Focusing on
"the Commitment on Women Friendly City" and
"the Commitment on the Localization of Sustainable Development Goal 5"

MONITORING EQUALITY IN MUNICIPALITIES PROJECT FINAL REPORT



kader
Association for Supporting of Women Candidates

UCLG MEWA

Norwegian Embassy

Focusing on
"the Commitment on Women Friendly City" and
"the Commitment on the Localization of Sustainable Development Goal 5"

MONITORING EQUALITY IN MUNICIPALITIES PROJECT FINAL REPORT

2022

ASSOCIATION FOR SUPPORTING OF WOMEN CANDIDATES (KA.DER)

UNITED CITIES AND LOCAL GOVERNMENTS MIDDLE EAST AND WEST ASIA SECTION (UCLG-MEWA)

kader Association for Supporting of Women Candidates

UCLG MEWA

MONITORING EQUALITY IN MUNICAPILITIES PROJECT FINAL REPORT

Association for Supporting of Women Candidates Publications

UCLG-MEWA Publications

Authors:
Nejat Taştan
Ayşe Kaşıkırık
Melis Şahin
Salim Korkmaz

Compiler:
Onur Fidangül

Translator:
Enes Gider

ISBN:
1st Edition March 2022

Association for Supporting of Women Candidates (KA.DER)
Büyükdere Cad. Çınar Apt. No: 95
Kat: 6 D. 23-24 Mecidiyeköy, Istanbul/Türkiye
T: +90 (212) 273 25 35
F: +90 (212) 273 25 36
E-Mail: kader@ka-der.org.tr www.ka-der.org.tr.
www.ka-der.org.tr.

United Cities and Local Governments
MiddleEast and West Asia Section (UCLG-MEWA)
Yerebatan Cad. No:2 Sultanahmet,
34110 Istanbul/Türkiye T: +90 (212) 511 10 10
T: +90 (212) 511 10 10
F: +90 (212) 519 00 58
E-posta: uclg-mewa@uclg-mewa.org
www.uclg-mewa.org

"This publication has been produced with the financial support of the Norwegian Embassy in Ankara.

Bu yayının içeriğinden Kadın Adayları Destekleme Derneği ve UCLG-MEWA sorumludur ve bu yayın hiçbir şekilde Norveç Ankara Büyükelçiliği'nin görüşlerini yansıtmamaktadır.

Norwegian Embassy

TABLE OF CONTENT

Abbreviations II
Foreword .....III-IV
Introduction V
Women Friendly Cities 6
KA.DER's Commitment on Women Friendly Cities 6-7
UCLG-MEWA Committee on Gender Equality
Commitment on the Localization of Sustainable Development Goal 7-8
Framework for Monitoring Report 9-11
Methodology of Monitoring Report 11-12
General Information on the Monitored Municipalities 13-16
Gender Equality in Institutional Documents 17-19
Gender Equality in Institutional Structure 19-23
Gender Responsive Budgeting and Investments 23-24
Empowering Women and Girls 24-30
Gender Based Data Collection 31-32
Conclusion 33
Recommendations 34
References 35
Annex 36-37

Abbreviations

Association for Supporting of Women Candidates	KA.DER
Civil Society Organization	CSO
European Charter for Equality of Women and Men in Local Life	ECEWMLL
European Union	EU
Gender Equality	GE
Gender-Responsive Budgeting	GRB
Local Equality Action Plan	LEAP
Sustainable Development Goals	SDGS
United Cities and Local Governments Middle East and West Asia Section	UCLG-MEWA
United Nations	UN

FOREWORD

Municipalities are among the leading institutions in ensuring equality at the local level. As the closest institutions to the daily lives of citizens, the approaches, plans, policies, practices and services of municipalities contribute to ensuring local equality. However, municipalities can further deepen their inequalities with approaches that do not take into account gender inequality (in other words, gender-blind). However, the purposes, hours and durations of women's and men's use of the city are very different from each other. Ignoring the differing needs and expectations at the local level and acting with an "equal service for all" approach feeds existing inequalities and turns them into chronic problems.

We know that developing policies with a participatory method is one of the most basic indicators of democratic societies. It is a fundamental right for women, who make up half of the population and voters, to benefit equally from the services, opportunities and opportunities offered by the city. Cities should be managed with a more equal, fair, participatory, transparent and inclusive approach. Gender equality should be adopted in all processes of municipalities. Balanced participation of women in decision-making mechanisms should be ensured.

KA.DER has been working with great determination for the equal representation of women in the decision-making mechanisms achieved by election and appointment for 25 years since its establishment. As KA.DER, we carry out projects, conduct research and develop collaborations in order to empower women locally, to represent them equally and to make women-friendly cities possible. We believe that equality starts locally. A more democratic and inclusive society can be built with equal representation of women at every stage, from neighborhoods to city administration. In this context, municipalities are the main actors in the equal struggle of women starting from the local level.

We carried out the Monitoring Equality in Municipalities Project in cooperation with the United Cities and Local Governments Middle East and West Asia Section (UCLG-MEWA) with the financial support of the Norwegian Embassy. We aimed to increase their participation in the mechanisms of action, to create a policy that empowers women locally, and to contribute to the institutionalization of equality in municipalities. With this report, which is an important output of the project, we wanted to raise awareness about the more active implementation of the Commitment on Women Friendly City by the municipalities. However, we aimed to periodically monitor the progress of the municipalities in the undertaking. At the same time, we aimed for more municipalities to sign the Commitment on Women Friendly City.

As KA.DER, we aim to contribute to the achievement of gender equality in municipalities with the Women Friendly City Commitment. We hope and wish that this undertaking will be an inclusive tool for women and girls to be empowered at the local level, to benefit equally from the opportunities offered by the city, to access local participation mechanisms and to increase women's representation at the local level.

Remember that equality is for everyone.

With love and solidarity,

Nuray KARAOĞLU
Chair of KA.DER

Dear Readers,

As the regional organization of an international local government network with the most inclusive representation power in the world, I am happy to reach you with the final report of this valuable project. The works carried out by going down to the field always reveal the harmony or inconsistency between the strategies on paper and the reality by making the local realities more easily readable. In this direction, I believe that this project will open a window on the local reflection of the studies planned in the field of gender equality.

UCLG-MEWA, which operates with local governments, local government associations and non-governmental organizations in the Middle East and West Asia Region, carries out a strong advocacy process, especially regarding global municipal works, despite the challenging conditions of the region. Gender equality is one of these areas. With the establishment of the Committee on Gender Equality in 2014, this agenda gained a structural form at our organization and the studies began to be carried out more systematically. Since 2016, the efforts to mainstream the UN Sustainable Development Goals (SDGs) in the region have added a global dimension to the perspective on gender equality. Moreover, Goal 5, which emphasizes the empowerment of women and girls, showed us that gender equality is a cross-cutting element in almost every field from education to health, from economic growth to urban planning. With this emerging approach and difference, we no longer just talk about gender equality, we see the role of gender equality in promoting local economic growth, ending hunger and poverty, and ensuring quality education.

Since its introduction, with the perspective drawn by SDGs that encourage a holistic approach, "UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5" was opened for signature by UCLG-MEWA in 2017. In addition to signing and implementing the European Charter of Equality between Women and Men in Local Life, the Commitment, which aims to found permanent mechanisms for the more institutional conduct of equality works in municipalities, has attracted attention in international platforms, especially committee members. Now, within the scope of this monitoring project, which also includes the signatories of this Commitment, we tried to measure the extent to which the signed documents came to life in institutions. In this respect, our main focus is that both our project partner Association for Supporting of Women Candidates' Commitment on Women Friendly City and our organization's Commitment are living documents. Undoubtedly, as such documents are implemented, more institutionalization in this field will be achieved in municipalities.

Hereby, I would like to thank all our participating municipalities, especially UCLG-MEWA members, who took part in this project called "Monitoring Equality in Municipalities", and the project team who went to the field and gathered the local data for this study, and I hope that this study will also provide a motivation for different steps to be taken towards achieving gender equality at the local level.

Take care,

Mehmet DUMAN
UCLG-MEWA Secretary General

INTRODUCTION

The purposes and hours of use of the city are not the same for women and men. In particular, women's expectations from urban services differ due to gender inequalities. Just as the needs of a disabled woman and a pregnant woman are not the same, the urban service demand of an old woman and a young woman is also different. In line with the responsibilities given by the laws, local governments are responsible for meeting the "local common" needs of the people living in the city and providing solutions. In this context, the approaches and practices of local governments have a priority in ensuring gender equality.

In ensuring gender equality at the local level, municipalities are at the forefront of the institutions that determine the policies. Therefore, the municipality should have an inclusive social policy approach. This approach should be reflected in all policy documents and institutional structure (in terms of principles and targets), especially the strategic plan. Municipalities should determine the "local common" needs and expectations at the local level as a result of "common sense" with the participation of the stakeholders. [1]

In line with this background, the "Monitoring Equality in Municipalities Project" was carried out under the coordination of KA.DER in cooperation with UCLG-MEWA. The general aim of this project is to strengthen the capacities of the municipalities, which put forth a strong will on this issue by signing KA.DER's Commitment on Women Friendly City or UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5.

The specific objectives of the project include:

- Monitoring the approach of the municipalities that signed the memorandum on the subject of women-friendly cities based on objective and concrete data.
- Encouraging the municipalities that signed the memorandum to create inclusive and egalitarian policies that are sensitive to the needs of women locally.
- Contributing to the institutionalization of gender equality in municipalities that signed the undertaking.
- Triggering a transformation in this direction in municipalities by monitoring the presence of women in policy, decision and implementation processes in municipalities that signed the undertaking.

What makes the project unique is that there was no follow-up study on the undertakings before the project. With this monitoring report, we wish to set an example in the field and fill a gap.

---

[1] Kaşıkırık, A., Erimez, E. and İzci, İ. (2019). *Belediyeler için Entegre ve Kapsayıcı Stratejik Plan Hazırlama Rehberi [The Guide for Municipalities to Prepare Integrated and Inclusive Strategic Plan],* KA.DER Publications.

Women Friendly Cities

Policies and services of local governments are directly related to every aspect of citizens' daily lives. Municipalities are responsible for solving problems, obstacles and difficulties in women's daily lives. Cities that are managed with an approach sensitive to gender equality increase the quality of life of women and contribute to a better quality of life. Considering that each locality has its own realities and conditions, the importance of municipalities becomes even more evident. Without the need for large budgets for municipalities to develop gender-sensitive policies, it may be possible to establish fair cities for all with such approaches and policies. Therefore, the perspective of local governments is very important in ensuring gender equality.[2]

Women Friendly Cities[3] are cities that support women's equal participation with men in all aspects of urban life by providing;

- Access to health, education and social services,
- Access to employment opportunities,
- Access to quality, comprehensive urban services (transportation, housing, safety, etc.),
- Access to mechanisms that will secure their rights if they are exposed to violence,
- Participation of local governments in planning and decision-making processes.

Local governments have an important role to play in building better cities and regions, creating space for women's voices, needs and capacities. As different local conditions exist, it is vital that municipalities consider gender equality when formulating policies and delivering services.[4]

KA.DER's Commitment on Women Friendly Cities

The Commitment on Women Friendly Cities, which KA.DER had the mayor candidates sign in three election periods (2009, 2014 and 2019), was prepared based on the United Nations' Sustainable Development Goals and the Women Friendly Cities Project. The 5th Goal of the Sustainable Development Goals[5], which consists of 17 goals in total, is 'achieve gender equality and empower all women and girls'.

---

[2] Kaşıkırık, A., Erimez, E. and İzci, İ. (2019). *Belediyeler için Entegre ve Kapsayıcı Stratejik Plan Hazırlama Rehberi [The Guide for Municipalities to Prepare Integrated and Inclusive Strategic Plan],* KA.DER Publications, pp.10-13.

[3] Tekinbaş, E. (2015). *Kadın Dostu Kentler Uygulama Rehberi [Guidebook for Cities Willing to Implement the "Women Friendly Cities" Model],* United Nations Women Friendly Cities Joint Programme, p. 11.

[4] Tekinbaş, E. (2015). *Kadın Dostu Kentler Uygulama Rehberi [Guidebook for Cities Willing to Implement the "Women Friendly Cities" Model],* United Nations Women Friendly Cities Joint Programme, p. 15.

[5] https://www.globalgoals.org/.



Figure 1: Sustainable Development Goals

KA.DER's Commitment on Women Friendly Cities aims to be a means for the institutionalization of equality, as well as designing, implementing, monitoring and evaluating an egalitarian and inclusive policy at the local level. At the same time, women's civil society also aims to develop cooperation between women's non-governmental organizations and local governments and to gain a culture of governance.

KA.DER has the Women-Friendly City Commitment signed by mayor candidates who are candidates in local elections since 2009 and by mayors who are currently serving as mayors. As of 2022, the Commitment on Women Friendly City has been signed by more than 80 mayor candidates or mayors from 7 geographical regions of Turkey and from different political parties.

UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5

"UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5", which includes the localization of Sustainable Development Goal 5, was prepared with the aim of ensuring gender equality and empowering women and girls.

The UCLG-MEWA Committee on Gender Equality, which follows the activities on gender equality in the Middle East and West Asia region and operates to ensure the integration of its members into the global municipal movements in this area, gathered under the auspices of Şişli Municipality, which was the committee president at the time, and opened the following commitment for signature.



Figure 2: Sustainable Development Goal 5 on Gender Equality

As the Member Municipalities of United Cities and Local Governments Middle East and West Asia (UCLG-MEWA) Committee on Gender Equality that gathered in Şişli, Istanbul on 12 May 2017;

Considering the localization of the Goal 5 (SDG5): *"Achieve Gender Equality and Empower All Women and Girls,"* one of the 2030 Sustainable Development Goals officially adopted by 193 countries at the United Nations Sustainable Development Summit held in September 2015, as a duty;

In order for women and girls to benefit equally from municipal services without discrimination based on their language, race, color, gender, political opinion, philosophical belief, religion, sect and similar reasons, and to ensure equal representation in management and decision-making mechanisms;

We commit to:

- Signing and implementing The European Charter for Equality of Women and Men in Local Life;
- Establishing similar institutional and permanent mechanisms within the municipality such as the Equality Department, the Women and Family Directorate, the Department of Women's Affairs, the Gender Equality Commission within the Municipal Council,
- Sharing periodically the relevant information with the Monitoring Committee.

Framework for Monitoring Report

Beginning with the Universal Declaration of Human Rights, the prevention of discrimination on the basis of gender is a fundamental norm in all human rights documents adopted at the global or regional level. In addition to prohibiting discrimination on the basis of gender in terms of the rights they guarantee, the Conventions also contain a framework that encourages positive action to be taken to achieve equality.

In addition to international mechanisms such as the United Nations (UN) and the European Union (EU), the responsibilities of states and municipalities at local level are indisputable in ensuring gender equality. The role of local governments in ensuring gender equality is expressed in the European Charter for Equality of Women and Men in Local Life as *"As the spheres of governance closest to the people, local and regional authorities represent the levels best placed to combat the persistence and the reproduction of inequalities, and to promote a truly egalitarian society"*[6].

Part 1 of the Charter includes the following as fundamental principles:

- Equality of women and men constitutes a fundamental right.
- To ensure the equality of women and men, multiple discrimination and disadvantage must be addressed.
- The balanced participation of women and men in decision making is a pre-requisite of a democratic society.
- The elimination of gender stereotypes is fundamental to achieving equality of women and men.
- Integrating the gender perspective into all activities of local and regional government is necessary to advance equality of women and men.
- Properly resourced action plans and programmes are necessary tools to advance equality of women and men.

The most comprehensive of the projects carried out at the national level to ensure gender equality is the Women Friendly Cities Project[7] carried out in partnership with the UN and the Ministry of Interior. The first phase of the project (2006-2010) and the second phase started and completed in 2011. It would not be an exaggeration to determine that the most important achievement of the project, other than the capacity building of municipalities, is to make permanent relations between local governments and CSOs with a gender equality perspective.

With the decision taken at the Sustainable Development Summit on September 25, 2015, the UN adopted the Sustainable Development Goals consisting of 17 Goals to be implemented until 2030 in order to eliminate poverty in all its dimensions in the world by 2030 and to ensure the common welfare of humanity. The Goal 5 of SDG was determined as "achieve gender equality and empower all women and girls". The targets under this Goal were determined as follows:

[6] https://www.ccre.org/img/uploads/piecesjointe/filename/charte_egalite_tr.pdf
[7] http://www.kadindostukentler.com/proje.php



Figure 3: The Global Goals for Sustainable Development

5.1 End all forms of discrimination against all women and girls everywhere

5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation

5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decisionmaking in political, economic and public life

5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

5.a Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws

5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

5.c Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

Global, regional and national efforts in terms of gender equality are not limited to these. However, this report is limited to monitoring the impact of two separate commitments opened for signature by the mayors elected as a result of the local elections held on March 31, 2019, on the signatory municipalities. Therefore, the essential texts that are the source of the "Commitment on Women Friendly City"[8] prepared by KA.DER and "UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5"[9] which was opened for signature by UCLG-MEWA are included.

However, the framework that can be a reference/guide for women's participation in policy-making and decision-making processes, empowering women and girls, establishing mechanisms for gender equality, raising awareness and creating inclusive human settlements is much broader than this.

Methodology of Monitoring Report

The purpose of the monitoring study is to investigate the effect of the "Commitment on Women Friendly City", which was prepared by KA.DER before the 2019 Local Elections, it aims to be a means for the institutionalization of gender equality as well as the design, implementation, monitoring and evaluation of egalitarian and inclusive policies at the local level, on the institutional structure, services and practices in the signatory municipalities. Likewise, the effect of "UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5", which is tried to be activated in local governments by UCLG-MEWA, has been included in the research in order to realize the "Achieve Gender Equality and Empower All Women and Girls" mentioned in SDG 5.

In the monitoring activity, the situation regarding gender equality in 8 municipalities was analyzed through KA.DER and UCLG-MEWA commitments. The monitored municipalities were determined from among the municipalities that volunteered to participate in the study. The four criteria used in the determination of municipalities are as follows:

- Mayor's gender
- Mayor's belonging to different political parties,
- Status of municipalities (district, province, metropolitan)
- Geographical distribution of municipalities

While determining the criteria, it was aimed to give priority to the municipalities led by a woman mayor, but there were no volunteers from these municipalities. In the monitoring process, in the first stage, the strategic plans and activity reports of the municipalities were reviewed in terms of gender equality and an institutional analysis study was carried out. In the second stage, it was aimed to record the developments with two online surveys applied six months apart and in-depth interviews with each municipality. The surveys were conducted online due to the Covid-19 pandemic.

[8] For the full text of the commitment, see. Annex 1
[9] For the full text of the commitment, see. Annex 2

Monitoring and reporting were carried out in five stages:

- Determining the Municipalities to be Monitored
- Creating the Monitoring Indicators
- Analyzing the Current Situation
- Monitoring the Change and Developments
- Reporting

During the preliminary meetings with the municipalities that signed the commitments prepared by KA.DER and UCLG-MEWA, municipalities that were willing to participate were identified. Among the voluntary municipalities, 8 municipalities that met the criteria were identified.

Measurable monitoring indicators that are compatible with the overall goal of the project have been determined over the 13 sub-titles of the Commitment on Women Friendly City and the three sub-titles of the UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5. The questions of both surveys and in-depth interviews were prepared on the basis of the determined indicators.

In order to analyze the current situation in the selected municipalities, the strategic plans and activity reports published by the municipalities in conventional or digital media, and the policy documents, internal regulations (directives, by-laws, etc.) related to the project framework, if available, were reviewed.

In order to monitor the change in the municipalities monitored within the framework of the project, in-depth interviews were conducted after the implementation of the first survey. The data collected from the in-depth interviews were evaluated together with the answers given by the municipalities in the first survey, and the results were the source of the second survey's question set.

In the implementation of the second survey, it was aimed to determine and measure the direction of the change in practices regarding gender equality in municipalities.

The data collected were analyzed and reported on the indicators. At the reporting stage. The principle of confidentiality of the personal data of the interviewees was respected, no single evaluation was made for any municipality, and the findings were coded and reported by hiding the names of the municipalities.

With this dimension, the study does not claim to show the situation in the reporting period in the signatory municipalities. During the research process, due to the organizational structure of the municipalities, it was encountered that the officials who answered the questionnaires or participated in the in-depth interviews did not have all of the institutional information. In the in-depth interviews, there are statements regarding this situation.

> *"I don't know, I can have a talk and ask about something. The City Council is not our concern. It's an independent body. You ask them about their data too."*

General Information on the Monitored Municipalities

Municipal Status	Frequency	Ratio
Metropolitan	4	50,0
Provincial	1	12,5
District	3	37,5
Total	8	100,0

Table 1: Basic Data on the Monitored Municipalities

The monitoring study was carried out in 8 municipalities, four of which are metropolitan, one province and three district municipalities, which volunteered to participate. The distribution of municipalities by geographical regions is 1 from Southeastern Anatolia, 2 from Mediterranean, 2 from Marmara, 2 from Aegean and 1 from Black Sea regions.

Mayors from three different political parties serve in the monitored municipalities. The average ratio of women living within the boundaries of the municipalities where the study was conducted to the total population is 50.32%. Three of the municipalities that have been monitored are also among the municipalities that signed the European Charter for Equality of Women and Men in Local Life. Again, two of the municipalities are in the provinces where the Women Friendly Cities Project is implemented. Among the municipalities monitored are those that have prepared a Local Equality Action Plan (LEAP).

In terms of gender distribution of councilors in the participating municipalities, the ratio of the number of woman councilors to the total number of councilors is 14.32%. Council commissions have been established in all of the eight municipalities participating in the study, albeit with different names, to work on gender equality.

The proposal submitted to the municipal councils by the commissions and the question of how many of these proposals were accepted were included in both surveys. According to the responses given, in four of the eight municipalities, no proposals or draft resolutions were submitted by the commissions to the municipal council.

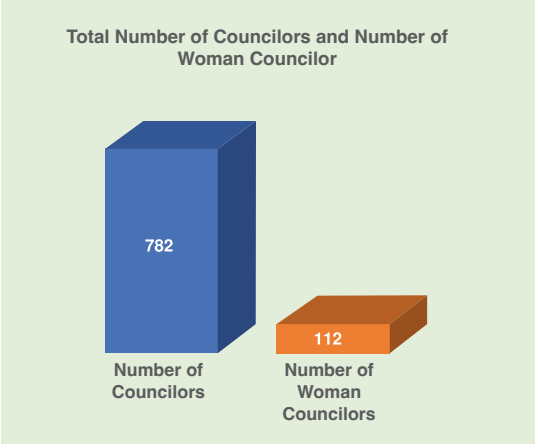


Figure 4: Total Number of Councilors and Number of Woman Councilors

The question regarding the proposals submitted to the municipal councils by the commissions and the how many of these proposals were accepted were included in both surveys. According to the responses given, in four of the eight municipalities, no proposals or draft resolutions were submitted by the commissions to the municipal council.

In the in-depth interviews, it was stated that the commissions in the two municipalities were not working actively.

> *"Yes, the Gender Equality Commission was established in 2010 or something. These commissions are run by NGOs and city councils. Since the city councils do not run these commissions, this commission is not working very actively at the moment."*

> *"In short, they exist just to exist. Many issues in commissions emerge from the issues prepared for that commission's work. This is generally the case, the municipalities do not determine the policy."*

The total number of commissions established in municipal councils is 132. 49 of these commissions have woman members, but the number of commissions with a woman chair is only 15.

Woman Members in the Municipal Board	Frequency	Ratio
None	1	12,5
1 Member	2	25,0
2 Members	5	62,5
Total	8	100,0

Table 2: Number and Rates of Woman Members in the Municipal Board

The table regarding the data regarding women working as board members in municipalities is as above. There are 12 woman board members in 8 municipalities. Only five of these members are elected by the city council, and seven are board members appointed by the mayors. The number of woman board members is proportionally far from the number of woman city council members.

According to the data on women working as senior managers in the monitored municipalities; 163 of the 197 woman executives work as directors. Looking at the higher statuses, the number drops sharply.

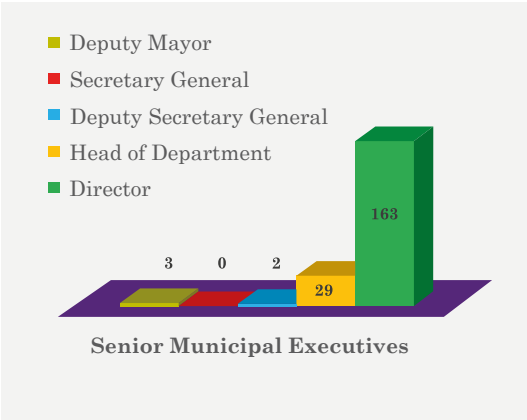


Figure 5: Number of Senior Women Executives in Municipalities and Distribution of Titles

The total number of personnel employed in the monitored municipalities is 60,704. The total number of woman personnel is 11,668. The ratio of woman personnel to the total number of personnel is 19.22%. In the municipalities where the study was conducted, the rate of woman employees increased by 40% on average after 2019. Moreover, the rate of 19.22%, which is considerably lower than it should be, indicates an "improved" situation. All of the 8 municipalities monitored have municipal enterprises. Four of the municipalities shared the information on the gender distribution of employees in municipal enterprises. According to the shared data, the total number of employees in enterprises belonging to 4 municipalities is 82,753 and the number of woman employees is 14,081. The ratio of woman employees to total employees is 17.01%. According to the shared data, the number of woman executives working at the level of chairwoman or general manager in municipal enterprises is only 13.

Assemblies under City Councils[10]	Frequency	Ratio
Disabled's' Assembly	5	23,8%
Youth Assembly	5	23,8%
Children's Assembly	5	23,8%
Women's Assembly	6	28,6%
Total	21	100,0%

Table 3: Assemblies under City Councils, Number and Ratio of Assemblies

Seven of the monitored municipalities have city councils. Six municipalities have a women's assembly under the city council.

[10] More than one option can be chosen in the question.

Although there are positive examples where city councils are effective in ensuring the participation of different groups in the city administration, it is seen that they are not an effective mechanism in ensuring local participation in general. Failure to establish a participatory relationship between municipal councils and city councils causes city councils to become dysfunctional. In order to operate an effective participation process at the local level, there is a need for information sharing, negotiation, joint decision drafting and feedback processes. In the current situation, only sending the city council agendas to the city councils is considered sufficient for information sharing. Finally, according to the survey data, one municipality cannot give the number of CSOs in the city council, and four municipalities cannot give the number of women's organizations in the city council.

"How did we work with the City Council, with the Assembly bureaucratically? We think he may be a model, too. We can go to the municipalities with a good report. Now we will do that work. A booklet came out by the Chair of our City Council, showing the roadmap for NGOs, bureaucracy and politics. It shows what we've done and how we've done so far. We couldn't include everyone. Maybe we are lacking in that regard. They will warn us, they will present a roadmap, there is a need for such a thing."

- **"You know, as per the legislation, the City Council has to submit a proposal to the Municipal Council. Do they give proposal?"**
- *"Yes, this is an important issue for us as well. They offer proposal, we also evaluate it."*

"I said that City Councils and NGOs run these commissions. I said that the City Councils are in a passive state at the moment because they did not issue us such a working area. On March 8, International Women's Day, they proposed renaming a street. Other than that, there was no other proposal."

"There is. However, it is not active. By the way, there is nothing to submit to the Municipal Council. In fact, we resolve almost everything in bilateral meetings. So there is nothing to transmit to the Council."

Gender Equality in Institutional Documents

The strategic plans and activity reports of the municipalities were reviewed on the basis of gender equality targets and realized activities. Among the top policy documents included in the strategic plans of the municipalities, there are references to the documents aiming to increase participation and inclusiveness, as well as the targets directly aiming at gender equality and empowering women and girls. The most cited documents as top policy documents are as follows:

- Eleventh Development Plan
- Strategy Paper and Action Plan on Women's Empowerment (2018-2023)
- New Economic Programme

While in some municipalities only national legislation related to municipalities is included as a top policy document in the strategic plan, there are also strategic plans that do not make any reference to top policy documents. No municipality has included international documents like ECEWMLL in their strategic plans. International documents are generally included in LEAPs.

There is only one example where GE has been strongly highlighted as a core value in the strategic plans of municipalities. Again in the strategic plans, GE was not determined as the main target in any municipality, but it was included as a sub-target under different headings. GE is mostly included as sub-targets under the headings of ensuring social inclusion and inclusiveness, and strengthening freedom, equality, democracy and participation. However, it should be noted that the examples of defining GE as a sub-target are not the majority. GE is included in the majority of strategic plans under the heading of activities and projects.

- Realizing sports services for women in order to ensure gender equality,
- Conducting training programs on gender and equality of opportunity, women's health and women's rights,
- Increasing gender equality trainings and repeating them every year within the municipality,
- Inspecting parks, open spaces, squares and landscaping in terms of their effects on gender equality,
- Developing and maintaining an effective, egalitarian and participatory local government approach,
- Organizing activities aimed at ensuring gender equality,
- Organizing activities to strengthen the position of women in society,
- Opening vocational courses for employment,
- Increasing the employment of disadvantaged women and carrying out a vocational training project,

Are Gender-Sensitive Criteria Included in the Targets and Performance Indicators in the Strategic Plan?	Frequency	Ratio
Yes	7	87,5
No	1	12,5
Total	8	100,0

Table 4: Numbers and Ratios of Gender-Sensitive Criteria in Municipal Strategic Plans

Issues related to gender equality and women's empowerment are mostly covered under the activities. However, in the surveys, seven of the municipalities stated that GE criteria were included in the strategic plan targets and performance indicators.

In the in-depth interviews with the municipalities, their practices in ensuring the participation of CSOs in the strategic plan preparation and monitoring process were asked, and only one municipality replied that no opinion was received from the CSOs. Most of the municipalities answered that the strategic plan preparation process is carried out as participatory with different tools.

> *"We held a Women's Workshop as the department of women and family services. There were over 100 participants in this workshop. We invited all associations and universities working on this issue and sent them a questionnaire and survey. We even made additions in strategic planning after these expectations, and even changed our name from now on."*
>
> *"All of our work goes through them. We are also working on LEAP with them. We create protocols and our statutes have the same things. There is the strengthening of employment and there is the struggle with violence."*
>
> *"Yes, we send surveys to non-governmental organizations and set vision goals based on their answers; So we give and take."*
>
> *"The Equality Report is just that. We are going over the items of the Strategic Plan. The Equality Report is also sent to political parties. It is even sent to building complex management and asked if they have anything to add."*

In an in-depth interview in a municipality, the person concerned stated that they had one-on-one interviews as well as surveys, but no direct request was received from women.

> *"While preparing our strategic plan, we conducted a survey and research. We met face to face with all public institutions, NGOs, associations, city councils, subcommittees and councilors. We asked their opinions. We asked what they would like to see and what they would like to be included in the study. We did not encounter any special requests directly related to women."*

According to the answers given to the question about the participation of women's organizations in the monitoring process of strategic plans, women's organizations participate in the monitoring of the implementation of the plan in four municipalities, and women's organizations do not participate in the monitoring process in four municipalities.

Gender Equality in Institutional Structure

In the study, after the 2019 local elections, in order to measure the change in the institutional structure of the municipalities to ensure gender equality, practices developed to produce internal policy papers for GE provision, to establish relevant internal mechanisms, to increase participation in the planning, implementation and monitoring of services were also tried to be evaluated.

Does the Municipality Have a Gender Equality Policy Paper?	Frequency
Yes	3
No	5
Total	8

Table 5: Numbers of Gender Equality Policy Papers

According to the answers given to the question about the existence of the municipality's GE policy paper and its acceptance by the municipal council, it has been understood that only three of the eight municipalities have a GE Policy Paper, and in two municipalities the policy document is also approved by the municipal council.

Is Equality Department Established?	Frequency	Ratio
Yes	4	87,5
No	4	12,5
Total	8	100,0

Table 6: Number and Ratio of Equality Departments

According to the answers received to the question about the establishment of the Equality Department within the municipality, the existence of the department's regulation and whether the budget was allocated to the department; Equality departments were established in four municipalities. Three of the established equality departments have regulations and budget allocations are made. In the in-depth interviews, it was stated that all the equality bodies that were established cooperated with the CSOs.

"We do not have a Gender Equality Department. Our Gender Equality Department was changed to the "Women's Policies Department" in 2020. In our case, the main purpose of the Equality Department was to produce something politically and to carry out activities on a more macro scale. We continue our work as Women's Policies."

"The equality department should be located in a very healthy place and be in a position that reports directly to the president, where it can dominate the administration and all directors. We have been fighting for this for years. There should be a description from the Union of Municipalities of Türkiye. Just as with commissions, it should be explained what their characteristics are. This work should definitely be done in the Union of Municipalities of Türkiye. This subject is very important."

"There is an equality department, but it is not very active right now. It was newly established and currently the department has only one employee. Let me put it this way, we were established as a department under the Directorate of Women's and Family Services. So far, we have reviewed the relevant regulations and practices from practices prepared by NGOs on this subject. We compiled and edited these studies. However, as far as I understood from the trainings I attended, the department has responsibilities both in-service and public."

"We focused on social aid and family counselling during the pandemic. We will also establish the Equality Department. Three of us already serve in the Women's Advisory Council. We will probably set up the department early next year."

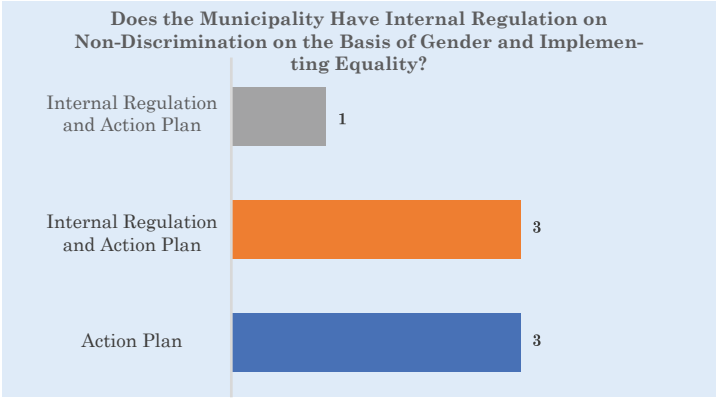


Figure 6: Figures on Internal Regulation on the Prevention of Gender-Based Discrimination and Equality

7 municipalities monitored stated that they have internal regulation or action plans on non-discrimination on the basis of gender, including service delivery. A municipality has both a regulation and an action plan. In addition, four municipalities stated that they have developed policies to provide GE to municipalities and their subsidiaries, employment and business processes. Some of the views expressed on this issue in the in-depth interviews are as follows:

"We, for example, pay a lot of attention to this issue while recruiting personnel. For example, in some job advertisements, we state that we are looking for a female co-worker or we set a gender quota. These works are carried out within the municipality itself."

"While we were discussing what we can do about gender equality with the trade union in the process of making a new contract, some items were added. For example, one of the best decisions we made was to cut half of the salary of the husband of a woman who suffered violence through our union contract. This is something very important to us. At least in terms of protection."

Is There a Complaints Mechanism for Gender-based Discrimination, Mobbing, etc. within the Municipality?	Frequency
Yes	3
No	5
Total	8

Table 7: Complaints Mechanism for Gender-based Discrimination, Mobbing, etc. within the Municipality

There are only three municipalities within the municipality to complain about issues such as discrimination based on gender and mobbing. The views expressed on this issue in the in-depth interviews emphasize the mayor's sensitivity to the issue rather than institutional mechanisms.

"The president is also here 24/7 and takes care of personnel affairs personally. All staff knock on the door, come in, be listened, the solution takes place instantly and the issue is over. There is an e-mail address on the municipality's website, which only the Mayor can access. They can contact directly via that email."

"You know, there is no such thing as mobbing, discomfort, etc. that I know of. Isn't it? It sure does. Maybe I don't know that aspect of the job, but as a woman who has been working in the municipality for many years, I cannot say that the conditions of the municipality are negative."

"No, this is how we work: when a problem arises in any department, it goes directly to the deputy direcyor or to the Mayor. Most problems are tried to be solved like this."

A comment made on this subject in in-depth interviews reveals that cases such as discrimination and mobbing are sometimes not on the agenda at all.

"There is no such mechanism, we mostly settle it between ourselves, but if I have a fair superior, I go and talk. But so far nothing has happened here. I've been here for 7 years, I've never experienced anything like this. Even if it happens, people may

remain silent because of economic concerns and fears of being laid off. However, I did not experience such a situation to ask for support from a different organization.

But there are some happenings that I have experienced.

"There is the Human Resources Department. Sometimes opinions are requested and sometimes reviews are requested. Sometimes we can support investigations with our psychologist and social worker."

Were GE Trainings Held for Municipal Personnel After the Election?	Frequency
Yes	3
No	5
Total	8

Table 8: Number of GE Trainings Held for Municipal Personnel After the Election

Whether or not GE trainings are provided to municipal personnel by the municipal administrations, which started to work after the 2019 local elections, is one of the areas where data was collected in the study. Three municipalities gave a positive answer to this question. However, it is seen that the number of personnel participating in the trainings is quite low. In addition, it is seen that the subject of measuring the change in the training departments and the effect of the trainings is on the agenda.

In the in-depth interviews, the following was stated on this subject:

"**- Is there a reference to the UN Criteria, namely the Sustainable Development Goals? One of the 17 Goals, SDG 5 is on gender equality. Are these included in the training content?**

- Kesinlikle modüllerimizin hepsinde öyle oldu yani. İlk eğitimi uzman bir akademisyen yaptı; bu eğitimi Başkan, Başkan Yardımcısı ve Meclis Grubu'na. Daha sonra birimimiz, diğer çalışanlarımıza da aralıklarla eğitim veriliyor."

"**"Is there a change after the training?**

They have become gentler. However, the same is true for women. Women at the citizen reception desks may sometimes be ruder than men."

"Sure, but one thing we have difficulty with is the getting feedback from the staff as well."

"Our own department, the Women's Studies Department, has to undergo this training because it carries out women-oriented studies. Including the people in the purchase. Human Resources also took this as a procedure. Those who will carry out women's studies must go through GE training."

"Before the pandemic, we organized it for the staff. Specifically, we made it mandatory for men to participate. It is necessary to train the perpetrator. We organized the trainings for all departments, not separately."

Gender Responsive Budgeting and Investments

The UN Economic and Social Council (ECOSOC) defines gender-based budgeting as the inclusion of a gender perspective in all stages of the budget process and the restructuring of incomes and expenditures to improve gender equality.

The GRB aims to ensure the equal distribution of power in economic, social and political processes, as well as the recognition of the equal status of women and men in terms of rights and participation in decision-making processes. Taking into account gender-specific differences in budgeting makes services more targeted and effective. This also helps in the management of human and financial resources.

In the study, whether the municipal council took a decision on GRB, whether GRB training was given to the personnel, whether resources were allocated for GE targets in the strategic plan in the budget, whether there were items directly reserved for women and girls in the budget, planning of municipal investments and the reasons for the investment decisions made were determined by the GE criteria. It was asked whether it was included.

According to the answers given, the Municipal Council Resolution was adopted in only two municipalities to make the budget based on gender equality. In one of the municipalities where this decision was taken, GRB training was given to the personnel in charge of preparing the budget.

"We have already provided pre-budget gender-sensitive budgeting training in 2019 and we have given it to all Heads of Departments, Deputy Secretary Generals and Directors. Naturally, it went online due to the pandemic. However, later on, we had follow-up meetings with the Directorates and asked what kind of work you carried out for GE. They always thought the same thing when it came to how GE sensitive budgeting is done. Theater plays and movies for women were shown. If you ask now, they will say that I have been trained for this."

"Gender Responsive Budgeting Training is mainly a technical training. It had two stages. The first phase was mainly conceptual. It focused on what gender is, how to achieve equality and how municipalities will implement it. In the second phase, it was specific to the directorate. It was a training about what they can do. While trainings were held in 22 directorates, we participated in all of them."

"Before we initiated the plan, we met and worked with the UN on this gender budgeting. Now I see it's too early for us. We didn't set a deep target in the plan, either. Now we are preparing the infrastructure. So we never want anything left in the air."

"- Have there been any trainings on GRB or an initiative related to it?
"-So gender-sensitive budgeting studies are actually very new."

There is a more positive picture in terms of budget allocation to GE-related targets included in the strategic plan. During the interviews, it was declared that adequate budget allocation was made for GE targets in six municipalities.

> *"Our budget is sufficient. We just created it last year, for 2021. We recreated it for 2022."*
>
> **"Is the budget sufficient? Do you think the budget allocated for women and gender is sufficient?"**
> *"-It's enough. For example, because we have a lot of donations. For example, I used forty-seven percent of the budget."*

The three municipalities stated that the needs of women and girls were taken into account in investment planning; On the other hand, 5 municipalities stated that there are items directly addressed to women and girls in the budget.

> *"If I remember correctly, there is also a 4.99 percentage growth in the budget. At that point, we do not have a problem with allocating a large budget from its establishment to this point."*
>
> **"Is there sufficient budget allocation for directorates carrying out women's studies?**
> *-The budget is going in direct proportion to our strategic plan. So far we have not had any problems with the budget.*"

Empowering Women and Girls

Within the scope of monitoring, the situation in municipalities in terms of the aim of empowering women and girls, the programs and activities they carry out, counselling centers, shelters, vocational training and skills courses, support for women and girls, including extraordinary situations, opportunities to support women's participation in social life, women/girls practices aimed at creating a safe city for children and collaborations with CSOs in this context were evaluated.

Data were collected on the establishment of women's counselling centers, the application and support process, the allocation of budget to the centers and the employment of sufficient specialist personnel, the trainings organized in the centers and the reporting of the activities of the centers.

Even under different names, centers that provide counselling services to women have been opened in all the monitored municipalities. Psychologists and social workers are employed in counselling centers and budget allocations are made. However, four Municipal Authorities stated that the number of available counselling centers is not proportional to the female population size of the city. The staff and budget possibilities are expressed as the specified limitations for the assignment of sufficient number of expert personnel in the centers. Women can apply directly to the counselling centers. For girls, their parents' approval is sought. As a positive approach, applications of girls regarding abuse and violence are directed to the relevant departments without seeking parental consent. According to the data provided by the municipalities, the total number of applications to the centers in the last six months is shown in the chart.

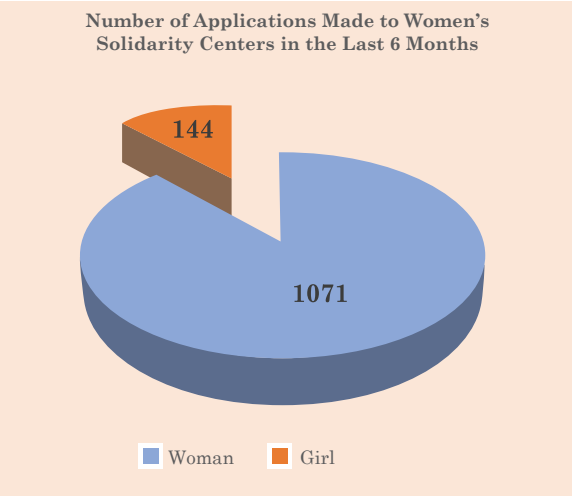


Figure 7: Number of Applications Made to Women's Solidarity Centers in the Last 6 Months

All municipalities participating in the study provide psychological support services for women and girls in counselling centers. Again, all municipalities stated that the requests sent to the counselling centers are considered as data in the planning and presentation of the municipality's activities. All municipalities have stated that they act in accordance with the principle of confidentiality and confidentiality of personal information in applications made to the counselling centers.

Some of the opinions expressed about the counselling centers in the in-depth interviews are as follows:

"**- Can girls come and apply to the support centers?"**

"- Yes. They can apply, but if they are under the age of 18, we need to get the consent of their parents. But if the child comes and talks about a situation of abuse, he can get support without the consent of his family. Then it will proceed differently."

"We have had 70 clients so far. Psychological counseling is a long process. Once I got the service and it is not over. You need to plan at least 8 weeks. 46-47 were women of our 70 clients. Men come, too."

"**- Do you see disabled women or Romani women? For example, immigrant women are not necessarily disabled, are they?**

"-I had a few disabled clients. I had 3 clients."

"-Statistically, aren't the numbers low?"

"-Yes."

"-Do you do any privacy rating for the information of the applicants?"

"-Yes. We only see applications as a team. It is closed to other staff. Even Mayor can see in very exceptional cases."

Method of Identifying Training Topics[11]	Frequency	Ratio
Upon Request	2	13,3%
As a result of the Municipality Needs Analysis	4	26,7%
CSO / Expert Opinion	5	33,3%
Counselling Center Applications	4	26,7%
Total	15	100,0%

Table 9: Methods, Numbers and Rates of Identifying Training Topics

Within the scope of the study, data were collected on the trainings for women and girls in the counselling centers, the method of determining the education subjects and the trainings provided. According to the data, municipalities mostly use mixed methods in determining the education subjects. Consulting the opinions of the CSO / Expert in determining the training subjects stands out as the most used method.

Training Topics[12]	Frequency	Ratio
Women's Rights	5	20,0%
Children's Rights	3	12,0%
Gender Equality	7	28,0%
Personal Security Against Violence	5	20,0%
Application Mechanisms and Methods	5	20,0%
Total	25	100,0%

Table 10: Training Topics

According to the data on the subjects of the trainings, GE trainings are given in seven municipalities. Children's rights education is among the education subjects of only 3 municipalities. Employees of the municipality stated that the trainings have a content in accordance with international texts. In addition to these trainings for target groups, awareness activities that can help municipalities to change stereotypical gender roles should include studies for the urban public as well as for the institutional structure and target group.

[11] More than one option can be chosen in the question.
[12] More than one option can be chosen in the question.



Figure 8: Trainings Organized in the Centers by Subject and Their Frequencies

Some of the views expressed regarding awareness activities in the in-depth interviews are as follows:

> **"-Are there any direct gender equality studies or awareness campaigns for citizens and the public?"**
>
> *-Since the team has just been established here, we toured the villages, especially with the mukhtars (neighborhood/village representative), and made short speeches in the villages in the upcoming period. In fact, we want to explain it not only to women but also to mixed groups of men and women."*
>
> *"I mean, we worked more on this child rights, sexual abuse and neglect of children. Here, we organize awareness trainings in our departments within the municipality and for the citizens, and there are specific cases of neglect and abuse."*
>
> *"We never skip special days for women. We support these days with events, concerts and trainings that will raise awareness on March 8.*

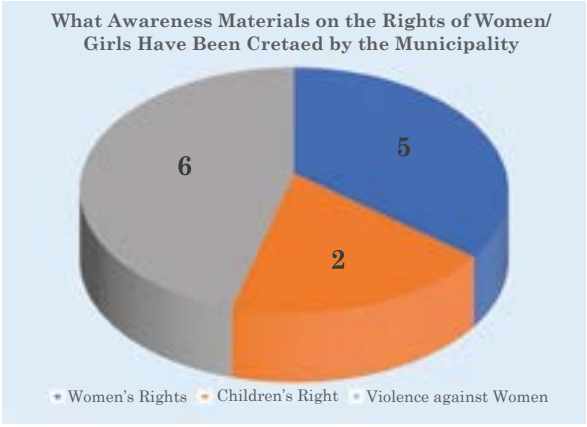


Figure 9: Distribution and Number of Materials Given by the Municipality by Subject

All municipalities participating in the study organize vocational training and skill development trainings for women. The data on the subjects of vocational trainings organized by municipalities show that the trainings are mostly related to occupations and skills that are traditionally associated with women. Tailoring, child-elderly-patient care and culinary courses are more frequently preferred by municipalities. On the other hand, online trainings on trade or design were preferred by only one municipality.

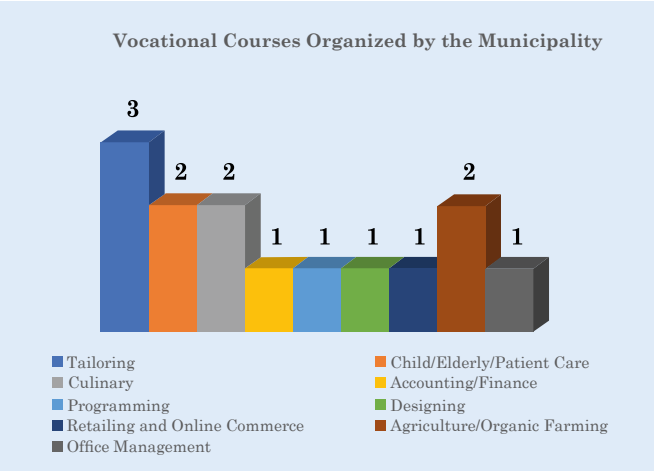


Figure 10: Distribution of Vocational Courses Organized by the Municipality by Subject

A statement on this subject in the in-depth interviews is quite striking:

> "**"Are courses in women's solidarity centers held in areas traditionally associated with women?"**
> *"It usually is. So we don't teach car repair. These courses are determined by the demands, as they are public training courses. It actually has some effect."*

In terms of support for women in extraordinary situations, the violence reporting hotline, hygiene materials support and income support program come to the fore.

> *"When we first entered the pandemic, we invited non-governmental organizations, invited the commission, held a meeting with our senior management, and opened Temporary Shelters in cases of increasing violence against women with the pandemic. We gather for such active work. Shelters served in the first three months of the pandemic."*

> *"We allocated lodging. 1 year allocation was made, 52 of them, as far as I know. Some people donated, Hotel deals were made, some stayed there."*

Representatives of all municipalities participating in the study stated that they are engaged in activities that support the development of girls in their education; Representatives of six municipalities stated that they carry out activities to support women's participation in politics; Again, representatives of six municipalities stated that they carry out activities to support women's ownership of property.

"We are working with 45 producer women's cooperatives. They have many partners. We organize product development courses to create a market for women's cooperatives and sell their products as much as possible."

"There is a Women and Politics Commission that works together in the City Council."

In the answers given to the questions about whether there are services supporting women's participation in social life in the study, space and vehicle allocation to the kindergarten and kindergarten and events organized by women are the prominent practices. Representatives of six municipalities stated that they provided these supports, and that the nursery and kindergartens benefited both the municipality staff and the public. There are short-term childcare centers / playgrounds in two municipalities. Four municipalities are running a program of providing free public transport and financial support to cultural events.

Opportunities for Women[13]	Frequency	Ratio
Nursery and Kindergarten Service	6	27,3%
Short Term Childcare Center and Playground	2	9,1%
Free Public Transport Service for Cultural Events	4	18,2%
Financial Support Program for Women	4	18,2%
Vehicle and Space Allocation for Women's Participation in the Events Organized	6	27,3%
TOTAL	22	100,0%

Table 11: Frequency and Rates of Opportunities for Women

According to the answers given by the municipalities to the question whether they have taken any measures to make the city safe for women and girls, special lighting on the streets stands out as the method used by 7 municipalities. Increasing the number of stops in public transportation vehicles is implemented by 4 municipalities, panic button in public transportation vehicles is implemented by two municipalities and specially trained municipal police patrols are implemented by only one municipality.

Practices for a Safe City	Frequency	Ratio
Additional Lighting on the Streets	7	50,0%
Intermediate Stop on Public Transport Vehicles at Night	4	28,6%
Emergency Button in Public Transport Vehicles	2	14,3%
Specially Trained Municipal Police Patrol	1	7,1%
TOTAL	14	100,0%

Table 12: Types, Frequency and Rates of Practice for a Safe City

The municipalities participating in the study mostly cooperate with CSOs in the field of joint training programs and event organization. 3 municipalities stated that they carry out their consultancy center activities with CSOs and two municipalities stated that they have project partnerships with CSOs.

[13]More than one option can be chosen in the question.

Practices for a Safe City	Frequency	Ratio
Joint Grant Application and Project Execution	2	16,7%
Organizing Joint Training, Cultural and Social Activity	7	58,3%
Joint Execution of Counselling Center Activities	3	25,0%
TOTAL	12	100,0%

Table 13: Scope, Frequency and Rates of Collaboration with CSOs

Population sizes of all municipalities participating in the study require by law to open women's shelters. However, only three of the 8 municipalities have shelters. According to the figures given, there were 553 women in shelters at the time of the research.

In the in-depth interviews, the following were said about not opening shelters:

> "**- You don't have a shelter, why isn't it set up?"**
> *"I worked in a shelter in a different city. It has an incredible financial burden. The municipality needs to allocate a very serious budget. Because there are night shift, watch, returning home, risk, life safety, protection orders and police. So you work in many areas simultaneously."*
>
> *"Because there are people who see this issue as private among the people, and according to that person, you are dealing with a private topic. You said, a municipality expressed to you that 'We do not open shelters because it is against our culture'. Because it is seen as 'hosting the wife of a stranger at home'. There is also a perception like this: Why is someone else's wife lodged with me?"*
>
> *"Women's shelters are mentioned in the relevant article, but here the culture of the city comes into play. Even if we have a population of 5 million in this city, you cannot open a women's shelter here."*
>
> *"So the privacy policy. For example, everyone knows, there have already been a few such cases. In other words, they went and found the people who took refuge there. Therefore, think of it like, in other words, there are very different cultural structures in metropolitan cities such as Istanbul, since there is no homogeneous structure. So you can't maintain privacy. You can never do this. These shelters can be safe houses in the neighborhood, not like buildings."*

Representatives of the three municipalities with shelters also stated that they run counselling processes for shelters and trauma therapy support is provided in shelters.

Gender Based Data Collection

Gender statistics are one of the most important tools for recognizing the differences and inequalities between the sexes. Analysis of the data shows where adjustments need to be made to ensure equality between women / men and girls / boys.

Gender-based data collection is also vital in terms of planning services, presenting them as accessible to the target audience and ensuring efficiency. In terms of equal opportunity in access to local services, identification and empowerment of groups at risk, it is necessary to collect gender-disaggregated data on women and girls, including age, literacy, social security, disability, language, belief, educational status, etc. It is envisaged to collect data for all targets under SDG 5. Data collection is based on both commitments that drive the work. In both surveys conducted within the scope of the study, questions about data collection were included.

Our results show that municipalities are aware of the need to collect data and produce disaggregated data, but that no municipality can do this systematically.

> *"For example, I can say that we have a lot of difficulty in adjusting these refractions, but we are collecting detailed refractions and data through the Women's Support Line applications. We are currently working on a new automation system. Actually, the Social Services Department [also] is working [on] an automation system. So it's like this: we're now trying to collect data and refine that data on a topic for which no data is kept."*

> **"Does this municipality collect any data on women? It may be violence, it may be abuse, it may be employment... What is women's employment in my district? What is the labor force participation of women or the rate of women with disabilities?"**
> *"We have not done such a study in the field. There are calls to the People's Desk and face-to-face meetings. It's very difficult without a survey. Survey, we need to do it too. We wrote a project for him, but we could not get a grant."*

> *"The needs of women in the X neighborhood are different, I know. The needs of the woman in village Y are different. In other words, the priority of all of them is that it is necessary to list this, and let these figures be in front of my eyes as data so that this service can be produced as a municipality."*

> *"I don't know the exact population of Romanis, but it's a big neighborhood. There are two neighborhoods. When I started working at the Municipality, something called Romani Opening was done."*

Within the scope of the study, municipalities were also asked whether they had collected data or conducted research on specific issues within the framework of SDG 5 and the Commitment on Women Friendly City. The table prepared based on the answers given to the questions is as follows.

Gender Based Data or Research	Yes	No
Research on Violence Against Women in the City	3	5
Ratio of Women Working in a Regular Job	3	5
Ratio of Illiterate Women	3	5
Number of Women Committed to Violence in the Last Year	2	6
Number of Girls Committed to Violence in the Last Year	0	8
Number of Girls Under 15 Married in the Last Year	3	5
Number of Girls Under 18 Married in the Last Year	4	4
Number of Workplaces Registered in the Name of Women within Municipal Boundaries	3	5
Number of Registered Workplaces in the Name of Women Opened in the Last Year within the Municipal Boundaries	3	5
Number of Workplaces Registered in the Name of Women Closed in the Last Year within Municipal Boundaries	2	6

Table 14: Gender Based Data or Research Topics and Frequencies

The lack of information in municipalities in terms of data on violence against girls is striking. Again, the fact that the relevant data on the workplaces registered to women and businesses opened or closed, which the municipalities can derive from their own information, are available only in 3 municipalities, shows the gap in the field of data creation. All municipal employees participating in the study stated that they shared their GE-based data with the public.

Conclusion

Changing stereotypical gender perceptions and transforming typical women's roles and typical men's roles can be time-consuming. However, in terms of realization of change, municipalities' direct relations with the public and the fact that they are the providers of many services that directly affect people's lives make them more advantageous than central governments.

The responsibility areas of the municipalities that have signed both commitments subject to the monitoring study have different socio-economic relations, cultures and dynamics. Gender is an intersection in terms of all these differences and human diversity (belief, language, age, disability, etc.). On the other hand, municipalities have different institutional capacities and opportunities.

In the in-depth interviews, the statements of two different Municipal Representatives, both women, reveal all the dimensions of these differences:

> "**- How is the awareness about the UN Sustainable Development Goals? Specifically about SDG 5?"**
> **Municipality Representative:** *"In our work, we take SDG 5 as a legal basis and continue. We proceed by basing all our work on the fight against gender inequality and violence against women, as well as on the empowerment of girls, including education. The Istanbul Convention was a great support for us."*
>
> "**-One of the commitments we mentioned is the Commitment on the Localization of SDG 5. In municipalities, foreign relations departments are more interested in these global agendas, but is there an awareness on this issue? Are the targets of the UN SDG 5 on the empowerment of women and girls known here, especially in your department? Is there any awareness about the issue?"**
> **Municipality Representative:** *"Can you give a few examples? For example, what could it be?"*

The above dialogue is also instructive for CSOs. As an advocacy method, CSOs prepare commitments on different issues and open them for signature by local managers. However, the impact of these signed commitments on the policies and programmes of the relevant institutions is not followed up. In the in-depth interviews, interview teams were encountered in some municipalities who were unaware that the two Commitments, which were the subject of the monitoring study, were signed by their respective municipalities.

This study demonstrates that there is a necessity for the CSOs and signatory institutions to turn their relationship into a continuous information and support process and to realize the objectives of the commitments.

Recommendations

- Municipalities should analyze gender equality in terms of the structure, activities and all services of their decision-making processes and mechanisms, including their institutional structures.
- In the programs and services developed by municipalities for women and girls, groups at risk of intersectional discrimination should also be included (refugee women, women with disabilities, Romani children, etc.).
- The relationship between municipal assemblies and city councils should be restructured on the axis of participation in the city administration.
- The driving force roles of women's councils within city councils should be strengthened for women's participation in local decision-making mechanisms.
- Vocational training for women should be designed in a way that does not reproduce traditional gender roles.
- Municipalities should include training programs for girls in their training activities and make efforts to reach more girls.
- Municipalities should collect gender-disaggregated data on the population living in their area of responsibility.
- In the preparation of the municipal budget, GSB should be used to ensure that the gender equality targets are integrated into the budget.
- The encouraging role of good practices in gender equality should be utilized and these examples should be disseminated.
- CSOs and international organizations should follow the undertakings they prepare and provide technical support to municipalities when necessary in the process.
- Municipalities should cooperate with local media to raise awareness of gender equality.

References

Kaşıkırık, A., Erimez, E. and İzci, İ. (2019). *Belediyeler için Entegre ve Kapsayıcı Stratejik Plan Hazırlama Rehberi [The Guide for Municipalities to Prepare Integrated and Inclusive Strategic Plan],* KA.DER Publications.

Kaşıkırık, A. and İzci, İ. (2019). *Kapsayıcı Belediye Yönetişim Karnesi [Inclusive Municipality Governance Scorecard],* KA.DER and Argüden Academy Publications.

Kaşıkırık, A. and Karaoğlu, N. (2021). *Yerel Siyasette Kadının Adı Neden Yok? [Why Does the Woman Have No Name in Local Politics?],* KA.DER Publications.

Tekinbaş, E. (2015). *Kadın Dostu Kentler Uygulama Rehberi [Guidebook for Cities Willing to Implement the "Women Friendly Cities" Model],* United Nations Women Friendly Cities Joint Programme.

Internet Sources

https://www.globalgoals.org/.

https://www.ccre.org/img/uploads/piecejointe/filename/ccharte_egalite_tr.pdf

http://www.kadindostukentler.com/proje.php.

Annex

KA.DER's Commitment on Women Friendly Cities

kader
Association for Supporting of
Women Candidates

COMMITMENT ON WOMEN FRIENDLY CITY

I TAKE IT AS RESPONSIBILITY TO;

1. Establish a "Gender Equality Commission" in the Municipal Council,
2. Establish a "Gender Equality Department" in the Municipality,
3. Observe, implement and protect the fundamental rights of women as a municipality
4. Collaborate with women's NGOs to strengthen the position of women and girls,
5. Prepare the municipal strategic plan in accordance with the needs of women at the local level and in a participatory manner,
6. Measure municipal services and expenditures on the basis of 'Gender Sensitive Data' in Annual Reports and Performance Programs, disclose impact-based and share in digital environment annually,
7. Prepare and follow the implementation of Local Equality Action Plans together with local stakeholders (Local Public Institutions, Universities, Women's NGOs, Non-Governmental Organizations, Local Agenda 21, City Councils),
8. Prepare the municipal budget by considering the principle of "sensitivity to gender",
9. Carry out informative studies on gender equality,
10. Fight against sexist tendencies, discrimination and oppression in the municipality and its activities,
11. Establish "Women's Counseling and Solidarity Centers" within the municipality, opening "Shelter" to meet the needs,
12. Make investments and activities in a way that explains the needs of women at the local level based on data,
13. Provide municipal services in accordance with the geographical, social, economic and cultural access of women,

AND I COMMIT TO BECOME A WOMEN FRIENDLY CITY.

kader Association for Supporting of Women Candidates

UCLG-MEWA Committee on Gender Equality Commitment on the Localization of Sustainable Development Goal 5[14]

UCLG-MEWA COMMITTEE ON GENDER EQUALITY COMMITMENT ON THE LOCALIZATION OF SUSTAINABLE DEVELOPMENT GOAL 5

UNITED CITIES AND LOCAL GOVERNMENTS
MIDDLE EAST AND WEST ASIA SECTION
(UCLG- MEWA)(UCLG- MEWA)

As the Member Municipalities of United Cities and Local Governments Middle East and West Asia (UCLG-MEWA) Committee on Gender Equality that gathered in Şişli, Istanbul on 12 May 2017;

Considering the localization of the Goal 5 (SDG5): "Achieve Gender Equality and Empower All Women and Girls," one of the 2030 Sustainable Development Goals officially adopted by 193 countries at the United Nations Sustainable Development Summit held in September 2015, as a duty;

In order for women and girls to benefit equally from municipal services without discrimination based on their language, race, color, gender, political opinion, philosophical belief, religion, sect and similar reasons, and to ensure equal representation in management and decision-making mechanisms;

- Signing and implementing The European Charter for Equality of Women and Men in Local Life;
- Establishing similar institutional and permanent mechanisms within the municipality such as the Equality Department, the Women and Family Directorate, the Department of Women's Affairs, the Gender Equality Commission within the Municipal Council,
- Sharing periodically the relevant information with the Monitoring Committee.

[14] Retrieved from http://uclg-mewa.org/toplumsal-cinsiyet-esitligi-taahhdu/ on May 2019



kader
Association for Supporting of Women Candidates

kadinadaylaridesteklemedernegi
Kadın Adayları Destekleme Derneği
kadinadaylaridesteklemedernegi (KA.DER)

KA_DER_
kadergenelmerkez

UCLG MEWA

/UCLGMEWAorg
UCLG-MEWA
UCLG-MEWA

@UCLGMEWAorg
uclgmewaorg

Norwegian Embassy