Çankaya
BELEDİYESİ

ÇANKAYA LOCAL EQUALITY ACTION PLAN

2019 - 2023

The inequality experienced by women is a problem on its own and intersects with other problem areas; therefore, a comprehensive approach is required. In order to address this inequality situation on its own, to benefit from different disciplines and to maximize awareness, sharing information and developing a strategy with all segments of the society should be a fundamental priority and we, as Çankaya Municipality, are implementing an approach within this framework.

While creating the Local Equality Action Plan, we created a synthesis based on examples and experiences from all over the world on the one hand, and our own struggle practices on the other. Determining the factors at the root of the women's problems, with which stakeholders these problems will be resolved, and eventually the establishment of a comprehensive policy are the areas we focus on.

Within the framework of the action plan; ensuring equal participation of women in employment and removal of the obstacles to this issue is of a very urgent nature. Removing women from the bracket of "economic dependency" and ensuring their participation in life is a major achievement of struggle. That's why we give priority to women's employment and strive to increase incentives and support for women entrepreneurs. We embrace, develop and realize the effort with the highest level of sensitivity in order to implement all the parameters of Gender Equality in every field and at every stage in our municipality. We have made significant progress in harmonizing the content of Collective Bargaining Agreements with Gender Equality and we have created exemplary agreements. We are implementing a new understanding of creating administrative and bureaucratic tools that will allow employment policies to be provided in an equitable manner in our municipality.

Of course, the issue is not limited to certain spaces and scales. All public spaces and the way these spaces are used are in a way that excludes women and normalizes discrimination. This also means putting the services offered in a similar category. For this reason, our main goal is to ensure that women and other groups exposed to discrimination benefit from urban services equally. It is equally important to make public spaces suitable for the use of women, the persons with disabilities, the elderly and children. Beyond all these, the most crucial issue is the prevention of violence against women. We are experiencing the deepest humanitarian crisis of our social and political life. We are facing a huge humanitarian crisis that cannot be reduced to numbers, cannot be reflected in mere statistics. Therefore, an all-out struggle imposes itself. Being aware of this urgency, we will ensure that the capacity and service quality of the existing Women's Counseling Center (KDM) and Women's Shelter (KSE) are improved.

We will continue to work with all our strength to prevent violence against women, to ensure gender equality in all areas, and to build an egalitarian social structure that we yearn for, with all our means and efforts. In this context, we are determined to implement the Local Equality Action Plan in all its dimensions...

Alper TAŞDELEN
Mayor of Çankaya

INTRODUCTION

The role and responsibilities of municipalities in the fight against gender inequality and discrimination at the local level are quite large. Especially with the policies to be produced to ensure de facto equality, it is possible to create egalitarian cities where happy individuals live. There are various tools and mechanisms that can be used to mainstream gender equality and eliminate inequality. One of the most prominent of these tools is equality action plans.

Before moving on to the tools used by Çankaya Municipality related to the subject, it is needed to touch on the data about the district; Çankaya, which became a district of Ankara in 1936, became a metropolitan district municipality in 1983. As included in the 2019-2023 Çankaya Urban Health Indicators and Çankaya Urban Health Development Plan, the population of Ankara is 5.346.518 people, and the population growth rate is 14.3%, according to the 2016 Address Based Population Registration System (ADNKS). The central region of Ankara, consisting of Altındağ, Çankaya, Etimesgut, Gölbaşı, Keçiören, Mamak, Pursaklar, Sincan and Yenimahalle districts, constitutes approximately 89% of Ankara's population. According to 2016 ADNKS data, Çankaya District, which includes a significant part of Ankara's business and trade centers and consists of 123 neighborhoods, has 17.19% of Ankara's population with a population of 919.119. As such, Çankaya is the most populous district of both Ankara and Turkey. Accordingly, women constitute 52% (479.744) and men (439.375) constitute 48% of the district population.

When the population distribution according to age groups in Çankaya is examined, it is seen that the age range where the population of the district is most concentrated is 20-24. It is seen that the female population is the highest in the age range of 35-39, and if the age is over 60+, the female population is more than the male population. Among the total population of Çankaya, the ratio of those aged 65 and over is approximately 11.7%. This rate is above the average of both Ankara and Turkey. It is seen that the female population is more than the male population between 2008-2016.

When the literacy rates in Ankara and its districts are examined, it is seen that Çamlıdere has the lowest literacy rate with 84.8%, and Çankaya has the highest literacy rate with 98.8%. Çankaya is the district with the least gender inequality in education. There are 4 state, 8 foundation universities and more than 100 thousand university students in Çankaya. Again, 103 primary schools, 46 high schools and 59 private schools are located within the borders of our district.

Even the data briefly given above are sufficient to show the extent of the effects of the implementations to be made within the framework of the equality action plan in a district like Çankaya, where the daytime population exceeds 2 million.

Based on this, our Municipality signed The European Charter for Equality of Women and Men in Local Life, which was prepared and opened for signature by The Council of European Municipalities and Regions (CEMR). In order to implement the principles in the charter and to reflect gender equality in municipal services, the 2016-2019 Local Equality Action Plan was prepared and implemented with the participation of non-governmental organizations carrying out rights-based activities. One of the main outputs of the plan was that the Directorate of Women and Family Services, which was established in 2017 and started to provide services in the field of gender equality and women's studies with 4 offices, namely the Equality and Awareness Bureau, the Women's Counseling and Shelter Bureau, the Marriage Services Bureau, and the Administrative and Financial Affairs Bureau.

The preparations of this action plan you have, which includes our gender equality plans and activities for the years 2019-2023, just like as in the first one, were carried out openly to the knowledge, experience and participation of 78 non-governmental organizations in all the preparatory stages and it was formed in line with the expectations, demands and suggestions of 48 organizations that actively participated in the meetings. This plan, which includes the 5-year goals and activities of all directorates of our municipality in order to ensure gender equality; includes the titles of "Education", "Employment", "Participation", "Urban Services and Environment", "Health" and "Violence".

As before, the participation, monitoring and evaluation of civil society will be our basic understanding in the implementation processes.

The List of Non-Governmental Organizations and Corporations Participating in the 2019-2023 Çankaya Municipality Local Equality Action Plan Preparation Meetings

1- Six Points Association of The Blind
2- Anatolia Women Education Culture Art and Solidarity Association
3- Ankara Business Women Entrepreneurs and Enchancement Association (ANGIKAD)
4- Ankara Bar Association Poppy Center
5- Ankara Bar Association Women's Rights Central
6- Mother Child Education Foundation
7- "In-Between" Association
8- Başkent University Women and Children Health Family Planning Research Center (BÜKÇAM)
9- United Nations Development Program
10- United Nations Population Fund
11- Gender Equality Monitoring Association
12- Association for Supporting Contemporary Life
13- Çankaya City Council Women Assembly
14- DİSK (Confederation of Progressive Trade Unions of Turkey) Ankara Women's Commission
15- World March of Women
16- Association for Education of the Visually Handicapped
17- Economic and Social Research Institute Foundation (GAYA)
18- Handicapped and Youth Association
19- Home-based Working Women Study Group
20- Hacettepe University Department of Political Science and Public Administration
21- Halkevci (Community Centre) Women
22- Human Rights Association
23- Human Rights Joint Platform
24- Human Resource Development Foundation
25- Women's Studies Association
26- Women's Solidarity Foundation
27- The Association of Women Employers and Industrialists
28- Women's Coalition
29- Women's Advocacy Network
30- Campus Witches
31- KAOS GL Association
32- Red Umbrella Sexual Health and Human Rights Association
33- Foundation for Children with Leukemia
34- Nar Women's Solidarity
35- Association for Solidarity with the Freedom-Deprived Juvenile (ÖZ-GE DER)
36- Tell Me Too Platform
37- Association for Solidarity with Asylum-Seekers and Migrants (SGDD-ASAM)
38- Association of Social Workers
39- TMMOB (The Union of Chambers of Turkish Engineers and Architects-UCTEA) Women's Working Group
40- TMMOB (UCTEA) Chamber of Architects
41- TMMOB (UCTEA) Chamber of City Planners
42- Union of All Municipality Civil Servants (Tüm Bel-Sen)
43- Turkish Women's Union
44- Turkish Psychological Association
45- Turkish Association of University Women
46- The Flying Broom Foundation
47- International Labor Organization (ILO)
48- University Women's Collective

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To ensure increasing in women's participation in non-formal education.	1.1. To review the operation and programs of Çankaya Houses and enhancing their existing capacity.	1.1.1. Determining Çankaya Houses' programs according to the needs in a participatory manner.	Short-Medium Term	Directorate of Cultural and Social Affairs, Çankaya Houses Central Unit staff, Directorate of Women and Family Services-Equality and Awareness Bureau	Çankaya City Council-Women's Assembly, Relevant CSOs	Çankaya Houses' course programs
		1.1.2. Sensitizing existing Çankaya House course programs and the Labor and Employment Center training programs to GE (Gender Equality); working through the inclusion of GE training in course programs provided in Çankaya Houses	Short-Medium Term	Directorate of Cultural and Social Affairs, Çankaya Houses Central Unit staff, Directorate of Women and Family Services-Equality and Awareness Bureau staff, Directore of Municipal Enterprices-Çankaya Labor and Employment Center staff	Çankaya City Council-Women's Assembly, Çankaya Public Education Center, Relevant CSOs	Çankaya Houses' course programs, Number of GE and Women's Human Rights trainings, Number of GE-Sensitived Labor and Employment Center training programs

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.3. Developing training programs on transforming traditional gender roles.	Short-Medium Term	Directorate of Cultural and Social Affairs, Directorate of Women and Family Affairs	Çankaya City Council - Women's Assembly, Relevant CSOs	Number of training programs and awareness activities initiated to transform traditional gender roles
		1.1.4. Developing training programs intended for and related with the people with disabilities; providing trainings on the subjects such as awareness about disability, child development and child care to families with child with a disability, use of white cane for the visually impaired, Braille Alphabet, Independent Movement Course etc.	Short-Medium Term	Directorate of Social Welfare Affairs-Disability Service Unit, Directorate of Cultural and Social Affairs, Çankaya Houses Central Unit and Çankaya Houses staff, Directorate of Women and Family Services-Equality and Awareness Bureau staff	CSOs working in the field of disability	Number of Çankaya Houses providing trainings for people with disabilities, Number of trainings developed, Number of participants in the trainings (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.5. Training programs for asylum seekers and immigrants in Çankaya Houses.	Short-Medium Term	Directorate of Cultural and Social Affairs	The Association for Solidarity with Asylum Seekers and Migrants (ASAM), Relevant CSO's	Number of Çankaya Houses providing trainings for asylum seekers and immigrants, Number of training programs developed for asylum seekers and immigrants, Number of participants continuing training (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.6. Organizing educational training for municipal staff on climate change and GE; providing trainings on climate change in Çankaya Houses, Day Care Centers, Schools etc. located in Çankaya District at regular intervals.	Medium Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs	The Nature Conservation Centre (DKM), Global Balance Association (KDD), TEMA Foundation, Women Mukhtars Association, The units of universities working in the field of climate and women, Relevant CSOs and institutions, Educational science experts, Climate science/policies and social development experts, Çankaya City Council	Number of trainings organized, Number of participants (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.7. Making announcements of Çankaya Houses course programs (Universities, local tradesmen, CSOs) effectively.	Short Term	Directorate of Cultural and Social Affairs	Relevant CSOs Universities	Number of universities announced
2. To provide GE awareness to the municipal management and employees, to ensure their capacity building.	2.1. To provide regular GE trainings to the municipal management and employees..	2.1.1. Creating the Çankaya Municipality Gender Equality Training Kit, and trainer pool and providing trainings on Gender Sensitive Budgeting (GSB).	Short-Medium Term	Directorate of Women and Family Affairs	Relevant civil society organizations and institutions (expert support), TED University Social Innovation Central	List of trainers included in the trainer pool, GE and GSB training programs and training kits
		2.1.2. Organizing GE and GSB workshops for municipal management (Mayor, Deputy-Mayor, Managers).	Short-Medium Term	Directorate of Women and Family Affairs	Relevant CSOs and institutions (expert support)	Number of trainings-workshops organized, Number of participants (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		2.1.3. Providing trainings on climate change for the municipal management (Mayor, Deputy-Mayor, Directors).	Medium Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs	Relevant CSOs and institutions	Number of trainings-workshops organized, Number of participants (separated by gender)
		2.1.4. Providing regular trainings for municipal employees on subjects such as GE, violence, discrimination, hate crime awareness and masculinity.	Short-Medium Term	Directorate of Women and Family Affairs	Women's Problems Research and Application Centers of Universities, Women and LGBTI organizations	Number of trainings-workshops organized, number of participants (separated by gender)
		2.1.5. Issuing a Circular stating that the basic norms shall be observed in all trainings organized within the municipality (anti-discrimination, use of gender sensitive language, etc.).	Short-Medium Term	Senior Management of the Municipality		Date and number of issued circular

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	2.2. To ensure information and experience exchanging with different municipalities on GE.	2.2.1. Organizing a conference-workshop by inviting Municipalities that carrying out studies on GE and that have Women's Shelter.	Short-Medium Term	Directorate of Women and Family Affairs	Union of Municipalities of Turkey (TBB), Ministry of Family, Labor and Social Services, Relevant CSOs	Number of meetings, List of participants
		2.2.2. Carrying out awareness studies for other municipalities regarding the preparation and implementation of LEAP and developing domestic and international cooperation.	Medium Term	Directorate of Women and Family Affairs, Directorate of Foreign Affairs	TBB, The Council of European Municipalities and Regions (CEMR), UN Women's Unit, Relevant CSOs	Number of workshops organized on the subject, Number of cooperated municipalities, Number of projects developed

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
3. To provide contribution to raising awareness of gender equality in Çankaya.	3.1. To generalize women's rights and gender equality awareness in Çankaya District.	3.1.1. Ensuring participation at the neighborhood level by providing trainings on GE, self-defense, flirting violence etc. at regular intervals.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs-Çankaya Houses Central Unit staff and Çankaya Houses staff	Mukhtars, City Council, CSOs	Number of GE awareness trainings provided in Çankaya Houses, Number of participants (separated by gender)
		3.1.2. Providing trainings on hate crimes, awareness of violence against women and human rights for mukhtars.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Mukhtarship Affairs	Mukhtars, City Council, CSOs	Number of trainings for mukhtars, Number of mukhtars attending trainings (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.1.3. Carrying out various activities and awareness studies in cooperation with women and LGBTI organizations on May 17, The International Day Against Homophobia, Transphobia and Biphobia and March 8, International Women's Day to support women's and LGBTI's struggle for freedom and equality	Short Term	Directorate of Women and Family Affairs	Women and LGBTI organizations	Number of events and trainings organized, Number of participants

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.1.4. Putting awareness statements on issues such as combating violence against women and gender equality on visible materials (trash cans, sports equipment, printed materials, cups, etc.) belonging to the municipality (important phones, etc.).	Medium Term	Senior Management of the Municipality, All Directorates	Relevant CSOs	Number of materials prepared
		3.1.5. Organizing information meetings on issues such as state-citizen relations at the neighborhood level, human rights, women's rights, history of women's movements, masculinity studies.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Mukhtarship Affairs	Mukhtars, City Council, CSOs	Number of neighborhoods held meeting and the number of meetings, Number of trainings organized and number of awareness studies, Number of participants (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.1.6. Providing gender and child rights education for adults at regular intervals.	Short-Medium Term	Directorate of Social Welfare Affairs-Child Rights Unit, Directorate of Women and Family Affairs, Directorate of Women and Family Affairs	Women and LGBTI organizations, CSOs working in the field of child rights, ASAM (Child Rights Module)	Number of trainings provided, Number of participants (separated by gender)
	3.2. To bring the Day Care Centers in complience with GE.	3.2.1. Continuing studies on making the Day Care Center curriculum and practices sensitive to GE.	Short-Medium Term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs	Universities, CSOs working in the field of child rights	Programs carried out on the subject
		3.2.2. Providing trainings on GE, awareness of hate crimes and violence against women and child rights to Day Care Center teachers; providing awareness trainings to parents with children with disabilities.	Short-Medium Term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs	Universities, CSOs working in the field of women, LGBTI, child rights and disability, Relevant CSOs and institutions	Number of trainings organized for Day Care Center teachers, Number of teachers attending

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	3.3. To provide GE trainings in selected pilot schools.	3.3.1. Signing a protocol with the District Directorate of National Education.	Short-Medium Term	Senior Management of the Municipality	Çankaya District Directorate of National Education	Protocol signed with District National Education Directorate
		3.3.2 Providing GE, hate crimes, awareness of violence against women, human rights and peer bullying trainings for teachers in selected pilot schools.	Long Term	Directorate of Women and Family Affairs	District Directorate of National Education, Ministry of Family, Labor and Social Services, Relevant CSOs and institutions	Number of trainings provided in schools, Number of trainers participating in trainings (separated by gender)
		3.3.3. Making awareness studies against GE, hate crimes and violence against women for students in pilot schools.	Long Term	Directorate of Women and Family Affairs	District Directorate of National Education, Ministry of Family, Labor and Social Services, Relevant CSOs and institutions	Number of trainings provided in schools, Number of students participating in trainings (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	3.4. To determine GE-based climate actions in Çankaya district.	3.4.1. The effects of climate change on the city and the connection between combating climate change between women's daily living habits and family livelihoods (electricity, water bills, etc.), carrying out awareness studies on the responsibilities and experiences of local governments and energy poverty, organizing relevant campaigns.	Short Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs, Directorate of Women and Family Affairs	The Nature Conservation Centre (DKM), Global Balance Association (KDD), TEMA Foundation, Women Mukhtars Association, The units of universities working in the field of climate and women, Relevant CSOs and institutions	Number of activities held on the subject, Number of participants (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.4.2. Making awareness studies on climate change for women and LGBTI organizations and developing cooperation on this issue.	Medium-Long Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs	The Nature Conservation Centre (DKM), Global Balance Association (KDD), TEMA Foundation, Women Mukhtars Association, The units of universities working in the field of climate and women, Çankaya City Council, Ministry of Foreign Affairs Presidency of the EU, Undersecretariat of Treasury Central Finance and Contracts Unit, Relevant CSOs and institutions	Number of activities held on the subject, Number of participants (separated by gender)

TRAINING						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.4.3. Making awareness studies for children and young people with the pedagogical approach on the effects of human-induced climate change (extreme weather events, urban disasters, food problem etc.).	Medium-Long Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs, Directorate of Social Welfair Affairs	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs, Directorate of Social Welfair Affairs	Number of activities held on the subject, Number of participants (separated by gender)

Timing:

Short term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To ensure equal participation of women in employment	1.1. To increase the employability of women and other groups exposed to discrimination.	1.1.1 Identifying areas with high employability rates and organizing vocational training courses in these areas; informing young people about technology and emerging employment areas. 1.1.2. Organizing trainings on women's job-search skills. 1.1.3. Organizing entrepreneurship trainings. 1.1.4. Organizing vocational training courses to transform traditional gender roles. 1.1.5. Providing continuous vocational training courses for people with disabilities in cooperation with disability organizations in Çankaya Houses.	Medium Term	Directorate of Municipal Enterprises-Labor and Employment Center, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs	Turkish Employment Agency (İŞKUR), Small And Medium Enterprises Development Organization (KOSGEB), CSOs working in the field of women's employment, CSOs working in the field of disability, Ankara Clothing Manufacturers Association, The Economic and Social Research Foundation (GAYA)	1.1.1. Number of participants in the courses organized and number of women employed after the courses 1.1.2. Number of trainings, number of participants 1.1.3. Number of trainings, number of participants 1.1.4. Number of trainings, number of participants 1.1.5. Number of trainings, number of participants

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.2.To develop labor and vocational counseling services for women.	1.2.1. Ensuring that the Labor and Employment Center and the Women's Counselling Center work in a coordinated manner to provide joint services on employment.	Short term	Directorate of Municipal Enterprises-Labor and Employment Center, Directorate of Women and Family Affairs-Women's Counselling Centre	CSOs working in the field of women's employment	Number of women receiving counselling, Number of women placed in laborforce
		1.2.2. Developing collaborations and projects to support the participation of women staying in the shelter to the labor force; giving priority to women and disadvantaged groups (LGBTI, disabled) in the shelter for recruitment.	Medium-Long Term	Directorate of Women and Family Affairs, Other Relevant Directorates	CSOs working in the field of women's employment	Determined criteria, Number of workplaces distributed Purple Flag

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.3. To increase the incentives for the workplaces employing women in Çankaya and improving the cooperation.	1.3.1. Continuing to distribute Purple Flag to the workplaces that meet the GE criteria determined for the workplaces.	Short term	Directorate of Business License And Supervision	Workplace owners in Çankaya	Determined criteria, Number of workplaces distributed Purple Flag
		1.3.2. Providing training to prevent GE and labor exploitation in the workplace in cooperation with CSOs.	Long Term	Directorate of Women and Family Affairs	Relevant CSOs	Number of trainings, Number of participants
		1.3.3. Establishing collaborations and developing projects with national and international institutions and organizations in order to develop GE awareness in workplaces in Çankaya district.	Long Term	Directorate of Women and Family Affairs	UNFPA, ILO, UNDP (GE-Sensitive Workplace Training), UNWOMEN	Number of projects developed

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.4. To increase incentives and supports for women entrepreneurs.	1.4.1 Providing 25% discount to women entrepreneurs who receive loans from KOSGEB in obtaining business license.	Short term	Directorate of Busıness License And Supervision	Workplace owners in Çankaya	Number of female entrepreneurs benefiting from license discount
		1.4.2. Collaborate on support for entrepreneurial women who want to start a business.	Long Term	Directorate of Women and Family Affairs, Directorate of Municipal Enterprises-Labor and Employment Center	The Economic and Social Research Foundation (GAYA), Relavant CSOs, institutions and organizations	Number of entrepreneur women supported
		1.4.3. Providing guidance to relevant institutions and organizations regarding the utilization of loans and public supports.	Short-Medium Term	Directorate of Municipal Enterprises-Labor and Employment Center, Directorate of Women and Family Affairs	Relevant CSOs and institutions	Number of women using loans, Number of women benefiting from public support

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
2. To eliminate barriers to women's labor force participation.	2.1. To develop child, disabled and elderly care services.	2.1.1. Opening new Day Care Centers starting from low-income neighborhoods, increasing the number of Playhouse and Fairy Tale Rooms in Çankaya Houses.	Medium - Long Term	Directorate of Social Welfare Affairs, Directorate of Technical Works, Directorate of Cultural and Social Affairs	CSOs working in the field of disabled, children and elderly	Newly opened Day Care Center, Number of Playhouse and Fairy Tale Rooms in Çankaya Houses, Number of children enrolled in study centers and Day Care Centers
		2.1.2. To ensure that women who are exposed to violence, poor and lonely women are given priority access to their children in line with the criteria set out in Day Care Centers.	Short term	Directorate of Social Welfare Affairs		Number of primarily beneficiary children
		2.1.3. Increasing the number of Spring Houses.	Long Term	Senior Management of the Municipality, Directorate of Social Welfare Affairs		Number of Spring Houses

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		2.1.4. Establishing a Disability Social Support Center.	Long Term	Senior Management of the Municipality, Directorate of Social Welfare Affairs		Number of people with disabilities benefiting from services, Disablity Education and Cultural Center
3. To increase the support provided to women working in the informal sector.	3.1. To enhance development of supports for home-based working women in product development and marketing.	3.1.1. Providing regular placements for home-based working women in market places established in Çankaya Region.	Short term	Directorate of Municipal Enterprises, Directorate of Municipal Police, Directorate of Cultural and Social Affairs, Directorate of Women and Family Affairs	CSOs working in the field of women's employment	Number of women opening stands in market places
		3.1.2. Creating alternative market places for women's handicrafts in municipal spaces.	Short-Medium Term	Directorate of Municipal Enterprises, Directorate of Technical Works, Directorate of Women and Family Affairs		Number of alternative selling spaces, Number of permanent selling spaces, Number of beneficiary women

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.1.3. Setting regular selling spaces for women's manual labour products in Shopping Malls regularly.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs	Shopping Malls in Çankaya	Number of agreed Shopping Malls, Number of women making sells in agreed Shopping Malls
		3.1.4. Providing training on new and marketable product development in Çankaya Houses and Labor and Employment Center	Short-Medium Term	Directorate of Cultural and Social Affairs, Directorate of Municipal Enterprises-Labor and Employment Center, Directorate of Women and Family Affairs	CSOs working in the field of home-based working and women's employment	Number of women participating in trainings, Number of trainings provided
	3.2. To improve support for home-based working women on product development and marketing.	3.2.1. Raising awareness about the rights of home-based working women working in Çankaya.	Medium Term	Directorate of Women and Family Affairs, Directorate of Municipal Enterprises-Labor and Employment Center	CSOs working in the field of home-based working	Number of campaigns organized, Number of posters and papers distributed

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		3.2.2. Informing and providing guadience to Çankaya people about paying the SGK (SSI) premiums, who want to insure home-based workers.	Medium Term	Directorate of Women and Family Affairs, Directorate of Municipal Enterprises-Labor and Employment Center	Social Security Institution (SGK), CSOs working in the field of home-based working	Number of women insured
4. To ensure equal structuring of Çankaya Municipality's employment policy.	4.1. To make the number of women and men working in home cleaning, home care and day care services more balanced.	4.1.1. Increasing the number of women and men working in home cleaning, home care and day care services.	Long Term	Senior Management of the Municipality, Directorate of Social Welfare Affairs, Directorate of Municipal Enterprises		Number of male workers employed in related areas
		4.1.2. Making positive discrimination in order to increase female employment in areas with low female employees.	Long Term	Senior Management of the Municipality, Relevant Directorates	Software development institutions and organizations	The female-male ratio in all occupational groups

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	4.2. To make balancing the number of male and female managers.	4.2.1. Increasing the number of female managers; regulating the proportion of women in all committees, commissions and management positions to be at least 40%.	Long Term	Senior Management of the Municipality		The female-male ratio among managers
	4.3. To revise the content of collective bargaining agreements according to GE.	4.3.1. Regulating the content of collective bargaining agreements to promote equality between women and men (ensuring parental leave to be given to fathers at the same rate, etc.).	Short term	Senior Management of the Municipality	Union	Related articles in Collective Bargaining Agreements

EMPLOYMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	4.4. To create the administrative and bureaucratic tools to ensure the equitable provision of municipal employment policies.	4.4.1. Making the municipality recruitment strategy gender sensitive (including articles on positive discrimination against women and LGBTIs in job applications, etc.) and sharing with the public.	Long Term	Senior Management of the Municipality	Union	

Timing:

Short term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

PARTICIPATION						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To ensure equal participation of women in local decision-making processes.	1.1. To conduct regular studies in order to identify and make visible the needs and demands of women living in Çankaya and other groups exposed to discrimination.	1.1.1. Organizing regular field surveys to identify needs. 1.1.2. Holding thematic meetings to reveal the problems of various women's groups (elderly, students, poor, disabled, victims of urban transformation, etc.). 1.1.3. Increasing the visibility of Çankaya women, disabled and LGBTI people on the Gazete (newspaper) Çankaya, Municipality's Website and social media. 1.1.4. Conducting rights-based activities on human rights in cooperation with human rights organizations. 1.1.5. Ensuring the continuity of the studies carried out on immigrants in Çankaya Houses.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs, Directorate of Press and Public Relations	Universities, Women's organizations	1.1.1. Number of women reached in researches 1.1.2 Number of women attending meetings 1.1.3. Number of news and articles made about women and LGBTIs 1.1.4. Number of studies carried out on human rights 1.1.5 Number of studies carried out on migrants in Çankaya Houses

PARTICIPATION						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.2. To develop participatory tools to ensure that women and other groups that exposed to discrimination to be involved in local decision-making.	1.2.1. Providing representation of women, LGBTI, youth, children, disabled and refugees in the assemblies to be established within the City Council; to support the efficient and independent functioning of the city council. 1.2.2. Raising awareness about urban charter, urban rights and participation. 1.2.3. Establishing Neighborhood Assemblies. 1.2.4. Establishing working groups with the participation of CSOs (women's employment, violence, education, health, etc.); increasing the number of protocols for institutional ownership of cooperation with CSOs. 1.2.5. Ensuring the activation of an independent advisory and monitoring board composed of representatives of women and LGBTI organizations and academics.	Short term	Directorate of Cultural and Social Affairs, Directorate of Women and Family Affairs, Directorate Of Mukhtarshıp Affairs, City Council	CSOs	1.2.1. Number of relevant CSOs (women, LGBTI, youth, children) involved in the City Council, Rate of adoption of decisions taken by City Council from Municipal Council 1.2.2. Number of trainings and participants on Urban Charter, urban rights and participation 1.2.3. Number of newly created neighborhood assemblies 1.2.4. Number of working groups created, Number of signed protocols 1.2.5. CSOs in the Monitoring Board

PARTICIPATION						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.6. Preparing the municipal budget responsive to participatory and gender equality. Developing collaborations for GSB analysis of municipal budget. Generating neighborhood-based gender-sensitive data in order to act on demand by considering socio-cultural differences between neighborhoods.	Medium Term	Senior Management of the Municipality, Directorate of Financial Services, Directorate of Strategy Development, All Directorates	Relavant CSOs, institutions and organizations	Municipal Budget Municipal Strategic Plan Obtained neighborhood-based data
		1.2.7. To take the opinions of women in the planning and arrangement of urban spaces (green spaces, car parks, market places, etc.) and to reflect them on the practices.	Short term	Directorate of Parks and Gardens,	CSOs working in the field of urban planning and environment, Women and LGBTI organizations, Other relevant CSOs	Number of venues organized on the basis of participation

PARTICIPATION						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.3. To support rights-based CSOs	1.3.1. Allocating Çankaya Houses to the meetings and events of non-governmental organizations	Short term	Directorate of Women and Family Affairs	CSOs	Number of meetings and events held by CSOs in Çankaya Houses, Number of CSOs benefiting from Çankaya Houses
		1.3.2. Developing projects to make the marketplaces available to women when not used as marketplaces; providing space to be used as a support center for social traumas especially for non-governmental organizations working in the field of mental health.	Medium Term	Directorate of Technical Works, Directorate of Reconstruction and Urban Development, Directorate of Municipal Enterprices, Directorate of Women and Family Affairs	Relevant CSOs and institutions, CSOs, Turkish Psychologists Association	Number of venues opened for use of CSOs, Number of CSOs benefiting

PARTICIPATION						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.4. To support women politicians and managers.	1.4.1. Organizing activities and trainings (Self-Confidence Study, etc.) on the problems faced by women politicians and managers and related solution proposals.	Short-Medium Term	Municipal Council, City Council, Directorate of Women and Family Affairs	Women's Coalition, Association for Support of Women Candidates (KA-DER) Other relavant CSOs	Number of events organized for women politicians and managers, number of participants
		1.4.2. Organizing gender equality trainings for the members of the Municipal Council and the mukhtars.	Short-Medium Term	Municipal Council, Directorate of Mukhtarshıp Affairs, Directorate of Women and Family Affairs	Women and LGBTI organizations	Number of trainings provided, Number of participants

Timing:
Short term: 1 year
Medium term: 2-3 years
Long term: 3-5 years

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To ensure that women and other groups exposed to discrimination benefit equally from urban services.	1.1. To make public spaces suitable for the use of women, disabled, elderly and children.	1.1.1. Making all the service buildings of the Municipality and the public spaces to which it is responsible unimpeded; making them sensitive to the environment and climate change. 1.1.2. Improving toilets in the municipal service building and building a breastfeeding room. 1.1.3. Increasing the number of Play Houses, Fairy Tale Rooms and libraries for the children of Çankaya Houses and for the children of trainees in Çankaya Houses.	Short-Medium Term	Directorate of Social Welfair Affairs, Directorate of Technical Works, Directorate of Cultural and Social Affairs, Directorate of Parks and Gardens	CSOs working in the field of disability, Professional Chambers, Philips-Avent (cooperation in breast-feeding rooms)	1.1.1. Number of venues arranged 1.1.2. Number of breastfeeding rooms 1.1.3.Number of fairy tale rooms and libraries

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.4. Increasing the number of women's, children's and disabled toilets and baby-care, breast-feeding rooms in safe and convenient spots in parks.	Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works		Number of parks arranged
		1.1.5. Stipulating regulations in the zoning process and in obtaining the workplace license for the workplaces of a certain size to make them suitable for the use of women and persons with disabilities.	Medium Term	Directorate of Reconstruction and Urban Development, Directorate of Busıness License And Supervision		Number of workplaces made available

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.6. Making necessary arrangements including voice applications in Municipality's website for the visually impaired persons.	Medium Term	Directorate of Social Welfair Affairs, Directorate of Press and Public Relations, Directorate of Information Processing	Relevant CSOs	Website
		1.1.7. Preparing the Çankaya guide (dormitory, hospital, school, post office, etc.) for the women who are living in Ankara and coming to the city to get to know the city.	Medium Term	Directorate of Press and Public Relations, Directorate of Women and Family Affairs	Relevant CSOs	The guide prepared, number of guides distributed
		1.1.8. Disseminating the Çankaya guide through the Municipality's website, Solution Center, Çankaya Houses, Spring Houses and Welcome Desk.	Medium Term	All Directorates		The guide prepared, number of guides distributed

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.9. Making informing studies to Çankaya people in cooperation with non-governmental organizations within the scope of climate-friendly city. Increasing the number of activities organizing in the child labor units of the Municipality in order to improve the relationship between women and children with nature.	Medium-Long Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfair Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs	Relavant CSOs, institutions and organizations, “Başka Bir Okul Mümkün” Project, Frankfurt Municipality, Nature Conservation Central	Awareness studies carried out, Number of participants

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.2. Arrangement of venues in Çankaya District to be safer and brighter.	1.2.1. Increasing the studies on the detection of insecure, risky and dark areas of Çankaya District. 1.2.2. Making the necessary arrangements related to the determined venues. Placing road corners and safety mirrors in places at risk of safety; making cooperation in investigating the feasibility of emergency buttons against violence; providing better illumination of parks, market places and car parks.	Short term	Directorate of Women and Family Affairs, Directorate of Technical Works, Directorate of Parks and Gardens, Directorate of Municipal Police, Directorate of Municipal Enterprices	Relevant CSOs, Çankaya District Police Department, Universities	Çankaya District Police Department, Universities

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.3. To provide support to poor women and university students in Çankaya.	1.3.1. Continuing the scholarship and dormitory opportunities that are being provided to university students with the Çankaya's Sprouts project.	Short term	Directorate of Social Welfair Affairs		Number of female and male students gaining scholarship, Number of female and male students staying in TED dormitory
		1.3.2. Continuing to provide the Çankaya Halk (Folk) Card to be provided to women in relevant families in need by the municipality.	Medium Long Term	Directorate of Social Welfair Affairs		Number of women benefiting from social assistance card
		1.3.3. Opening cafeteria and laundry facilities that are free of charge for those in need.	Long Term	Directorate of Cultural and Social Affairs, Directorate of Support Services, Directorate of Technical Works		Number of cafeterias and laundry facilities, Number of beneficiaries

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.4. Increasing public venues and making arrangements reflecting the GE concretely.	1.4.1. Increasing the number of new urban squares where all segments of society can come together.	Medium-Long Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Reconstruction and Urban Development and Other Relevant Directorates		Number of squares arranged
		1.4.2. Making pilot-example venue arrangements in accordance with the principles of equitable urban planning and organizing participatory design workshops.	Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works	Relevant CSOs, Relevant departments of the Universities	Number of pilot applications and workshops realized
		1.4.3. Continuing to organize parks, marketplaces and parking lots in accordance with the use of women, the disabled, the elderly and children.	Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Municipal Enterprices	Relevant CSOs	Number of venues arranged

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.5. Increasing the number of studies carried out on stray animals.	1.5.1. Improving the shelters and veterinary services which are serving under municipality and increasing the variety of services. 1.5.2. To cooperate with related institutions and organizations on animal rights and shelters throughout the province. 1.5.3. Making awareness studies on the subject; providing trainings to municipal staff, identifying and promoting animal-friendly venues (transporting of leftover to stray animals, using venues with animals, etc.).	Medium-Long Term	Directorate of Veterinary Services, Directorate of Technical Works, Directorate of Press and Public Relations, Directorate of Environmental Protection and Control	Ankara MetropolitaN Municipality, Yenimahalle Municipality, Elmadağ Municipality, CSOs working in the field of animal rights	Number of projects realized, Number of trainings and participants, Number of news made on the subject

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
	1.6. Creation of administrative and bureaucratic tools to ensure the equitable provision of urban services.	1.6.1. Establishing and ensuring the effective functioning of the Gender Equality Working Group, which includes representatives from the All Directorates on the implementation of the action plan.	Short term	Senior Management of the Municipality		Number of Working Group meetings
		1.6.2. Sharing the progress report on the activities included in the Action Plan with the public at 1-year intervals.	Short term	All Directorates		Number of progress reports shared with the public
		1.6.3. Developing collaborations to generate gender-sensitive data and conducting GE analyzes on all types of services provided by the municipality.	Short term	All Directorates		Separated data of the municipal services by gender

URBAN SERVICES AND ENVIRONMENT						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.6.4. Developing projects with relevant institutions to conduct data-mapping based on gender based on neighborhood; collecting mass-based data for Çankaya district.	Short-Medium Term	Directorate of Strategy Development, Directorate of Mukhtarship Affairs, Directorate of Women and Family Affairs and Other Relevant Directorates	CSOs, Universities, Sen de Anlat Platform	Separated data of Çankaya district by gender

Timing:
Short term: 1 year
Medium Term: 2-3 years
Long Term: 3-5 years

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To Facilitate women's access to health care.	1.1. To improve the health services of the municipality.	1.1.1. Organizing regular trainings for the health personnel of the municipality on patient rights, discrimination, abuse, violence against women and children and the ways to be followed.	Short-Medium Term	Directorate of Social Welfair Affairs	CSOs, Çankaya District Health Directorate	Number of personnel participating in trainings, Number of trainings organized
		1.1.2. Developing collaborations to increase women's and LGBTI's access to health care.	Medium Term	Directorate of Social Welfair Affairs	United Nations Population Fund, Ministry of Health, Relevant units of universities, Çankaya District Health Directorate, Turkish Medical Association (TTB), Women and LGBTI organizations, Other relevant CSOs	Cooperated organizations

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.3. Improving the work carried out in the Family Counseling Center in a way that LGBTIs will also benefit.	Long-Medium Term	Directorate of Women and Family Affairs	Psychiatry and Social Work Departments of Universities, Association of Sexual Health Education Research And Treatment, Association of Psychologists for Social Solidarity, Association of Social Workers, Turkish Medical Association (TTB), Health Workers Union (SES), Other relevant CSOs	Number of couples applying to the Family Counseling Center

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.4. Conducting reproductive health screenings by giving priority to disadvantaged areas.	Long Term	Directorate of Social Welfair Affairs	Ministry of Health-Çankaya District Health Directorate, Relevant CSOs, Şişli Municipality	Number of benefiting women Regions where scanning applied
	1.2. To improve the preventive health services for public health.	1.2.1. Providing first aid and women's health (reproductive health, family planning, gynaecological diseases, cancer, etc.) trainings in Çankaya Houses, Health Houses, Spring Houses, Municipal Women's Shelter and Municipal Public Health Center at regular intervals and continuing awareness studies in this field.	Short-Medium Term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs	Health institutions involved in the Public Health Project, CSOs, Universities, Çankaya District Health Directorate	Number of women participating in awareness studies, Number of people subjected to health scanning

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.2. Developing Voluntary Testing and Counseling Services (testing and counseling for HPV and other sexually transmitted diseases, etc.), raising awareness on the subject.	Short term	Directorate of Social Welfair Affairs	The Red Umbrella Sexual Health and Human Rights Association, Youth Approaches to Health Association, Turkish Public Health Institution, United Nations Population Fund, WHO Ankara Representative Office, Other relevant CSOs	Number of men and women benefiting from the Volunteer Testing and Consultancy Services

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.3. Ensuring the development and dissemination of home care services. 1.2.4. Providing periodically training to staff on social support mechanisms and protection of personal privacy in case of sexual abuse, violence against women, domestic violence during home visits within the scope of home care services; providing supervision support to Home Care personnel.	Medium Term	Directorate of Social Welfair Affairs	Relevant CSOs, Universities	1.2.3. Number of people benefiting from home care services, 1.2.4. Number of trainings provided, Number of staff benefiting from training
		1.2.5. Identifying the neighborhoods that benefit less from preventive and preventive health services and developing health services for these neighborhoods.	Medium Term	Directorate of Social Welfare Affairs, Directorate of Mukhtarship Affairs	Relevant CSOs and institutions	Number of neighborhoods determined

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.6. Supporting women and girls to play sports. Organizing municipal parks in a way that allows women to play sports. Increasing the number of swimming pools. 1.2.7. Encouraging women and LGBTIs to engage in sports. 1.2.8. Increasing the number of sport centers and improving accessibility of these places. 1.2.9. Increasing the number of bike lanes and pedestrian paths.	Short-Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Social Welfare Affairs, Directorate of Cultural and Social Affairs	Relevant CSOs	Number of venues arranged
		1.2.10. Continuing trainings and awareness studies on prevention of all kinds of addiction	Long Term	Directorate of Social Welfare Affairs, Directorate of Cultural and Social Affairs	Relevant CSOs	Number of trainings organized, Number of participants (separated by gender)

HEALTH						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.11. Continuing studies on safe food consumption; improving urban agriculture studies.	Long Term	Directorate of Parks and Gardens	Relevant CSOs	Number of studies carried out on the subject, Number of beneficiaries (separated by gender)
		1.2.12. Informing women and children about the direct and indirect effects of climate change on human health.	Long Term	Directorate of Environmental Protection and Control, Directorate of Foreign Affairs, Directorate of Parks and Gardens, Directorate of Women and Family Affairs, Directorate of Social Welfair Affairs	The Nature Conservation Centre (DKM), Global Balance Association (KDD), TEMA Foundation, Women Mukhtars Association, Units of universities working in the field of climate and women, Çankaya City Council, Relevant CSOs and institutions	Number of studies carried out on the subject, Number of beneficiaries (separated by gender)

Timing:
Short term: 1 year
Medium Term: 2-3 years
Long Term: 3-5 years

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
1. To prevent violence against women.	1.1. To improve the capacity and service quality of the existing Women's Counseling Center (KDM) and Women's Shelter (KSE) of Çankaya Municipality.	1.1.1. Increase the number of KDM and KSE expert personnel. 1.1.2 Providing regular trainings to KDM and KSE employees on human rights, child rights, anti-discrimination, social work with traumatized persons, nonviolent communication, etc. issues at regular intervals. 1.1.3. Conducting supportive studies on burnout syndrome and secondary trauma, and providing supervision services to KSE and KDM employees.	Medium Term	Directorate of Women and Family Affairs	Women's organizations, Child protection units of universities, Turkish Psychological Association, Association of Social Workers, Other relevant CSOs	Number of KDM and KSE employees, Number of KDM and KSE employees participating in training and supervision

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.4. Arranging the website for guidance and information purposes for children who are exposed to or witnessed violence.	Medium Term	Directorate of Women and Family Affairs, Directorate of Press and Public Relations	Relevant CSOs	Website
		1.1.5. Empowering the employees of the KSE Child Unit in a way that respects the needs of children who are exposed to or witnessed violence, organizing regular trainings and developing collaborations.	Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs- Child Rights Unit	Relevant CSOs working in the field of Child and Women's Rights Relevant CSOs and institutions	Number of training meetings held, Number of personnel attending trainings

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.6. Increasing the number of KDM and providing consultancy services in appropriate Çankaya Houses.	Long Term	Directorate of Women and Family Affairs		Number of KDM providing service
		1.1.7. Continuing to develop cooperation with CSOs with experience in combating violence against women in order to improve the service quality of KDM and KSE and signing the protocol under the subject.	Long Term	Directorate of Women and Family Affairs	Women's Solidarity Foundation, Women and LGBTI organizations working in the field of combating violence against women	Number of realized projects and protocols on the subject
		1.1.8. Improving the legal support given to women applying to KDM.	Short term	Directorate of Women and Family Affairs	Ankara Bar Association-Gelincik Center	Number of women referred for legal support

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.9. Relocating and/or improving the existing shelter.	Medium-Long Term	Directorate of Women and Family Affairs, Directorate of Technical Works, Directorate of Reconstruction and Urban Development		Studies carried out to improve KSE conditions
		1.1.10. Carrying out studies to increase the access of physically disabled, refugees, sex workers and transgender women to KSE and KDM and developing relevant collaborations.	Medium Term	Directorate of Women and Family Affairs, Directorate of Technical Works	Women and LGBTI organizations,	Studies carried out on the subject
		1.1.11. Ensuring that the Çankaya Municipality KDM and KSE employees meet regularly with relevant CSOs for exchanging knowledge and experience	Short-Medium Term	Directorate of Women and Family Affairs	Women and LGBTI organizations, KDM and KSE employees of other municipalities	Number of meetings held, Number of participants and minutes of the proceedings

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.1.12. Developing collaborations and projects for the establishment of a support and monitoring mechanism for women after KSE.	Medium Term	Directorate of Women and Family Affairs, Directorate of Foreign Affairs, Other Relevant Directorates	Women and LGBTI organizations, Universities, Relevant CSOs and institutions	Number of projects developed
	1.2. Raising awareness on combating violence against women in Çankaya District.	1.2.1. Allowing Gazete Çankaya in particular and in other printed materials, in vehicles and public venues to give place to visual images of violence against women, hate crimes and discrimination.	Short term	Directorate of Press and Public Relations, Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Other Relevant Directorates		Printed materials used
		1.2.2 Continuing to organize activities to raise awareness on 25 November International Day for the Elimination of Violence against Women and on 20 November the Transgender Day of Remembrance of Hate Crime Victims.	Short term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs	Women, LGBTI Organizations and other relevant CSOs	Number of events organized and number of participants

VIOLENCE						
Overall Objective	**Specific Objective**	**Activity/Method**	**Time**	**Responsible Unit/s, Person/s & Directorate/s**	**Institutions to Cooperate**	**Indicators**
		1.2.3.Continuing to distribute brochures and booklets to couples against women's human rights and violence against women in marriage applications.	Short term	Directorate of Women and Family Affairs	Women's organizations	Number of brochures and booklets distributed
		1.2.4. Continuing and improving improving awareness raising and GE information activities against violence for tradesmen, distributing brochures and booklets.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Busıness License And Supervision	Women and LGBTI organizations, Regional Tradesmen, Drivers' Chamber	Number of tradesmen participating in awareness-raising activities against violence and GE information activities

Timing:
Short term: 1 year
Medium Term: 2-3 years
Long Term: 3-5 years



Çankaya

BELEDİYESİ

Women and Family Services Directorate