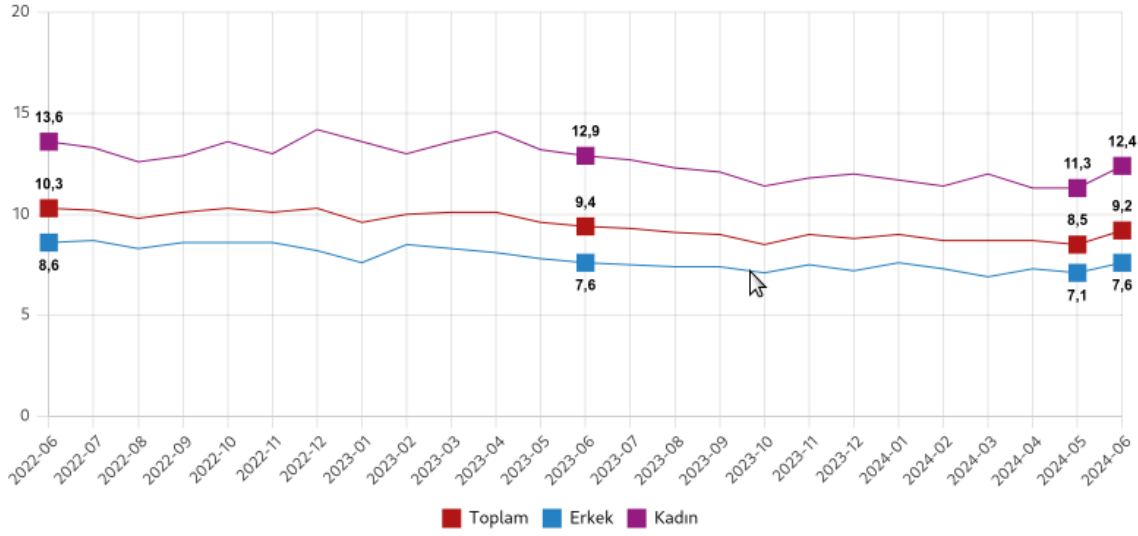
Gender equality and violence against women trainings should be included in the scope of in-service training for all managers and personnel within the Municipality in order to display a more egalitarian attitude within the organisation.

### **The aims and objectives under the title of Education in the Local Equality Action Plan are as follows:**

<b>Objective -2</b>	<b>Increasing the access of women and all disadvantaged individuals to education services</b>
<b>Target: 2.1.</b>	<b>Increasing awareness and training of women and disadvantaged individuals within the framework of gender equality</b>
<b>Target: 2.2.</b>	<b>Raising awareness of gender equality within the municipality</b>

## 2.4. Employment and Economic Empowerment

According to the results of the Household Labour Force Survey; the number of unemployed people aged 15 and over increased by 234 thousand people in June 2024 compared to the previous month and became 3 million 305 thousand people. Unemployment rate increased by 0.7 points to 9.2%. Unemployment rate was estimated as 7.6% for males and 12.4% for females.<sup>22</sup>

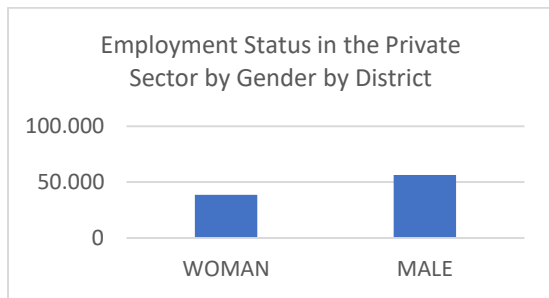
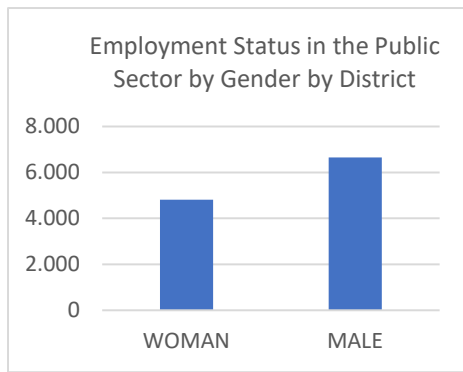


According to the data of Avcılar Social Security Institution, employment information in the public and private sector for 2024 is as follows:

YEAR	PUBLIC	PRIVATE SECTOR	TOTAL
WOMAN	4.812	38.507	43.319
MALE	6.651	56.483	63.134

<sup>22</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Isgucu-Istatistikleri-Haziran-2024-53512#:~:text=%C4%B0%C5%9Fsizlik%20oran%C4%B1%20ise%200%2C7,12%2C4%20olarak%20tahmin%20edildi.&text=%C4%B0stihdam%20edilenlerin%20say%C4%B1s%C4%B1%202024%20y%C4%B1l%C4%B1,azalarak%2049%2C3%20oldu.>





The current staffing status of Avcılar Municipality is as follows:

#### Number of Vice Presidents by Gender

Gender		Total
Woman	Male	
1	4	5

Among the deputy mayors, 20 per cent are women and 80 per cent are men.

#### Number of Principals by Gender

Gender		Total
Woman	Male	
10	18	28

Of the unit managers working in the municipality, 35 per cent are women and 65 per cent are men.

#### Number of Chiefs by Gender

Gender		Total
Woman	Male	

28	32	60
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Of the chiefs working in the municipal units, 47 per cent are female and 53 per cent are male.

#### Number of Officers by Gender

Gender		Total
Woman	Male	
141	291	432

Of the civil servants working in the municipality, 33% are female and 67% are male.

#### Number of Workers by Gender

Gender		Total
Woman	Male	
1	3	4

Of the permanent staff working in the municipality, 25% are female and 75% are male.

#### Number of Company Personnel by Gender

Gender		Total
Woman	Male	
331	950	1281

Of the personnel working under the municipal company, 26 per cent are female and 74 per cent are male.

In the **Strategic Plan** of Avclar Municipality for 2025-2029, the targets for employment services are given below:

<b>OBJECTIVE</b>	To ensure the development of society by strengthening it.
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<b>(A1)</b>	
<b>TARGET (H1.5)</b>	Providing services to enable women and children to assume more active and powerful roles in social and economic life

Existing services of Avcılar Municipality for employment and economic participation;

In order to facilitate the daily lives of women, different from traditional gender roles, Trainings on Vehicle Maintenance, Repair and Domestic Plumbing - Labour Work, Not Men's Work - were organised.

"Producing Hands Entrepreneur Women Training" was organised in cooperation with the Young Entrepreneurs Association - ICF in order to enable women to take more place in employment life and to sell their products in digital environment.

Women's Handicraft Market was opened in Ambarlı Neighbourhood.

Women seeking employment who applied to the Women's Counselling Centre were directed to the Employment Centre, contributing to the employment of women.

Children's Homes were opened in Tahtakale and Mustafa Kemal Paşa neighbourhoods. Children's Home activities were carried out in Cihangir, Tahtakale and Mustafa Kemal Paşa neighbourhoods.

In Article 22, paragraph k) of the collective labour agreement between Belediye İş Turkey Municipalities and General Services Workers' Union and Social Democrat Public Employers' Union, BATHONEA Yapı A.Ş. On 8 March International Women's Day, women workers are considered to be on paid leave".

### **OBSERVATIONS AND RECOMMENDATIONS**

Dissemination of vocational training courses to ensure employability of women required.

In order to empower women in economic life, the number of entrepreneurship and leadership trainings for women should be increased.

Vocational training programmes should be established for disabled people to be included in the labour force.

E-commerce channels should be created to provide sales opportunities for women producers and women's co-operatives should be supported.

**The objectives and targets under the heading of Employment in the Local Equality Action Plan are as follows:**

<b>Objective-3 :</b>	<b>Increasing women's participation in economic life and their employability</b>
<b>Target:3.1</b>	<b>To ensure the participation of women in economic life throughout the district</b>
<b>Target:3.2</b>	<b>To increase entrepreneurship supportive services to ensure women's participation in economic life throughout the district.</b>
<b>Target:3.3</b>	<b>Structuring the employment policy of the institution in an egalitarian manner</b>

## 2.5. Health

Women live 5.5 years longer than men

According to the results of Life Tables, life expectancy at birth was 77.5 years for Turkey in 2020-2022, 80.3 years for women and 74.8 years for men. In general, women lived longer than men and the difference in life expectancy at birth was 5.5 years.

Healthy life expectancy at birth was 57.0 years for women

According to the results of Life Tables, healthy life expectancy, which expresses the number of years a person of a certain age is expected to live without a health problem that would limit his/her activities in daily life, was 58.4 years for a person at the age of zero in 2020-2022 in Turkey, 57.0 years for females and 59.7 years for males. Accordingly, healthy life expectancy of men at birth was 2.7 years longer than women.

Obesity rate in women was 23.6

According to the results of Turkey Health Survey, when the body mass index calculated by using height and weight values was analysed, it was seen that 20.2% of people aged 15 years and over were obese and 35.6% were pre-obese in 2022. When the proportion of obese individuals was analysed by gender, 23.6% of women were obese and 30.9% were pre-obese, while 16.8% of men were obese and 40.4% were pre-obese.<sup>23</sup>

Individual or religious beliefs, inadequate information about the risks of pregnancy, inability of women to make their own decisions, inability to access methods to prevent unwanted pregnancies, failure to use methods effectively and correctly, failure to use methods at all lead to the formation of unwanted pregnancies. Unwanted pregnancies bring along many serious problems such as inadequate prenatal care, maternal-infant mortality, low birth weight babies, infant-child neglect. Another important consequence of unwanted pregnancies is miscarriages. Induced abortions performed under unhealthy/unsafe conditions may cause medical and psychosocial health problems as well as maternal mortality.<sup>24</sup>

As of 2024, there is a health centre in every neighbourhood of Avcılar district. Numerous clinics and large private hospitals have been opened in various parts of the district. These meet the needs of the people living in the district to a great extent. There are 4 private hospitals and 1 public hospital, 26 Family Health Centres, 1 Reinforced Migrant Health Centre, 12 physician offices, 40 dentist offices, 28 oral and dental health polyclinics, 6 medical centres and 4 dialysis centres in the district. In addition, 132 pharmacies and 4 private hospital pharmacies provide health services in the district. There are a total of 443 physicians working in the district

<sup>23</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Istatistiklerle-Kadin-2023-53675>

<sup>24</sup> Sexual and Reproductive Health Situation Analysis Report in Turkey, Community and Family Health Foundation [https://www.tapv.org.tr/wp-content/uploads/2021/08/idCISU\\_Rapor\\_Tasarimi\\_Dijital\\_2021-2-11.pdf](https://www.tapv.org.tr/wp-content/uploads/2021/08/idCISU_Rapor_Tasarimi_Dijital_2021-2-11.pdf) Sy;60

affiliated to public and private institutions. 1 state hospital and 4 private hospitals have a total capacity of 508 beds.<sup>25</sup>

In the **Strategic Plan** of Avcılar Municipality for **2025-2029**, the targets in the field of health services are given below:

<b>OBJECTIVE (A1)</b>	To ensure the development of society by strengthening it
<b>TARGET (H1.3)</b>	To provide quality social facility and business services within the framework of social municipalism.
<b>TARGET (H1.4)</b>	Carrying out counselling and follow-up centre activities for disadvantaged, special needs and at-risk groups
<b>TARGET (H1.6)</b>	To carry out studies to reduce health risks in order to protect and improve public health.

Services provided by Avcılar Municipality in the field of health for women and all disadvantaged individuals;

In cooperation with the Association of Lovers of Istanbul, a survey was conducted to increase the breastfeeding rate and raise awareness on the importance of breast milk in the Green City Neighbourhood, which was determined as a pilot area within the scope of the Strong Women - Healthy Generations project. In addition, information on correct breastfeeding techniques and the importance of exclusive breastfeeding in the first six months was provided.

In cooperation with the Istanbul Lovers Association, ER-DO-DER (Association for the Survival of Premature Babies), a meeting was held with pregnant and newborn women within the scope of 'Healthy Generations Breastfeeding Project' at Avcılar Municipality Terrace Café.

Home care services were provided.

Women who live in our district and who have recently given birth were taken from the hospital with their babies and transported to their homes. In addition, each woman who benefited from the service was given a baby stroller.

In order to facilitate women's access to health institutions, appointments were made for women who requested to Büyükçekmece District Health Directorate KETEM (Cancer Early Diagnosis Screening and Education Centre) and their transportation was provided by our municipality vehicles.

## **OBSERVATIONS AND RECOMMENDATIONS**

<sup>25</sup> Avcılar Municipality 2025-2029 Strategic Plan

In order to facilitate women's access to health services, transportation service to Cancer Screening Centres should be expanded.

In order to meet the needs of celiac patients living in our district, a gluten-free menu should be created in social facilities affiliated to the municipality by carrying out awareness-raising activities.

In order to facilitate access to health care for women and all disadvantaged individuals, oral and dental health screenings should be carried out throughout the neighbourhood.

Hygienic pads should be provided to women and girls in need.

**The objectives and targets under the heading of Health in the Local Equality Action Plan are as follows:**

<b>Objective-4</b>	<b>Increasing opportunities for women and disadvantaged individuals to access health services</b>
Target: 4.1.	<b>Dissemination of Preventive and Preventive Health Services in Neighbourhoods</b>
Objective 4.2.	<b>Increasing Access to Health Services for Women and Disadvantaged Individuals</b>

## **2.6. Participation in Local Governments**

Female ambassador rate was 27.3 per cent

According to the data of the Ministry of Foreign Affairs, the ratio of female ambassadors was 11.9 per cent in 2011 and 27.3 per cent in 2023. While the ratio of male ambassadors was 88.1 per cent in 2011, it will be 72.7 per cent in 2023.

Ratio of female deputies was 19.9 per cent

According to the data of the Grand National Assembly of Turkey, as of the end of 2023, the number of female deputies among 599 deputies was 119 and the number of male deputies was 480. While the rate of female deputies in the parliament was 9.1 per cent in 2007, it became 19.9 per cent in 2023.

The proportion of female professors among professors in higher education was 33.9

According to Higher Education Statistics, while the proportion of female professors among professors in higher education was 27.6% in the academic year 2010-2011, it became 33.9% in the academic year 2022-2023. While the ratio of female associate professors among associate professors in higher education was 32.2% in 2010-2011 academic year, it became 40.8% in 2022-2023 academic year.

The proportion of women in senior and middle management positions was 19.6 per cent

According to the results of the Household Labour Force Survey, while the proportion of women in top and middle management positions in companies was 14.4% in 2012, it was 19.6% in 2022.<sup>26</sup>

19% of Avcılar Municipality Council Members are female and 81% are male.

Number of Assembly Members by Gender		Total
Woman	Male	
7	30	37

Among the 10 neighbourhood mukhtars in the district, there are 5 women mukhtars.

In the **Strategic Plan** of Avcılar Municipality **for 2025-2029**, the targets regarding participation services in local governments are given below:

<b>OBJECTIVE (A2)</b>	To co-operate for the development of local democracy, to produce projects for the promotion of the district.
<b>TARGET (H2.1)</b>	Strengthening Communication with Citizens and Carrying Out Publicity Activities

The activities carried out by Avcılar Municipality during the year to ensure the participation of women and all disadvantaged individuals are listed below:

Visits were made to associations and non-governmental organisations in Avcılar district and information about the activities of the municipality was shared with the representatives of the associations and their demands were received.

23 April Children's Festival, Mid-term Holiday Festival, Report Card Holiday Festivals, Circumcision Festival were organised.

With the free children's activities organised during the year, our Mayor and Council Members met with children.

<sup>26</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Istatistiklerle-Kadin-2023-53675>

With the "Child Friendly Avcılar Child Participation Project" in partnership with the Urban Culture and Development Association, a workshop was held in which the concept of the right to the city and the problems encountered in their neighbourhoods were discussed by children aged 7-12 living in Yeşilkent Neighbourhood and the children were grouped and produced models on the spaces they chose in their neighbourhoods.

Meetings were held with the Gender Equality Commission during the year and information was exchanged on the work of the Social Equality Unit.

## **OBSERVATIONS AND RECOMMENDATIONS**

Meetings on the problems and demands of women and all disadvantaged individuals should be organised throughout the district and women representatives should be elected in the neighbourhoods.

In order to provide motivation to the women living in the district, success stories of successful women should be conveyed through video shooting etc. methods.

In order to carry out effective and efficient works in neighbourhoods, projects should be developed in cooperation with mukhtars and City Council.

### **The aims and objectives under the title of Participation in Local Governments in the Local Equality Action Plan are as follows:**

<b>Objective-5 :</b>	<b>To increase the participation of women and all disadvantaged individuals in the decision-making mechanisms of the municipality</b>
<b>Target: 5.1.</b>	<b>To disseminate methods to ensure the inclusion of women and all disadvantaged individuals in decision-making processes</b>

## **2.7. COMBATING VIOLENCE**

The Federation of Women's Associations of Turkey (TKDF) and the United Nations Population Fund (UNFPA) have carried out one of the most comprehensive data analyses ever conducted in Turkey in the field of combating "Violence against Women", which continues to be one of the most important social problems in Turkey. More than 28 thousand calls received to TKDF's "Domestic Violence Emergency Helpline", which provides services in 5 languages, between 2007 and 2021 were analysed and the "Statistical Analysis of Domestic Violence Emergency Helpline Data between 2007 and 2021 Report" was prepared with the striking statistics that emerged.

According to the report; 28 thousand 198 calls were received to the "Domestic Violence Emergency Helpline" between 2007-2021. More than 900 people called the hotline more than once. The highest number of calls was made in 2020, when the pandemic started and lockdowns occurred. More than half of the calls (57 per cent) were made by people who had been subjected to violence themselves. This was followed by 'family members' with 16%, followed by 'friends' and 'neighbours'. Perpetrators made 2 out of every 100 calls. While the majority of the perpetrators called to find out the location of the person subjected to violence, there were also those who requested psychological assistance.

According to the calls received, 8 out of every 10 people subjected to violence are women. Violence against both women and children was reported in one out of every 10 calls. Of those subjected to violence, 73 per cent



were married, 12 per cent were single and 7 per cent were divorced. The majority of those subjected to violence are between the ages of 31-55 (42 per cent). This was followed by the 19-30 age group (37 per cent). According to the data obtained from the searches, the rate of children being exposed to violence increased from 7 per cent to 17 per cent after 2012 and up to 18 per cent with the pandemic.

According to the analysis of the calls to the "Domestic Violence Emergency Helpline", 90 per cent of the perpetrators are men. According to the calls made, the perpetrator is the 'spouse' at the highest rate (63 per cent), followed by the family member (21 per cent). In cases where the perpetrator was a 'family member', the perpetrator was the father in 3 out of 10 cases (29 per cent), other family members in 2 cases (19 per cent) and direct siblings in 2 cases (16 per cent). The middle age group (31-55 years old) constituted 38 per cent of the perpetrators of violence, while 34 per cent were young people (19-30 years old).

According to the calls received, the most common forms of violence were physical (17601), emotional (15059), social (5608), economic (4346) and sexual (1456). 79 per cent of those subjected to physical violence were women, and the perpetrators were mostly 'spouses' (68 per cent). According to the searches, 8 per cent of the violence cases were sexual violence. Of those subjected to sexual violence, 73 per cent were women, 11 per cent were women and children and 10 per cent were girls.

According to the report, the majority of the calls were made to obtain information. Information on shelters was requested the most. The majority of the callers requested the police to be sent to the shelter, followed by requests to be accompanied by law enforcement officers to the shelter and to report to the General Directorate of Social Services and Child Services. Most of the calls were directed to the courthouse (lawyer/prosecutor/forensic medicine) and law enforcement agencies.<sup>27</sup>

27.4% of women felt unsafe walking alone at night in their neighbourhood

According to the results of Life Satisfaction Survey, in 2023, while the rate of those who felt unsafe walking alone at night in their neighbourhood was 18.9%, this rate was 27.4% for women and 10.2% for men. 56.3% of women and 75.8% of men felt safe walking alone at night in their neighbourhood. While the rate of those who felt insecure when they were alone at home was 4.6% in 2023, this rate was 6.3% for women and 2.7% for men. 83.4% of women and 90.8% of men felt safe when they were alone at home.<sup>28</sup>

Within the scope of Article 14 of the Law No. 6284 on the Protection of the Family and Prevention of Violence against Women, Koza Violence Prevention and Monitoring Centres (ŞÖNİM) affiliated to the Provincial Directorate of Family and Social Policies started to provide services as of 06.12.2012 and there are currently Violence Prevention and Monitoring Centres (ŞÖNİM) in 81 provinces in Turkey.

There are 8 women's shelters affiliated to municipalities throughout Istanbul. There is no women's shelter in Avcılar district.

In 2024, 221 women who were subjected to violence applied to Avcılar Municipality Women's Counselling Centre. As a result of the counselling service, women were referred to the relevant institutions (Police, ŞÖNİM, Directorate of Social Services, etc.) according to their requests.

<sup>27</sup> <https://turkiye.unfpa.org/tr/news/unfpa-tkdf-ev-i%CC%87%C3%A7i-%C5%9Fiddet-raporu-a%C3%A7%C4%B1kland%C4%B1>

<sup>28</sup> <https://data.tuik.gov.tr/Bulten/Index?p=Istatistiklerle-Kadin-2023-53675&dil=1>

In the **Strategic Plan** of Avcılar Municipality **for the years 2025-2029**, the targets for combating violence services are given below:

<b>OBJECTIVE (A.1)</b>	To ensure the development of society by strengthening it
<b>TARGET (H1.4)</b>	To provide social policy-oriented services for disadvantaged and at-risk groups.

Services of Avcılar Municipality in combating violence;

In order to inform and guide women on legal, psychological and social issues, counselling services are provided by interviewing women who apply to the counselling centre. In addition, trainings/seminars are organised on Gender Equality, Combating Violence against Women, Women's Health, etc.

Psychological counselling was provided at the Women's Counselling Centre.

'Women Writing Beautiful Stories' workshops on our legal rights in the fight against violence against women were organised in each neighbourhood.

'Compassionate Women's Circle Workshops' were organised to increase self-awareness

Seminars on "Combating Violence against Women" and film analysis workshops on gender equality were organised.

## OBSERVATIONS AND RECOMMENDATIONS

Due to the increase in cases of violence and abuse in the society, training seminars on violence against women, forced marriage at a young age and combating discrimination should be made widespread within the scope of preventive work.

The capacities of Women's Counselling Centres should be increased and centres should be opened in neighbourhoods.

In order to create social sensitivity, it is important to increase the activities that will make a difference on important days and weeks such as 25 November, the Day of Combating Violence against Women, etc. on a neighbourhood basis.

## The aims and objectives under the heading of Combating Violence in the Local Equality Action Plan are as follows:

Objective-6 :	Combating Gender-Based Violence
Target: 6.1.	Dissemination of Counselling and Follow-up Services for Combating Violence

Target : 6.2.	Increasing Awareness Raising Activities on Combating Violence against Women
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### 3.LOCAL EQUALITY ACTION PLAN TABLES

#### 43AVCILAR MUNICIPALITY

#### LOCAL EQUALITY ACTION PLAN TABLES (2025-2029)

##### URBAN SERVICES

<b>PURPOSE</b>	<b>1</b>	<b>To ensure that women and all disadvantaged individuals benefit equally from urban services.</b>				
<b>TARGET</b>	<b>1.1.</b>	<b>By the end of 2029, increasing efforts to make public spaces suitable for the use of women and all disadvantaged individuals</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
1.1.1.	Improving parks in terms of playground equipment, security, cleaning, lighting, etc. in order to make them suitable for the use of women and all disadvantaged individuals	SP.GOAL (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	Medium Term	- Park Gardens Directorate - Directorate of Information Processing	- Directorate of Women and Family Services	- number of cameras installed - Number of playgrounds made suitable for playgrounds - Number of illuminators added to parks with lighting problems

1.1.2.	Creating low, wide and unoccupied sidewalks with ramps for easy movement of women with prams, disabled and elderly people in the city	SP.TARGET (H3.1) To build environmentally friendly, accessible, durable, accessible and durable infrastructure and superstructures that can meet the needs of the city	Medium Term	Directorate of Public Works	- Directorate of Women and Family Services - Mukhtars - City council - NGO	- number of sidewalks made suitable for use
1.1.3.	Periodic inspections to ensure that sidewalk occupations do not prevent the use of baby strollers, disabled vehicles, etc.	SP.GOAL (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	Short Term	-Monitoring Directorate	- Directorate of Women and Family Services - mukhtars - city council	- Number of inspections performed - Number of minutes issued
1.1.4.	Building baby care booths in safe and suitable places such as parks, squares, etc. used by women intensively	SP.GOAL (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	Medium Term	-Directorate of Public Works	- mukhtars - city council	- number of baby booths created - Number of women given user cards
1.1.5.	Establishment of baby care / breastfeeding rooms in public service buildings belonging to the municipality	SP.GOAL (H3.1) To build environmentally sensitive, accessible, accessible, durable infrastructure and superstructures that can meet the needs of the city....	Medium Term	- Directorate of Public Works - Directorate of Support Services	- Directorate of Women and Family Services	-number of rooms made ready for use

1.1.6.	Making municipality service buildings accessible with disabled ramps, disabled elevators, audio guides, Braille and visual guides, taking into account all disability groups	SP.GOAL (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	long term	-Directorate of Public Works, - Directorate of Support Services,	-Directorate of <b>Social</b> Support Services and Directorate of Women and Family Services	- Number of elevators built - Number of audio and guidance visuals made - Number of ramps made suitable for use
1.1.7.	Improving lighting mechanisms in dark and blind spots within the district borders	OBJECTIVE (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	long term	-Directorate of Public Works	- Support Services Directorate - Directorate of Women and Family Services	-Number of dark areas <b>illuminated</b>

TARGET	1.2.	Increasing activities to ensure the socialization of women and all disadvantaged individuals in the city				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
	Creating physical	SP.GOAL (H3.1) To build			Directorate of Women	

1.2.1.	spaces where women can socialize and spend time together in their free time in accordance with their demands	environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	medium term	- Directorate of Public Works	and Family Services, City Council and Mukhtars	- Number of physical areas constructed
1.2.2.	Creating areas (park, playground, science center, etc.) where children can play and socialize	SP.GOAL (H3.1) To build environmentally sensitive, accessible, durable infrastructure and superstructures that can meet the needs of the city	long term	- Directorate of Public Works	-Directorate of Support Services and -Directorate of Women and Family Services	- Number of Physical Areas Created
1.2.3.	Organizing activities to support the participation of disabled individuals and parents with disabled children in social life	SP.GOAL (H1.4.) To provide social policy-oriented services for disadvantaged and at-risk groups	medium term	- Directorate of Social Support Services	- Directorate of Women and Family Services - City Council - Mukhtars	- Number of events realized
1.2.4.	Organizing festivals, festivals, etc. in order to increase social activities in neighborhoods	SP.GOAL (H1.1) To carry out activities to support the social and cultural development of the society	medium term	- Directorate of Culture and Social Affairs	- Directorate of Social Support Services - City Council Mukhtars	- Number of events / festivals / festivities realized

TARGET	1.3.	Spreading Awareness of Clean, Healthy Environment and Awareness of Disaster Situations in the City				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
1.3.1.	Organizing	SP.GOAL				

	trainings on recycling of waste through recycling campaign	(H2.1) To carry out sustainable studies to ensure climate adaptation	short term	- Climate Change - Zero Waste Directorate	- City Council - Mukhtars	- Number of Trainings
1.3.2.	Organizing activities to raise awareness about environmental cleanliness	SP. GOAL (H2.1) To carry out sustainable studies to ensure climate adaptation	short term	- Climate Change and Zero Waste Directorate	- City Council - Mukhtars	- Number of Events Organized
1.3.3.	Organizing awareness-raising activities on climate change	SP. GOAL (H2.1) To carry out sustainable studies to ensure climate adaptation	short term	- Climate Change and Zero Waste Directorate	- City Council - Mukhtars	- Number of Events Organized
1.3.4.	Providing disaster and emergency trainings in neighborhoods	SP. GOAL (H3.2) To work against the crisis and risks that may occur before and after natural disasters that may occur in the district	short term	- Disaster Affairs Directorate	- City Council - Mukhtars -AFAD	- Number of Trainings Conducted
1.3.5.	Preparation of local disaster response plans with a gender equality perspective (from shelter plans to logistics and security of basic needs before disasters etc.)	SP. GOAL (H3.2) To work against the crisis and risks that may occur before and after natural disasters that may occur in the district	Short Term	- Disaster Affairs Directorate	- Directorate of Women and Family Services - City Council - Mukhtars -AFAD	- Number of meetings held - Number of documents prepared

<b>TARGET</b>	<b>1.4.</b>	<b>Facilitating Access of Women and Disadvantaged Individuals to Municipal Services</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
1.4.1.	Providing free transportation support to cancer patients and their relatives who have to use public transportation frequently during the treatment process	SP. OBJECTIVE (H1.6) Public health protect and improve health risks for efforts to reduce Make	medium term	- Directorate of Transportation Services	-Call center -Directorate of Women and Family Services - City Council Mukhtars	- Number of women/men benefiting
1.4.2.	Transportation of bedridden patients and elderly people to hospitals etc. by ambulance and other vehicles	SP. OBJECTIVE (H1.6) Public health protect and improve health risks for efforts to reduce Make	medium term	- Health Affairs	- City Council - Mukhtars	- Number of women/men benefiting
1.4.3.	Providing transportation of disabled individuals to hospitals, rehabilitation centers, etc. upon their request	SP.GOAL (H4.9) To support the institution to achieve its objectives by producing effective and efficient solutions to the transportation	medium term	- Health Affairs - Social Support Services	- City Council - Mukhtars	- Number of women/men benefiting



		demands of stakeholders				
1.4.4.	Providing municipal vehicle transportation service from the metrobus station to central locations at certain times of the night	SP.GOAL (H4.9) To support the institution to achieve its objectives by producing effective and efficient solutions to the transportation demands of stakeholders	Medium Term	-Directorate of Transportation Services	- City Council - Mukhtars	- Number of realized rings
1.4.5.	Implementation of the Purple Map application to facilitate women's access in many areas such as social, cultural, education and health	SP.GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Long Term	- Directorate of Information Processing	- Directorate of Women and Family Services - City Council - Muhtars	- Number of applications realized

TARGET	1.5.	Dissemination of Promotion Mechanisms of Municipal Services				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
1.5.1.	Preparation of multilingual materials such as brochures etc.	SP.GOAL (H4.1) To carry out promotional activities to increase institutional	medium term	- Directorate of Press and Public Relations	-All units	-Number of brochures prepared

	promoting municipal services.	communication capacity and participation				
1.5.2.	Making an audio application for the visually impaired on the municipality's web page, transferring information in sign language for the hearing impaired	SP.GOAL (H4.1) To carry out promotional activities to increase institutional communication capacity and participation	long term	- Directorate of Information Processing	- Directorate of Social Support Services - City Council - Mukhtars	-Number of applications realized
1.5.3	Establishment of a Media Advisory and Solidarity Board to supervise the media language in promotional activities of the Municipality in terms of its compliance with gender perspective	SP.GOAL (H4.1) To carry out promotional activities to increase institutional communication capacity and participation	Medium Term	- Directorate of Press and Public Relations	- Directorate of Women and Family Services	- Number of reports prepared - Number of meetings held - Number of trainings realized

TARGET	1.6.	Establishing a gender-sensitive data recording system for municipal services				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
	Implementation of a software system that	SP.GOAL (H4.1) To	Long	- Directorate of	- All Directorates	- Number of units made

<b>1.6.1</b>	will enable the disaggregation of activity data on municipal services by gender and age	carry out promotional activities to increase institutional communication capacity and participation	Term	Information Processing		suitable for use
<b>1.6.2.</b>	Monitoring the data analysis tables of the service data of the municipal units, disaggregated by gender and age	SP.GOAL (H4.1) To carry out promotional activities to increase institutional communication capacity and participation	Medium Term	- Strategy Development Directorate	- All Directorates	-Data analysis Number of reports
<b>1.6.3.</b>	Analyzing activity data on municipal services periodically and analyzing them from a gender perspective	SP.GOAL (H4.1) To carry out promotional activities to increase institutional communication capacity and participation	Long Term	- Directorate of Women and Family Services	- All Directorates	Number of reports realized

## EDUCATION

<b>PURPOSE</b>	<b>2</b>	<b>Increasing access to education services for women and all disadvantaged individuals</b>				
<b>TARGET</b>	<b>2.1.</b>	<b>Increasing awareness and training of women and disadvantaged individuals within the framework of gender equality</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
2.1.1.	Opening literacy courses for women.	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	short term	- Directorate of Culture and Social Affairs	- Directorate of Women and Family Services, - City Council - Mukhtars	- Number of courses opened -Number of women benefiting
2.1.2.	Providing Gender Equality Training to All Individuals, Especially Women and Girls Living in Our District	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	short term	- Directorate of Women and Family Services	- City Council - Mukhtars	- Number of trainings realized -Number of women and girls benefited
2.1.3.	Organizing Trainings on Social Gender Equality and Diversity for Preschool Children	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short Term	Directorate of Women and Family Services	Mukhtars	- Number of trainings realized - Number of children benefited
2.1.4.	Organizing Awareness Raising Trainings on Women's Rights, Human Rights,	SP. GOAL (H1.1) To carry out activities to support the social and cultural development	Short Term	- Directorate of Women and Family Services	-Mayors - city council	- Number of trainings realized - Number of beneficiaries

	Children's Rights, etc.	of the society				
2.1.5.	Organizing father support trainings for male individuals living in our district	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short Term	- Directorate of Women and Family Services	- Mukhtars - city council	- Number of trainings realized - Number of beneficiaries
2.1.6.	Organizing Mental Health and Psychology Based Trainings	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short Term	- Directorate of Women and Family Services	- Mukhtars - city council	- Number of trainings realized - Number of women/men benefiting
2.1.7.	Providing Sign Language Training for municipal staff	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short term	- Directorate of Social Support Services	- Directorate of Human Resources and Education - City Council - Mukhtars	- Number of trainings realized - Number of beneficiaries
2.1.8.	Organizing Robotic Coding, artificial intelligence etc. trainings for children and young people	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short term	- Directorate of Social Support Services (Innovation Center)	- City Council - Mukhtars	- Number of trainings realized - Number of beneficiaries
2.1.9.	Providing technology and media literacy trainings	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Short Term	- Directorate of Social Support Services (Innovation Center)	- Directorate of Press and Public Relations - City council, mukhtars - NGO	Number of trainings realized - Number of beneficiaries

<b>TARGET</b>	<b>2.2.</b>	<b>Raising awareness on gender equality within the municipality</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
2.2.1.	Organizing Gender Equality and Violence Against Women Training for Municipal Staff and Managers	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	short term	-Directorate of Women and Family Services	- Directorate of Human Resources and Education - All units	- Number of trainings realized - Number of beneficiaries
2.2.2.	Preparation of a Policy Document on Prevention of Gender Based Discrimination , Violence and Harassment against gender inequality and discrimination	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	short term	Directorate of Women and Family Services	-City Council -NGOs	- Number of documents prepared
2.2.3.	Production of public service announcements and documentaries to raise awareness on gender equality in cooperation with NGOs active in the field of women's	SP. GOAL (H1.1) To carry out activities to support the social and cultural development of the society	Long Term	- Directorate of Press and Public Relations  -Directorate of Women and Family Services	- City Council, - NGOs	- Number of publications realized

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### EMPLOYMENT AND PARTICIPATION IN ECONOMIC LIFE

<b>PURPOSE</b>	<b>3</b>	<b>Increasing women's participation in economic life and their employability</b>				
<b>TARGET</b>	<b>3.1.</b>	<b>To expand services to improve the knowledge and skills of women throughout the district to ensure their participation in economic life.</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
3.1.1.	Organizing employment-guaranteed vocational courses for women	3.1.3.	Establishing artistic and vocational training programs to include people with disabilities in the qualified workforce	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Culture and Social Affairs - Directorate of Social Support Services

3.1.2.	Organizing Entrepreneurship Trainings for Women	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- Mukhtars - City Council	- Number of trainings organized - Number of women participating
3.1.3.	Establishing artistic and vocational training programs to include people with disabilities in the qualified workforce	SP.TARGET (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Social Support Services	- Mukhtars - City Council	- Number of trainings organized - Number of people participating
3.1.4.	Organizing leadership trainings for women	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- Mukhtars - City Council	- Number of trainings organized - Number of women participating

<b>TARGET</b>	<b>3.2.</b>	<b>To increase entrepreneurship support services to ensure women's participation in economic life throughout the district.</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND</b>	<b>INDICATORS</b>



					ORGANIZATIONS	
3.2.1.	Creation of venues where women producers can sell their products	SP.GOAL (H1.5.) To provide services to enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- Mukhtars - city council	- Number of spaces created - Number of women benefited
3.2.2.	Establishment of e-commerce channels to create sales opportunities for women producers	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- Muhtars, city council	- Number of spaces created - Number of women benefited
3.2.3.	Supporting Women's Cooperatives operating in our district	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	long term	- Directorate of Women and Family Services	- Mukhtars - city council	- Rate of fulfillment of requests
3.2.4.	Organizing a Purple Flag Campaign for Workplaces Employing Women	SP.TARGET (H1.5.) To provide services to enable women and children to assume more	long term	- Directorate of Women and Family Services	- Mukhtars - city council	- Number of workplaces given purple flag

		active and powerful roles in social and economic life				
3.2.5.	Organizing meetings with women entrepreneurs operating in the district during the year and developing projects	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	Medium term	- Directorate of Women and Family Services	- Women Entrepreneurs - Mukhtars, city - council	- Number of meetings held - Number of projects
3.2.6.	Increasing the number of children's homes providing day care services in neighborhoods	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	long term	- Directorate of Public Works	- Directorate of Women and Family Services - Mukhtars - City Council	- Number of children's homes opened - Number of children benefited

TARGET	3.3.	Structuring the institution's employment policy in an egalitarian manner				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
	Increasing	SP.GOAL				

3.3.1.	the number of female managers and staff within the organization	(H4.6) To carry out activities to increase the capacity, productivity and motivation of employees, and to use human resources effectively and efficiently	long term	-Human Resources and Directorate	- All units.	- Number of female managers appointed
3.3.2.	Adding paternity, menstrual, etc. leaves to the collective labor agreements between the municipality and workers' and civil servants' unions.	SP.GOAL (H4.6) To carry out activities to increase the capacity, productivity, motivation of employees, and to use human resources effectively and efficiently	short term	Human Resources and Directorate	Civil Servant and Labor Unions	- Number of arrangements made

## HEALTH

<b>PURPOSE</b>	<b>4</b>	<b>Increasing opportunities for women and disadvantaged individuals to access health services</b>				
<b>TARGET</b>	<b>4.1.</b>	<b>Dissemination of Preventive and Preventive Health Services in Neighborhoods</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
4.1.1.	Organizing Preventive and Preventive Awareness Trainings on Health in	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and	short term	- Directorate of Health Affairs	-Directorate of Women and Family Services	- Number of Trainings Realized - Number of Women / Men Attending

	Neighborhoods (Sexual Health, Birth Control, substance addiction etc.)	improve public health				Trainings
4.1.2.	Dissemination of Psychological Counseling Services in Neighborhoods	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Women and Family Services	-Mayors - City Council	- Number of Women/Male Beneficiaries
4.1.3.	Organizing trainings on puerperium, breastfeeding, child health, etc.	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	- Directorate of Women and Family Services - Mukhtars - City Council	- Number of Women Benefited - Number of Trainings Realized
4.1.4.	Organizing Hygiene and Health Trainings	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	- Directorate of Women and Family Services - Mukhtars - City Council	- Number of Women Benefited - Number of Trainings Realized
4.1.5.	Preparing and distributing information brochures to raise awareness on health	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	medium term	- Directorate of Health Affairs	- Directorate of Women and Family Services - Mukhtars - City Council	- Number of brochures distributed

<b>TARGET</b>	<b>4.2.</b>	<b>Increasing Access to Health Services for Women and Disadvantaged Individuals</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
4.2.1.	Providing Home Care Services	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	Muhtars , City Council	- Number of Women/Male Beneficiaries
4.2.2.	Providing Ambulance Support for Patients	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	Muhtars , City Council	- Number of Women/Men Benefited
4.2.3.	Transportation of Women to Related Centers for Cancer Screenings and Examinations	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	Directorate of Women and Family Services	- Number of Women Benefited
4.2.4.	Creating a Gluten-Free Menu for Celiac Patients in Municipal Facilities	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	long term	- Directorate of Enterprises and Subsidiaries	Directorate of Health Affairs	- Number of Women/Men Benefited
4.2.5.	Making agreements with health institutions	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve	long term	- Directorate of Health Affairs	Health Organizations	- Number of agreed institutions

		public health				
4.2.6.	Conducting Oral and Dental Health Screenings	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	short term	- Directorate of Health Affairs	- Health Organizations	- Number of Women/Men Benefited
4.2.7.	Providing pad support to girls in need	SP.GOAL (H1.6) To carry out activities to reduce health risks in order to protect and improve public health	long term	- Directorate of Health Affairs	-Directorate of Women and Family Services - City Council - Mukhtars	-Number of Women Benefited

#### PARTICIPATION IN DECISION-MAKING MECHANISMS

<b>PURPOSE</b>	<b>5</b>	<b>Increasing the participation of women and all disadvantaged individuals in the decision-making mechanisms of the municipality</b>				
<b>TARGET</b>	<b>5.1</b>	<b>Mainstreaming methods to ensure the inclusion of women and all disadvantaged individuals in decision-making processes</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
5.1.1.	Election of women representatives in order to make it easier for the demands in the neighborhoods to reach the municipality	SP. GOAL (H4.2) To carry out representation and promotion activities and stakeholder engagement in a timely and effective manner	medium term	- Directorate of Women and Family Services,	- City Council - Mukhtars	- Number of Women Elected
5.1.2.	Organizing focus group meetings in neighborhoods to address	SP. GOAL (H4.2) To carry out representation and promotion	medium term	- Directorate of Women and Family Services	- City Council - Mukhtars	- Number of Meetings Realized

	the problems and demands of women and all disadvantaged individuals.	activities and stakeholder engagement in a timely and effective manner				
5.1.3.	Transferring the success stories of successful women in politics and civil society to provide motivation to women living in our district through mechanisms such as video shooting, meetings, etc.	SP. GOAL (H4.1) To carry out promotional activities to increase institutional communication capacity and participation	medium term	Directorate of Women and Family Services,	- Directorate of Press and Public Relations - City Council - mukhtars	- Number of videos created -Number of meetings <b>held</b>
5.1.4.	Holding meetings with the gender equality commission periodically throughout the year	SP. GOAL (H4.2) To carry out representation and promotion activities and stakeholder engagement in a timely and effective manner	medium term	-Directorate of Women and Family Services	- City council - mukhtars	- Number of meetings held
5.1.5.	Organizing meetings for children and young people to have a say in local decision-making mechanisms and developing projects based on the results	SP. GOAL (H4.4) To increase internal coordination for the effective implementation of the strategic plan, improve stakeholder engagement and risk management, while improving grant and project activities	medium term	- Directorate of Women and Family Services - Directorate of Culture	- City Council - mukhtars	-Number of meetings <b>held</b>

		Encouragemen t.				
5.1.6.	Developing joint projects with the councils of the city council (women, youth, children, elderly, disabled, etc.).	SP. GOAL (H4.4) To increase internal coordination for the effective implementation of the strategic plan, improve stakeholder engagement and risk management, while improving grant and project activities Encouragemen t.	mediu m term	- Directorate of Women and Family Services	- City Council - mukhtars	-Number of <b>realized</b> projects
5.1.7.	Preparing a one-year realization report of the local equality action plan at the end of each year and sharing it with the public	SP. GOAL (H1.5.) To provide services to enable women and children to assume more active and powerful roles in social and economic life	mediu m term	- Directorate of Women and Family Services	- City Council - mukhtars	-Number of reports prepared
5.1.8.	Monitoring the implementation of local equality action plans	SP. GOAL (H1.5.) To provide services to enable women and children to assume more active and powerful roles in social and economic life	mediu m term	- Directorate of Women and Family Services	- Stk's	-Number of monitoring meetings



## COMBATING VIOLENCE

<b>PURPOSE</b>	<b>6</b>	<b>Combating Gender-Based Violence</b>				
<b>TARGET</b>	<b>6.1.</b>	<b>Expanding Counseling and Follow-up Services for Combating Violence</b>				
<b>ACTIVITY NO.</b>	<b>ACTIVITY</b>	<b>STRATEGIC PLAN CODE</b>	<b>TIME</b>	<b>RESPONSIBLE UNIT</b>	<b>COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS</b>	<b>INDICATORS</b>
6.1.1.	Opening women's counseling centers to operate in every neighborhood .	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	long term	- Directorate of Women and Family Services - Directorate of Public Works	- City Council - Mukhtars	Number of centers opened
6.1.2.	Informing and guiding women and disadvantaged individuals applying to the women's counseling center on legal, psychological and social issues and following up	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life.	short term	Directorate of Women and Family Services	- City Council - Mukhtars	-Number of consultancies realized -Number of files received feedback

	the process after the counseling service					
6.1.3.	Opening a Women's Shelter	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	Long Term	- Directorate of Women and Family Services - Directorate of Public Works	- City Council - Mukhtars	- Number of shelters opened - Number of women benefiting from the shelter
6.1.4	Establishing Violence Hotlines or cooperating with non-governmental organizations working in this direction	SP.TARGET (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	Medium Term	- Directorate of Women and Family Services - Directorate of Press and Public Relations	- City Council - Mukhtars	- Number of requests received on call lines
6.1.5	Creating data on violence against women across the district and reporting them at the end of the year	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic	Medium Term	Directorate of Women and Family Services	- City Council - Mukhtars - public institutions - Stk's	- Number of reports

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TARGET	6.2.	Increasing Awareness Raising Activities on Combating Violence against Women				
ACTIVITY NO.	ACTIVITY	STRATEGIC PLAN CODE	TIME	RESPONSIBLE UNIT	COOPERATING UNITS/SUPPORTING INSTITUTIONS AND ORGANIZATIONS	INDICATORS
6.2.1.	March 8, International Women's Day, November 25, the Day to Combat Violence Against Women to organize events throughout the district	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	Directorate of Women and Family Services	- City Council -Mayors	-Number of events realized
6.2.2.	Organizing training seminars on violence against women, forced child marriage, combating discrimination , etc.	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- City Council -Mayors	-Number of trainings <b>realized</b> -Number of women participating in trainings
6.2.3.	Organizing awareness-raising trainings on combating violence against women for municipal staff and	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful	medium term	- Directorate of Women and Family Services	- Directorate of Human Resources and Education	-Number of trainings <b>realized</b> -Number of male and female personnel participating in trainings

	managers	roles in social and economic life				
6.2.4.	Multilingual preparation and distribution of brochures and informative materials on combating violence	SP.GOAL (H1.5.) To provide services that will enable women and children to assume more active and powerful roles in social and economic life	short term	- Directorate of Women and Family Services	- City Council - Mukhtars	- Number of brochures distributed