

**Standard Summary Project Fiche – IPA decentralised National programmes**  
**(maximum 12/15 pages without the annexes)**

**1. Basic information**

- 1.1 CRIS Number: TR080218  
1.2 Title : Promoting Gender Equality in Working Life.  
1.3 Sector : 19-Social Policy and Employment  
1.4 Location : Turkey

**Implementing arrangements:**

1.5 Implementing Agency:

The CFCU will be the implementing agency and will be responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of project activities. The director of the CFCU will act as Programme Authorizing Officer (PAO) of the project. His contact details are:

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Söğütözü/Ankara Türkiye

1.6 Beneficiary (including details of Project Leader and RTA counterpart):

Ministry of Labour and Social Security (MoLSS) General Directorate of Labour will be the beneficiary. The project will be implemented under the supervision of the project leaders who will be responsible for the proper and timely implementation of activities. The beneficiary country project leader will be:

Mr. Fikret SOHRET, General Director of Labour  
Ministry of Labour and Social Security  
General Directorate of Labour  
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RTA Counterpart will be:

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Ministry of Labour and Social Security  
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- 1.7 Overall cost: € 1,000,000
- 1.8 EU contribution: € 950,000
- 1.9 Final date for contracting: 2 years after the signature of the Financing Agreement
- 1.10 Final date for execution of contracts: 2 years following the end date for contracting
- 1.11 Final date for disbursements: 3 years following the end date for contracting.

## 2. Overall Objective and Project Purpose

2.1 Overall Objective: To ensure gender equality in working life.

2.2 Project purpose: To align Turkish legislation with EU gender equality acquis and improve capacity of institutions responsible for the implementation of the said acquis.

2.3. Link with AP/NPAA / EP/ SAA:

In the Accession Partnership (2007), in subheading “Women’s Rights” under heading Economic and Social Rights of Political Criteria, “increasing the awareness of the general public , and of men in particular, concerning gender issues, and promoting the role of women in society , including through their education and participation in the labour market and in political and social life; supporting the development of women’s organisations to fulfill these goals” are given as priorities.

In 2007 Progress Report, in political criteria, economic and social rights section , it is stated that in general, women's participation in the labour market remains low, although women occupy some high-profile positions. Although, the legal framework guaranteeing gender equality is in place, further efforts are needed to translate it into social reality. The gap between men and women in economic participation and opportunity, educational attainment, health and survival, and political empowerment remains significant. In the social policy and employment section, it is mentioned that , as regards anti-discrimination and equal opportunities, limited progress was achieved and further alignment is required. Low participation of women in the labour market and access to education remain points of concern. Gender equality should be improved in all economic and social life. In general, there is a need to increase administrative capacity for the effective implementation of the *acquis*.

In this context, project outputs including recommendations and proposals for draft legislation related to the EU gender equality acquis to be transposed to Turkish legislation will facilitate the harmonisation process. Training sessions will pave the way for increasing understanding of gender equality issues in the public administration as well as for increasing public awareness on these issues.

2.4.Link with MIPD (2008-2010):

In the “Equal opportunities for men and women” section of the document, it is stated that the status of women in Turkish society is matter of continuing concern for the European institutions. Despite formal equality before the law and the commitment of state institutions to egalitarian principles, the empowerment of Turkish women and their participation in economic life remains inadequate. Potential measures to address gender issues include: under Component I, harmonisation of the Turkish legal

framework with the gender equality acquis and support to state institutions and NGO dealing with gender issues.

## 2.5 Link with National Development Plan (where applicable)

Ninth Development Plan (2007-2013) in subheading 7.2.1 improving the labour market of main heading 7.2 increasing employment, it is mentioned that “equal opportunities will be provided for the women, the young, and the longterm unemployed, the disabled and former convicts, who encounter difficulties in the labor market. With the aim of increasing the participation of women in the labor force and employment, their access to childcare and other similar services will be facilitated.”

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

According to the one of the opening benchmarks of chapter 19 Social Policy and Employment for accession negotiations is the preparation and submission of an action plan for transposition, implementation, enforcement throughout the country of the acquis covered by the chapter for the benefit of entire workforce. Gender equality acquis that is the subject the present project is also covered by this chapter. Furthermore, while preparing the action plan, gender mainstreaming approach will be adopted with particular attention given to women’s participation into labour market.

One of the outputs of the “Promoting Gender Equality Project” implemented by the DG on Status of Women is the “National Action Plan for Promotion of Gender Equality”. Under Component 4, a Mapping Exercise and a Gender mainstreaming Policy Report were prepared under the scope of activities concerning designing a Draft National Action Plan. Under the scope of the Mapping Exercise, in total 62 interviews were made with public institutions and organizations and NGOs in various provinces. The "Mapping Exercise Report" was prepared after interviews with relevant stakeholders. Activities for forming working groups and preparing policy documents for the preparation of the draft of the National Action Plan are ongoing. Six working group meetings were organised. In these meetings 8 main critical areas of concern from Beijing Platform for Action will be addressed. These areas are education and training of women, women and health, women and economy, women in authorization and decision-making process, institutional mechanisms in the womens’ promotion, women and media, women and environment. Especially, women and economy part is very much related to the theme of this project.

## **3. Description of project**

### 3.1 Background and justification:

In the European Union, equal treatment of men and women is one of the main purposes of EC social policy. In Acquis Communautaire, gender equality is taken account not only in social policy, but also in gender mainstreaming area. Also, one of four dimensions of EU Employment Strategy is gender equality.

The EU's gender equality acquis includes the directives stated below:

1. Council Directive 96/34/EC on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC;

2. Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding;
3. Council Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security;
4. Council Directive 86/613/EEC on the application of the principle of equal treatment between men and women engaged in an activity, including agriculture, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood;
5. Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services;
6. Council Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)

Although, other directives have been in force, Council Directive 2006/54/EC which is composed of relevant directives on gender equality will come into force by 2009.

Since gender equality is an important theme in the EU, during the harmonisation process with the EU acquis, special attention was given to this area in Turkey, as summarised below:

As stated in the National Programme of Turkey (2003), under heading “Social Policy and Employment”, directives related to gender equality were taken into consideration when arrangements were made Labour Law No. 4857. During the sub committee and screening meetings, the obvious gaps in the Turkish legislation regarding the gender equality acquis have been stated..

Nevertheless, in conjunction with the Labour Law No.4857, various regulations and a Prime Minister circular were put into force, such as “Implementing Regulation Concerning the working conditions of Pregnant or Breastfeeding Mothers, Breastfeeding rooms and Children Nursing Homes”, “Implementing Regulation Concerning the working conditions of Female Workers at Night Shifts” and PM Circular on “Acting in accordance with the principle of gender equality in the recruitment of civil servants”. So far, no feedback regarding difficulties in implementation of the said regulations have been communicated to the Ministry.

Turkey also participated to the Gender Equality Community Programme (2003-2006). Within the framework of the Programme, seminars concerning awareness and sensitivity raising were organised by the Ministry of Labour and Social Security.

Under the heading “Strengthening Social Structure” of the 60th Government Programme, a general action is determined in the area of gender equality. The action of “Ensuring women taking more part in every field of social life” include development of social policies strengthening the status of women, development of training programmes for policy maker to ensure they implement gender mainstreaming policies, organisation of awareness-raising seminars and preparation of Gender Equality National Action Plan.

Furthermore, Turkey aims to complete the harmonization for the EU gender equality acquis in 2008-2013 period, as it will soon to be clarified in the upcoming National Programme for the Adoption of the EU Acquis. This project will enable proper transposition of EU gender equality acquis, so that harmonisation work will be completed on time as planned in the draft National Programme.

Within the scope of the project, it is planned that, in addition to the EU Directives on gender equality, related case-law of the European Court of Justice and CoE standards and texts such as ECHR will be analysed by twinning experts, since court jurisdiction enlarges and clarifies the scope of implementation of the Directives. In this respect, existing discrepancies between Turkish legislation and EU Acquis will be determined by twinning experts. These experts will determine existing gaps between EU Acquis and Labour Law No 4857, Law on Civil Servants No 657 and Law on Social Security No 5510 (including secondary legislation of labour and social security related with equal treatment and implementation in practice). (The legal position of employers has been regulated according to the Labour Law numbered 4857 and the legal position of workers has been regulated according to Civil Servant Law numbered 657 so that there are two different structures.) As a result of this work, twinning experts will prepare a report including amendment proposal related to the diverging provisions on the afore-mentioned laws with close collaboration of experts of Ministry and Social Security Institution. By taking into account of the related directives and judgment of the Court of Justice, a report is to be prepared, which includes recommendations of experts and amendment proposals on the current relevant legislation, that will play an important role in the harmonization process of relevant legislation. Hence, social partners and relevant public institutions will take the report into consideration in preparing draft legislation, which will amend diverging provisions of the existing laws, rather than preparing completely a new law.

Second output of the project is the strengthening of human resources capacity in the Ministry of Labour and Social Security (MoLSS), the Social Security Institution (SSI) which is related institution of MoLSS and State Personnel Presidency (SPP). These institutions are primarily responsible for the alignment of the relevant acquis and hence will play very important role in legislative studies on promoting gender equality in working life. Therefore, strengthening their institutional capacity is critically important, which will be ensured by implementation of training programmes for staff of relevant institutions, as well as for social partners and NGOs.

325 personnel will be trained in Ankara. More specifically, the institutions which will attend the trainings are State Personnel Presidency (SPP), Social Security Institution (SSI), Turkish Employment Organization, Center for Labour and Social Security Training and Research (ÇASGEM), Labour Inspection Board, Labour District Offices which are affiliated institutions of MoLSS, General Directorate on the Status of Women and, members of women NGOs and representatives of social partners. The project aims to provide attendance of NGOs which are dealing with women's issues, and in particular with women's employment.

DG Labour informed the related institutions (State Personnel Presidency, Social Security Institution, Turkish Employment Organisation, Labour and Social Security Research and Training Center, DG on the Status of Women, Turkish Confederation of Employer Associations, Confederation of Turkish Trade Unions, Confederation of

Progressive Trade Unions of Turkey, Confederation of Turkish Real Trade Unions) by an official letter that highlights the importance of coordination between related institutions and active participation of them. The draft project fiche was attached to the mentioned official letter. Information on the project will be delivered to the women NGOs through the DG on the Status of Women. Besides, PCU members communicated with potential contact persons of mentioned institutions and social partners by e-mail and phone calls. The draft project fiche was evaluated by social partners and relevant public institutions. Social partners declared their positive opinions about the project.

Furthermore, social partners and women NGOs will also participate to to meetings and conference in İstanbul and Ankara. Seminars will be organised to draw out the public and related bodies' attention and disseminate the project activities in local level. A closing conference will be organised to announce the project activities and results to the related organizations and media.

The public institutions mentioned above are going to be involved in both legislation and implementation process, therefore, their relevance to the scope of the project is clarified further below:

Social Security Institution is established with the administrative restructuring component of the Social Security Reform which took place in 2006 and which unified the older social security institutions (SSK, Bag-Kur and ES) under a single framework. Social Security Institution is affiliated with the Ministry of Labor and Social Security and is autonomous administratively and financially. According to current legislation, the Institution is responsible for regulation and monitoring of mandatory social security scheme (I Pillar). In the context of this project, it has a direct responsibility for acquis harmonization in the field of Directives 79/7/EEC ve 86/613/EEC and still interested in equal treatment in regard to occupational social security schemes regulated with 2006/54/EC.

State Personnel Presidency is entitled with the duties and responsibility of determining the legal and financial status of the civil servants, performing studies for the regulation of the said status and preparing the required legislation on the basis of the Decree Law No. 217. State Personnel Presidency has duties, authorities and responsibilities for preparing the legislation or application of the present legislation on the subjects which are essential to provide the harmonization with the acquis on equal opportunities (equality between men and women) such as admission in the civil service, training of the civil servants candidates, in service training and promotion of civil servants. Within this scope, state personnel experts need to be informed about the EU gender equality acquis and their implementation. They also require to observe EU implementation on this issue.

Due to complex nature of problem and so many institutions to handle various parts of gender equality policy in Turkey, the Twinning Counterpart Institution may opt to form consortiums with other Institutions in domestic or in another member states in order to cover all the mentioned Directives and their implications for Turkey. And yet, the Twinning Counterpart will have to guarantee the participation of skillful experts for acquis harmonization and trainings about the unknown expertise areas (but still

covered by Directives) to it in case the Project will be implemented by just that institution.

In addition to legal alignment of gender equality acquis, their implementation and inspection of the implementation raising awareness and sensitivity about gender equality is another focal point of the project, where preparation of brochures will help people grasp what will change in women's life with the implementation of gender equality acquis.

As a result of successful implementation of this project, harmonisation studies on gender equality acquis will be completed timely. Furthermore, staff in the relevant institutions performing legislation alignment studies will become more qualified. As a result of the study visits, difficulties at the implementation stage and solutions will be taken into consideration in the legislation alignment studies. Moreover, participation of all relevant partners into the project process will minimize lack of coordination between institutions in the progress of legislation alignment studies.

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

The training of trainers about gender equality will be arranged, because the number of people attending the training will be limited. Thus, there will be training opportunities for other institutions' personnel. By means of the activities of the project, capacity improvement of staff in relevant institutions, especially who will work in harmonization studies of the acquis will contribute to gender mainstreaming in legislation studies and implementations. Moreover, the social dialogue provided through the participation of social partners and NGOs to the project activities, will improve the cooperation between them. The cooperation will contribute to the studies of stakeholders. As a result, the project will provide a fresh impetus for the development of more visible, inclusive and sustainable gender equality mainstreaming.

The project will contribute to step up and complete the legislative harmonization process on gender equality in working life. The advantages of the harmonization will lead to awareness raising of employers, workers, (both men and women). It can be expected to reflect the working conditions and labour participation of women positively.

### 3.3 Results and measurable indicators:

Results expected from this project are:

1. Draft bill prepared related to the expert report on the legislation alignment between national legislation and EU acquis regarding working life.
2. The human resources capacity in central and provincial bodies of MoLSS and other institutions strengthened.
- 3 Increased sensitivity on gender equality in working life among NGOs and social partners.

Indicators of achievements of the above-mentioned results are:

1. Draft bill was put on the agenda of the Tripartite Advisory Board by the end of the Project
2. Minimum 3 meetings on draft bill were organised with social partners by the end of the Project.
3. Increased awareness and sensitivity of trained staff of public sector and social partners on gender equality in EU Acquis and Turkish legislation, to be measured through surveys to be conducted at the beginning and end of the project.
8. The project web link was clicked at least 100 times a month by the end of the Project.

### 3.4 Activities:

National co-financing of the project will be provided from the budget of MoLSS. An 18 months duration twinning project is envisaged. These are the activities which will be done in this process:

- 1.1 Analysis of Turkish legal texts compared to the EU gender equality acquis (Directives) and relevant case-law of the Court of Justice.
- 1.2 A report including amendment proposal related to the diverging provisions on the Labour Law no 4857, Law on Civil Servants no 657, Law on Social Security no 5510 (including secondary legislation of labour and social security related with equal treatment and implementation in practice) regarding the gender equality issues in close collaboration with experts of Ministry and Social Security Institution were prepared by twinning experts.
- 1.3 The report of identifying gaps in the legislation published on the web.
- 1.4 Draft bill studies are made together with social partners by taking the report including recommendations into consideration.

2.1 Training the related staff of the MoLSS and other relevant institutions. Below is the specific training needs (subject to change after negotiations with the Twinning Counterpart Institution) which should be satisfied at utmost at the end of the Project:

2.1.1 Training on The Equal Treatment of Men and Women. In this trainings issues: generally relevant EU directives about gender equality (96/34/EC, 92/85/EEC, 79/7/EEC, 86/613/EEC, 2004/113/EC, 2006/54/EC); examples of the judgment of the Court of Justice of the European Communities (CJEC), best practices, difficulties which have been faced with in the implementation process, experiences of foreign experts, gained from their own countries..etc. In this training programme, 200 staff will be participating from MoLSS, the other beneficiary institutions and social partners.

2.1.2 Inspector (for MoLSS ve SSI) Training on Practical Inspection Issues Related to Gender Equality in working life for 40 inspectors.

2.1.3 Lawyer and Expert Training on Judicial Issues of Equal Treatment in the area of social security (case law included) for 20 staff.

2.1.4 Training of 20 State Personnel Expert especially in the field of their expertise area enriched with the experiences of different countries



2.1.5 For 25 experts of MoLSS, SSI and SPP training of trainers concerning EU directives

2.1.6 Training on project management for 20 experts. (There is a requirement in the improvement of staff qualification because project team needs to improve its experiences and knowledge about project implementation process.)

2.2 Arrangements of four study visits of eight persons to the public institutions in EU countries in order to analyze gender equality mechanisms.(160 man/day) The study visit will be arranged with the consideration of following focal points: the sensitivity points taken into consideration in harmonization period by new member states, the institutional structure formed on gender equality, difficulties which are faced with in the implementation process.

2.3 Study visit reports were sent to the related institutions and published in the web.

2.4 Arrangement of 3 traineeships for the experts of Ministry and 2 traineeships for the experts of SSI for one month short terms. These experts will closely observe the policy making and implementatiton of equal treatment in the Twinning Counterpart Institution so that they will prepare a detailed report on how the issues are dealt and their views of relevance of the Member State's policies with Turkish policy making. They may also inform about feasibility to transfer those policies into the Turkish working life.

2.5 Questionnaires was taken to the personnel attending to the training in order to determine their knowledge level on gender equality in working life at the beginning and at the end of the Project.

3.1 Developing appropriate materials. (Brochure, booklet...) for raising awareness and sensivity about gender equality

3.2 3 seminars and 1 conference (at the end of the project) were held in Ankara and İstanbul.

3.3 Organizing awareness-raising campaigns for public opinion. (By the print media and visual media)

3.4 Forming a web link for the project on Ministry webpage.

3.5 Conditionality and sequencing:

The conditionality for the signature of contracts under the project is that the beneficiary provides sufficient human and material resources for the implementation of the project. The precondition of the project is to form project implementation unit and to activate this unit.

3.6 Linked activities

"Promoting Gender Equality" Project is implemented jointly by the Prime Ministry, General Directorate on the Status of Women. The aim of this project is to promote gender equality and to protect Womens' Human Right in Turkey. Twinning Project

"Promoting Gender Equality" was launched in March 2007 and it will be completed in November 2008.

Aims of the Project are:

- To promote gender equality in Turkey through communication, training and other tools,
- To strengthen the institutional capacity of the General Directorate on the Status of Women in order to promote gender equality in Turkey,
- To ensure that the gender equality principle is incorporated into all public policies,
- To support the implementation of gender equality related laws through support and involvement of central government, local administrations and non-governmental organisations,
- To contribute to design a draft model for a Gender Equality Body in line with EU practices and the acquis.

UNFPA, an international development establishment, UNFPA's Fourth National Programme will continue between 2006-2010. One of UNFPA's aims to support the Turkish Republic Government is to promote the social gender equality. UNFPA's National Programme has three components, namely, "Reproductive Health", "Gender Equality" and "Population and Development Strategies". In Gender Equality component, Directorate General on the Status of Women (DGSW) is the implementing institution.

Social Security Institution is going to start implementing the "Capacity Building of Social Security Institution Project" which is financed within the 2007 Financial Programming of the first component of the IPA by the beginning of 2009. The Project has components for training and awareness-raising activities related to social security legislation. In this context, a seminar for 20 people will be organised to introduce EU gender equality acquis related to the social security matter, namely, Directives 96/97/EC, 79/7/EEC and 86/613/EEC.

One of the priority axes of Human Resources Development Operational Program Strategy of Turkey is employment. Priority axes of employment is to increase labour force participation of women and decrease unemployment especially for women and young by supporting public employment services.

Based on the importance of the necessity to improve women employment, İŞKUR takes active employment measures such as providing vocational trainings, consultancy and guidance services. Due to the participation of İSKUR staff to the project activities, their qualification will improve. Thus, the quality of services mentioned will be enhanced.

### 3.7 Lessons learned

The project of “Strengthening Gender Equality In Employment” that is prepared by the Turkish Ministry of Labour and Social Security (MoLSS) and the Dutch Ministry of Social Affairs and Employment started on 1 October 2005. Project purpose is to analyse of legal procedures and the implementations of the Netherlands regarding gender equality and unregistered labour with respect to women and to design and develop appropriate administrative and legal measures in Turkey. There are two results of the project. First result is to increase the capacity of MoLSS in terms of gender equality and unregistered labour and second result is to enhance training and monitoring capability of MoLSS. First result includes following items:

- The establishment of a shared awareness and knowledge of EU directives regarding gender equality.
- The promotion gender equality both in the public and private sectors.
- The demonstration of decisiveness in ensuring of gender equality in working life.

It is stated that Turkish government does not have any holistic approach to establish “Gender Equality” in the conclusion report of MATRA Project which is aimed at advising on the flexibility of labour force in Turkey. Furthermore, it is suggested that it is necessary to develop alternative targets with a view to improving of equality for continuation of the modernization of labour market.

Gender equality working group was constituted within the Social Dialogue Project implemented by the European Union Co-ordination Department of the Ministry. One of the important outputs of this working group is to pinpoint the importance of widening day-care and nursing home facilities, in order to increase female employment. In Gender Equality Working Group, it was emphasized that most of the important complications are child and elderly care in the harmonization of womens’ work and private life. Thus, it was stated that child and elderly care services should have priority in the social policy field. For institutionalizing child care services social dialogue mechanisms should be strengthened.

By the projects mentioned above, the capacity of MoLSS has been improved. The improved capacity and gained experience will let the Ministry to behave consciously in the project activities.

#### 4. Indicative Budget (amounts in EUR)

			SOURCES OF FUNDING											
			TOTAL EXP.RE	TOTAL PUBLIC EXP.RE	IPA COMMUNITY CONTRIBUTION		NATIONAL PUBLIC CONTRIBUTION					PRIVATE CONTRIBUTION		
ACTIVITIES	IB (1)	INV (1)	EUR (a)=(b)+(e)	EUR (b)=(c)+(d)	EUR (c)	% (2)	Total EUR (d)=(x)+(y)+(z)	% (2)	Central EUR (x)	Regional/Local EUR (y)	IFIs EUR (z)	EUR (e)	% (3)	
Activity 1														
Twinning contract 1.1	-	-	1 000 000	1 000 000	950 000	95	50 000	5	50 000				-	
TOTAL IB			1 000 000			95		5						
TOTAL INV			-											
<b>TOTAL PROJECT</b>			<b>1 000 000</b>	<b>1 000 000</b>	950 000	<b>95</b>	50 000	<b>5</b>						

NOTE: DO NOT MIX IB AND INV IN THE SAME ACTIVITY ROW. USE SEPARATE ROW  
Amounts net of VAT

(1) In the Activity row use "X" to identify whether IB or INV

(2) Expressed in % of the **Public** Expenditure (column (b))

(3) Expressed in % of the **Total** Expenditure (column (a))

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

Contracts	Start of Tendering	Signature of contract	Contract Completion
TWINNING Contract 1.1	First Quarter of 2009	Forth Quarter of 2009	Second Quarter of 2011

Duration of the project : 18+3 months

All projects should in principle be ready for tendering in the 1<sup>st</sup> Quarter following the signature of the FA.

#### 6. Cross cutting issues (where applicable)

##### 6.1 Equal Opportunity

To promote gender equality in working life is the main aim of this project. Therefore, the project will make a direct contribution to provide equal opportunities for men and women.

##### 6.2 Environment

N/A

### 6.3 Minority and vulnerable groups

According to the Turkish Constitutional System, the word minorities encompass only groups of persons defined and recognized as such on the basis of multilateral or bilateral instruments to which Turkey is a party.

## ANNEXES

- 1- Log frame in Standard Format
- 2- Amounts contracted and Disbursed per Quarter over the full duration of Programme
- 3- Institutional Framework
  - \* *Role and responsibilities of the SPO*
  - \* *frequency of project management meetings,*
  - \* *who chairs, who attends and in what role*
  - \* *coordination mechanisms for multi-beneficiary projects*
  - \* *monitoring (roles, responsibilities of all actors)*
- 4 - Reference to laws, regulations and strategic documents:
  - Reference list of relevant laws and regulations
  - Reference to AP /NPAA / EP / SAA
  - Reference to MIPD
  - Reference to National Development Plan
  - Reference to national / sector investment plans
- 5- Details per EU funded contract (\*) where applicable:
  - For *TA contracts*: account of tasks expected from the contractor
  - For *twinning covenants*: account of tasks expected from the team leader, resident twinning advisor and short term experts
  - For *grants schemes*: account of components of the schemes
  - For *investment contracts*: reference list of feasibility study as well as technical specifications and cost price schedule + section to be filled in on investment criteria (\*\*)
  - For *works contracts*: reference list of feasibility study for the *constructing works* part of the contract as well as a section on investment criteria (\*\*); account of services to be carried out for the *service part* of the contract

(\*) non standard aspects (in case of derogation to PRAG) also to be specified

(\*\*) section on investment criteria (applicable to all infrastructure contracts and constructing works):

Rate of return

Co financing

compliance with state aids provisions

Ownership of assets (current and after project completion)

**ANNEX 1: Logical framework matrix in standard format**

LOGFRAME PLANNING MATRIX FOR Project Fiche Promoting Gender Equality in Working Life		Programme name and number	
		Contracting period ) expires 2 years after the signature of the Financing Agreement	Disbursement period expires in 3 years following the end date for contracting.
		Total budget : € 1,000,000	IPA budget: 950,000 €
<b>Overall objective</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	
To ensure gender equality in working life.	To make progress about gender equality in working life	Accession Partnership Priority and Regular Report Comments	
<b>Project purpose</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
To align Turkish legislation with EU gender equality acquis and improve capacity of institutions responsible for the implementation of the said acquis	The draft bill in line with the EU acquis is put on the agenda of the Tripartite Advisory Board by the end of the Project  As a result of seminars and trainings on gender equality knowledge and awareness of relevant staff is increased by 25%.	The draft bill in line with the EU acquis  Results of questionnaires made at the beginning and at the end of the Project. (Base Line Study)	During the implementation of the project, continuing political stability related to the integration with EU, both in EU and in Turkey.  The willingness of the target group.  To be open coordination of relevant public institutions

<b>Results</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<p>1. Draft bill prepared related to the expert report on the legislation alignment between national legislation and EU acquis regarding working life.</p> <p>2. The human resources capacity in central and provincial bodies of MoLSS and other institutions strengthened.</p> <p>3. Increased sensitivity on gender equality in working life among NGOs and social partners.</p>	<p>Draft bill was put on the agenda of the Tripartite Advisory Board by the end of the Project</p> <p>Minimum 3 meetings on draft bill were organised with social partners by the end of the Project.</p> <p>Increased awareness and sensitivity of trained staff of public sector and social partners on gender equality in EU Acquis and Turkish legislation</p> <p>The project web link was clicked at least 100 times a month by the end of the Project.</p>	<p>CEDAW reports</p> <p>Project reports</p> <p>Draft bill</p> <p>Baseline survey</p>	<p>Political authorities taking into account expert report</p> <p>Persons attended to training are sensitive on gender equality.</p> <p>Persons joining the baseline survey reply the questions correctly.</p>
<b>Activities</b>	<b>Means</b>	<b>Costs</b>	<b>Assumptions</b>
<p>1.1 Analysis of Turkish legal texts compared to the EU gender equality acquis (Directives) and relevant case-law of the Court of Justice, case-law of ECHR and the other relevant on gender equality CoE standards and texts.</p> <p>1.2 A report including amendment proposal related to the diverging provisions on the Labour Law no 4857,</p>	<p>Contract 1: TWINNING</p>	<p>€ 1,000,000</p>	<p>Effective coordination among the all stakeholders regarding adoption of the EU acquis.</p> <p>Provide appropriate human resources, to support the</p>

<p>Law on Civil Servants no 657, Law on Social Security no 5510 including secondary legislation of labour and social security related with equal treatment and implementation in practice in close collaboration with experts of Ministry and Social Security Institution were prepared by twinning medium term experts.</p> <p>1.3 The report of identified gaps in the legislation published on the web.</p> <p>1.4 Draft bill studies are made together with social partners by taking the report including recommendations into consideration.</p> <p>2.1 Training the related staff of the MoLSS and other beneficiary institutions. Below is the specific training needs (subject to change after negotiations with the Twinning Counterpart Institution) which should be satisfied at utmost at the end of the Project:</p> <p>2.1.1 Training on The Equal Treatment of Men and Women. In this trainings issues: generally relevant EU directives about gender equality (96/34/EC, 92/85/EEC, 79/7/EEC, 86/613/EEC, 2004/113/EC, 2006/54/EC); examples of the judgment of the Court of Justice of the European Communities (CJEC), best practices, difficulties which have been faced with in the implementation process, experiences of foreign experts, gained from their own countries..etc.In this training programme, 200 staff will be participating from MoLSS, other relevant institutions and social partners</p>			<p>project activities and to keep Stakeholders' willingness</p>
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2.1.2 Inspector (for MoLSS ve SSI) Training on Practical Inspection Issues Related to Gender Equality in working life for 40 inspectors.

2.1.3 Lawyer and Expert Training on Judicial Issues of Equal Treatment in the area of social security (case law included) for 20 staff.

2.1.4 Training of 20 State Personnel Expert especially in the field of their expertise area enriched with the experiences of different countries

2.1.5 For 25 experts of MoLSS, SSI and SPP training of trainers concerning directives

2.1.6 Training on project management for 20 experts.

2.2. Arrangements of four study visits of eight persons to the public institutions in EU countries in order to analyze gender equality mechanisms.(160 man/day) The study visit will be arranged with the consideration of following focal points: the sensitivity points taken into consideration in harmonization period by new member states, the institutional structure formed on gender equality, difficulties which are faced with in the implementation process..etc.

2.3. Study visit reports were sent to the related institutions and published on the web.

2.4 Arrangement of 3 traineeships for the experts of Ministry and 2 traineeships for the experts of SSI for one month short terms

2.5. Questionnaire was filled in by the personnel attending to the training in order to determine their knowledge level on gender equality in working life at the beginning and at the end of the Project.

3.1. Developing appropriate materials. (brochure, booklet...)

3.2. 3 seminars and 1 conferences (at the end of the project) were held in Ankara and İstanbul.

3.3 Organizing awareness-raising campaigns for public opinion. (By the print media and visual media).

3.4 Forming a web link for the project on Ministry webpage

Precondition:

Provision of sufficient human and material resources for the implementation of the project by the beneficiaries. Establishment and operation of project implementation unit.