



KARSIYAKA MUNICIPALITY

LOCAL EQUALITY

ACTION PLAN

2022 - 2025





Dear People of Karşıyaka,

As Karşıyaka Municipality, we have been carrying out pioneering works in different fields, especially social services, for many years in order to implement the principle of equality, which is an indispensable element of social democratic municipality, and to strengthen the place of women in society, and to provide equal opportunities and services. The principle of equality, which is a fundamental right for everyone, needs to be implemented effectively in all areas of life, as well as in legal regulations.

Our municipality serves with the awareness of the importance and role of municipalities in the development of an egalitarian society and in eliminating existing inequalities. Karşıyaka Municipality has demonstrated its political will in order to integrate the work it carries out in this field with a gender equality perspective and to implement the principle of equality between men and women in all areas, and signed the European Charter for Equality of Women and Men in Local Life and prepared the 3-year Action Plan and shared it with the public on April 01, 2022.

The Local Equality Action Plan is the knitting of the process of managing this city together. It is a strategic road map that will facilitate the provision of opportunities for women and the children they care for, the disabled, the elderly, etc. groups to meet their needs, the allocation of the necessary budget and the monitoring of the process.

You can see a reflection of the roadmap we have drawn in our employment policies. Our female managerial employment is 62%, and 40% of all our employees are women.

We also know well that increasing women's employment is not enough to establish equality and that women should be supported against poverty, care burden and violence. We aim to facilitate women's daily lives with social support mechanisms that focus on empowerment, early childhood care services, urban planning and institutional care alternatives that take women into account.

As stated in the Action Plan, all our directorates have duties and responsibilities, and it is extremely important that they are carried out in close cooperation with our Women and Family Directorate. The ownership of all activities included in the Action Plan by our relevant directorates is among our primary goals. Only in this way will it be possible to achieve real equality.

We continue our struggle together for an equal, libertarian and democratic future that befits Turkey and Karşıyaka, and we strengthen ourselves and our city in this direction

Dr. Cemil TUGAY
Mayor of Karşıyaka Municipality

Karşıyaka Municipality signed the “European Charter of Equality between Women and Men in Local Life” by the Council of European Municipalities and Regions (CEMR) on 27 December 2019. Each signatory to this Charter develops, accepts and implements the Local Equality Action Plan (LEAP).

LEAPs determine local plans, programs and policy strategies that increase the participation of women in local decision-making processes and decision-making mechanisms and improve daily living conditions, in order to embed gender equality in the understanding of local government.

It also aims to develop local service proposals that will ensure the implementation of these strategies.

Thanks to these plans, these recommendations become institutional targets and are put into practice.

Karşıyaka Municipality Local Equality Action Plan has been prepared under the coordination of the Directorate of Women and Family.



LOCAL EQUALITY AS A RIGHT - LOCAL EQUALITY ACTION PLANS

The first starting point for the idea of the equal existence of men and women in local life is the discussion of the “right to the city” put forward by Lefebvre (French sociologist, intellectual and philosopher) in the 1960s. The debate that developed under the leadership of Lefebvre in this area is not only concerned with the aspect of the right to the city that protects the interests of everyone living in the city and defends the right to live in the city, but also the full use and shaping of the city by its inhabitants. In this context, an egalitarian urban life sensitive to human rights is only possible with cooperation, participation, mutual negotiation and reconciliation.

LEGAL BASIS

While establishing the Local Equality Mechanisms (LEM) and preparing the Local Equality Action/Strategic Plans (LEAP and LESP), it has been defined as one of the primary duties of states to “ensure that women fully and equally enjoy all human rights”, to which Turkey is also a party. It is a pre-approval that special regulations and measures are needed in this regard. International legal regulations documents prepared with this pre-acceptance and highlighting the concept of “women’s human rights” have been accepted as top policy documents.

European Urban Charter (1992)

The first international document to deal with the concept of the right to the city with the gender dimension was the European Urban Charter, which was announced in 1992. Article 20 of the Charter emphasizes that “local governments are obliged to provide their services to all individuals equally, regardless of gender, age, belief, social, economic and political discrimination, and regardless of their physical or mental disabilities”.

United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1986 and 2002)

United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and The Optional Protocol to CEDAW is one of the important international documents. The CEDAW Convention was opened for signature by the member states on March 1, 1980, and the Convention ratified by Turkey in 1985 entered into force on January 19, 1986. CEDAW Optional Protocol was approved by the Turkish Grand National Assembly on 30 July 2002 and published in the Official Gazette dated 2 August 2002.

European Council of Municipalities and Regions (CEMR) Charter for Equality of Women and Men in Local Life (2006)

The conceptualization of the Local Equality Action Plan was clearly mentioned for the first time in the European Charter for Equality between

Women and Men in Local Life, which was announced by the European Council of Municipalities and Regions (CEMR) in 2006.

Istanbul Convention (2011)

It is the “Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence” signed in Istanbul on 11 May 2011 and published in the Official Gazette dated 8 March 2013. The Convention aims to develop policies and measures to eliminate all forms of violence and discrimination against women, to protect and assist victims, to promote international cooperation, and to provide support and assistance to relevant organizations and law enforcement agencies.

UN Sustainable Development Goals (2030)

Another current international document is the 2030 Sustainable Development Goals, which were adopted by the UN General Assembly in 2015 and replaced the Millennium Development Goals. The 5th goal of the Sustainable Development Goals is reserved for “gender equality” and the 11th goal is set on “Sustainable cities and life”. Particular emphasis was placed on women in the sub-objectives of this target, namely “accessible, safe, inexpensive transportation” and “safe, inclusive and accessible green and public spaces”.

Constitution

The main pillars at the national level are the Constitution of the Republic of Turkey. Article 10 of the Constitution guarantees that “everyone is equal before the law, without discrimination on the basis of language, race, colour, sex, political opinion, philosophical belief, religion, sect and similar grounds”. According to this article, “women and men have equal rights” and “the state is obliged to ensure that this equality is implemented.” The clause “Measures to be taken for this purpose cannot be interpreted as contrary to the principle of equality” has been added to this article with the additional sentence made on 12/9/2010.

Article 90 of the Constitution states that “international agreements duly put into effect” have the force of law and It is said that “in case of conflicts that may arise due to the fact that international agreements on fundamental rights and freedoms and laws contain different provisions on the same subject, the provisions of international agreements are taken as basis”. Therefore, fulfilling the requirements of the above-mentioned international treaties becomes a constitutional commitment.

Law No. 6284 on the Protection of the Family and the Prevention of Violence Against Women

One of the most important bases in the national legislation is the Law No. 6284 on the “Protection of the Family and the Prevention of Violence Against Women”. The Ministry of Family and Social Policies is responsible for inter-agency coordination in fulfilling the provisions of the law that regulates the procedures and principles regarding the protection of women, children, family members and victims of unilateral stalking who are or are at risk of being subjected to violence, and to prevent violence against them.

Gender Equality National Action Plan and Development Plans

In addition to these, the “National Action Plan for Gender Equality” covering the period 2008-2013 and the “Action Plan for Combating Violence Against Women” covering the period 2012-2015 constitute important bases for implementation. In addition, there are various regulations regarding gender equality in the Tenth Development Plan covering the years 2014-2018, the Eleventh Development Plan covering the years 2019-2023, and the “regional plans” prepared by the development agencies, the institutional strategies and action plans of official institutions and local governments.

Aim

Karşıyaka Municipality signed the “European Charter of Equality between Men and Women in Local Life” prepared by the European Council of Regions and Municipalities (CEMR) on 27 December 2019. By signing the charter, it has decided to prepare a “Local Equality Action Plan”, in which a common mind will be formed through a participatory process and the views of all relevant parties will be sought, in order to establish local equality mechanisms regarding service design and delivery that will increase the quality of life of women and girls in particular.

Today, Local Equality Action Plans have become one of the main participation tools of developed democracies. For this reason, Local Equality Action Plans are political roadmaps created with participatory methods. In this context, Local Equality Action Plans are very important in terms of both showing what municipalities can do in every field and encouraging participation and monitoring the planning, budgeting and implementation of gender equality targets.

Our goal and aim is to be a sustainable, human-oriented, respectful to nature and environment, transparent and rights-based social Municipality , which is sensitive to gender, respects equal citizenship rights, provides easy access to services for the fragile segments of the society, adopts a democratic and participatory method understanding.



EDUCATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/ METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1-Providing and developing awareness of Social Gender Equality, equality-based education development of the approach	1.1 Providing SGE training to the municipality administration and employees	1.1.1 Providing educational and training materials for SGE education	Short term	Human Resources and Training Directorate, NGO Unit, Directorate of Women and Family Services	Universities, Independent Academics, relevant NGOs, İzmir City Rights Centre, CEID, Relevant Ministries and official institutions	Number of personnel participating in SGE training programs
	1.2 Making kindergartens suitable for SGE	1.2.1 Creating guidelines on SGE in kindergartens	Short term	Directorate of Social Aid Affairs, Women and Family Services	Universities, Independent Academics, related NGOs, Saadet Teacher Child International by abuse Struggle Association (UCİM), Relevant Ministries and official institutions	Programs carried out on the subject
		1.2.2 Providing TCE training to all kindergarten teachers and parents within the unicity, providing training on awareness of violence against women, prevention of child neglect and abuse	Short Medium term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Universities, Independent Academics, Mother and Child Education Foundation (AÇEV), relevant NGOs and Relevant Ministries and official institutions	The number of trainings organized for kindergarten teachers, the number of teachers and parents who attended
		1.2.3 Practicing drama work with legos for all kindergarten children about voice on body within municipality	Short Medium term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Saadet Teacher Child International by abuse Struggle Association (UCİM)	Number of children participating in the studies
	1.3 Increasing awareness of İsmail Hakkı Tonguç Youth Education Center (KARGEM) trainers and students by giving SGE training	1.3.1 Introducing professions mostly preferred by boys to girls and professions preferred mostly by girls to boys by organizing meetings, meeting kids with role models	Short Medium Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Universities, Independent Academics, relevant NGOs, Saadet Teacher Child International by abuse Struggle Association Union of Chambers of Turkish Engineers and Architects , Relevant Ministries and official institutions	Number of students participating in promotions

EDUCATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/ METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
	1.4 Providing gender-sensitive budgeting (GRB) training to municipality management and employees	1.4.1 Determining the personnel in charge of budgeting in municipal directorates and providing training	Short Medium Term	All Directorates	United Nations (UN Women), Related NGOs	Number of projects produced by the staff received GRB training until the end of the year
	1.5 Providing information and experience sharing with municipalities working on SGE in Izmir province	1.5.1 Organizing conferences and workshops every year by coming together with municipalities that have SGE studies	Short Medium Term	Directorate of Women and Family Services	Izmir Municipalities	Number of meetings, number of participants
2. Increasing women's participation in education and social life	2.1 Reducing the rate of illiterate female population	2.2.1 Ensuring information and training on cooperative literacy courses, which is given by Karşıyaka Public Education Center and NGOs in cooperation in neighborhoods with low literacy rate and receiving immigration (Cumhuriyet, Örnekköy, etc.) and providing transportation opportunities to increase participation in courses	Short Medium Term	Directorate of Social Aid Affairs, Women and Family Services Directorate, Orchestra Directorate	Mother and Child Education Foundation (AÇEV) and Karşıyaka Public Education Center	Number of women who received literacy training
	2.2 Increasing the variety of courses in Cultural Centers and Neighborhood Centers and meeting vocational and hobby courses demands of women coming from the entire society. Preparing activities that enable participation in social life and activities that can make centers more attractive	2.2.1. Analyzing the wishes of women in the centers and opening hobbies and vocational courses in that direction and introducing the courses opened 2.2.2. To increase women's participation in courses, ensuring play rooms in Culture Centers and Neighborhood and agreed with free kindergartens 2.2.3. Providing training on digital and financial literacy	Short Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Karşıyaka Public Education Center, İzmir Metropolitan Municipality Profession Factory	Increase in the number of women attending courses

EDUCATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/ METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
	2.3 Selecting a pilot neighborhood for changing traditional gender roles and raising awareness of families about the issue	2.3.1 Organizing meetings about state-citizen relationship, human rights, city rights, women's rights, women's movements information on issues such as history, masculinity studies	Long Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Relevant NGOs, İzmir City Rights Center, Headmen, Mother and Child Education Foundation(AÇEV)	Number of citizens reached
	2.4 Considering the differences in the socio-demographic structures in the neighborhoods, structuring all activities according to the needs of subgroups	2.4.1 Ensuring the participation of all individuals in these studies, regardless of their ethnic origin, religion, sect, or gender identity, and determining their needs	Medium Long Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Relevant NGOs, İzmir City Rights Center	Number of citizens reached
		2.4.2 Needs analysis for refugees, asylum seekers and immigrants	Medium Long Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Relevant NGOs, İzmir City Rights Center	Number of citizens reached
3. Contributing to raising SGE awareness in Karşıyaka	3.1 Increasing awareness of women's rights and gender equality in the Karşıyaka district	3.1.1 Putting phrases(Important telephone calls, slogans, cartoons, etc.) on municipal materials (trash cans, sports equipment, printed materials, glasses, etc.) to raise awareness on issues such as combating violence and gender equality.	Long Term	All directorates		Number of materials prepared
		3.1.2 At certain periods during courses are open, Neighborhood Centers and the Municipality units where courses are opened trainings on rights, such as the Gender Equality Training Program to be done	Medium/ Long Term	All directorates	Universities, Independent Academics, relevant NGOs and institutions (expert support)	Number of training given and number of trainees who received training

EDUCATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/ METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
		3.1.3 Karşıyaka95 Family Guides and SGE training for families	Short Medium term	Directorate of Women and Family Services	Universities, Independent Academics, relevant NGOs and institutions (expert support)	The number of training given and the number of people who received the training
4. increasing their accessibility to economic, social, cultural and institutional opportunities within the scope of Barrier-Free Municipality Works and supporting them to be equal and productive individuals	4.1 Increasing the number of trainings for all disabled people, especially women	4.1.1 Organizing training, panels and seminars for disabled women	Medium Term	Directorate of Social Aid Affairs, Women and Family Services Directorate	Universities, Independent Academics, relevant NGOs and institutions (expert support)	Determination of the number of disabled people receiving education and their gender ratios
	4.2 Promoting the courses and activities of Short-Term Disabled Recreation Center	4.2.1.Regularly sharing event news to disabled associations 4.2.2. Posting announcements more frequently on social media	Short Term	Directorate of Social Aid Affairs, Directorate of Press, Publication and Public Relations		Increase in the number of disabled people using the center
5. To ensure that the elderly population does not break away from social life,increase their accessibility	5.1 Opening hobby courses for the elderly, creating a hotline for them	5.1.1 Making the announcement of the activities of the Bilge Çınarlar Center more visible		Directorate of Health Affairs, Directorate of Press, Publication and Public Relations		Number of people served

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

HEALTH

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1. Facilitating women's access to health services and ensuring equal right to a healthy life that they benefit	1.1 Raising awareness about reproductive health	1.1.1 Informing couples who apply for marriage to municipality about child health issues, gender equality, reproductive health, sexual health, pregnancy (risks), birth, postpartum, creation of brochures and booklets	Short Medium Term	Women and Family Services Directorate, Directorate of Health Affairs	Provincial and District Health Institutions, relevant NGOs, Volunteer Doctors and Nurses, Universities/Independent Academics	Number of trainings and materials provided
	1.2 Raising awareness of women, who located in city, about women's basic patient rights and their own bodies decision-making, preventive and therapeutic healthcare, and referral channels	1.2.1 Disseminating Women's "Women's Health Education" trainings provided by members of NGOs, who received Turkey Family Planning Foundation Training of Trainers in courses opened across the city	Short Medium Term	Women and Family Services Directorate, Directorate of Health Affairs	Family Planning Foundation of Turkey, Volunteer Doctors and Nurses	Number of people participating in the KİSEP program
	1.3 Development of preventive health services for women's health.	1.3.1 To expand the service provided by KETEM, which works under the Ministry of Health, by working in coordination with the field, providing the convenience transportation by vehicle for KETEM	Medium Term	Women and Family Services Directorate, Directorate of Health Affairs	KETEM, Ornekkoy Women Platform, Dedebaşı Women's Platform	Women having health screening
	1.4 City health services development	1.4.1 Ensuring the dissemination of development of home care services	Short Term	Directorate of Health Affairs	Related NGOs, Dedebaşı Women's Platform	Number of people benefiting from home care services
		1.4.2 Announcement and dissemination of post-natal breastfeeding and baby care counseling		Women and Family Services Directorate, Directorate of Health Affairs	Related NGOs	Number of women benefiting from services

HEALTH

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
		1.4.3 To carry out awareness studies on the subject of substance abuse	Short/ Medium Term	Directorate of Women and Family Services, Health Affairs Department, Police Department	Related NGOs and Universities, Independent Academics, Republican Women's Association	Number of studies done
		1.4.4 Providing psychological support to women and the elderly on issues such as emotional hunger and obesity	Short/ Medium Term	Women and Family Services Directorate, Directorate of Health Affairs	Related NGOs	Number of women supported
		1.4.5 Providing health care for elderly patients in geriatrics	Long-Term	Women and Family Services Directorate, Directorate of Health Affairs	Provincial and District Health Institutions, relevant NGOs, Volunteer Doctors and Nurses	Number of elderly people benefiting from services
		1.4.6 Raising awareness of disabled individuals, children and Women about Dentistry polyclinics of the municipality	Short Medium Term	Directorate of Health Affairs, Directorate of Social Aid Affairs, Directorate of Women and Family Services		Number of disabled, children and women benefiting from services

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

URBAN SERVICES

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1. Raising awareness of women about urban culture and local services, increasing urban awareness	1.1 Increasing their participation in social life and local decision making mechanisms by bringing women an urban identity	1.1.1 Providing brief information about fundamental rights, freedoms, civic rights, right to benefit public services to trainees who attend the courses of all levels held in the city	Short Medium Term	Women and Family Services Directorate, Directorate of Culture and Social Affairs, Legal Affairs Directorate	Universities, Independent Academics, NGOs, Dedebaşı Women's Platform, Union of Chambers of Turkish Engineers and Architects	Number of women benefiting from urban services
2. Ensuring women's equal benefit from urban services	2.1 Making public areas suitable to use for women, the disabled, the elderly and children	2.1.1.To make all service buildings and public spaces of the municipality unhindered. 2.1.2. Improving toilets and making Baby Care Rooms in municipal service buildings 2.1.3. Designing disabled toilets by considering gender	Short Medium Term	Directorate of Urban Design, Directorate of Technical Works, Directorate of Parks and Gardens, Directorate of Transportation Services, Directorate of Facilities, Directorate of Women and Family Services		Number of areas rearranged by SGE perspective
		2.1.4 To make toilets for children and disabled people at safe and appropriate points in the parks, putting Baby Nursing Cabins in parks or facilities where possible	Short Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works		Number of parks organized
		2.1.5 Reproduction of lighting in parks and streets, 2.1.6 Putting cameras in parks	Short Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works		Number of illuminated parks

URBAN SERVICES

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
		2.1.7 Making sidewalks suitable for disabled people and individuals using strollers, construction of ramps 2.1.8 Increasing speed barriers on roads and the necessary areas 2.1.9 Reorganizing traffic lights to facilitate pedestrian crossings	Short Medium Term	Directorate of Parks and Gardens, Directorate of Technical Works	Izmir Metropolitan Municipality	Number of pavements arranged
		2.1.10 Loading audio application for the visually impaired people on the municipality's website	Short Medium Term	Information Technologies Directorate, Press and Public Relations Directorate		Website
	2.2 Ensuring that women are aware of all the activities and operation of Karşıyaka Municipality	2.2.1 Preparing Karşıyaka guide for women living in Izmir and new to the city to make them know the district, to publish in digital environment. 2.2.2 Announcement from billboards	Medium Term	Directorate of Cultural and Social Affairs		Number of printed guides, number of social media shares
		2.2.3 Preparing accessible brochures including all of the municipality information about the duties and responsibilities of the directorates for the people of Karşıyaka	Medium Term	Directorate, Press and Public Relations Directorate		Number of brochures prepared and number of brochures delivered to people
		2.2.4 Arranging tours for making women living in Karşıyaka know Izmir	Short Medium Term	Directorate, Press and Public Relations Directorate, Support Services Directorate		Number of tours organized and number of participants



URBAN SERVICES

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
3. Strengthening gender sensitive participatory urban planning and policies and mainstreaming gender equality	3.1 Preparation of gender-sensitive plans and budgets in municipal units	3.1.1 Mainstreaming of gender in organisation /organizations' planning units and giving gender impact analysis methods training	Short Medium Term	Directorate of Women and Family Services, Directorate of Financial Services	United Nations, Universities Independent Academics and Related NGOs	Increase in the provision of services sensitive to gender equality
	3.2 Using the SGE perspective in all internal and external texts and correspondence	3.2.1 Masculine language analysis used in all texts in the institution	Short Term	All Directorates		Number of texts rearranged with SGE perspective
	3.3 Increasing public spaces	3.3.1 To increase the number of new city squares where all segments of society can come together and to organize activities that will make them visible.	Long Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Zoning and Urbanization and other relevant Directorates	Union of Chambers of Turkish Engineers and Architects (UCTEA), Chamber of City Planners, Chamber of Environmental Engineers	Number of squares held
		3.3.2 Making exemplary-pilot space arrangements in accordance with egalitarian urban planning principles, organizing participatory design workshops	Medium Long Term	Directorate of Parks and Gardens, Directorate of Technical Works, Urban Design Directorate	Related NGOs, Universities, Independent Academics, Union of Chambers of Turkish Engineers and Architects (UCTEA), Chamber of City Planners, Chamber of Environmental Engineers	Number of spaces organized
		3.3.3 Creation of spaces such as child care home, laundry, cafeteria, etc. where services will be provided free of charge.	Medium Long Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Transportation Services, Directorate of Support Services, Social Directorate of Aid Affairs, Directorate of Women and Family Services		Number of spaces organized
	3.4. Creation of bureaucratic tools for administrative and administrative systems that will enable the provision of urban services in an equitable manner.	3.4.1 Increasing playground in disadvantaged areas where there are no or few children's facilities	Short Term	All Directorates		Number of meetings held

URBAN SERVICES

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
		<p>3.4.2. To establish the Gender Equality Working Group, which includes representatives on the subject from all directorates regarding the implementation of the action plan , and to ensure that it works effectively.</p> <p>3.4.3 Organizing events that women will increase spatial mobility and facilitating, promoting participation of women in these activities. (providing elderly, children, disabled, care services and providing these services free of charge)</p>	Medium Long Term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Urban Design		Number of spaces organized
		<p>3.4.4 Team sports in sports activities to be done, aligning the budget allocated to sports activities with gender equality</p> <p>3.4.5 Increasing the walking paths and ensuring the safety of these roads</p>	Medium Long Term	Women and Family Services Directorate, Directorate of Sports Affairs		Number of events that took place

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

EMPLOYMENT

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1. Ensuring women's equal participation in economic life	1.1 Development of women's knowledge and skills that will enable employment opportunities, increasing their awareness of their rights in working life	1.1.1 Considering the labor force needs of the district, revealing the profession groups that will ensure women employability 1.1.2 Organizing employment-guaranteed vocational trainings that bring women knowledge, skills and attitudes 1.1.3 Holding Information meetings on legal and social rights in business life. 1.1.4 Providing (night) nursery / kindergarten services for children of women who are shift workers	Long Term	Women and Family Services Directorate, Social Aid Affairs Directorate, Human Resources and Education Directorate, Legal Affairs Directorate	Turkish Employment Agency (İŞKUR), NGOs Working in the Field of Women's Employment, Professional Chambers	The number of women who attended the organized courses, after the courses number of women employed
	1.2 Boosting information of women's participation in business life and processes to be followed and developing their self-confidence	1.2.1 strengthening vocational guidance, job search techniques and career counseling services	Short Medium Term	Karşıyaka Municipality Collective Entrepreneurship Center	Universities Independent Academics and NGOs	Increase in the number of women placed and job applicant
	1.3 Organizing profession learning courses to transform traditional gender roles	1.3.1 Identifying areas where women need men and opening short-term courses for the solutions of problems (Ex: car repair, housework, etc.)	Short Medium Term	Directorate of Social Aid Affairs, Women and Family Services Directorate, Support Services Directorate, Transportation Services Directorate, Directorate of Technical Works, Directorate of Facilities	Universities, Independent Academics, Public Education Centers	Number of courses opened
	1.4 Increasing support for women entrepreneurs	1.4.1 Supporting all women who want to be entrepreneurs in processes, giving trainings on entrepreneurship, sharing information about the obstacles and solutions encountered in business life 1.4.2 Providing KOSGEB(Small and Medium Enterprises Development and Support Administration support 1.4.3 Opening İŞKUR(Turkish Employment Agency) supported and job-guaranteed courses 1.4.4 Connection with business people who apply and cooperate with the municipality 1.4.5 Opening a website that will bring job seekers and workers together	Short Medium Term	Karşıyaka Municipality Collective Entrepreneurship Center, Information Processing Directorate, License and Inspection Directorate	Business owners in Karşıyaka, Ministry of Industry and Technology, Relevant NGOs, Universities, Independent Academics	Number of workplaces benefiting from training, KOSGEB and license discount

EMPLOYMENT

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
2. Supporting women working in the informal sectors	2.1 Development of support for women working at home, living by manual labor	2.1.1 Allocating minimum 10% quota for home-based working women in the bazaars established in Karşıyaka in line with the determined standards, placing most visible points on the market 2.1.2 Setting up a commercial web page for product sales	Short Medium Term	Municipal Police Department, Facilities Directorate, Directorate of Social Aid Affairs, Directorate of Women and Family Services, Directorate of Information Processing	Women's Education and Employment Association and other relevant NGOs	Number of women opening stands in market places
3. Configuring Karşıyaka Municipality's employment policy in an equitable manner	3.1 Transformation of gender roles regarding preferred personnel in Karşıyaka Municipality directorates	3.1.1 Increasing the number of female staff working in the building site services	Long Term	Municipality Senior Management, Directorate of Social Aid Affairs Technical Works, Transportation, Services and Facilities Support Services, Parks and Gardens, Cleaning Affairs Directorates		Balancing the number of female and male personnel in the services provided in the relevant directorates
	3.2 Bringing their collective labor agreements into compliance with SGE	3.2.1. Arrangement of collective labor agreements in a way that promotes gender equality (Extension of paternity leave in addition to legal periods, etc.) 3.2.2 Including March 8 and menstrual leave in collective labor agreements	Medium Long Term	Municipality Senior Management	Labor Unions	Related articles in the collective labor agreement
	3.3 Data study for access to work areas for disabled employees	3.3.1 Supporting the unhindered areas as a result of data work	Long Term	Women and Family Services Directorate, Directorate of Social Aid Affairs		Barrier-free Workplace

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

VIOLENCE AND DISCRIMINATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1. Prevention of violence against women	1.1 Opening of the Current Women Shelter (WS) of Karşıyaka Municipality 1.2 Opening of Women's Counseling Centers 1.3 Having a counseling phone line that women can apply to	1.1.1 Determination of The shortcomings of the Women's Shelter and conducting field research for the decision of the Region where It is planned to establish the Women's Counseling Center	Medium Term	Social Aid Affairs Directorate, Directorate of Women and Family Services	Ministry of Family and Social Services, İzmir Metropolitan Municipality, NGOs, İzmir Bar Association	Opening of Women's Counseling Center and Shelter
	1.4 Implementation of programs given by trainers who are specialized in Gender Equality, CEDAW, Istanbul Convention, Law No. 6284	1.4.1 Providing informational training in Neighborhoods and Cultural Centers	Short Medium Term	Directorate of Social Aid Affairs, Women and Family Services Directorate, Directorate of Legal Affairs	Women's and LGBTI organizations, other municipalities' Women's Counseling Centers and Women's Shelter workers, İzmir Women's Solidarity Association, İzmir Bar Association	Number of women reached
	1.5 Prevention of Gender-based violence discrimination and mobbing within the municipality	1.5.1 Informing the personnel 1.5.2 Creating attitude documents on the subject	Short Medium Term	All Directorates	Universities, Independent Academics, Trade Unions, NGOs	Number of personnel trained
	1.6 To develop institutional capacity to effectively combat gender-based violence and discrimination.	1.6.1 To integrate Gender Equality perspective into municipal business processes to cover women's differentiation needs.	Short Medium Term	Municipal senior management, Legal Affairs, Human Resources and Education Directorates	Universities and NGOs, Woman Organizations and Professional Chambers	Needs added to business processes
	1.7 To increase access to municipal services by creating data sensitive to gender equality and diversity.	1.7.1 Gender sensitive data collection produced by units related to their services	Medium Long Term	Information Technologies Directorate	Municipality Senior Management, All Directorates	
		1.7.2 Research, data collection and reporting which will reveal different needs, problem areas and inequality dynamics	Medium Long Term	Information Technologies Directorate	NGOs and Woman organizations, Universities, Karşıyaka City Council	Number of research and reports
		1.7.3 Data collection, analyzing and reporting on violence against women based on applications done to our municipality	Medium Long Term	Women and Family Directorate, Information Technologies Directorate	County Police Directorate, NGOs, Woman organizations, Family Study and Social Services District Directorate	Number of data collected

VIOLENCE AND DISCRIMINATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
2. Boosting for raising awareness about combating violence against women	2.1 Giving the Women's Human Rights Education program in entire Neighborhoods Centers	2.1.1 Creating a trainer pool	Short Term	Directorate of Women and Family Services	Women's Human Rights New Solutions Association, İzmir Women's Solidarity Association	Number of women participating in the trainings
	2.2 Arrangement of activities to raise awareness of the Elimination of Violence against Women on 8 March World Working Women's Day and 25 November International Day	2.2.1 Organizing various events, exhibitions, conferences and film shows in neighborhood centers and cultural centers	Short Term	Directorate of Women and Family Services	All women NGOs and Volunteers	Local population participation rate
	2.3 Include prevention-related visuals in visual and printed materials and tools about combating violence, hate crimes and discrimination	2.3.1 Keeping the issue up-to-date by informing about preventing violence against women and homophobia in all activities of the municipality.	Short Term	Women and Family Services Directorate, Directorate of Culture and Social Affairs, Directorate of Press and Public Relations	Local press and NGOs	All printed materials used
3. Preventing violence and abuse against children	3.1. To organize events that will raise awareness about the issue to relevant all units in municipality and the public.	3.1.1 Providing training at regular intervals to kindergartens and Neighborhood and Culture centers	Short Medium Term	Women and Family Services Directorate, Directorate of Cultural and Social Aid Affairs	Saadet Teacher International with Child Abuse Struggle Association (UCİM) and Related NGOs, Mother Child Education Foundation (AÇEV)	Number of people trained
		3.1.2 Providing training to the staff working in Karşıyaka95 Family Guidance and the families involved in the program	Short Medium Term	Women and Family Services Directorate, Directorate of Cultural and Social Aid Affairs,	Saadet Teacher International with Child Abuse Struggle Association (UCİM) and Related NGOs	Number of people trained

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years



PARTICIPATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
1. Ensuring women's social more active in participation mechanisms and equal participation in decision-making processes.	1.1 Develop participatory tools that will enable women to be involved in local decision-making processes	1.1.1 Ensuring the representation of women, youth, children and the disabled in assemblies established within the City Council; supporting The City Council's effective and independent work. 1.1.2 Establishing Women's Assemblies on a neighborhood basis 1.1.3 Preparing municipal budget with a participatory and gender sensitive view	Short Medium Term	Municipality Senior Management, Karşıyaka City Council, Social Aid Affairs Directorate, Women and Family Services Directorate, Financial Services Directorate and All Directorates	NGOs	1.1.1 The number of relevant NGOs included in the City Council and their representation (women, LGBTI, youth, children). 1.1.2 Number of newly created People's Assemblies 1.1.3 Municipality Budget and Municipality Strategic Plan
	1.2 Supporting female politician and managers	1.2.1 Encouraging Universities' Women's Research Centers for opening Political Academy every year, supporting the openings by announcing among those concerned	Medium Term	Directorate of Women and Family Services	Universities, Independent Academics, women's organizations	Number of Political Academy, Number of trainees who received certificates
		1.2.2 Having representatives of women's platforms, which formed in Karşıyaka, in the City Council	Medium Term	Women and Family Services Directorate, Karşıyaka City Council		Number of representatives of the platforms included in the City Council
		1.2.3 Meetings with political role models to be done	Medium Term	Women and Family Services Directorate, Karşıyaka City Council		Number of Meetings Held
		1.2.4 Ensuring equal representation in all decision-making mechanisms of the municipality	Medium Term	Women and Family Services Directorate, Karşıyaka City Council		Representation Ratio
		1.2.5 The specialization commissions of the municipal councils should cooperate with the NGOs engaged in women's work and ensuring their participation in the process	Medium Term	Women and Family Services Directorate, Karşıyaka City Council		Number of NGOs participating in the process

PARTICIPATION

GENERAL OBJECTIVE	SPECIAL PURPOSE	ACTIVITY/METHOD	TIME	RESPONSIBLE UNIT AND PEOPLE	COOPERATION INSTITUTIONS	INDICATORS
2 Policy Making to Ensure Gender Equality, Ensuring Widespread and Effective Participation in Implementation and Evaluation Processes and Planning	2.1 To diversify the information tools by taking into account the needs of the citizens in order to make them accessible, and disseminate	2.1.1 Dissemination of announcement services 2.1.2 To announce services and activities, active and widely use of channels to increase awareness 2.1.3 Using announcement channels for women, people with disabilities, of immigrants 2.1.4 Realization of Karşıyaka Municipality service neighborhood of announcements based on street and household	Short Term	Press Public Relations, Social Aid Affairs, Women and Family, Culture, Sports Affairs, Information Technologies Directorates, Karşıyaka City Council	Governmental Institutions, Neighbourhood Units, Universities, Independent Academics and Related NGOs	Number of participants, number of views on social media announcements

Short Term: 1 year

Medium Term: 2-3 years

Long Term: 3-5 years

