



**Çankaya**  
BELEDİYESİ

**ÇANKAYA  
LOCAL EQUALITY  
ACTION PLAN**

**2016-2019**



As Çankaya Municipality, we are implementing pioneering projects amongst other on social services to strengthen women in society and to provide equal opportunities and services to them in order carry the principle of equality into effect which is an indispensable element of social democratic local authority.

There is a certain need for the principle of equality, which is a fundamental right for all, to be applied effectively in all areas of life, besides legal regulations. We serve with the awareness of the importance of municipalities in the development of an egalitarian society and the elimination of existing inequalities.

Çankaya Municipality has revealed its political will to integrate the work carried out in a gender equality perspective and to apply gender equality in every field. It has signed the European Charter of Women and Men in Local Life and accordingly prepared a 3 year local equality action plan, which was shared with public on 8 March 2016.

Çankaya Municipality Local Equality Action Plan which consists of six main titles; "Training", "Employment", "Violence", "Health", "Participation" and "Urban Services" is prepared with the aim to systematize and structure the efforts to achieve gender equality. This action plan has been implemented through the activities carried out by different Directorates of Çankaya Municipality.

As we have promised in our action plan to be achieved in 1 year, as a result of our studies which have been accelerated at the end of 2016, we have been able to establish the Directorate of Women and Family Affairs. The Directorate is composed of the Equality and Awareness Bureau, Women Consultation Center and Women Shelter Bureau, and Marriage Services Bureau.

The implementation of the Action Plan is one of our greatest priorities. We will accelerate our work from 2017 in order to mainstream gender equality within the Municipality and the within the city. In order to identify the problems that women face, we will implement field researches and projects to solve the identified problems and provide trainings at different levels. We will also pursue efforts to increase women's employment and encourage women's entrepreneurship.

In this respect, as stated in the action plan, all directorates have their respective duties and responsibilities and it is very crucial that all directorates will work in close cooperation with the Directorate of Women and Family Affairs. Ownership of the Action Plan and its activities by the Municipality and the city is one of our primary targets since we see gender equality as our common objective and the only way to reach an equal, free and democratic society. This is what Turkey and Çankaya deserves and we all fight for it together, to strengthen ourselves and our city on this way.

Alper TAŞDELEN  
Mayor of Çankaya Municipality



Çankaya Municipality has signed the European Charter of Women and Men in Local Life prepared by the Council of Municipalities and Regions (CEMR) and accordingly prepared a local equality action plan in order to implement gender equality into practice and integrate it into the municipal services.

The action plan covers a period of three years (2016-2019) and presents the objectives of our gender equality based local authority perspective. In order to develop a realistic and applicable action plan the preparation process was highly participatory involving a wide number of internal and external stakeholders. A gender equality working group has been established which was composed of the representatives of different departments of the municipality, and it held regular meetings for the preparation of the action plan.

As for the external stakeholders NGO representatives has been brought together in successive meetings in 2015 in order to explore their needs and expectations and reflect their priorities into the action plan.

As part of the gender studies, Çankaya Municipality has already established an Equality and Awareness Bureau within the Directorate of Women and Family Affairs, which is also primarily responsible for the implementation of the action plan.


**TRAINING**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To increase women's participation in non-formal education.	1.1. To review the operation and programs of the Çankaya Houses and enhancing existing capacity	1.1.1. Determining Çankaya Houses' programs according to the needs in a participatory manner.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs	Citizen Assembly Women's Council, related, Related civil society organizations (CSO's)	Çankaya Houses' programs
		1.1.2. Transforming existing training programs of Çankaya Houses into gender sensitive programs.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs	Citizen Assembly Women's Council, related, Related CSO's	Çankaya Houses' programs
		1.1.3. Developing new training programs that help transform traditional gender roles.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare	Citizen Assembly Women's Council, related, Related CSO's	The number of training programs initiated to transform the traditional gender roles
		1.1.4. Developing training programs for people with disabilities.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare	Related CSO's	The number of Çankaya Houses for people with disabilities, the number of improved training sessions, the number of participants
2. To raise awareness of administrative level and employees on gender equality and improving their capacities.	2.1. To provide gender equality training for administrative level and employees.	2.1.1. Developing training programs, training toolkit and trainer pool for gender equality and gender sensitive budgeting	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Related CSO's and public Institutions (expert support)	The list of trainers included in training pool, gender equality and gender sensitive budgeting programs and training kits
		2.1.2. Organizing gender equality and gender sensitive budgeting workshops for administrative level (Mayor, Vice Mayors and Directors)	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Related CSO's and public Institutions (expert support)	The number of training sessions and workshops in 1 year period, the number of participants



TRAINING

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		2.1.3. Providing awareness raising and training programs on gender equality, discrimination and hate crime for municipality employees.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Women's research and education centers of the universities and LGBTI organizations	The number of training sessions and workshops in 1 year period, the number of participants
		2.1.4. Providing training on 3R Method (a data collection and assessment methodology on representation, resources and realia about gender equality) to employees in order to make gender equality analyses regularly.	Short-Medium Term	Gender Equality Unit	Union of Municipalities of Turkey	The number of 3R training sessions in 1 year period, the number of participants, the number of analyses and outputs carried out in the municipality after 3R trainings
		2.1.5 Organizing financial literacy training for women.	Short-Medium Term	Gender Equality Unit, Directorate of Human Resources, Directorate of Financial Services	Entrepreneur Business Women and Support Union (ANGİKAD), Women's Labor and Employment Initiative (KEİG), Ankara Chamber of Commerce , Related CSO's	The number of training sessions, the number of participants.
	2.2. To Share knowledge and experience with different municipalities on gender equality.	2.2.1. Organizing a conference/workshop by inviting other municipalities which have gender equality studies and women's shelters.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare	Union of Municipalities of Turkey, Ministry of Family and Social Policies	The number of meetings, the list of participants


**TRAINING**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		2.2.2. Organizing awareness raising and experience sharing events on preparation and implementation of Gender Equality Action Plan (GEAP) for other municipalities, improving cooperation at national and international levels	Medium Term	Directorate of Women and Family Affairs, Directorate of Foreign Affairs	Union of Municipalities of Turkey, Council of European Municipalities and Regions (CEMR), United Nations (UNFPA), Related CSO's	The number of events and workshops Related CSO's
3. To contribute to awareness raising on gender equality in Çankaya.	1.1. To review the operation and programs of the Çankaya Houses and enhancing existing capacity	3.1.1. Ensuring participation at neighborhood level by organizing gender equality trainings in Çankaya Houses regularly.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare	Neighborhood Headmen (Mukhtar) , Citizen Assembly Council, Related CSO's	The number of gender equality trainings-awareness raising sessions, the number of participants women and men
		3.1.2. Organizing trainings and awareness raising sessions on gender equality, hate crime, violence against women and human rights for Neighborhood Headmen (Mukhtar).	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Headman Affairs	Neighborhood Headmen (Mukhtar) , Citizen Assembly, Related CSO's	The number of training sessions for headmen, the number of headmen participated in sessions
		3.1.3. Organizing information meetings for women in neighborhoods on topics such as government-citizen relations, human rights, women rights, history of women's movement	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs, Directorate of Headman Affairs	Headmen (Mukhtars), Citizen Assembly, Related CSO's	The number of neighborhoods and meetings organized
	3.2. To revise kindergartens of Çankaya Municipality according to gender equality principles	3.2.1. Preparing a guide on gender equality for kindergarten	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Universities, KAMER- Women's Center Foundation, Related CSO's	Gender Equality guide for kindergarten
		3.2.2. Revising kindergarten curriculum and practices according to gender equality criteria	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Universities, KAMER- Women's Center Foundation, Related CSO's	Programs carried out on the subject



TRAINING

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		3.2.3. Training kindergarten teachers on gender equality, violence against women and children, child abuse neglect.	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	Universities, KAMER Foundation, Related CSO's	The number of training sessions for kindergarten teachers, the number of participants.
	3.3. To provide gender equality trainings in selected pilot schools.	3.3.1. Providing training for teachers in selected pilot schools on gender equality, hate crime, violence against women and human rights	Long Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	District Directorate of Ministry of National Education and Ministry of Family and Social Policies, Related CSO's	The number of training sessions in schools, the number of teachers participated.
		3.3.2. Organizing awareness raising events for students in selected pilot schools on gender equality, hate crime, awareness of violence against women.	Long Term	Directorate of Women and Family Affairs, Directorate of Social Welfare Affairs	District Directorate of Ministry of National Education , Ministry of Family and Social Policies, Related CSO's	The number of training sessions in schools, the number of students participated.

**Timing:**

Short Term : 1 year  
Medium Term : 1-2 years  
Long Term : 3 years




**EMPLOYMENT**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To ensure equal participation of women in employment.	1.1. To increase women's employability.	1.1.1. Identifying areas with high rate of employability and organizing vocational training programs related to these areas.  1.1.2. Organizing training programs on job search skills for women.  1.1.3. Organizing entrepreneurship training programs.  1.1.4. Organizing vocational training programs related to transform traditional gender roles.	Medium term	Directorate of Municipal Enterprises- Work and Employment Center, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs	Turkish Employment Agency, CSOs on Women Employment, Ankara Chamber of Industry, Ankara Chamber of Commerce	The number of women participated in programs, the number of women employed after programs
	1.2.To develop job and vocational consultancy services for women.	1.2.1. Making Work and Employment Center and Women's Consultation Bureau work in coordination to provide common public services on employment.	Short term	Directorate of Municipal Enterprises- Work and Employment Center, Directorate of Woman and Family Services	Turkish Employment Agency, CSOs on Women Employment	The number of women who received consultancy, the number of women employed.
	1.3. To increase incentives for businesses employing women in Çankaya district.	1.3.1. Determining gender equality criteria for workplaces.  1.3.2. Awarding workplaces purple flag which comply with defined criteria with	Short term	Directorate of Business License and Control, Directorate of Woman and Family Services, Directorate of Social Welfare Affairs	Business Owners in Çankaya, CSOs	Criteria determined, the number of workplaces with purple flag.



EMPLOYMENT						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
	1.4. To increase support and incentives for women entrepreneurs.	1.4.1. Providing incentives to women entrepreneurs who receive loan from KOSGEB (Public Institution for SMEs) for obtaining business license.	Short term	Directorate of Business License and Control Directorate of Municipal Enterprises- Work and Employment Center	Business owners in Çankaya,	The number of workplaces that benefit from business license incentives
		1.4.2. Providing guidance for women about loans and public support and related institutions	Short-medium term	Directorate of Municipal Enterprises- Work and Employment Center Directorate of Social Welfare Affairs, Directorate of Woman and Family Services	Relevant institutions and organizations	The number of women received loan, the number of women benefit from public support.
2. To remove barriers to women's labor force participation.	2.1. To improve services for children, disabled and elderly care.	2.1.1. Opening new day care and study centers starting from low-income neighborhoods.	Medium-long term	Directorate of Social Welfare Affairs, Directorate of Technical Works,		The number of new day care and study centers, the number of children enrolled in daycare and study centers.
		2.1.2 Giving priority to the children of vulnerable single mothers, who are exposed to violence and the right to free access to kindergarten and study centers according to the specified criteria.	Short term	Directorate of Social Welfare Affairs		The number of children with the right to free access to kindergarten and study centers


**EMPLOYMENT**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		2.1.3. Improving care services for elderly and increasing the number of Spring Houses.	Medium term	Directorate of Social Welfare Affairs, Directorate of Cultural and Social Affairs		The number of Spring Houses.
		2.1.4. Improving care services for people with disabilities and opening short-term care center for them.	Medium term	Directorate of Social Welfare Affairs	Lidingö Municipality (Sweden)	The number of people with disabilities who benefit from services
3. To support women working in informal sector.	3.1. To improve support for home-based working women on product development and marketing.	3.1.1. Allocating home-based women with at least 10% quota within market places in Çankaya region in accordance with specified standards.	Short term	Directorate of Municipal Enterprises- Work and Employment Center, Directorate of Municipal Police	Home-based working women study group, Women's education and employment association, other related CSO's	The number of women given a stand in market places.
		3.1.2. Creating alternative market places for women's handmade products in places owned by the municipality in accordance with specified standards	Short-medium term	Directorate of Municipal Enterprises, Directorate of Parks and Gardens, Directorate of Social Welfare Affairs.	Home-based working women study group, Women's education and employment association, other related CSO's	The number of market places, the number of women who benefit from market places.



EMPLOYMENT						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		3.1.3. Arranging sale places for women's products in shopping malls and supermarkets.	Short-medium term	Directorate of Social Welfare Affairs, Labor and Employment Center	Supermarkets and shopping centers in Çankaya	The number of shopping malls and supermarkets who provided a sales place. The number of women who made sales in these places
		3.1.4. Providing trainings on brand new and marketable product development in Çankaya Houses.	Short-medium term	Directorate of Cultural and Social Affairs, Directorate of Municipal Enterprises- Work and Employment Center, Directorate of Social Welfare Affairs	CSOs on home-based working women, Turkish Employment Agency	The number of women participated in training programs, the number of trainings
	3.2. To provide support for home working women in Çankaya.	3.2. To provide support for home working women in Çankaya.	Medium term	Directorate of Women and Family Affairs, Directorate of Municipal Enterprises- Work and Employment Center, Directorate of Social Welfare Affairs	CSOs on home working women	The number of campaigns, the number of posters and brochures distributed
		3.2.2. Providing information and guidance for residents of Çankaya who want to insure home workers about paying insurance charges of Social Security Institution.	Medium term	Gender Equality Unit, Directorate of Municipal Enterprises- Work and Employment Center , Directorate of Social Welfare Affairs	Social Security Institution, CSOs on home working women	The number of women who underwent insurance
4. To restructure employment policy in Çankaya Municipality in compliance with gender equality.	4.1. To ensure equal number of women and men employed in home cleaning, home care, day care and study centers.	4.1.1. Increasing the number of men employed in services such as home cleaning, home care, and day care and study centers.	Long term	Top Administrative Level of the Municipality, Directorate of Social Welfare Affairs, Directorate of Municipal Enterprises		The number of male workers employed in related areas.


**EMPLOYMENT**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
	4.2 To ensure equal distribution of women and men for each line of work.	4.2.1. Making positive discrimination to increase women's employment in areas where women employment is very low.	Long term	Top Administrative Level of the Municipality, Related Directorates		The female-male ratio in all occupational groups.
	4.3. To balancing the number of male and female administrators	4.3.1. Increasing the number of female administrators	Long term	Top Administrative Level of the Municipality		The female-male ratio among administrators
	4.4. To revise the content of collective bargaining agreements according to gender equality.	4.4.1. Removing the factors that may encourage discrimination between women and men in collective bargaining agreements and make the content compatible with gender equality.	Short term	Top Administrative Level of the Municipality	Labor Union	Related articles in Collective Bargaining Agreements

**Time:**

Short Term : 1 year

Medium Term : 1-2 years

Long Term : 3 years



PARTICIPATION						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To ensure equal participation of women in local-decision making process.	1.1. To hold regular studies on needs and demands of women living in Çankaya in order to specify and make it visible.	<p>1.1.1. Making regular surveys in Municipality's main buildings</p> <p>1.1.2. Organizing regular field studies to identify needs.</p> <p>1.1.3. Making gender analysis of complaints to the municipality.</p> <p>1.1.4. Organizing thematic meetings to reveal problems of women groups (elder women, students, poor women, women with disabilities, victims of urban transformation, etc.).</p> <p>1.1.5. Increasing the visibility of women, people with disabilities and LGTBI on newspaper of Çankaya, municipality's web site and social media.</p>	Short-Medium Term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Social Welfare Affairs, Directorate of Media and Public Relations	Universities, Women's organizations	<p>1. The number of women participated in surveys, the number of women reached in research,</p> <p>2. The number of women participated in the meetings,</p> <p>3. The number of news about women and LGTBI</p>
	1.2. To develop participatory tools that will allow women to be involved in local decision-making process.	<p>1.2.1. Ensuring the representation of women, LGTBI, youth, children and people with disabilities in the councils within the citizen assembly; to support the effective and independent functioning of the citizen assembly.</p> <p>1.2.2. Raising awareness on Urban Charter, citizen rights and participation.</p> <p>1.2.3. Establishing neighborhood committees</p> <p>1.2.4. Establishing working groups (women's employment, violence, education, health, etc.) with the participation of CSOs.</p> <p>1.2.5. Establishing an independent advisory and monitoring committee composed of representatives of women's organizations and academicians.</p>	Short Term	Directorate of Cultural and Social Affairs, Citizen Assembly, Directorate of Women and Family Affairs.	CSOs	<p>1. The number of CSOs involved in the Citizen Assembly and representation rate of women, LGTBI, youth, children,</p> <p>2. Approval rate of decisions of Municipal Council submitted by the Citizen Assembly</p> <p>3. The number of newly established neighborhood committees</p> <p>4. The number of working groups</p>
		1.2.6. Preparing gender sensitive and participatory municipal budget and to make regular gender analyses on the budget.	Medium term	Top Administrative Level of the Municipality, Directorate of Financial Services, All directorates	CSOs	The budget of the municipality


**PARTICIPATION**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.2.7. Receiving women's opinions during planning of urban spaces and to reflecting them in practice	Short-Term	Directorate of Parks and Gardens, Directorate of Women and Family Affairs		The number of places based on participation
	1.3. To support right-based civil society organizations (CSOs)	1.3.1. Opening Çankaya Houses for the use of meetings and events by CSOs.	Short-Term	Directorate of Cultural and Social Affairs, Related directorates	CSOs	The number of meetings and events conducted by CSOs in Çankaya houses,  The number of CSOs benefit from Çankaya Houses
		1.3.2. Allocating a new place for CSOs' use for panel, symposium, training etc. in the city center.	Medium Term	Directorate of Technical Works, Directorate of Reconstruction and Urban Development	Relevant institutions and organizations CSOs	
	1.4. To support woman politicians and administrators.	1.4.1. Organizing events for woman politicians and managers about their problems and possible solutions.	Short-Medium Term	Municipal Council, Citizen Assembly, Directorate of Women and Family Affairs	Association for Support of Women Candidates (KA-DER) Women's Coalition	The number of events for woman politicians and managers, The number of participants

**Timing:**

Short Term : 1 year  
Medium Term : 1-2 years  
Long Term : 3 years



## URBAN SERVICES

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To ensure equal access of women to urban services.	1.1. To make public spaces suitable for the use by women, children, people with disabilities and the elderly.	1.1.1 Rearranging all municipal premises and municipal public spaces suitable for the access of the people with disabilities.  1.1.2. Improving the toilets and make room for breastfeeding in the main municipal building  1.1.3. Increasing the number of playhouses for children in Çankaya Houses.	Short-medium term	Directorate of Social Welfare Affairs, Directorate of Technical Works		The number of rearranged places according to gender perspective.
		1.1.4. Building toilets for women, children and people with disabilities in convenient and safe spots of parks.	Medium term	Directorate of Parks and Gardens, Directorate of Technical Works		The number of rearranged parks
		1.1.5. Stipulating arrangements, for businesses of a certain size during zoning and workplace licensing, that will make them suitable for access and used by women and people with disabilities.	Medium term	Directorate of Reconstruction and Urban Development, Directorate of Business License and Supervision, Directorate of Social Welfare Affairs		




**URBAN SERVICES**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.1.6. Downloading voice applications in Municipality's website for visually impaired people.	Medium term	Directorate of Social Welfare Affairs, Directorate of Press and Public Relations	Related CSOs	Website
	1.2. To reorganize public places in Çankaya District to be more secure and bright	<p>1.2.1. Organizing workshops with the participation of CSOs to identify dangerous places (unsafe, risky and dark areas) in Çankaya District.</p> <p>1.2.2. Making necessary arrangements for the identified dangerous places. Placing security-corner mirrors to risky places. Providing beter lighting to parks, market places and parking places.</p>	Short term	Gender Equality Unit, Directorate of Social Welfare Affairs, Directorate of Technical Works, Directorate of Parks and Gardens, Directorate of Municipal Police, Directorate of Municipal Enterprises	CSOs, Chamber of Architects, Çankaya District Police Department, Universities	The list of CSOs participated in workshop, the number of places rearranged.
		1.2.3. Making arrangements in Municipality's website to identify dangerous areas	Short term	Gender Equality Unit (GEU) Directorate of Social Welfare Affairs, Directorate of Press and Public Relations, other related directorates	CSOs, Chamber of Architects, Universities	Municipality's website



URBAN SERVICES						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
	1.3. To provide support for poor women and university students in Çankaya District	1.3.1. Providing scholarship to university students through Çankaya's Sprouts Project.	Short-term	Directorate of Social Welfare Affairs		The number of female and male students receiving scholarships
		1.3.2. Giving "public card" to woman in families which are in need of this card.	Medium-Long term	Directorate of Social Welfare Affairs		The number of women who benefited from public card
	1.4. To increase the number of public places and to make arrangements reflecting gender equality in a concrete way.	1.4.1. Building 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 other related directorates.		The number of rearranged urban squares
		1.4.2. Implementing sample- pilot public space arrangements in line with equitable urban planning principles, organizing participatory design workshops.	Medium term	Directorate of Parks and Gardens, Directorate of Technical Works	Bilkent University	The number of pilot implementations and workshops
		1.4.3. Rearranging parks, market places, parking spaces suitable for the use of women, disabled and elderly people and children.	Medium term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Management		The number of rearranged places
	1.5. To create administrative and bureaucratic tools that enable providing equitable urban services.	1.5.1. Establishing the Directorate of Women and Family Services	Short term	Top administrative level of Municipality, Municipal Council		


**URBAN SERVICES**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.5.2. Improving the efficiency and visibility of the Equality Unit.	Short term	Directorate of Women and Family Services		
		1.5.3. Preparing a guideline on the implementation of the action plan to be distributed to all directorates.	Short term	Directorate of Women and Family Services		
		1.5.4. Creating gender sensitive data about all kind of services provided by the Municipality.	Short term	All Directorates		The gender sensitive database for municipal services
		1.5.5. Developing projects with related institutions on neighborhood-based gender sensitive data studies and mapping.	Short-medium term	Directorate of Women and Family Services and related directorates	CSOs, Universities	The gender sensitive database of Çankaya district.

**Timing:**

Short Term : 1 year  
 Medium Term : 1-2 years  
 Long Term : 3 years



HEALTH

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To facilitate women's access to health services.	1.1. To develop health services of the Çankaya municipality.	1.1.1. Organizing training courses to municipality's health personnel on patients' rights, discrimination, abuse, how to determine violence against women and children and to be followed.	Short-medium term	Directorate of Social Welfare Affairs	CSOs, Çankaya District Directorate of Health	The number of personnel attended training
		1.1.2. Identifying barriers to women's and LGBTI's access to health services and developing cooperation to remove those barriers.	Medium term	Directorate of Social Welfare Affairs	Çankaya District Directorate of Health, Turkish Medical Association, Women's and LGBTI organizations, other related CSOs	The number of institutions cooperated with.
		1.1.3. Improving the existing Family Counseling Center; establishing Sexual Harassment and Health Counseling Center.	Short-medium term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs	Psychiatry and Social Service units of universities, Association of Sexual Education Treatment and Research, Association of Psychologists for Social Solidarity, Association of Social Services Workers, Union of Health Workers	The number of personnel attended The number of citizens who applied to Sexual Harassment Counseling Centered training



## HEALTH

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.1.4. Making gender equality based satisfaction survey study on health services of Municipality.	Short-medium term	Directorate of Social Welfare Affairs, other related directorates		Survey results
	1.2. To develop preventive health services for public health.	<p>1.2.1. Organizing training courses and awareness raising meetings on first aid, women's health (fertility health, family planning, gynecological diseases, etc.) in Çankaya Houses, Spring Houses, Women's Shelters, Municipal Public Health Center.</p> <p>1.2.2. Making HIV tests and increasing awareness on the issue.</p>	Short-medium term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs	CSOs, universities, Çankaya District Directorate of Health	The number of women participated in awareness raising meetings, the number of women who have a health screening. Survey results
		<p>1.2.3. Improving and disseminating home care services.</p> <p>1.2.4. Considering violence against women and domestic violence as a health problem during home visits for home care services, and providing necessary guidance.</p>	Medium term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs		Number of people benefit from home care services



HEALTH						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.2.5. Carrying out health screening for elderly and children. Removing barriers to accessibility of municipal health services.	Short-medium term	Directorate of Social Welfare Affairs		The number of people benefit from health services
		1.2.7. Identifying the neighborhoods which benefit less from protective and preventive health services and developing health services for these neighborhoods.	Medium term	Directorate of Social Welfare Affairs, Directorate of Muktharship Affairs		The number of identified neighborhoods
		1.2.9. Providing dental health services for pregnant women.	Short-medium term	Directorate of Social Welfare Affairs		The number of women benefit from dental health services
		1.2.10. Encouraging women and girls to do sports. Rearranging municipality's parks as women can do sports. Opening a swimming pool.  1.2.11. Encouraging women and LGBTI to do sports.	Short-medium term	Directorate of Parks and Gardens, Directorate of Technical Works, Directorate of Social Welfare Affairs, Directorate of Cultural and Social Affairs		The number of rearranged parks


**HEALTH**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.2.13. Organizing trainings on prevention of any kind of addiction and awareness raising meetings.	Medium Term	Directorate of Social Welfare Affairs, Directorate of Cultural and Social Affairs		The number of trainings, the number of participants

**Timing:**

Short Term : 1 year  
 Medium Term : 1-2 years  
 Long Term : 3 years



VIOLENCE

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
1. To prevent violence against women.	1.1. To improve the capacity and quality of service of the existing Women's Counseling Center and Women's Shelters of Çankaya Municipality.	1.1.1. Increasing the number of qualified staff in Women's Counseling Center and Women's Shelters.  1.1.2. Organizing trainings for the staff of Women's Counseling Center and Women's Shelters on women's and children's rights.  1.1.3. Supporting the staff on burnout syndrome and secondary trauma, providing supervision services for the staff of the Women's Counseling Center and Women's Shelters.	Medium term	Directorate of Women and Family Services	Child protection units of universities, Women's organizations, relevant CSOs	The number of staff in Women's Counseling Center and Women's Shelters, the number of staff in Women's Counseling Center and Women's Shelters who participated in trainings
		1.1.4. Updating the web site so that violence applications could be made online.  1.1.5. Organizing meetings in order to update the web site, informing and guiding the children who are subjected or witnessed to violence.	Medium term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs, Directorate of Press and Public Relations	Relevant CSOs	Web site
		1.1.6. Increasing the number of Women's Counseling Centers and providing counseling services in Çankaya Houses.  1.1.7. Providing legal assistance for women exposed to violence who applied to Women's Counseling Center.	Long term	Directorate of Social Welfare Affairs, Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs	Ankara Bar Association-Gelincik Center	The number of Women's Counseling Centers




**VIOLENCE**

Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
		1.1.11. Relocating the existing women's shelter and/or improve its conditions	Medium-long term	Directorate of Woman and Family Affairs, Directorate of Technical Works, Directorate of Reconstruction and Urban Development		
		1.1.13. Removing barriers to access Women's Counseling Center and Women's Shelters for physically disabled women and transgender women.	Medium term	Directorate of Woman and Family Affairs, Directorate of Technical Works	Women's and LGBTI organizations	
		1.1.14. Organizing meetings to ensure sharing knowledge and experience between the co-workers of Women's Counseling Center and Women's Shelters of Çankaya Municipality and related CSO's.	Short-medium term	Directorate Woman and Family Affairs	Women's and LGBTI organizations, co-workers of Women's Counseling Centers and Women's Shelters of other municipalities	The list of participants in meeting and meeting minutes
		1.1.15. Developing partnerships and cooperation and projects for establishing support mechanisms for women after leaving Women's Shelters.	Medium term	Directorate of Woman and Family Affairs, all related directorates	CSOs and universities, Ministry of Family and Social Policies	The number of projects developed
	1.2. To prevent gender-based violence- discrimination and mobbing in Çankaya Municipality.	1.2.1. Establishing a secretariat for co-workers of Çankaya Municipality on sexual harassment, discrimination and mobbing.	Medium term	All directorates	Universities, Labor Union, CSOs	
		1.2.2. Establishing warning and sanction mechanisms for municipal employees who engaged in domestic violence.	Medium term	Top level administration of Çankaya Municipality	Labor Union	



VIOLENCE						
Overall Objective	Specific Objective	Activity / Method	Time	Responsible Directorate	Institutions to Cooperate	Indicators
	1.3. To increase awareness on fight against violence against women in Çankaya	1.3.1. Including images about combatting violence against women, hate crimes and discrimination within the printed materials, especially the newspaper and vehicles of Çankaya	Short term	Directorate of Press and Public Relations, Directorate of Cultural and Social Affairs, other related directorates		Printed materials
		1.3.2. Organizing activities to increase awareness on November 25, International Day for the Elimination of Violence against Women.	Short term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs, Directorate of Press and Public Relations	Women's organizations, other related CSOs	
		1.3.3. Preparing and distribute brochures and booklets about women's rights and violence against women to couples who apply for marriage	Short term	Directorate of Women and Family Affairs, Directorate of Press and Public Relations,		The number of brochures and booklets distributed
		1.3.4. Developing activities for tradesman about awareness against violence and information on gender equality, distributing brochures and booklets.	Short-medium term	Directorate of Women and Family Affairs, Directorate of Cultural and Social Affairs	Women's and LGBTI organizations, tradesmen in Çankaya, chamber of drivers	The number of tradesmen who participated in activities on awareness raising against violence and gender equality information sessions, the number of brochures and booklets distributed

**Timing:**

Short Term : 1 year  
Medium Term : 1-2 years  
Long Term : 3 years





**Çankaya**  
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Women and Family Services Directorate