



**Based on ALDE Conference, Co-organised by KAGİDER and TÜSİAD,  
Initiated by ALDE MEPs Diana Wallis and Gesine Meissner**

## **A 2020 GENDER PERSPECTIVE FOR THE EUROPEAN UNION AND TURKEY**

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# A 2020 Gender Perspective for the European Union and Turkey



**Initiative by**

**ALDE MEPs**

**Diana Wallis**

**&**

**Gesine Meissner**



“A 2020 Gender Perspective for the European Union and Turkey” conference aims to highlight and examine some of the major challenges for Gender Equality in 2020, both for the EU and for Turkey.

Some lessons can be learnt from the EU Roadmap for Gender Equality 2006-2010. Policymakers will carefully consider such topical issues as employment for women, parental leave, the impact of the economic crisis on both women and men, impact assessments of DAPHNE programmes and violence against women, before turning to the question:

Do we need a new framework for gender equality by 2020 on both sides of Europe - East and West?

Making comparisons between the EU and Turkey could be useful in order to reach some conclusions on the above issues, and will certainly throw light on some of the most sensitive criteria relative to the EU accession progress and enlargement.

## **ALDE Raises Issue of the Role of Women in EU-Turkey Relations**

Today the ALDE group is organising a conference on gender related issues between the EU and Turkey - "A 2020 Gender Perspective for the EU and Turkey" on the initiative of two ALDE MEPs Diana Wallis (UK, Lib Dem) and Gesine Meissner (FDP, Germany) and with co-participation of TÜSİAD (Turkish Industry & Business Association) and KAGİDER (Women Entrepreneurs Association of Turkey).

Diana Wallis said that "gender equality remains a major challenge for Turkey but it is hugely encouraging that steps are being taken in the right direction, e.g. a gender equality committee in the Turkish parliament has been established and the number of women MPs in the Turkish parliament more than doubled in the last elections."

"It is clear that gender issues are not restricted to Turkey and a lot remains to be done within the EU. This seminar gives us the opportunity to learn from each other and to analyse some lessons taken from the DAPHNE programmes and the 2006-2010 Road Map."

Gesine Meissner, co-sponsor of the event added:

"In the ongoing discussions about Turkey's future membership in the EU there is still a lot of prejudice to find on both the European and the Turkish side. Europeans are especially concerned about gender equality and the role of women within Turkish society - concerns that can best be met through dialogue with Turkish women. Getting to know the other perspective and talking about a common gender perspective for the future is the added value I expect from this conference."

The conference aims to raise awareness of the fact that the gender dimension should be included in the EU 2020 Strategy and would contribute to better benchmarking and political visibility on gender-equality specific targets. Speakers from the UN Development Programme office in Brussels, European Commission, the Spanish Presidency, European Training Foundation, KAGİDER, TÜSİAD, NGOs and European networks discussed the issues of equal access for both genders to education, the labour market, leading positions and decision making.

# FOREWORD OF TÜSİAD & KAGİDER

*TÜSİAD (Turkish Industry & Business Association) is a civil society organization established by Turkish industrialists and businessmen in 1971 in order to represent the business world.*

*TÜSİAD aims to contribute to the formation and development of a social order based on the adoption of the universal principles of human rights, freedom of thought, belief and action, a secular state of law, concepts of participatory democracy, a liberal economy, the rules and regulations of a competitive market economy and a sustainable environmental balance.*

*TÜSİAD works to achieve the realization of the main objectives stated above based in the belief that businessmen working in line with the targets and principles envisaged by Atatürk guided by a concept of Turkey's reaching and surpassing the norms of contemporary civilization and holding to the equality of men and women in politics, the economy and education, comprise a pioneering and enterprising group in society.*

*As a representative body of the Turkish business world working for the public good, TÜSİAD strives to manifest activities to*

*KAGİDER (Women Entrepreneurs Association of Turkey) was chartered in September 2002 by 37 successful women entrepreneurs. Its mission is developing entrepreneurship among women to strengthen their status economically and socially and its vision is creating a world in which women produce and establish their existence freely and play an effective role in decision-making processes.*

*Today, KAGİDER, having 200 members, all active in various sectors, focuses on projects to develop entrepreneurship among women as well as their economic, social and political development.*

*KAGİDER is in close communication with the regional and international women organizations and is a member of European Women's Lobby (EWL), which is a roof organization that includes 4000 women associations in Europe, Worldwide Network of Women Business Owners (FCEM), Association of Organizations of Mediterranean Businesswomen (AFAEMME), The International Alliance of Women (TIAW) and Balkan Women's Coalition.*

*KAGİDER has two main concentrations, which are "entrepreneurship and leadership activities" and "advocacy activities for the women empowerment". Within its first concentration, KAGİDER conducts several projects, provides incubation and mentorship support and*

*entrepreneurs in conformity with the universal principles of business ethics; TÜSİAD constantly aims for progress and enhancement based upon continuous improvements in Turkey's competitiveness, social welfare, employment and productivity, as well as the country's capacity for renewal and the scope and quality of education and training during the globalization process.*

*TÜSİAD contributes to the formation of national economic policies by correctly evaluating regional and sectoral potentials in Turkey's economic and social development in an environment in which social peace, compromise and reconciliation is maintained. TÜSİAD contributes to the promotion of Turkey globally and supports the EU accession process through efforts to develop international political, economic, social and cultural relations as well as communication, representative and cooperative networks. TÜSİAD conducts research, forms views, and develops projects and activities in the context of accelerating international integration and influence-building, regional and local development.*

*TÜSİAD aims on behalf of the Turkish business world to encourage and develop a unity of thought and action in line with these objectives through the direct and indirect dissemination of its views and*

*organizes training programs for the (potential) women entrepreneurs and seeks to strengthen women entrepreneurship and increase the number of women entrepreneurs in Turkey, as well as creating a consciousness among the young girls and promoting them to have a better education and step into the business life. Since 2002, KAGİDER has empowered women and leveraged their influence on Turkey's economic and social landscape through entrepreneurship training.*

*Under its second concentration, KAGİDER conducts advocacy activities for making women more effective in social and political life and achieving gender equality in all aspects of life. Those advocacy activities cover women empowerment and contributing to Turkey's EU accession. In this context, KAGİDER organizes national and international panels, conducts research, holds campaigns, publishes press releases and makes cooperation with national and worldwide NGO's in order to achieve its goals and be more effective in both national and international arena. KAGİDER, moreover, has become a reference point for the government in terms of expressing its views to different overnment bodies about women issues.*

*KAGİDER believes in and supports Turkey's admission into the EU. As a civil society organization, it has actively participated in the accession process and aims at proceeding to take an even more*

*recommendations to the Turkish parliament, government, other states, international organisations and public opinion, through the press and other means.*

*TÜSİAD, in accordance with its mission and in the context of its activities, initiates public debate by communicating its position supported by scientific research on current issues.*

*active part in the future as well. The activities targeting the EU dialogue are centered in KAGİDER's Brussels office which is an active player in Turkey's lobbying activities. KAGİDER is the first woman NGO in Turkey, which as a representative office in Brussels. Established in March 2008, KAGİDER EU Brussels office became a very important voice in Brussels and held many activities for promoting gender equality as well as Turkey's accession to the EU.*

*\* \* \**

*The following report entitled "A 2020 Gender Perspective for the European Union and Turkey" is the transcript of the conference initiated by ALDE (Alliance of Liberals and Democrats for Europe) and co-organised by KAGİDER and TÜSİAD in 5 May 2010, in the European Parliament - Brussels.*

*March 2011*



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## Inspiration

### Feminising Turkey-EU Debate



**Elif Shafak**

I am a storyteller. That is what I do in life: writing novels, telling stories. I believe the ancient art of storytelling is primarily about connections. These connections are already out there, we don't have to invent them. We just need to see them and show them. Connecting people. connecting destinies. connecting sorrows and joys. That is why, surprisingly, in the debate between Turkey and EU; storytellers can have a lot to say.

And here is part of my story: I was raised as a single child by a single mother. At the time, in Ankara in 1970's, that was very unusual. Our neighbourhood was full of large families where fathers were unquestionably the heads of their households. There weren't any other divorcees like my mother who chose not to get married again and decided to raise their kids on their own. I grew up observing the difficulties my mother faced as a "woman without a man to look after" in a patriarchal society. Perhaps it made me more aware of gender issues.

Around the time I was eight years old, my mother became a diplomat. After that she and I travelled together, living in Madrid-Spain, Amman-Jordan, and Cologne-Germany. In my early twenties, I moved to Istanbul and lived and wrote there until I went to the USA where I lived in Boston, Michigan and Arizona. One part of me has always been a nomad.

Whenever I think of my writing I like to borrow a metaphor from the great poet and mystic Rumi who talks about living like a drawing compass. One leg of the compass is static. It is fixed and rooted in a certain spot. Meanwhile, the other leg draws a huge wide circle around the first one, constantly moving. Just like that, one part of my writing is based in Istanbul. It has strong local roots. Yet at the same time the other part travels the whole wide world, feeling connected to several cities, cultures, and peoples. In that sense I like to think of my fiction as both local and universal. Both Eastern and Western –from "here" and "there".

I also like to blend oral culture with the written culture. In my country, oral culture is a womanly domain. Stories, lullabies, tales, cooking recipes and family secrets, amongst other

things, are ferried from one generation to the next, from grandmothers to granddaughters. When it comes to the written culture, however, things are very different. That is regarded as a manly domain. Most people who write and publish in Turkey are men. Journalists, opinion-makers, columnists, writers, poets, editors, critics, and so on. In the world of the written word women are less visible and less audible.

Nonetheless, when I ask myself who exactly reads these books, the answer is often “women”. Women read a lot. And perhaps more passionately. In Turkey the overwhelming majority of fiction readers happen to be women. When they like a book, they make the people around them read it too. So it looks to me as if men write, women read. And this is one thing that I would like to see changing. I would like to see more women writing books and more men reading stories and novels.

Therefore, I believe in the beauty and significance of blending oral & written culture, here & there, me & the Other. Those who advocate “The Clash of Civilizations” tell us that this is hard, if not impossible. They particularly say that the Islamic culture and Western democracy are like oil and water. They can not mix. As a storyteller, the reality that I see is different. To me West and East are like rose petals and water. Together, they can make beautiful rosewater.

Can a country with a Muslim majority, Ottoman past and secular regime join Europe? I believe it can. If this can be done, it will have positive consequences not only for Turkey, but also for Europe in the long run. If Turkey and EU can realize this amalgamation, it will also be a much needed positive signal for the whole world.

It all depends on how we see identity. Each and every one of us belongs to a culture but this is not an obstacle for us to also see ourselves as world citizens. We need to develop better and stronger cross-cultural belongings. The boundaries of Europe are far more flexible than the Maginot Line in the minds of populist politicians. If “European identity” is seen as a solid, static and monolithic category, it will become antagonistic and create a duality between “us” and “them”. Instead there should be “European belongings” –flexible, dynamic, renewable, colourful, rich. A union of different elements under the same supranational bond.

The dialogue between Turkey and EU cannot be left to solely politicians or diplomats. In order to overcome the cultural ghettos of the 21st century and overcome our fear of the Other, we need to bring many more women, and more artists & writers into the debate.

## Contributions



**Karin Riis-Jørgensen,  
Former ALDE Member of the European Parliament  
Denmark**

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**This conference has continued the good tradition in organising conferences in the European Parliament together with KAGİDER and TÜSİAD during the last decade.**

Exploring the women of Turkey, has given me an interesting and different picture of Turkey. In good cooperation with well driven and professional organisations in Turkey, I have had the pleasure and honour, several times, to meet the most fantastic, intelligent and strong women. And I have heard their stories - stories we all should and must know.

## Contributions



**Esra Tekil,  
Board Member  
KAGİDER - Women Entrepreneurs  
Association of Turkey**

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While gender equality is still a longstanding issue in most of the countries of the world, including the member states of the European Union, it is quite important to create awareness about gender related problems and to search for applicable solutions by mutually sharing our local knowledge and experiences. Therefore, I believe that ALDE's seminars on women issues are an appreciable support to create such an awareness at the European Union's side and these activities need to be continued with the participation of larger audiences in the future for especially showing the negative impacts of the gender discrimination on the democracy and the human rights.

Today, we know that women do not practically have the opportunity to benefit from the same chances with men in their access to the labour market and their active participation in the political arena. The access of women to the labour market is still too low compared with men in many countries including some of the members states of the European Union; and the statistics clearly show that these rates should be increased for the economic and social growth of the countries in question. The same result appears in terms of the existence of women in the political life and the policy making process. The whole picture concerning women clearly shows that there is still a long way to go in terms of ensuring equality between women and men both socially and economically; and that the determination of the governments and the official authorities is extremely important to achieve this objective.

We should anyhow realize that “democracy” may never exist without ensuring “gender equality” in all fields of life. All these facts listed above, require the national governments and the official bodies both in and outside the European Union, to formulate applicable long-term strategies to ensure a “complete equality” between women and men; and to show their sincere commitments and target oriented actions with regards to the gender equality issue that forms the basis of democracy and human rights in the modern world. Therefore, I believe that gender equality and the existing problems related with gender discrimination must “seriously” and “sincerely” be one of the major targets of the national governments’ and the European Union’s strategies for the next decade.

## Lessons learned from DAPHNE programmes reported by the European Commission

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An important step that the EU has taken to reinforce our actions to combat violence against children and women was to adopt a new and strengthened phase of the Daphne Programme in 2007, the Daphne III Programme.



The Daphne Programme is a European Community financial programme, managed by the European Commission, with the objective to prevent and combat violence against children, young people and women and to protect victims and groups at risk. Daphne has been an effective instrument to combat violence since its creation in 1997 and has since then funded more than 500 projects that have worked to protect from, and to prevent, various areas of violence against children, young people and women.

Daphne Toolkit website:

[http://ec.europa.eu/justice\\_home/daphnetoolkit/html/welcome/dpt\\_welcome\\_en.html](http://ec.europa.eu/justice_home/daphnetoolkit/html/welcome/dpt_welcome_en.html)

It contains descriptions of funded projects, contact details of project partners and publications produced by the programme, including thematic booklets on different kinds of violence against women and children.

The programme takes a holistic approach to the fight against violence in Europe. Actions implemented under the programme tackle violence comprehensively from the angles of prevention, protection, support and rehabilitation. The programme covers all types of violence against children, young people and women. Indeed, the programme takes a broad rights-based approach to violence, which allows Daphne projects to explore in detail the many faces of violence and the specific national, regional and local forms it predominantly takes. The Daphne financial programme is a valuable tool to base on and to complement future EU initiatives on combating violence against women and children.

## **Europe 2020: Commission proposes new economic strategy in Europe**

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The European Commission has launched in March 2010 the Europe 2020 Strategy to go out of the crisis and prepare EU economy for the next decade. The Commission identifies three key drivers for growth, to be implemented through concrete actions at EU and national levels: smart growth (fostering knowledge, innovation, education and digital society), sustainable growth (making our production more resource efficient while boosting our competitiveness) and inclusive growth (raising participation in the labour market, the acquisition of skills and the fight against poverty). This battle for growth and jobs requires ownership at top political level and mobilisation from all actors across Europe. Five targets are set which define where the EU should be by 2020 and against which progress can be tracked.

The Europe 2020 Strategy sets out a vision for Europe's social market economy over the next decade, and rests on three interlocking and mutually reinforcing priority areas: Smart growth, developing an economy based on knowledge and innovation; Sustainable growth, promoting a low-carbon, resource-efficient and competitive economy; and Inclusive growth, fostering a high-employment economy delivering social and territorial cohesion.

Progress towards these objectives will be measured against five representative headline EU-level targets, which Member States will be asked to translate into national targets reflecting starting points:

- 75 % of the population aged 20-64 should be employed.
- 3% of the EU's GDP should be invested in R&D.
- The "20/20/20" climate/energy targets should be met.
- The share of early school leavers should be under 10% and at least 40% of the younger generation should have a degree or diploma. .
- 20 million less people should be at risk of poverty.

Further information on:

<http://ec.europa.eu/eu2020>



## Women in Turkey

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Respecting human rights, including women's rights, is a sine qua non for EU membership and "Human rights, including women's rights, should be central at the agenda for the negotiations with Turkey" say Members of the European Parliament in an own-initiative report: The role of women in Turkey in social, economic and political life (A6-0003/2007 - INI/2006/2214) (13 February 2007).

The European Commission's regular report on Turkey's progress towards accession (2009) identified, as regards the situation of women, the following main areas of concern: violence against women, particularly domestic violence and crimes of honour and tradition, a high illiteracy rate, a low level of participation by women in parliament as well as in local representative bodies, and a low level of women's participation and a prevailing discrimination in the labour market.

The European Parliament acknowledged the positive role played by civil society in accomplishing the recent legislative reforms and recognised that, for democratic changes to be realised, information and mobilisation of the whole political class, civil society, religious communities and the media is needed.

The EP called on the European Commission, to initiate and support, in cooperation with the Turkish government, debates within Turkish society on women's rights, and particularly on violence, illiteracy and the right to education, especially in rural and disadvantaged areas.

The Commission, and the Turkish government, must acknowledge the role of women's rights organisations as partners of the government and support them and provide them with sufficient funding and to ensure their independence, in line with European Union practice.



## **A 2020 Gender Perspective for the EU and Turkey**

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**European Parliament - Brussels**  
5 May 2010

Opening by Diane Wallis, ALDE MEP:

“Traditions and Objectives in the Liberal Approach to Equal Opportunities Policies”

### **Session I: Gender Policies and Debates in the EU and in Turkey**

Chair Person: Diana Wallis, ALDE MEP and Vice-President of the European Parliament

Zafer A. Yavan, TÜSİAD Secretary General

Ayla Sevand, KAGİDER Vice-President

Nicola Harrington-Buhay, Deputy Director of UN/UNDP Office Brussels

Renatas Maeika, Head of Unit Fundamental Rights and Citizenship, European Commission

### **Session II: Challenges- 2020 for civil society**

Chair Person: Bahadır Kaleağası, International Coordinator and EU Representative of TÜSİAD

Tijen Mergen, KAGİDER Executive Committee Member & Chief Marketing Officer of Doğan Press Group

Nur Ger, TÜSİAD Gender Equality Working Group Chair

Ümmühan Bardak, European Training Foundation, Labour Market Expert

Cécile Gréboval, European Women's Lobby, Programme Director

Capitolina Díaz, Director General of Equality in Employment, Spanish Presidency of the EU

Viviane Hoffmann, Cabinet of the Vice President Viviane Reding, European Commission

Closing remarks by Gesine Meissner, ALDE MEP

“Equal Opportunities and Gender Sensitive Policies for the Next Decade in Turkey and in the EU”



S E S S I O N

GENDER POLICIES AND DEBATES IN  
THE EU AND IN TURKEY





## Traditions and Objectives in the Liberal Approach to Equal Opportunities Policies



**Diana Wallis**  
**Vice President of the European Parliament**  
**Member, Liberal Democrat**  
**Yorkshire and the Humber**

It is my great pleasure to welcome you here on behalf of the ALDE group. I am glad that we have with us today a number of distinguished guests and it is a huge privilege for us that we are running this event together with KAGİDER and TÜSİAD.

To set the context of today's proceedings, the EU has had a roadmap for gender equality, which has run from the year 2000 to 2010. It is clear that as policy makers, in the Commission and here in the Parliament, we need to continue to take account of many issues regarding gender equality: employment of women, parental leave and how the economic and financial crisis impacts particularly on family and women. We need to think about how EU programmes like DAPHNE have worked, as well as considering the issue of violence against women, which has of course been a priority of the Spanish Presidency. But we also have to ask ourselves the question, do we need another roadmap to follow on or should this whole issue be an integral part of the so-called 2020 economic strategy for the European Union? Within that, how can the

comparison between the European Union and Turkey assist us in many of the difficult and sensitive questions that we have to deal with to do with Turkey's accession process and the enlargement of the Union in general?

Now, I approach it from the basis of the ALDE group, which is very much in favour of Turkish accession to the European Union. When our political family met in Barcelona last autumn, we had an important resolution welcoming the steps that Turkey was making towards accession. Obviously there were some concerns about freedom of expression in the media, and there are also still issues to do with gender equality. It poses a challenge for Turkey and it poses a challenge for us in the European Union, especially when we think of issues like how the labour market is structured, equal pay and the huge gap that still exists, and the participation of women in political life.

I was very pleased that we recently had a visit here in the Parliament from Mrs Güldal Akşit, the chairwoman of the Equality Committee in the Turkish Parliament. She brought with her a cross-party group of Turkish parliamentarians. Talking to them reminded me that the problems and challenges that the EU and Turkey face are, in many ways, no different. For instance regarding the participation of women in political life, in the Turkish elections in 2007, the percentage of women in the parliament went up from 4% to just above 9%. In the UK between the 1992 and 1997 elections we went from 9% to 20%. Tomorrow we have elections in the United Kingdom and I doubt we will get beyond 25%. This is why I say we have similar problems; none of us are immune and even the so-called Mother of Parliaments in London does not make a very good impression when it comes to gender equality. As we have such things in common, maybe we can learn from comparisons and from experience.

Likewise, I think it was interesting here in Brussels last autumn, in the European Union itself, there were four top posts to be filled: the President of the Council, the President of the Parliament, the High Representative and the President of the Commission. Of course, out of those four posts, ultimately, one was a woman, but it took a lot of effort from a number of our colleagues from the Parliament to achieve this. We actually put on ties, brandished documents saying CV and marched down to the Council the day before the final decision was made. I think there was no doubt that our personal demonstration assisted in Mrs Ashton's appointment, which shows that sometimes direct action is necessary. But one out of three is not good enough, and I think it is also telling that Mrs Ashton has not had an easy ride since. However, I think it is marvellous that we now do have a woman dealing with foreign affairs for the European Union. If you hear her talking about things like the earthquake in Haiti, of course it is a different tone to that we are normally used to. How many foreign ministers who are women are there in the European Union countries? Just one. So Mrs Ashton looks different and sounds different, and that is good, but there is still a lot of progress to be made.



Then, of course, we have to think about the EU 2020 strategy. This is set out by the Commission as an economic strategy to define how to make the internal market work better, unblocking some of the roadblocks to allow Europe to flourish economically. That is as important for the EU as it is for Turkey as a special partner (and hopefully, ultimately, as a member of the EU). But it is very interesting that in that 2020 strategy document, if you look at it, there is currently not one mention of gender issues. How are you going to make Europe's economy successful if you do not involve and underline some of those issues about the full participation of women in the market place, in the workplace and in the decision-making process? Once again, the EU is not always as good as it should be. This is why I think that Turkey can help us, we can help Turkey and it should be a mutually beneficial process.

## The Importance of Gender Equality Policies for Turkey



**Zafer A. Yavan**  
**Secretary General**  
**TÜSİAD - Turkish Industry & Business Association**

It has always been a great honour and pleasure for TÜSİAD to be a partner of the conferences that take place in the European Parliament since 2006.

The topic of the conference, “A 2020 Gender perspective in the EU and in Turkey” is at the core of TÜSİAD’s vision for Turkey.

Today, TÜSİAD represents over 60% of the Turkish economy’s added-value, 80% of Turkey’s exports and 85% of the Turkish state’s corporate tax revenue. As one of the most influential organisations of the Turkish business world and a member of BUSINESSEUROPE, TÜSİAD is committed to promoting a Turkey that is more competitive globally and is a member of a more competitive European Union. We expect the European Union to support entrepreneurship, innovation, social development and sustainable growth, and therefore to generate more and more jobs.

This is why gender equality is a priority for us, not only as the fundamental value of our democracy but also because the empowerment of women is a key driving force which can enable us to reach the goals of the EU 2020 Strategy.

The membership process of Turkey to the EU has played an influential role and will continue to be a triggering factor in terms of women’s rights in Turkey, alongside the insistent efforts of NGOs, particularly women’s organisations.

As the progress reports prepared by the European Commission address, gender equality remains a major challenge in Turkey despite notable examples of high-level presence of women in Turkish society. The rate of women’s participation in the labour force, employment and access to education are still among the lowest in the EU and OECD countries. At the other end of the spectrum, women’s participation in certain professions, as lawyers, professors and doctors is

relatively strong. The number of women in top management levels at multinational and national companies in Turkey is also worth mentioning. However, we still need to have a comprehensive strategy to increase women's employment in Turkey. I will not go into detail on this issue since it will be addressed in the presentation of Ms. Nur Ger, Chair of the TÜSİAD Gender Equality Working Group.

Participation of women in the political decision-making mechanism is one of the most crucial elements not only for democracy and development, but also for its impact on decision making at all levels, from the family, to the nation, to the international community. There is an ultimate need for female role models in positions of power and decision-making roles. After the last elections held in 2007, the proportion of women in the parliament has doubled to 9%. Although the current situation is definitely far from gender parity, it is a positive step forward. We know that temporary special measures like quota systems have been implemented by many countries and in Turkey we, as representatives of NGOs, aim to continue our persistent efforts to bring these temporary measures to the agenda of the Turkish political parties.

Although men continue to hold a monopoly over Turkish politics and are the majority in the labour force, women in Turkey are taking more and more important roles in the economic and social life. This is very positive for social progress and sustainable economic welfare. Participation of women in politics, the economy and social life is a crucial determinant of democracy and the development level of any country. We know that the main goals of the European Union are full employment, a high level of social protection, long-term economic growth and sustainable development in a knowledge-based society. As there is progress in supporting active participation of women in the labour market and in reducing gender gaps in different spheres of life, we believe that Turkey will contribute to the social and economic welfare of the EU.

As TÜSİAD, we published two reports in 2000 and 2008. The second one, which was prepared in collaboration with KAGİDER, included subjects related to the EU framework and Turkey's candidacy from the standpoint of gender equality. In addition to seminars that we realise in Turkey, we have been organizing seminars in the European Parliament since 2006. I believe that these seminars provide a valuable platform to discuss the latest developments and exchange of views on the steps that should be taken towards gender equality. The distinguished speakers here today will thoroughly tackle all these issues.

Thank you very much for your presence and contribution to this event today and I wish you all a fruitful debate.

## Women's Voices in the EU and in Turkey



**Dr. Ayla Sevand,  
Vice-President**

**KAGİDER - Women Entrepreneurs Association of Turkey**

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KAGİDER is committed to Turkish membership of the EU and believes that this process has allowed a lot of development for women's rights in Turkey. However, we still face some challenges, namely limited political commitment to solve the problem and the traditional mindset of the population. KAGİDER has launched several plans and campaigns to improve the situation.

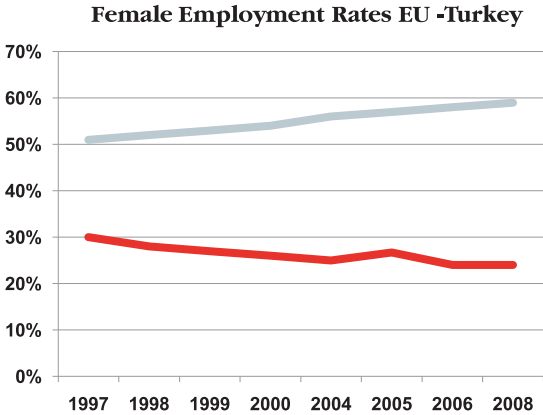
In Turkey, only 6 million out of 24 million women of working age are employed, and this rate has decreased in the last decade from 30% to 23%. According to the Lisbon strategy, the number we need to reach is 60%, which means jobs for 8 million more women. In order to reach this objective, KAGİDER launched a campaign in March to increase the employment rate of women in Turkey. The main objective of this campaign is to raise awareness among politicians, employers, women, civil society organizations and the media, and to help them take action to improve the employment rate of women in Turkey. The next elections will be held in 16 months and KAGİDER intends to ask politicians then what they have done to improve the situation.

Child care is a critical factor helping women to participate in the labour market and KAGİDER is working on the development of a plan for care and support services with the Minister of Labour and Social Security. According to this plan, child care expenses will be tax exempted for both employers and employees. The plan has three main goals: to facilitate women's participation in the labour market, to create new jobs (especially in services) and to turn the informal economy, which is dominated by women, into formal activity.

KAGİDER has a separate plan related to the private sector, because in the private sector there is no provision for gender equality in working conditions. KAGİDER therefore aims to check and evaluate the ways in which corporate policies might be based on gender equality.

Another project stated by KAGİDER is called "Learning my Rights". We have seen some progress in the field of gender equality and laws have been passed, but there is a gap between law and practice. KAGİDER therefore organises visits, meetings and workshops in different Turkish cities, in order to make women aware of this legislation and of their new rights.

## Comparing Female Employment Rates



**\*\* Female employment is continuously rising in the EU, while it is falling in Turkey. The Gap is widening!**

## WE WANT A JOB



## Women Employment Campaign by KAGİDER



KIDS. THAT'S NOT WHAT WE CAN ONLY PRODUCE.

**WE WANT A JOB**

## WE WANT A JOB



**WHAT HAVE YOU PLANNED FOR 8 MILLION OF US?**

[illegible]

## WE WANT A JOB



**DON'T JUST TELL US WHAT TO CONSUME.**

[illegible]

## WE WANT A JOE



## Gender from an International Perspective following the Millennium Development Goals



**Harrington Bugay,  
Deputy Director UN/UNDP Office Brussels**

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This meeting falls between two important events; one is the fifteen year review of the Beijing Declaration and Platform for Action (March 2010), and the other is the ten year review of the UN Millennium Development Goals (MDGs), which will take place in September. There are two specific gender MDGs for women, MDG 3 () and MDG 5 ().

It is a highly appropriate moment to be reviewing gender from an international perspective. This discussion comes between two international events: the 15-year review in March of the Beijing Declaration and Platform for Action, agreed in 1995 at the Fourth Conference for Women, and the 10-year review of the Millennium Development Goals, to halve world poverty by 2015, that will be held in September 2010 in New York.

As a reminder, there are two gender-specific MDGs. MDG 3 tackles gender disparity in education, with indicators including the ratio of girls to boys in school, the share of women in salaried employment outside agriculture, and the proportion of seats held by women in national parliaments. MDG 5 reduces by three quarters maternal mortality and aims to achieve universal access to reproductive health by 2015.

There is of course a close link between the Beijing Platform and the MDGs. Both recognize that gender empowerment has an intrinsic value in its own right, and also that sustainable routes out of poverty require women to be full beneficiaries of and contributors to progress.

What is this progress? With fifteen years since Beijing, and five years to go for the MDGs, clearly there has been progress globally, but it has been slow and uneven:

Gender parity in education is improving, but there are still large disparities and, worryingly, widening gaps;

The progress towards MDG 5 shows the least progress thus far of all MDGs: somewhere in the world, a woman dies every minute from complications related to childbirth or pregnancy – and this is entirely preventable;

There are more women than ever in the workforce. However, many are in poorly paid jobs with few rights or protection. There are clear gender gaps in wages, job stability and access to social protection - all critical elements of the UN's Decent Work agenda, which Europe has championed internationally;

More women than ever hold political office – over 40% in Rwanda, Sweden, Cuba, Finland and Argentina. Yet the global average of 18.6% is far from the 30% target set in Beijing. At the current pace of change, it would take until 2045 to reach the international target – a long time to wait....

Other pressing concerns have emerged on the international agenda since Beijing: I will refer to two: a) gender-based violence and b) today's crisis.

The eradication of violence against women is now a stated political priority at global, regional and national levels. It is ten years since the United Nations Security Council passed its landmark Resolution 1325 on women and peace and security that endorsed women's full participation in post-conflict decision making. The UN Secretary General launched his campaign "UNiTE to end Violence against Women" and named ex-Commissioner Wallström as his first Special Representative on sexual violence in conflict.

Yet despite significant increases in political attention, we know that violence against women persists in all countries and regions, in peace time and in conflict, with devastating consequences on individuals and communities. Studies show that violence can result in a loss of income equivalent to 25-30% of the monthly income of poor households. We are only at the beginning of what must be done: UN research shows that in ten major recent peace processes, women constituted only 6% of the negotiators and 3% of the signatories. Yet women, given a fair go, are tremendous agents of change and forces for peace and development.

A second major concern is the impact of the economic crisis. In fact, the developing world faces three interlinked crises: the global downturn, the effects, already felt by many, of climate change, and the now largely forgotten but nevertheless real and continued effects of earlier hikes in food and fuel prices.

These crises are challenging progress made in poverty reduction and gender equality. Their impact is not gender neutral. While more men may become unemployed as a result of the economic crisis, unemployment among women is more persistent – once out of a job, it is



harder for women to get back into the workforce. In the United States of America, in a recent survey of 630 domestic violence shelters, 75% reported an increase in women seeking help for abuse since Sept 2008, the start of the major downturn. 60% of the world's poor are women who depend on their natural environment to earn a living and feed their families.

Women's voices clearly need to be heard more on a range of global issues.

This leaves us with a lot of questions internationally:

Despite Beijing, the exclusion of women in much of global, national, even household decision making seemingly remains the rule rather than the exception;

What does the tragic lack of progress on preventing maternal mortality say about the priority given to financing and otherwise addressing women's needs?

What do the unequal consequences of today's economic situation tell us about the upholding of international norms and standards, including the Decent Work agenda of the ILO?

## **Lesson Learning**

I was struck in Beijing+15 by the emphasis placed on sharing best practices and learning lessons.

What lessons can we take from Rwanda on how to close the gap in politics and leadership faster? Indeed, what lessons can be learned from Turkey, which has started to accelerate the closing of that gap from a low base? Useful experiences lie across the globe: there are not some countries that "learn" whilst others "teach"...

Surrounded here by experts on the region, let me just refer to recent work by UNDP on enhancing women's political participation in the CIS and Eastern Europe<sup>1</sup>: This gives a fascinating account of an array of affirmative actions used to counteract obstacles, ranging from addressing political party cultures, voter education, media awareness and training women candidates, building cross-party caucuses and partnerships between government and legislature, and highlighting the role of national and international women's movements. I believe after the 2009 elections, the European Parliament has been having its own reflections on a number of these issues.

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<sup>1</sup> *Enhancing Women's Political Participation: A Policy Note for Europe and CIS:*  
<http://europeandcis.undp.org/gender/show/3CCD19B0-F203-1EE9-BAFF2A9CA411CCB8>

## **What can Europe do?**

The United Nations needs a strong, visible and extroverted European Union at this time and on these issues. I will highlight three levels at which I believe EU action could be vitally important:

### **EU Policy Making**

Policy Coherence: A key lesson from the Beijing Platform for Action is the role of the enabling environment in the promotion of gender equality. This means ensuring gender sensitive policies and laws, and dedicated resources across all aspects of policy. We believe there is virtually no policy area of the EU that does not have implications for gender equity;

The global economic crisis: How can Europe use its response to the crisis to create opportunities to rebuild global, regional and national economies in ways that recognize the different impacts on women and men? Can it link economic and social policies more closely, tackle women's legal empowerment, and ensure more equitable access to financing, training and technology?

The UN in Brussels raised these issues in its response to the public consultation around the EU 2020 Strategy, emphasizing the need to reinforce its gender focus.

### **International Policy Making**

Europe must go to the High Level Meeting on the MDGs in September with renewed policy offerings - with a message that the MDGs are possible, that there exist tried and tested policies that work, and that the EU is committed to playing its part in accelerating progress. Investing in women and girls could well be the breakthrough strategy needed to accelerate the MDGs.

In a post-Lisbon [Treaty] world, the EU institutions and the Member States combined have a phenomenal array of entry points available:

Inter-governmentally the Member States can help set progressive international standards; Regionally the EU can lead the way in their implementation; With third countries, working with the UN, the EU can help build capacities of countries to meet their international obligations.

The EU has a major role in encouraging ratification and supporting implementation by all countries of the Convention on the Elimination of All Forms of Discrimination against Women, ILO conventions on equal remuneration, discrimination, workers with family responsibilities,

and maternity protection, and other relevant human rights agreements. Civil society has a vital role in keeping the population informed about the progress by governments in implementing gender equality commitments.

### **As Parliamentarians and Civil Society: Share Your Knowledge**

IKnow Politics, launched here in the European Parliament three years ago on international women's day, is the leading International Knowledge Network of Women in Politics, a partnership of the UN/IPU/IDEA and NDI<sup>2</sup> with a library of free resources and a well-established community sharing practices over five continents and among more than 5,000 people.

In Turkey, a political strategist used connections generated through iKnow to assist women interested in running for office throughout Eastern Europe. In Kyrgyzstan, another member used the website resources on fundraising and capacity building to strengthen an alliance of 50 women advocating greater representation of women in parliament. A YouTube posting of the online movie "Getting Ahead" provides testimonials from women leaders from across the developed and developing world, sharing their personal journeys in politics and strategies to succeed.

I invite all of you to engage in the iKnow politics community: [www.iknowpolitics.org](http://www.iknowpolitics.org).

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<sup>2</sup> *United Nations Development Programme, United Nations Fund for Women, National Democratic Institute for International Affairs, Inter-Parliamentary Union and International Institute for Democracy and Electoral Assistance (International).*

## Lessons Learned from the DAPHNE Programmes in the EU



**Renatas Mažeika,**  
**Head of Unit Financial Support**  
**Fundamental Rights and Citizenship**  
**European Commission**

Most people agree that violence against women and young girls is unacceptable from a human rights perspective because violence undermines the most important basic human rights of every person to life, safety, dignity and physical and mental integrity.

Despite national surveys and a number of important studies, it is still difficult to say exactly how many women and young girls are victims of violence in Europe. However, available statistical estimates leave no doubt that violence against women is a major challenge for Europe.

When you put numbers to this human suffering, the problem can be seen from a different perspective, which for many is more tangible: violence has serious financial consequences for our society with high costs for health care, social services, police and criminal justice systems and the labour market. For example, a study in the UK from 2004 (S. Walby) estimated that domestic violence against women costs British society as a whole (directly and indirectly) £23 billion per year. Applying that estimate to the whole of the European region, we reach impressive sums which should convince any decision maker to consider stronger and more coherent actions to combat violence.

But what can we really do to prevent it from happening? What can the European institutions and the governments of European states do to prevent violence against women, protect victims and groups at risk and make sure that perpetrators are being punished for their acts?

There is a growing consensus to address this problem from different angles, and to apply a "holistic" approach to interventions needed to combat violence. Actions must be taken at all levels of society, involve all relevant agencies as well as civil society, and target all European citizens of all ages.

Violence should be addressed in a similar way to how we tackle heart attacks. It should be fast, effective and result oriented. It should be concerted action taken by social services, child protection institutions, housing, police and judicial authorities. The delay in applying actions

might have severe consequences, which can lead to physical or mental illnesses and even the death of the person affected. The costs for society of any delay are enormous in both monetary and non-monetary terms.

The list is long of what needs to be done to handle such a delicate and complex problem. The measures applied should not be limited only to fighting the consequences, they should be preventive. Therefore I do not think we can emphasise enough the need to start early and educate and empower children and young people, to raise awareness and to change behavioural patterns and attitudes in families. If we do not work together at national and European level, in a comprehensive and coordinated manner, the problem of violence will continue to destroy lives from generation to generation.

An important step that the EU has taken to reinforce our actions to combat violence against children and women has been to adopt a new and strengthened phase of the DAPHNE Programme. Since 1999, the DAPHNE programme has been funding actions to combat violence against children, young people and women, and to support and protect victims and groups at risk. DAPHNE is a programme that started primarily as a response to the demand from European citizens that the EU do something to combat sexual exploitation against children and gender violence.

The programme takes a holistic approach to the fight against violence in Europe. Actions implemented under the programme tackle violence comprehensively from the angles of prevention, protection, support and rehabilitation. The programme covers all types of violence against children, young people and women. Indeed, the programme takes a broad rights-based approach to violence, which allows DAPHNE projects to explore in detail the many faces of violence and the specific national, regional and local forms it predominantly takes.

A very important characteristic of this EU instrument is the promotion of transnational multidisciplinary networks of European organisations working to prevent and combat violence or to protect and support victims to enable the exchange of experiences and best practice. This multi-agency approach is recognised in most reports and studies as one essential element in the prevention of violence.

In its existence of over ten years, DAPHNE has proved to be a highly successful and popular programme. More than 500 projects have been funded. They have included awareness-raising activities, training of key professionals, studies and grass-root actions addressing violence against women, children and young people.

The programme has been pivotal in the establishment of European networks of non-governmental organisations working in the field, such as the WAVE network. The WAVE network

includes a number of Turkish NGOs providing shelter, counselling, crisis support, intervention and legal assistance centres.

The projects also revealed that the situation related to gender violence is very serious in the EU and increased awareness among national and European politicians and institutions. This is a result of the regular discussions in the European Parliament and the calls on different EU institutions, as well as the current and future initiatives of the Commission, the Council of Europe and other international organisations. To some extent, it is also the outcome of the DAPHNE projects.

Now in its third phase, the DAPHNE III has a budget of EUR 116.85 million for the 2007-2013 perspective. The programme's funding tools are action grants and operating grants. Action grants provide financial support to transnational projects and operating grants support the functioning of an organisation for the implementation of the organisation's annual work programme.

Organisations established in Turkey could, according to the programme's legal base, participate in the programme on the condition of a memorandum of understanding signed between Turkey and the EU. However, since no such agreement currently exists, Turkish organisations can participate in the DAPHNE programme on a non-funded basis as associate partners.

The Commission is aiming to strengthen its policy response in the area of violence prevention and support to victims, and preparations on appropriate actions are underway. The Commission has recently launched two studies in the framework of the DAPHNE Programme. The first one is a feasibility study on the harmonisation of legislation on gender violence and violence against children in the EU.

The second study is on harmful traditional practices (HTP) in the EU, focusing particularly on female genital mutilation (FGM), honour crimes, forced marriages, widowhood rites and polygamy, to name some of the most obvious of these harmful traditional practices. DAPHNE has provided crucial support in creating a European network to stop FGM and supporting the first European conference on so-called honour crimes in Europe.

The purpose of this study on HTP is to break new ground for the EU and provide concrete paths forward in relation to both the harmonisation of legislation and policy and action at grassroots and governmental levels. The survey will be completed in May 2010.

As I said earlier, I think that there is a real European value added to a clear policy strategy among European states on combating violence against women. There is a vast diversity in the way European countries approach legal frameworks and non-legislative actions relating to

violence against women and I think that there is a need for more harmony among these approaches, which the EU instruments can facilitate.

Equally necessary is a consistent and systematic approach to data collection, covering the various aspects of violence against women that is based on harmonised sets of indications agreed among the European states so that reliable and accurate statistics can be extracted as a basis for policy making.

With increased resources for the DAPHNE III Programme and a stronger EU policy response, we have high hopes that we can contribute to advancing the combat against violence in Europe and at the same time to making a significant impact on gender equality.



S E S S I O N

CHALLENGES  
2020 FOR CIVIL SOCIETY



## Europe 2020 Agenda: A New Scope for Women's Empowerment in Europe



**Dr. Bahadır Kaleağası**  
**International Coordinator and EU Representative**  
**TÜSİAD - Turkish Industry & Business Association**

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Over the last two and half years, the global economic crisis has produced several after-shocks including a reversal of the progress achieved in Europe since 2000.

The European Union entered 2010 leaving behind a turbulent year of economic crisis and of new institutional reform, and found itself in the middle of a crisis of macroeconomic instability within the Eurozone, triggered by the economic situation in some member states. The EU is constantly changing in deepening its institutional powers and enlarging its geography. The global challenges necessitate and confront the continuity of this change.

Europe is now facing higher levels of unemployment, very weak structural growth, excessive levels of debt and a new culture of stability for the Euro. The economic situation is improving, but the recovery is still fragile.

At the same time, the world is moving fast. The scope, intensity and challenges of the global order are expanding while the EU has to deal with the risk of shrinking in terms of demography, market size and political influence.

The Europe 2020 strategy elaborated by the EU Commission sets out a vision of Europe's social and entrepreneurial market economy for the 21st century. It aims to show how the EU can come out stronger from the crisis and how it can be turned into a "smart, sustainable and inclusive economy" delivering high levels of human capital, employment, productivity, technology, ecological protection and social cohesion. The fight against poverty is at the core of any success in this respect. To deliver rapid and lasting results, stronger economic governance will be required.

Three levels of action are crucial from a business point of view:

- Europe's digital economy is vital to economic growth and prosperity. Information and Communications Technologies (ICTs) have driven half of the productivity growth in Europe over the past 15 years. Now a Digital Agenda comprises intertwined areas such as information and communication technologies, telecommunications and a socially inclusive and creative information society.
- Another new EU political responsibility area is Climate Action. We are in the years leading up to a greener economy, green energy and green energy technologies. The EU deems itself the pioneer of this evolution. The Western society of consumption as we have known in the last half-century is rapidly changing.
- Entrepreneurship has long been the central theme of the EU private sector. BUSINESSEUROPE, to which TÜSİAD is member from Turkey, has been pressuring EU institutions on this subject. The European business community demands more stability in the financial setting, in credit markets and tax policies, as well as support for small enterprises and a greater priority given to young and creative entrepreneurship.

The European Union is thus embarking on a new, decade-long journey with its 2020 Strategy. This ought to be a global and European action plan with clearly defined resources, implementation schedule and targets that are measurable at national and local levels.

Then comes an essential question:

Where is the role of gender equality and the empowerment of women in the Europe 2020 Strategy?

The answer is simple. It is in every single target mentioned before. The EU 2020 Strategy includes ambitious goals for European society as a whole that can only grow as an economy if the power of women is at least equally energized. The case of Turkey, a future EU Member State, is also interesting. It is full of positive and negative lessons as well as best practices.

Europe will be by far smarter, more sustainable and more inclusive with progress in gender equality. This is a real matter of global competitive advantage for Europe in the 21st century.

## Over the Gender Gap in Access to Education in Turkey



**Tijen Mergen,**  
**Board Member of KAGİDER**  
**Chief Marketing Officer of Doğan Press Group**

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This presentation is about education, which is a major challenge for Turkey, especially from the gender perspective.

Illiteracy remains a problem in Turkey, and there is a gap between men and women, with 7.7% of men being illiterate but as many as 12.3 % of women.

Primary education is mandatory and lasts for eight years. Most children, 98% of boys and 97% of girls enter school at the first grade of primary education. However, they do not all have the opportunity to stay at school for the full eight years. In some villages the local school only offers the first five grades, and for the remaining years children have to travel to cities or towns to continue their education. In this situation, families are more likely to send boys than girls. 85% of children graduate from the primary education but girls represent 7 out of 10 of those that do not.

In 2005 Milliyet, Turkish daily newspaper, launched a campaign to encourage girls to continue their education. This campaign is based on three axes: financial aid, improving the quality of the social life of girls, and enhancing and increasing people's awareness of the problem.

Regarding financial aid, one of their main ideas is to build dormitories and classrooms in the cities where the schools are located, and to rise funding for scholarships for girls. Milliyet visited several different municipalities and had contact with many local authorities, then each week they published in newspapers a map of where schools or dormitories were needed. 29 dormitories have now been built, even though at the beginning the target was 17, and overall 10.000 girls have been helped thanks to the programme.

To improve the quality of the social life of girls, in addition to national education, Milliyet organizes arts, music and sports classes, and tries to create suitable spaces for these activities.

Milliyet organizes seminars to help girls plan their future life and/or education and they also work with parents to convince them that their daughters should go to school, providing role models that could guide the children.

To reach their goals, Milliyet has established a committee gathering people from different disciplines, such as lawyers, journalists, marketing and financial workers. They support non-profit organizations and associations with the same goals and build strategies together with them.

Milliyet also launched TV campaigns and sales exhibitions to raise money. They gathered approximately 17 million Euros in this way, which was donated by 300.000 different people.

### **Presentation given during the Conference by Tijen Mergen**



#### **The Start-Of**

It is known that in our country the ratio of girls continuing their education especially after primary school is lower than boys. To deal with this problem the Ministry of Education has accelerated building dormitories for girls and initiated fund raising campaigns for girls' education such as “**Girls, Let's Go to School**” and “**Mom & Girl at School**”

In Turkey 15% of the young aged between 15-19 do not have a primary school diploma. Every 7 out of 10 young without a primary school diploma is ‘girls’\*. %12.3 of women are illiterate.

**Continuing education at secondary school level** is %58,52. The rate for the girls is %56,30 and for the boys %60,63.

**Continuing education at higher school level** is %27,69. The rate for the girls is %25,92 and for the boys %29,40.

\* 2006 Household Workpower Survey results, conducted by Dinçer and Kolaşın 2008.



## What do we aim with the campaign “Daddy, Send Me to School”

On April 23rd, 2005, we announced our campaign through our Newspaper.

We decided to support the national education campaign with “**Daddy, Send Me to School**” Our research to ensure our girls are sent to school suggested **3 main topics** to be worked on:

- 1- Financial aid
- 2- Improving the quality of social life
- 3- Enhancing common consciousness



## What should be done? 1) Financial aid

- Constructing dormitories for girls at secondary school.
- Building schools, classrooms where needed.
- Giving scholarships especially to girls at 6th, 7th, and 8th grades



## What should be done? 2- Improving the quality of social life

- Constitution of social living spaces in dormitories, and developing sports facilities
- Giving opportunities to girls to meet role models in big cities such as İstanbul and İzmir
- Contributing to girls' development through collaboration with universities
- Motivating talented girls by organizing competitions in the fields of painting, poetry and essay writing.
- Organizing private seminars on the subjects of hygiene at common living spaces, body health etc.





## What should be done?

### 3) Enhancing common consciousness



- Enhancing common consciousness by means of news about the importance of education of girls and education in general.
- Educating parents
- Announcing the best practices to public.
- Gaining local contribution and public support for girls' education



## How we have done it?

### Established strong relationships with NPOs

- We established a steering committee in Milliyet from various disciplines.
- We worked with Non-Profit Organizations (NPO) such as ÇYDD, TUKD, AÇEV, TAP.
- ÇYDD was our strategic partner in this project that we had a mutual steering committee with them and organized monthly meetings.



## What have we done so far?

### 1) Financial aid



- Education needs were determined for each city and were announced in the newspaper, (17 dormitories, 7,000 scholarships)
- Scholarships have been given to 7,156 girls for 4 years,

- 11 schools were built 8 of which were village schools.
- Building of 29 dormitories for girls were committed. 27 of them opened. Girls stay in these dormitories while continuing their education.
- The campaign was introduced through television programs and obtained financial support
- With European circulation of Milliyet, our European citizens supported the campaign and with their donations 2 schools were built in Mus
- 34 million TL (17 million EUR) fund raised in total in this campaign.





## What have we done so far?

### 2- Improving the quality of social life



- Worked with university students to add joy and liveliness to our girls' lives staying in dormitories.
- With Turkish Family Health and Planning Foundation seminars were given in dormitories on subjects such as hygiene and health in collaboration with Eczacıbaşı and İpek Kağıt

- With the financial support of Kamil Koç Buses, the social spaces in dormitories were decorated to develop girls' hobbies and music courses started.
- 60,000 books mostly donated by Milliyet were distributed to all our dormitory libraries.
- A Sport saloon was built at the back yard of dormitory in Agri Doğu Beyazıt with the support of Saran Holding.
- Painting, poetry and composition competitions were held among the "Daddy, Send me to School" girls who got scholarship and stay in our dormitories. Girls who got top 3 ranks in competition were invited to Istanbul and were presented their awards in a ceremony.



## What have we done so far?

### 3) Enhancing common consciousness



- Seminars entitled "My Child and I" were given to parents by AÇEV.
- On April 9th 2005, April 15th 2006 and June 7th 2008 3 workshops were organized with participation of civil administrators, ministry of education authorities, and non governmental organizations.

- Seminars were given on the importance of girls' education to Regional Boarding Primary School administrators and teachers in İstanbul.
- Every year training seminars on adolescence period, hygiene, dormitory administration are given to dormitory administrators and teachers in İstanbul for one week.



## Our Awards



- Doğan Media Group 2005 Creativity Awards, The Most Creative Social Responsibility Project
- Capital Magazine Year's Best Social Responsibility Project in 3 consecutive years
- World Children Union Appreciation Award (UNESCO)
- IPRA UN Special Award
- Magazine Editors Association Special Award
- Turkish National Olympic Committee 2005 Public Fair Play Career Award
- Anadolu Bil Meslek Yüksek Okulu 2nd Traditional Communication Awards, Best Campaign of the Year
- İ Medya İnteraktive Media Broadcasting Special Award
- Lions' Fahrettin Kerim Gökay Public Leadership Award
- Kadir Has University Honorary Award
- Galatasaray University Best of 2006 Awards Best Social Responsibility Project
- YTU Stars of Year 2006 Most Liked Social Responsibility Project
- KTU Management and Economy Club 2006 Mediatic Survey, Best Social Responsibility Project

## What can we do? To support:

Scholarship: Garanti-Etiler - 6297506  
IBAN : TR440006200034000006297506  
Dormitory: T.İş Bankası-Kuledibi – 805805  
IBAN : TR200006400000110780805805



Education of girls who play a primary role in the education of future generations must be **a social campaign owned by the public**. If we do not take action today, tomorrow might be too late.

It is possible to help a girl continue her education for monthly 40 TL (20 EUR). Unfortunately, very basic problems of education haven't been solved yet. Everybody has a responsibility on this matter. We believe problems can be solved easily with common consciousness.

- Mobile phone holders can
- Write Burs (scholarship) and send to 5414
- Write Yurt (dormitory) and send to 5415

With each message one can contribute 5 TL (2,5 EUR)

- On bbog.org website one can fill the credit card form to contribute monthly 40 TL (240 EUR/year) to commit a girl's scholarship
- One can contribute to building of a dormitory by a wire transfer of 500 TL (250 EUR) to Türkiye İş Bankası, account no 805805.

## Women in the Labour Market in Turkey



**Nur Ger**

**Gender Equality Working Group Chair**

**TÜSİAD-Turkish Industry & Business Association**

Talks regarding gender equality in Turkey date back to the 1840s when the increasing social status of women and regulations influencing their social life and legal rights started to be discussed. But the systematic process had started with the proclamation of the Republic. One of the most important achievements was in 1934, when Turkish women were granted full voting rights. The first Parliament after the 1935 elections had 15 women MPs, as Turkey was one of the first countries which allowed women to vote. Indeed, Atatürk was a great advocate of women's emancipation.

The membership process of Turkey to the EU has also played an influential role and will continue to be a triggering factor in terms of women rights in Turkey with the insistent efforts of NGOs, particularly women organisations.

As you may know, the Turkish Parliament has passed the law on the establishment of "Women and Men Equal Opportunities Commission". Establishment of such a commission in the Parliament has been on the agenda of women's organisations for a long time in Turkey. This issue has been also noted in the regular reports of the European institutions. We do hope that the commission will take effective initiatives in collaboration with civil society that will help close gender gaps in Turkey.

As "Female Labour Force Participation in Turkey" report, prepared by the World Bank and State Planning Organisation of the Republic of Turkey (WB & SPO, 2009), emphasises, female employment is essential for economic growth and poverty reduction.

As you may know, participation of women to labour force is quite low in Turkey; urbanisation and decline in agricultural employment are the main factors of the current situation. On the other hand, employment quality among working women has improved significantly in recent years. As the same report addresses, only 22% of all women were employed as wage earners in 1988, this share almost doubled in 2006 and reached 43%.

What happens when a woman gets married and has children? The answer is different for women coming from different backgrounds. In rural areas, labour participation rate of single women is 55% which is quite similar to 57% of married rural women who are in the labour force with three children. This means that the situation of women working in the agricultural sector does not change when their marital status does. But it is different for urban women. While 54% of highly skilled urban women are in the labour force if they are married with no children, the participation rate declines to 41% after second child and to 21% if they have three or more children. The situation is worse for urban low skilled women. While their participation rate is 32% when they are married with no children, the participation rate declines to 20% if they have two or more children. We should ask ourselves the reasons of this picture...

On the other hand, women's participation in certain professions is relatively strong; approximately 30% of lawyers, professors and doctors are women. The number of women in top management levels at multinational and national companies is also noteworthy in this country. According to the 2010 Corporate Gender Gap Report of the World Economic Forum, Turkey (12%) is one of the first three countries, along with Finland (13%) and Denmark (12%), displaying the highest percentage of female CEOs among OECD and BRIC countries.

In order to increase the number of success stories of women and to strengthen their position in Turkey, we should keep giving the message that it is not possible to be a strong, developed and democratic country by excluding half of the population from the game... In this sense, it is crucially important to encourage women to exercise their rights, mobilise political will and monitor the reflections of laws and regulations on implementations.

## Presentation given during the Conference by Nur Ger

### FIRST LADY LATİFE HANIM



*SATI ÇIRPAN (1856-1956) was one of the eighteen female MPs who joined the Turkish Parliament after the 1935 general election, at a time when women in a significant number of other countries, including Europe, had no voting rights.*



*HALİDE EDİP ADIVAR (1884-1964), one of the first contemporary Turkish writers, is accepted to be an important figure in Turkish feminism and modernism. She has played an important role in the war of Turkish Emancipation.*





*AFİFE JALE (1902-1941) was the first Turkish and Muslim woman to act on stage in 1920.*

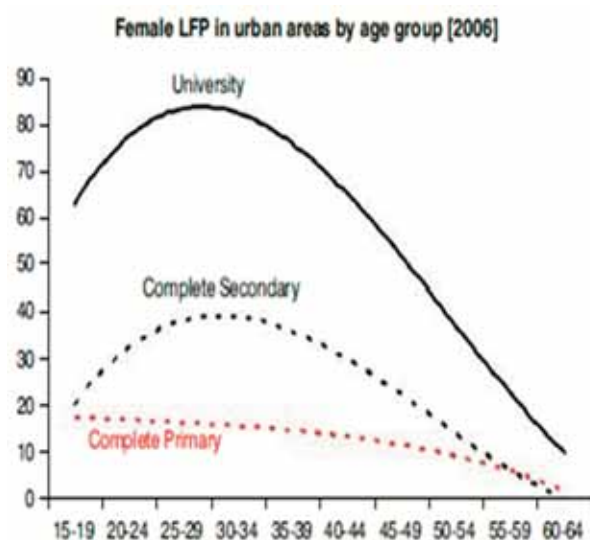


*SABIHA GÖKÇEN (1913-2001) was the first female combat pilot in the world, as well as the first Turkish female aviator.*

## **Main Determinants of Female Labour Force Participation (1)**

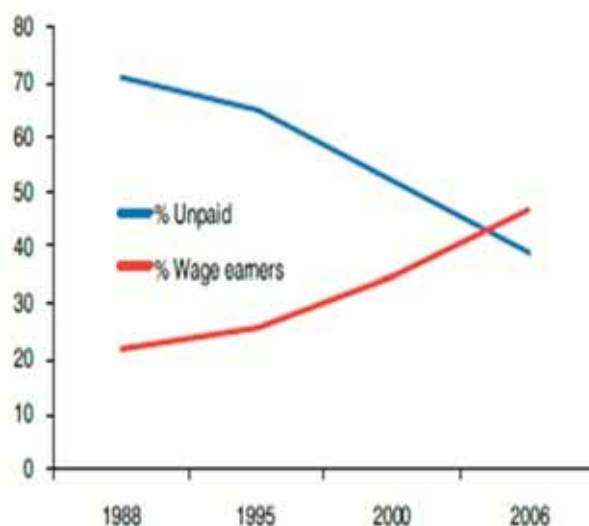
- **Main Obstacles:**
  - **Child care / elderly care**
  - **Lack of skills and education**
  - **Family restrictions**
  - **Social pressure**

## Main Determinants of Female Labour Force Participation (2)



### EDUCATION:

*Female Labour Force Participation by Level of Education and Age in Urban Areas (WB & SOP, 2009)*



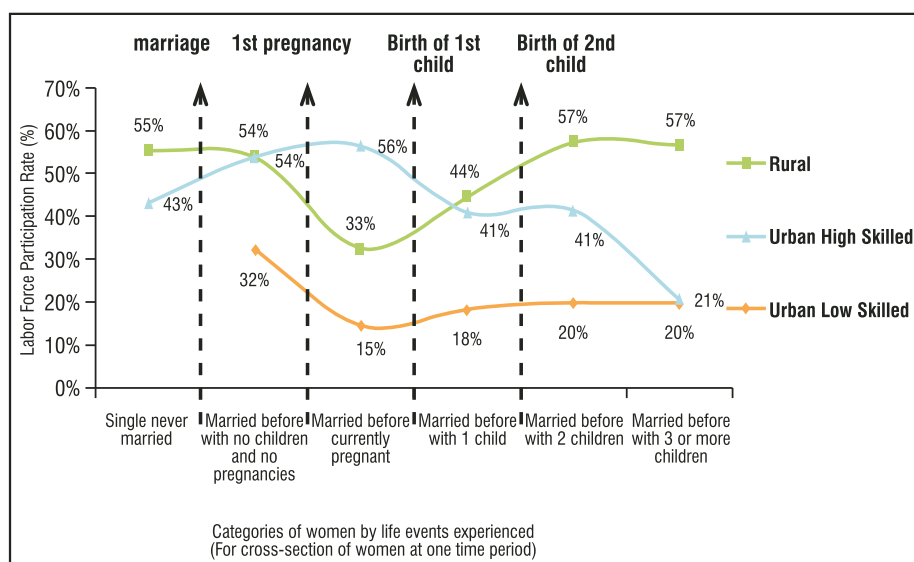
### URBANISATION:

*Female Employment by Employment Type, 1988-2006 (WB&SOP, 2009)*

## Main Determinants of Female Labour Force Participation (3)

### MARITAL STATUS AND MOTHERHOOD:

### Life Events and Labour Force Participation for Women Aged 20-65 (WB&SOP, 2009)



## Why is Female Participation Important?

- It is a MUST, not an option to increase the participation of women in the labour force in order to reduce poverty, to increase economic growth and to improve social welfare.
- Let's imagine our women are educated and financially secure. Would it be sufficient to see them only in the roles of mother and wife? NO THIS IS NOT ENOUGH!
- If we keep women behind closed doors, we only contribute to the gender gap. Women who can not adapt to the dynamics of the changing world move backwards.
- If the democracy, by definition, is against discrimination, you can not claim that democracy exists if half of the society is unable to enjoy it.

*“Human society is composed of two genders: male and female. Is it possible to improve the entire mass by improving only a single part of the mass and ignoring the other? Is it feasible for one half of an object to reach the skies while the other half is chained to the ground?”*

**M. Kemal Atatürk**



## Hope on the Horizon?

- Women are becoming more educated. Approximately 30% of lawyers, professors and doctors are women
- According to the 2010 Corporate Gender Gap Report of World Economic Forum, Turkey is one of the first three countries displaying the highest percentage of female CEOs among the OECD and BRIC countries that answered the survey (12%).
- Turkey has introduced a program that subsidizes employers' social security contributions for newly hired women, for up to 5 years.
- A decline in agricultural employment is not a necessarily bad thing. Urbanisation increases the share of female wage earners which brings better jobs.
- Women are getting married at a later age and fertility rates are declining.



## **What Should We Do to Improve the Current Picture?**

- Girls' access to education should be improved and their participation in vocational education should be encouraged.
- National policies for affordable child care services should be implemented such as employer incentives and local government initiatives.
- More flexible labour market regulations are needed. Temporary employment is often the entry point for young women into the labour market.
- Gender Equality Body as required by the EU acquis should be established.
- Interventions to decrease high levels of informality should be continued.

## Female Employability as a Prerequisite for Gender Equality Cross-Country Review of the Union for the EU-Mediterranean Partnership



**Ümmühan Bardak, Labour Market Expert  
European Training Foundation**

Last year a study was conducted by the European Training Foundation on human capital and employability in the fourteen countries of the Union for the Mediterranean<sup>3</sup>(UfM) , including Turkey.

The good news is that the education level of women has increased and continues to increase in all the countries of the study. This is a result of the extension of education systems. The literacy rate has also increased. Young females are more likely to have a better education than their mothers. A correlation exists between the level of education and the likeliness of entering the labour market.

The bad news is that the gender gap in education is not yet closed. There are differences at all levels; adult literacy rates remain a problem and access to education is difficult especially for girls in poor and rural areas. The quality of education has been compromised because of the fast expansion of the education systems, and girls are more likely to suffer from this quality problem. There are more drop-outs and early school leavers among girls, in particular at the end of compulsory education (mostly at the lower secondary level), they are not well oriented towards vocational choices required in the labour market, and there is strong gender segregation of occupations which prevent girls from continuing their education in relevant labour market fields. Many girls between 14 and 22 are neither in the labour market nor getting an education.

When it comes to employment, only college education (university education) boosts women's employability significantly, especially for jobs such as lawyers, teachers, nurses, doctors and professors, but less so for managerial and political positions. The average qualifications of the

<sup>3</sup> "The Union for the Mediterranean is a forum for dialogue and partnership between the member states of the European Union and African and Middle Eastern countries in the, with the aim of strengthening relations among them. It was created as a relaunched (Barcelona Process) in 2008, when a plan to create an autonomous Mediterranean Union was dropped. The Union encompasses all 27 EU member states and 16 states from around the Mediterranean: Albania, Algeria, Bosnia and Herzegovina, Croatia, Egypt, Israel, Jordan, Lebanon, Mauritania, Monaco, Montenegro, Morocco, the Palestinian Authority, Syria, Tunisia and Turkey. The headquarters of the Union is in . The Union for the Mediterranean is headed by two co-presidents: one from the European Union and one non-EU partner country (France and Egypt now). At the Union's inaugural conference it was agreed that the EU co-president would be chosen based on EU rules in force. And that the non-EU co-president would be chosen by consensus by the Mediterranean partner states for a non-renewable term of two years."

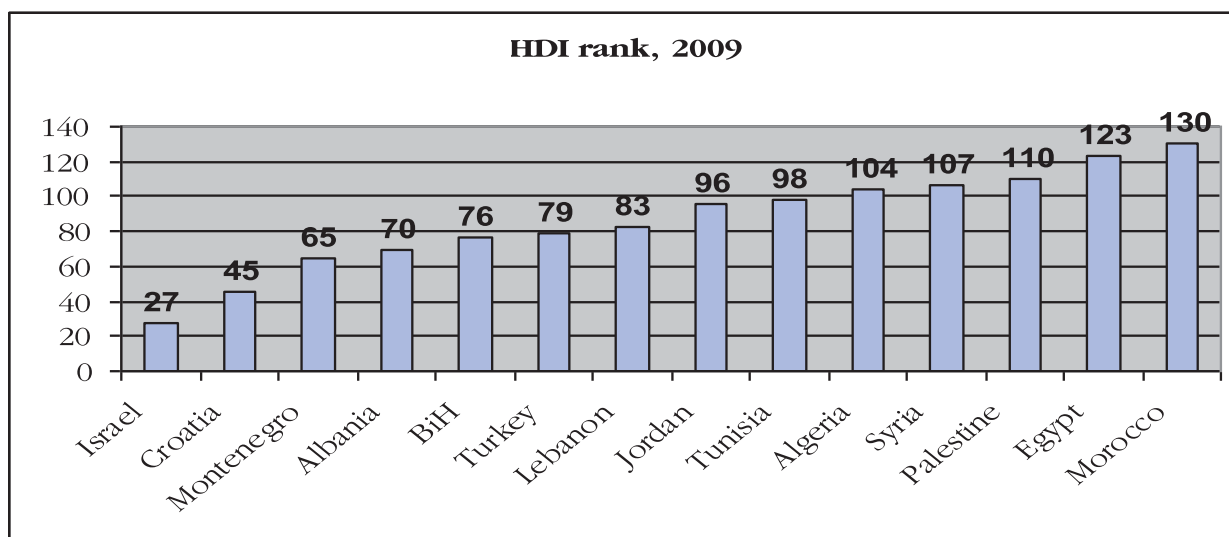
labour force are higher for women than for men, although their number is much more smaller showing the difficulty of entering the labour market for the low-qualified women. There is no significant unemployment problem for uneducated or primary educated women, simply because they are usually not active. Female unemployment rates are nevertheless always higher than male rates, and this is the case in all countries. There are also small differences between the activity rates of the primary and secondary educated, which shows there is a problem at the level of secondary education in terms of labour market relevance. Thus, contrary to males, secondary education does not increase the employability of females, which is a concern for the quality and relevance of education. Labour market entry for females is more difficult at the medium level of qualifications, not at the highest level. This is another sign of the low quality and/or relevance of secondary education in terms of labour market. The conclusions we can draw are that there is a massive female presence and success in education, but women's position in the labour market is still weak. Women often drop out of the market after being discouraged from seeking employment. The average activity rate is decreasing, mainly due to the low female employment rate. This is a significant waste of human capital. Gender sensitive policies and affirmative public action are needed for gender equity.

## **ETF study on human capital and employability in the UfM Partners**

Cross-country review of 14 UfM Partners on the employability of human capital: including Albania, Algeria, Bosnia and Herzegovina (BiH), Croatia, Egypt, Israel, Jordan, Lebanon, Montenegro, Morocco, Occupied Palestinian Territory (OPT), Syria, Tunisia and Turkey, Expert input to DG EMPL covering the whole populations with a gender-sensitive approach, under the employment policy dialogue launched end-2008 between EU and UfM Partners - see publication in [www.etf.europa.eu](http://www.etf.europa.eu)

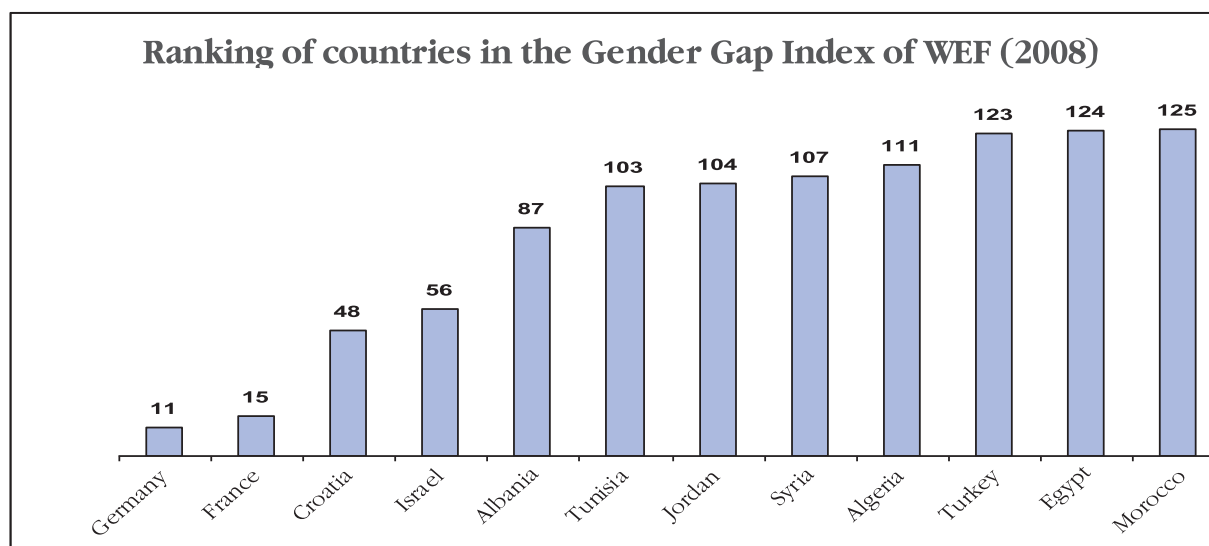
"Human capital" is knowledge, competences and skills that people have and can mobilise/use to improve their lives (mainly through gainful employment) and contribute to the social and economic development of their countries. Education & training is an important instrument for the development of knowledge, competences and skills. "Employability" refers to a person's capability of gaining initial employment, maintaining employment, and obtaining new employment if required.

Starting with the UNDP Human Development Index (HDI), it shows low-to-medium levels of human development with significant diversity across the countries (see the graph below). This measures development by combining 4 indicators: life expectancy at birth, adult literacy rate, gross enrolment ratio, and GDP per capita (PPP USD) (see <http://hdr.undp.org/en/humandev/hdi/>). The country rankings show that higher GDP per capita does not necessarily bring good results. Low rankings of most countries are mainly gender-related: low adult literacy rates and gross enrolment ratios for girls, or low life expectancy due to high maternal mortality or infant/ child mortality.



WEF Gender Gap Index shows significant gap in some countries

Another comprehensive index developed by the World Economic Forum (WEF) is Gender Gap Index which measures gender gap by combining 4 indicators: economic participation and opportunity, educational attainment, health and survival, and political empowerment (See: <http://www.weforum.org/en/initiatives/gcp/Gender%20Gap/index.htm>).



## **Improving formal education indicators at all education levels in all countries**

Adult literacy rates rose in all countries, but gender gap is not closed yet (females being more illiterate).

Gross enrolment rates in primary education almost reached 100%, except OPT and some missing girls in TUR and EG.

Secondary enrolment rates (combining lower and upper secondary and including VET) reached 80%, with gender gap in TUR, EG, MOR, and substantial dropout is observed at the end of lower secondary level, in particular among girls and rural areas.

Tertiary education also expanded, gross enrolment rates reaching 30% on average, relatively higher enrolment of females in all countries (except TUR).

## **Key challenges of the human capital development systems**

Unequal access to education: girls/boys, rural/urban, regions, poor/rich, gender-segregation by study fields and occupations.

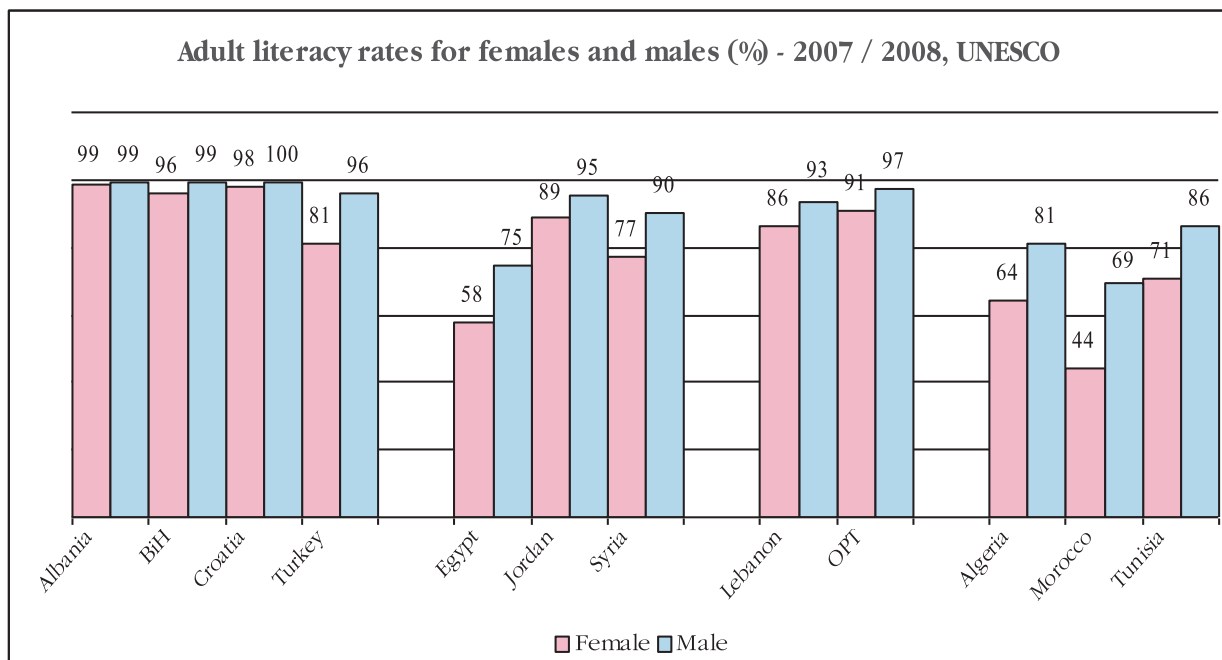
Tension between expansion of education and decreasing quality: drop-outs, failure and repetition rates, modest scores on national and international tests (see the results of TIMMS, PIRLS, PISA).

Relatively poor education infrastructure, traditional model of pedagogy and missing soft skills (core competences) as a result of emphasis for rote learning and memorising.

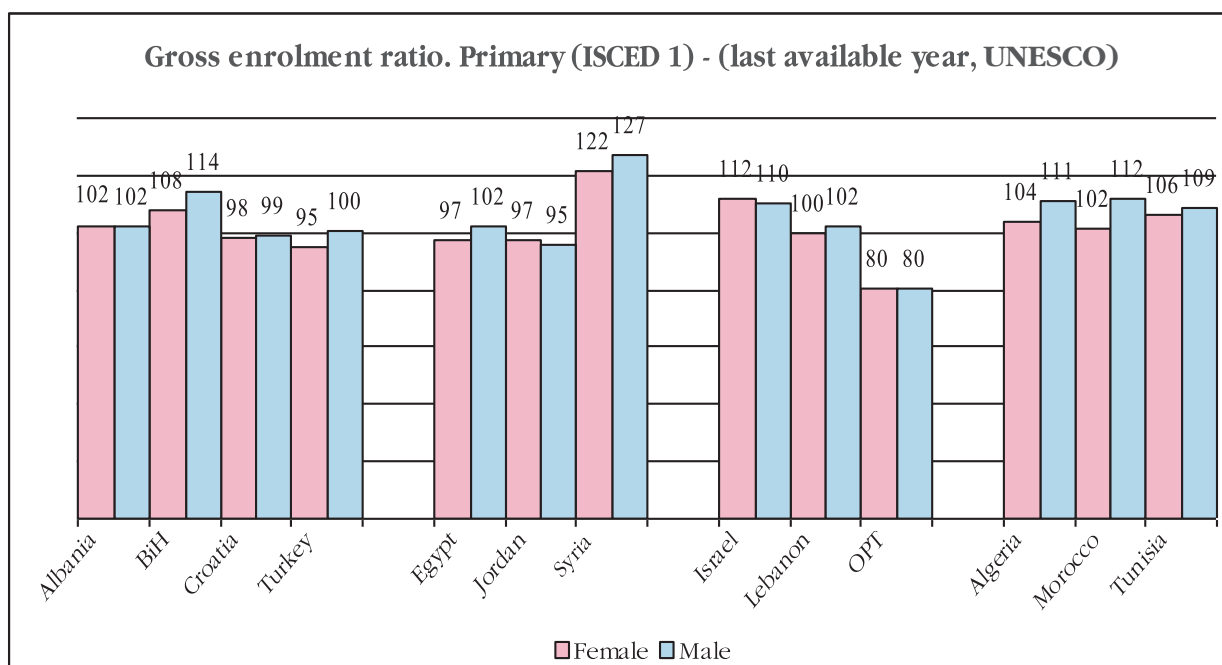
Unattractive vocational education and training (VET) - even more for females due to strong gender-segregated occupations and limited professions which are considered 'suitable' for girls - and limited contribution of career guidance and vocational counselling, continuing training in a lifelong learning perspective.

Weak links between the worlds of education and work - overly academic curricula - and deficiencies in informal apprenticeships.

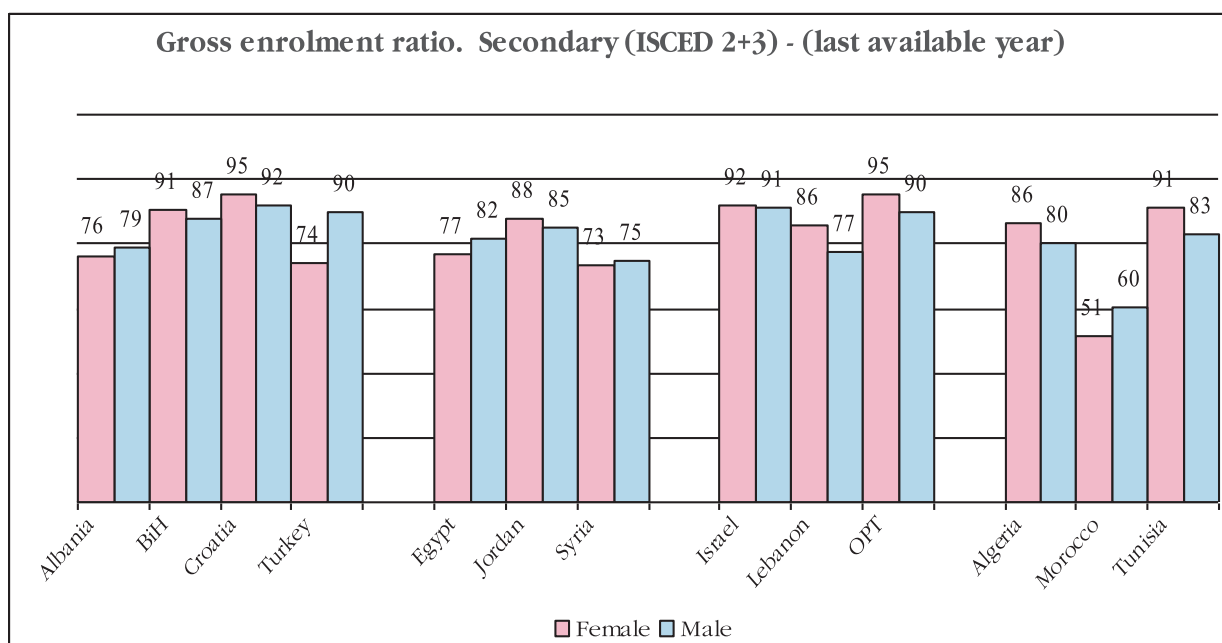
Increasing adult literacy rates, but gender gap not closed yet.



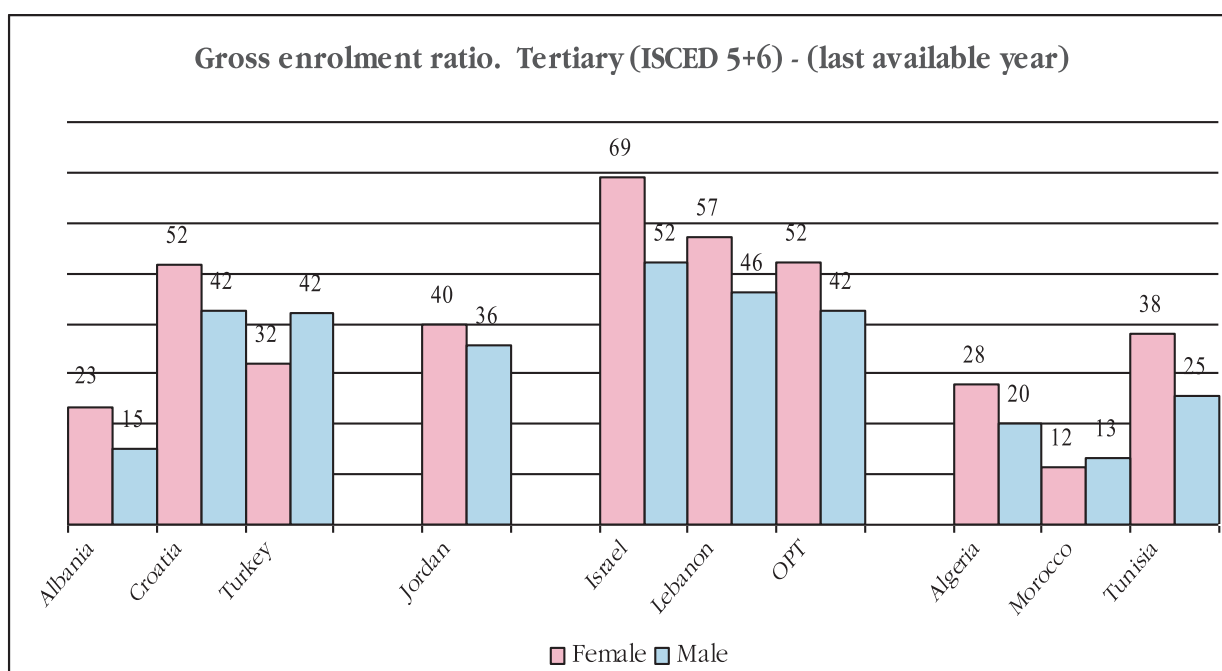
Gross enrolment rates in primary education almost reached the whole target population (100%) except OPT (UNESCO, mostly 2007-2008).



Increasing gross enrolment rates in secondary education - on average 80% of target population, including lower and upper secondary general and VET (UNESCO, mostly 2007-2008).



Enormous increases recorded in gross enrolment rates in tertiary education as well - reaching 30% on average (UNESCO, mostly 2007-2008).



## The use of human capital in productive work (1)

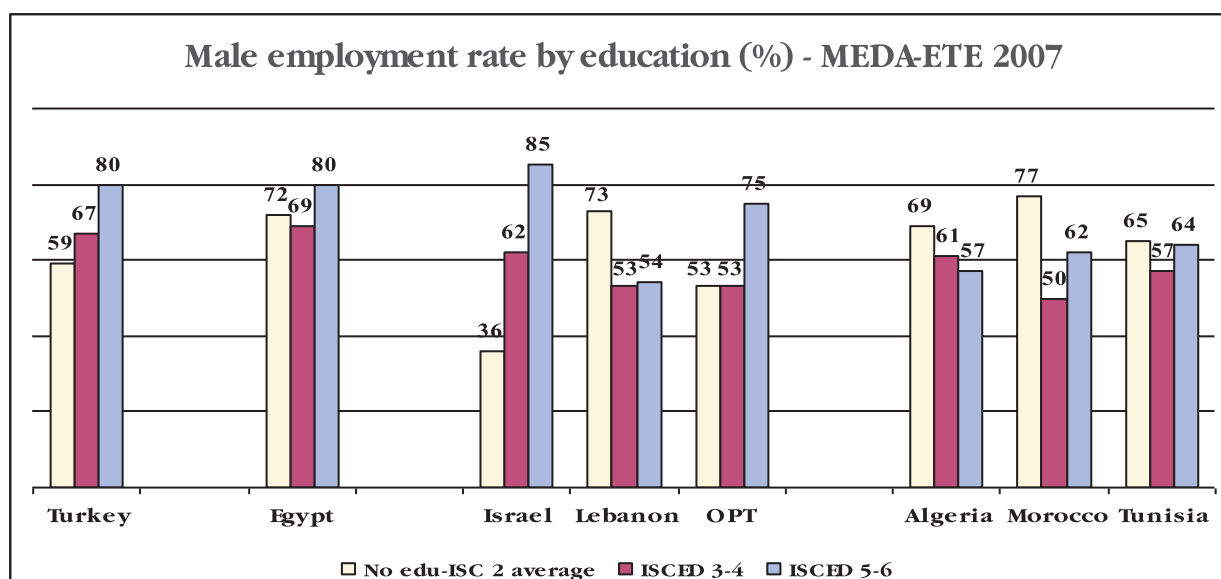
High male employment rates at all education levels - positive correlation exists between education and employment (higher the education level, higher the employment rate), but the correlation is not always straight-forward (e.g. in Lebanon and North African countries).

Higher female employment rates for tertiary graduates - always a direct positive correlation even in countries with low female activity.

Female employment rates are very low for primary and secondary graduates, with little difference between the two education levels - is there something wrong at the secondary level for girls?

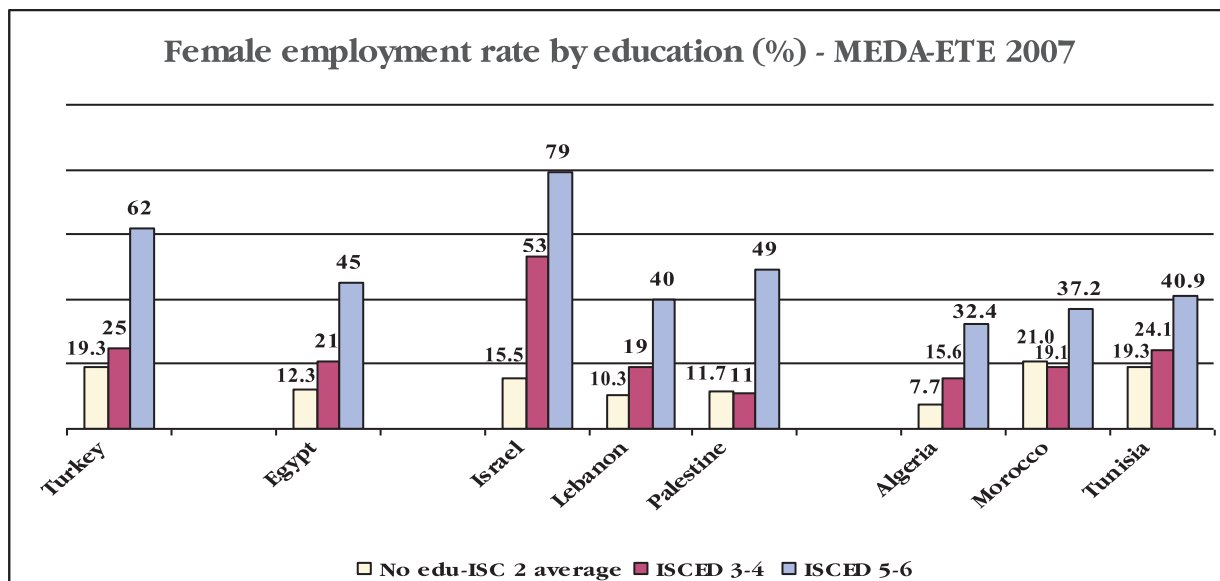
Average qualification of working females is higher compared to males as the uneducated females tend to be rather inactive (except in agriculture). Majority of working females are mostly professionals not managers, and assigned to lower level jobs compared to the male counterparts ('glass ceiling').

Although generally positive, the relation between male education level and employment rate is not always straight-forward (ETF MEDA-ETE Database).





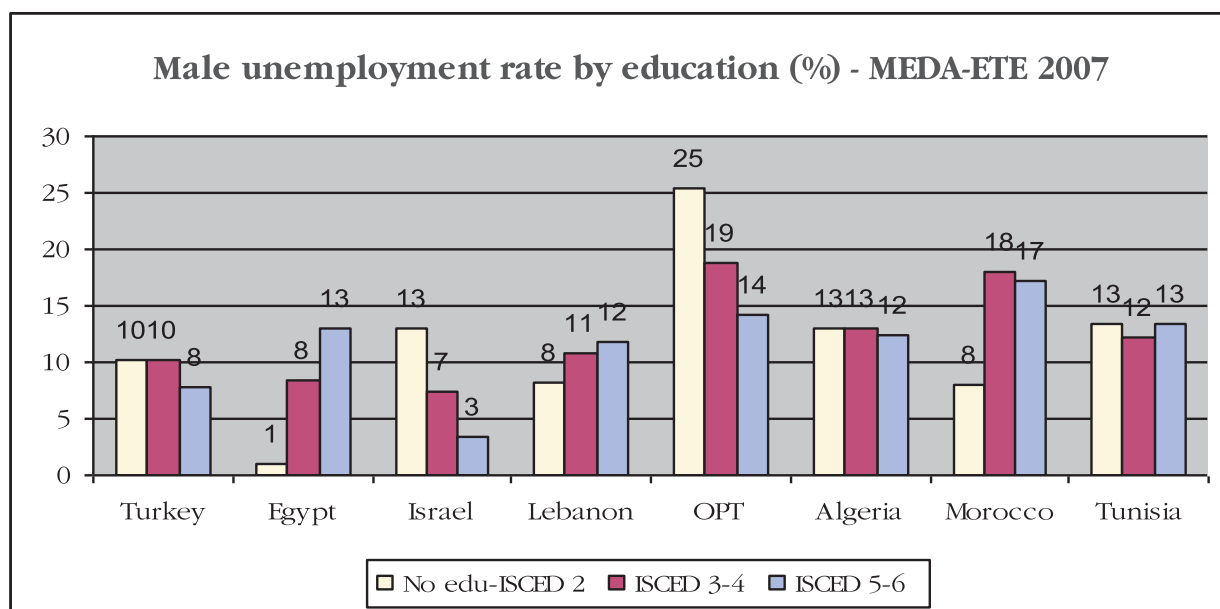
Positive relation between female education level and employment rate, but significant only in higher education (ETF MEDA-ETE Database)



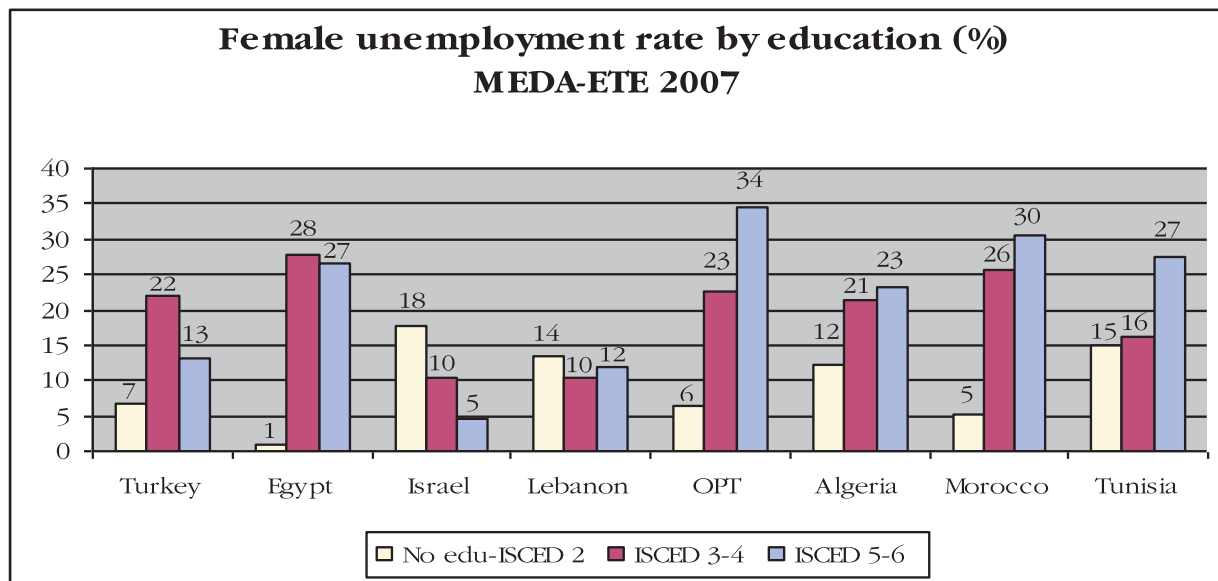
## The use of human capital in productive work (2)

Less educated males have higher unemployment risk, although this largely depends on country context - see opposite trends in Egypt, Lebanon, Tunisia (see the graph below).

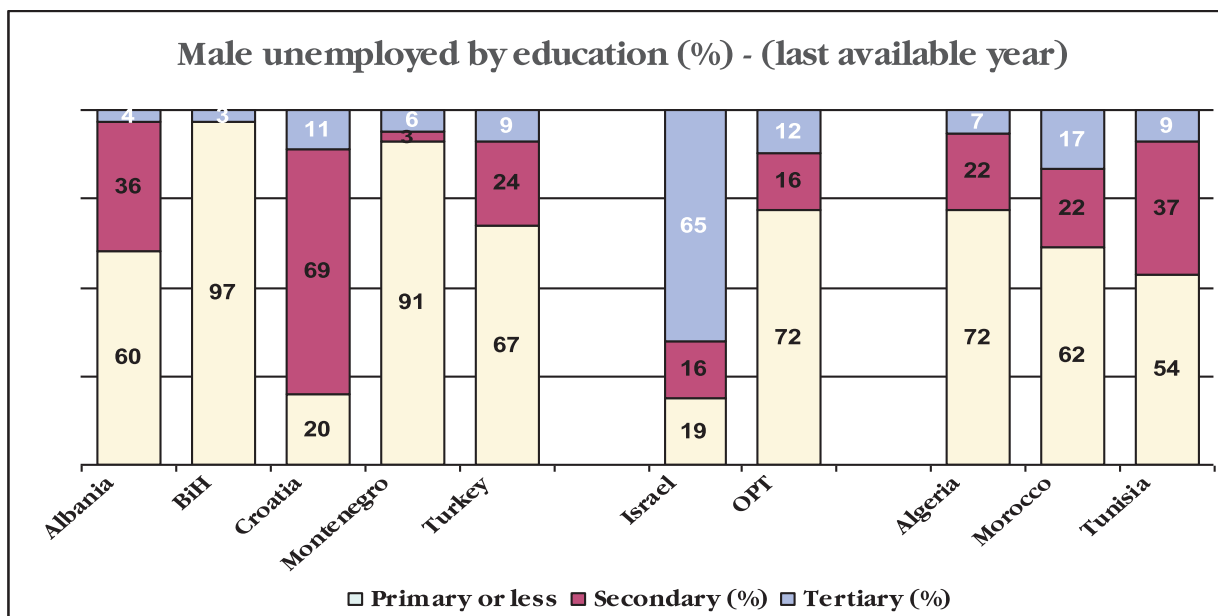
Female unemployment is mostly a problem of secondary and tertiary graduates, since primary graduates are either inactive or in agriculture as unpaid family workers - hardly considered as 'proper work'.



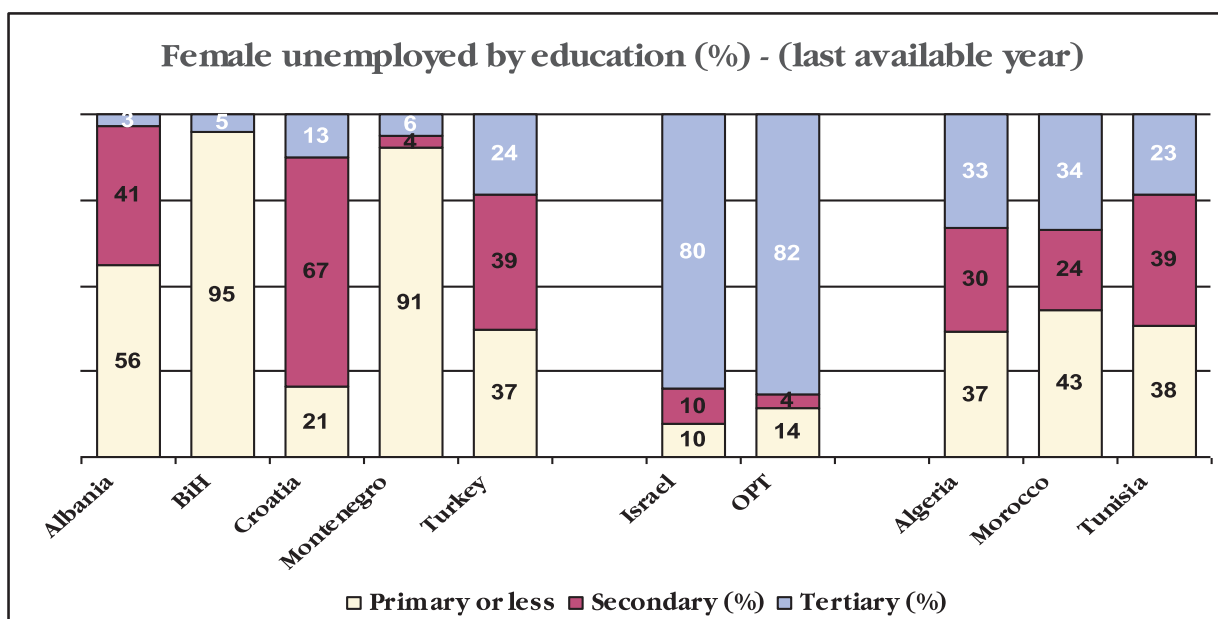
Female unemployment is mostly a problem of secondary and tertiary graduates as primary graduates are inactive (see the graph below).



Male 'unemployed pool' by education level (ILO-KILM Database, 'secondary education' involves both lower and upper secondary)



Female 'unemployed pool' by education level (ILO-KILM Database, 'secondary education' involves both lower and upper secondary).



### Key labour market indicators, 2008 estimates (ILO-KILM Database)

Country	Activity Rate %	Female Activity %	Employment Rate %	Female Employment Rate %	Unemployment rate %	Female Unemployment Rate %
Albania	58.9*	48.4*	49.6*	34.4*	22.7	28.4
BiH	59*	53*	41.5*	35.7*	29	33
Croatia	50.1*	42.5*	45.9*	38.1*	8.4	10
Montenegro					30.3**	35.3**
Turkey	46.7*	24*	42.3*	21.7*	9.4	9.4
Egypt	47.3*	24.3*	43.2*	19.3*	8.7**	19.3**
Jordan	43.4*	15.5*	37.9*	13.3*	12.7	24.3
Syria	49.7	21.2*	44.8*	16.9*	10.3	20.9
Israel	53.8*	48.7*	50.4*	45.5*	6.2	7
Lebanon	49.9*	24.8*	45.9*	22.6*	8.1	
OPT	40.7*	14.3*	30.2*	11.5*	26	23.8
Algeria	57.1*	37.5*	49.4*	32.1*	13.8	18.4
Morocco	51.1*	24.4*	46.1*	22*	9.6	9.8
Tunisia	47.6*	25.6*	41*	21.2*	14.2	17.3
EU-27 (2008)	70.9**	63.9**	65.9**	59.1**	7.0**	7.5**

Source: ILO-KILM, for EU 27- Eurostat. \* Estimates 08; \*\* 15-64 years

## **The use of human capital in productive work (3)**

- Low and decreasing activity & employment rates (50% and 40% respectively), due to very low female employment (25%). This means that only less than half of the working age population (aged 15-64) is in fact working and the 'demographic opportunity window' due to the young age structure of the populations can not be reaped for the development of countries. Thus it is not possible to get the advantages and benefits of young-aged population as long as they are not economically active and working/contributing to their societies.
- Huge difference does not close up between employment rates of males (70%) and females (20%).
- High and increasing unemployment rate (15%), particularly for youth (25%).
- Higher unemployment among young females and their substantial inactivity - neither in education nor in labour market.
- Massive female presence & success in education, but weak position in labour market - inactivity, LM drop-out, or high unemployment.
- Better educated youth, but higher unemployment rates - a difficult transition from school to work?
- Low employability due to low-quality education, limited role of VET, low valuation of skills by employers, lack of work experience, higher expectations, preference for public/safe jobs, lack of enough job creation etc. When taking all factors together, is there a serious waste of human capital?

## **In conclusion...**

Improved formal education indicators and female employability, with persisting gender gap.

Improved activity and employment rates among female university graduates, but still need for improved image of 'working women'

Substantial inactivity among females with primary and secondary education and/or unemployment - good quality VET could be a viable option if its strong gender-segregation and quality problems can be overcome.

Significant waste of (female) human capital with long-term negative implications for the economic, social and political development of countries in the long term.

The need for gender-sensitive policies and affirmative public action for gender equality in education, training and employment - as key enabling factor for broader equality.

## Presentation given during the Conference by Ümmühan Bardak



### FEMALE EMPLOYABILITY

Cross-country review of the Union for the Mediterranean (UfM) Partners

Ummuhan Bardak, European Training Foundation (ETF)

A 2020 Gender Perspective for the EU & Turkey  
Brussels, 5 May 2010



### ETF study on human capital and employability in the 14 UfM Partners

#### GOOD NEWS:

- University education drastically increases female employability, and they mostly work as professionals (very few managerial and political positions)
- The average qualifications of working females is higher compared to males, despite their very small share in the labour force
- No unemployment problem for the uneducated or primary-educated females as they are rather inactive (except in agriculture as 'unpaid family workers')

#### BAD NEWS:

- Female unemployment rate is always higher than that of males, and it increases with the level of education – gender-specific problems in the labour market (LM)
- The difference between activity rates of the primary-educated and secondary-educated females is too small – questioning the LM value of education
- LM entry is even more difficult at medium level, due to low quality secondary education, limited vocational choices, mismatch between skills and LM needs



### ETF study on human capital and employability in the 14 UfM Partners

#### GOOD NEWS:

- Education levels of females substantially increased in all countries, as the rest of the population – e.g. increasing adult literacy rates, gross enrolment rates in primary, secondary and tertiary education
- Young females are more likely to be better educated than their mothers
- Female activity and employment rates increase with the level of education – a direct positive correlation visible even in countries with very low female activity

#### BAD NEWS:

- The gender gap in education not yet closed in some countries – unequal access exists particularly for girls with rural and poor backgrounds
- Quality of education decreased due to huge expansion of the systems – females suffer more from early drop-outs, weak career guidance, gender-segregated vocational occupations and/or study fields
- There is a non-negligible number of 'young females' who are neither in education nor in the labour market



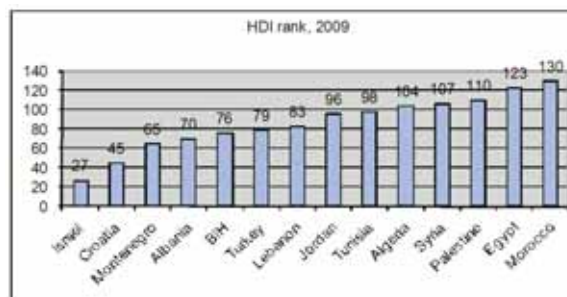
### In conclusion...

- Massive female presence and success in education, but weak position in the labour market – inactivity, LM drop-out or high unemployment
- Low and decreasing activity & employment rates in most countries (50%? and 40% respectively), mainly due to very low female employment (25%?)
- Significant waste of (female) human capital with long-term implications for the economic, social and political development of countries
- The need for gender-sensitive policies and affirmative public action in education, training and employment – as key enabling factors for female empowerment

### Key labour market indicators, 2008 estimates (ILO-KILM)

Country	Activity rate %	Employment rate %	% Female employment	Unemploy. rate %	Youth unemploy. rate %
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Egypt	47.3	43.2	19.3	8.7	34.1
Jordan	43.4	37.9	13.3	12.7	28.3
Syria	49.7	44.8	16.9	10.3	19.5
Israel	53.8	50.4	45.5	6.2	16.1
Lebanon	49.9	45.9	22.6		20.9
Palestine	40.7	30.2	11.5	26	35.3
Algeria	57.1	49.4	32.1	13.8	43.4
Morocco	51.1	46.1	22	9.6	17.6
Tunisia	47.6	41	21.2	14.2	30.7

### UNDP Human Development Index shows low to medium level of human development with significant diversity across the countries



## 2010 and Beyond: Putting Women's Rights at the Core of EU Policies



**Cécile Gréboval**  
**European Women's Lobby**  
**Programme Director**

The European Women's Lobby is an umbrella for women's organizations in all of the EU countries, and also in some non member states such as Turkey. The lobby promotes women's rights and works with the EU institutions. Actions launched by the lobby include the 50-50 campaign for the 2009 elections for the EU Parliament and the creation of a migrant women's network. The lobby also looks at EU actions and policies, and at the implementation of the Beijing Platform.

Some of the challenges faced are as follows: the gender pay gap, violence against women and women's place in the decision-making process. The lobby is at a turning point because it works at different levels with different institutions, whose powers have been changed by the Lisbon Treaty. The lobby also has obligations in terms of gender mainstreaming. There is a new commission for fundamental rights and citizenship, which is creating a new framework to defend women's rights.

Another important development is that the political framework for gender equality at EU level (the European roadmap for equality between women and men) is coming to an end and the Commission is building a new one. The coordination between European Commission services in this matter is particularly important and hopefully the links with the Member States will be effective.

One problem is that since the Lisbon Treaty the importance of gender equality in employment has been weakened, indeed the 2020 strategy barely mentions women at all: We can only hope that more objectives concerning women will be integrated into the strategy.

The lobby has also worked on the financial crisis and conducted a study called "Women's poverty and social exclusion in the EU at the time of the recession and invisible crisis", which shows that recovery plans do not take women into account. The hidden causes of the crisis, which have an impact on women's employment, are ignored. The crisis should be an opportunity

to change the economic and financial architecture, regarding the representation of women in the economic decision-making process.

For the moment a new anti-discrimination directive is being discussed, as well as a new maternity directive. Clearly, women's rights are not a luxury and there is a great need to continue working in this field.

## Presentation given during the Conference by Cécile Gréboval



**The European Women's Lobby**  
Working together for women's rights and gender equality in Europe

ALDE Conference - European Parliament  
A 2020 Gender Perspective for the EU & Turkey  
5 May 2010, 4.30 pm

 Cécile Gréboval  
Programme Director

### Structure of presentation

1. The European Women's Lobby:  
who we are and how we work
2. What is currently at stake for  
women's rights at EU level?
3. Challenges and Missing Links



**1. The EWL : who we are  
and how we work**

- ✓ The largest umbrella organisation of women's associations in the EU, with more than 2500 member organisations
- ✓ National co-ordinations in 27 EU Member States and 3 candidate countries
- ✓ 21 European-level member organisations
- ✓ Membership-based and centered
- ✓ Concentrating on the European-level, but with activities from local to international level



### WE DO ...

- ✓ Monitoring
- ✓ Awareness raising
- ✓ Advocacy
- ✓ Mobilisation
- ✓ Capacity building

### WE WORK WITH

- |                       |                    |
|-----------------------|--------------------|
| ✓ European Parliament | Advisory Bodies    |
| ✓ European Commission | Civil Society Orgs |
| ✓ Council of Europe   | United Nations     |
| Council of Ministers  |                    |



## The main policy areas of EWL work:

- ✓ EU gender equality policies and legislation
- ✓ Women in decision-making /Parity democracy
- ✓ Employment and Social Affairs
- ✓ Violence Against Women
- ✓ Immigration, Integration and Asylum
- ✓ Women and Health



### Demonstration for EU Top Jobs



## Ensuring that the voices of migrant women are heard at the EU level



## Beijing Review Process



## Did you know that in the EU...

- ✓ Women earn an average of 17.4% less than men – the gender pay gap
- ✓ The employment rate for women falls by 12.4 points when women have children, while it rises by 7.3 points for men
- ✓ There are 65% men in the EP and 76% in national parliaments
- ✓ An estimated one in five women has been a victim of domestic violence

## 2. What is currently at stake for women's rights at EU level?

### The Treaty of Lisbon:

- ✓ Changes the power structure of the EU institutions: extension of EP powers, including as concerns legislation on anti-discrimination
- ✓ Reinforces gender mainstreaming (to cover all areas, including external policies) – but implementation?

And a new Commissioner for Fundamental Rights and Citizenship

The European Roadmap for equality between women and men 2006-2010 - a new strategy from 2011

- ✓ Visible and coherent strategy across all areas
- ✓ Specific actions and gender mainstreaming
- ✓ Strong intersectional approach
- ✓ Coordination mechanisms
- ✓ Resources
- ✓ Link with the national level

The European 2020 Strategy – the overall European economic and social strategy, important to have a say in what kind of policies we really want

- ✓ Long-term strategies to ensure real well being of all and sustainable development
- ✓ Objective on poverty
- ✓ Objectives on gender equality

Current financial and economic crisis

- ✓ Ensure women's economic independence
- Opportunity for change
- ✓ No spending cuts & continued Funding for women's rights
- ✓ Gender-sensitive recovery plans
- ✓ Representation in economic decision-making
- ✓ Restructuring of financial and economic architecture
- ✓ Gender budgeting at EU level
- ✓ Structural funds: implementation of gender mainstreaming

### 3. Challenges and Missing Links (1)

- ✓ Adopt the new European anti discrimination directive
- ✓ Adoption of a strong new maternity directive
- ✓ Fill the existing gap in scope between European legislation on racial and on sex-based discrimination

### 3. Challenges and Missing Links (2)

- ✓ Ensure gender mainstreaming in all European programmes and policies
- ✓ New European action on violence against women
- ✓ Parity in the European institutions?
- ✓ The financial crisis: women's rights are not a luxury for periods of growth only!

THANK YOU FOR YOUR ATTENTION!

For more information:

[www.womenlobby.org](http://www.womenlobby.org)

## The Next Challenges after the Spanish Presidency



**Capitolina Díaz**  
**Director General of Equality in Employment**  
**Spanish Presidency**

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The main objectives of the Spanish Presidency regarding gender equality are the enforcement of EU values in citizen-oriented approach to Europe.

The Spanish Presidency has been working on three main themes: mainstreaming, gender violence and equal treatment.

On the first point, in the wake of the 2020 strategy, the Spanish Presidency seeks to include a rate of 75% of employment for both women and men. They also seek to reduce the gender pay gap to 5%. They are working on measures that can be used to reconcile family, personal and working life. They support women entrepreneurs and women in managerial positions.

Regarding gender violence, they agreed to install a free-phone EU phone number for assistance and information for women in each of the 27 countries. They have proposed an EU observatory to coordinate, compile and provide information about violence against women. This observatory would be the main source of information for those who defend gender equality.

Regarding equal treatment, the Spanish are working on the directive proposed by the Council for non-discrimination and equal treatment. It will not be ready before the end of the Spanish presidency, but Belgium should continue the work in progress.

What else has been done so far by the Spanish Presidency? They commenced in January 2010 by working on the 2020 strategy and the 2011-2015 roadmap. In March the Spanish presidency organized the second European "Women in Power" summit in Cadiz (the first one was held in 1992). They invited the competent Ministers from the 27 Member States, who signed the Cadiz Declaration at the end of the meeting. By the end of March the aims of the three countries of the presidency (Spain, Belgium, Hungary) were unified, which was clear at the informal meeting for European equality Ministers in Valencia. The fifth meeting called "Women for a better world", where 500 women mainly from Spain and Africa gathered together, also took place in Valencia. On the 13th and 14th April the Conference of 'Employment for young people as a tool for social inclusion' was held. There will also be an experts meeting on equality in the mass media on May 31 in Madrid, and of course the EU summit in June.

## Gender Equality in the EU 2020 Strategy



**Viviane Hoffman**

**Cabinet of the Vice President Viviane Reding  
European Commission**

Despite equality between men and women being enshrined in Article 2 of the Treaty of the European Union and in the Charter of Fundamental Rights of the Union, there are still gender inequalities, e.g. in decision-making positions. On 5 March, the European Commission adopted the Women's Charter in order to promote gender equality in all policies. This charter identifies five areas of action:

- Equal economic independence
- Equal pay for equal work and work of equal value
- Equality in decision making
- Dignity, integrity and putting an end to gender violence
- Promotion of gender equality beyond the Union in our relations with third countries

These aims will be translated into a new strategy for equality between women and men which will be presented after the summer break.

Mrs. Reding also plans to put forward a policy framework to tackle violence against women as up to 25% of women in the EU have experienced physical violence at least once during their adult life and 10% suffered sexual violence.

Another priority is to work with the Member States to reduce the gender pay gap, which is widening in some countries. Regarding the Europe 2020 strategy, gender equality plays an important role as most university graduates are women but their potential is under-utilised. Women should be encouraged to participate more in innovation, R&D activities and in the digital economy. Policies to promote gender equality will be needed to increase participation in the labour market and contribute to the objective of inclusive growth.

The Commission is also following the progress of gender equality in Turkey. In March 2009, a parliamentary Committee on equal opportunities for men and women was established, but there is still a lot of work to do, for example in helping girls access education and remain in the education system until their graduation. Violence against women is still widespread in some areas. Women should be made aware of their rights and shelters for female victims of domestic violence should be built. The Commission encourages Turkey to implement gender equality policies through financial support, and Turkish NGOs, professional organisations and social partners can play a key role in this. The promotion of gender equality is a specific objective of pre-accession funding, which so far represents over 80 million Euros.

## Providing Equal Opportunities and Gender Sensitive Policies for the Next Decade in Turkey and in the EU



**Gesine Meissner**  
**Member of the European Parliament**

There is a lot of prejudice in the ongoing discussions about Turkey's future membership in the EU on both the European and the Turkish side. Europeans are especially concerned about gender equality and the role of women within Turkish society - concerns that can best be met through dialogue with Turkish women. Getting to know the other perspective and talking about a common gender perspective for the future was one of the reasons to organise the conference "A 2020 Gender perspective for the EU and in Turkey".

Today's gender policy in the EU and in Turkey is characterized by problems as well as by success. Campaigns like "Daddy, Send Me to School" or "I want to work" of KAGİDER, the "Women Entrepreneurs Association of Turkey", expose current problems such as the low labour force participation rates of women in Turkey or the high illiteracy rate of girls who have to quit school at a very young age for financial reasons. On the other hand, these campaigns represent a creative way to initiate discussion which could also be a good paradigm for European women. As Vivianne Hoffmann of the European Commission stressed, there is still a lot to do and unfortunately there will never be enough time to solve everything. But after the different presentations it is obvious that women are becoming a more and more important part of our societies and, as MEP Diana Wallis pointed out, we can be hopeful that this process will continue.

However, several problems still need to be solved, particularly violence against women in Turkey but also in the EU. Besides violence there are two important points which have been stressed during the conference. Firstly, it is necessary to find a solution for forced marriages of young women - a problem that is particularly present in Turkey but also in Germany. That kind of marriage often means the end of most social contacts and a kind of isolation for those women. Secondly, there is still a big problem of gender equality in the labour market. Ummuhan Bardak of the European Training Foundation stressed that in many European countries women with several children are unemployed. But even for well-educated women it is much more difficult to access high positions than for men; there is still a gap which should be closed. Even if some successes have been achieved we should bear in mind that there is still a long way to go.

The question is how the path should be formed. Do we need a new framework for gender equality and should this issue be integrated in the EU 2020 strategy? In my view the answer must be yes, we do need a new framework to implement real equality between women and men and the same access for both genders to all kind of jobs. We are already on the way to reaching this aim and also to closing the gap between the EU member states and Turkey. The problems are similar but in Turkey there is still much more work to be done. For this purpose EU-membership could be an important incentive to force changes, and there are many actions still to be taken particularly in the field of gender discrimination. It is very alarming that some young women are still killed by their own families just because they want to be more independent than the family allows. All honour killings have to be stopped.

There is a long way to go to achieve true gender equality but we should accompany one another in fruitful partnership on the way. In this way the common aim of gender equality in Turkey and Europe could be achieved.



## Contributions

### Women in the Scope of the Joint Parliamentary Committee



**Güldal Akşit**

**Head of the Turkish Parliamentary Committee on Equal Opportunities for Women and Men**

The Act which unites all education systems and provides equal opportunities in education for both women and men was enacted in Turkey in 1924. Long before many European countries, the right of Turkish women to vote and to stand for election in local and general elections was recognized in 1930 and 1934 respectively. To give a snapshot of present-day Turkey, the schooling rate of boys between the age of 6-14 for the 2008-2009 school year was 96.99% while the rate for girls of the same age was 95.97%. By 2009, 44% of university students were women.

"Girls, Let's Go To School", "Daddy, Send Me To School", "Snowdrops- Modern Girls of Modern Turkey" are the campaigns and projects that have been carried out with the cooperation of international organizations, civil society organizations and the private sector. These campaigns and projects aim to reduce the number of girls leaving school early and increase the schooling rate for those that have already left school.

According to data from 2008, the rate of women in employment in Turkey is 21.6%, whereas in the EU-15 it is 60.4% and in the EU-27 it is 59.1%. In Turkey, 42.1 % of women in employment belong to the agricultural sector, 15.7% to the industrial sector and 42.2 % to the service sector. It is clear that the increased level of education for women has led to the increased rate of women in employment. Therefore, there is a direct link between the education level of women and their participation in employment.

The Presidency of the Small and Medium Sized Enterprises Development Administration (KOSGEB) has started to give loans to women hoping to be entrepreneurs, in order to increase the employment rate of women in Turkey. Accordingly, 75% of the interest of these loans is paid by KOSGEB and 25% of the interest is paid by the beneficiary. Moreover, according to the amendments in law, which aim to increase women's employment, social security contributions of newly employed women will now be paid by the Unemployment Insurance Fund for five years. According to amendments in Income Tax Law in 2007, the income of saleswomen is exempt from tax if they produce their goods at home and sell them in bazaars, festivals, fairs and other temporary places determined by public institutions.

I was delighted to attend the ad hoc meeting of the Joint Parliamentary Commission on 12 April this year. However, due to constitutional debates in the agenda of the Grand National Assembly of Turkey between the dates of 19 April-6 May, I regret having been unable to be present at the ALDE Conference 'A 2020 Gender Perspective for the EU & Turkey", which was realized through the cooperation of ALDE, KAGİDER and TÜSİAD on 5 May 2010.

I am thankful to Diana Wallis, Vice President of the European Parliament, Eva Britt Svesson, Chairperson of the Committee on Equality between Women and Men, Helene Flautre, Co-chairperson of the EU-Turkey Joint Parliamentary Committee, Michael Leigh, General Director of Enlargement at the European Commission and Christos Makridis, European Commission Turkey Desk Expert on Gender Equality, with whom I had the chance to meet during the preparatory work for the seminar in Brussels.

I hope all these efforts will contribute both to the improvement of women's rights in Turkey and to the future cooperation between Turkey and the EU.

With my best wishes!



## Contributions

### The Missing Link: Gender and Migration



**Dr. Ramazan Salman**

**Ethno-medical Center Germany**

There exists a bridge between the life prospects of women and girls in Turkey and those in the European Union. The lives and development of the women and girls amongst the Turkish migrant generations in Europe highlight as well as influence social developments in Europe and Turkey.

In this short contribution I will focus on some essential questions about migration, gender, education and health, exploring comparisons and links between the European Union and Turkey, questions which have not yet been considered sufficiently. There is much research to be done.

Migration and social change in and between states: The Turkish Example:

Turkey is at present one of the most interesting cases for the study of migration and human development worldwide. The number of Turkish migrants living abroad, mostly in the more developed countries (although there is also a sizable labour migration to Arab countries) is reaching more than four million people. With a level of annual immigration into the country amounting to a couple of hundred thousand, there is a need to synthesize a coherent body of knowledge (Gleichmann 2006) on the influence of emigration and immigration on societies as a whole (Icduygu 2009). In addition, Turkey has increasingly become a country of transit. Turkey is now, like Germany was a hundred years ago, at the same time a country of emigration and immigration (Waldhoff 1995: 38 ff.). Last but not least, the country has also become a country of re-migration. Different perspectives on migration might therefore be possible.

Migration has become one of the most powerful vehicles of social change in Turkey. Although a lack of foresight and adequate planning has caused some waste of human and financial resources, migration has on the whole had a positive effect on Turkish society. It was as a result of emigration that Turkey's unemployment problem was partly solved with three million expatriate Turkish citizens working in Europe. Their remittances were financing two thirds of the country's trade deficit in the 1990s.

The influence not just of migration, but of migrants themselves on their country of origin and their new country, especially their bridging function (Waldhoff/Tan/Kürsat-Ahlers 1997) is growing significantly in times of globalization, with ever expanding means of transport and communication; this is not restricted to financial transactions. Civic values such as respect for human rights and democracy tend to increase with the experience of emigration. Some of these gains are transferred back to the country of origin. This applies even more strongly to the more direct influence of re-migrants.

Upon their return to Turkey, many migrant women have, for example, wanted to resettle in urban areas, and they have often tended to acquire more authority within the family (Icduygu 2009: 27). Parent-children relationships have also frequently become less authoritarian, a development which has taken several generations in European societies (Elias 2006). These changed structures have, in the case of re-migration, had a direct impact on Turkish society.

A step along the Euro-Turkish bridge/the educational success of Turkish second generation women in the European Union:

The impact of Turkish emigration on the European immigration societies is also considerable. Here too, a lack of foresight and adequate planning has caused a degree of waste of human and financial resources. But many restrictions to more open social structures have been lifted. It is less and less possible to define the identity of European societies and Europe as a whole in terms of ethnicity. The inclusion of others (Habermas 2005) changes one's own society and vice versa.

An exemplary group representing this fundamental change is the second generation of Turkish migrants, especially female ones. This can be studied well comparing the educational situation of Turkish immigrants in Germany and the Netherlands, in the two EU countries with the largest Turkish communities. In Germany for example, 31% of the naturalized males had a Gymnasium or Fachhochschule diploma, compared with 24% of the females. The percentages for males and females with Turkish nationality were equal, at around 22%. There is also an overrepresentation of females without any diploma. Things have been improving for some time, but this somewhat improved picture for girls in education changes when we look at labour market data in Germany and the Netherlands. The percentage of ethnically Turkish women in Germany aged 20-26 who are neither working nor studying is 37%, compared with only 6% of the men.

In the Netherlands, girls of Turkish descent have now overtaken the boys. 63% of them are reaching a middle or higher educational level, compared with 55% of the boys.

Compared with Germany, Turkish females in the Netherlands more often pursue higher education. When they enter the labour market, they occupy higher-level positions. The symbolic

value of this for all migrant girls of Turkish descent can hardly be overestimated. Such role models influence the whole migrant community, and potentially Turkish society and the societies of the European Union as a whole.

You will have heard about Aygül Özkan, the first German minister of Turkish descent, who has just been sworn in the German federal state of Lower Saxony, my home region. As a role model representing empowerment, she has a strong impact on German as well as Turkish Society.

Education and Health as basic opportunities in life:

According to the Alma Ata Declaration of 1978, health is a basic human right. Unequal distribution of health status is unacceptable.

Some of you know that I have been leading the Ethno-Medical Center Germany, based in Hanover, for over twenty years now. My main focus in research and practice is the interconnectedness of education and health (Salman 2001).

The interconnectedness of education and health is clearly visible in some of the basic data in international statistical comparisons (Fischer Weltalmanach: 558 ff.).

Health investments in Germany account, for example, for 10.6% of the gross national product, compared with 4.6% in Turkey. The literacy rate is almost 100%, whereas in Turkey it is 96% for boys and only 81% for girls according to the statistics of 2006. The enrolment rate for elementary schools is 98% for both boys and girls in Germany, while in Turkey it is 93% for boys and 89% for girls for 2006.

Education as acquisition of the means for orientation in a complex world is today of the same vital importance as the classic bio-psycho-social vital functions (Waldhoff 2009: 247 ff.). This becomes especially clear in the context of unequal knowledge about health.

We do not know much about the gender specific interrelatedness of education and health in migrant populations (Crul & Schneider 2009, Llacer 2007). International and national research is very sparse and does not match the vital importance of the topic - vital because health knowledge does not only influence life opportunities for women, but also for children and even for men. Opportunities for full physical and psychological health are fundamental. We do know that three dimensions - gender, ethnicity and social class - form the basis of social inequalities in health (Llacer 2007). Immigrant women belonging to visible minorities may face triple discrimination as immigrants, minorities and women. Ethnic discrimination and cultural distance display strong associations with mental disorders among immigrants (Llacer 2007; Machleidt/Salman/Callies 2006). This effect can be moderated by coping skills and resilience.

From migrants to migrants/empowering women for healthy lives:

Although scientifically validated knowledge on the health of migrants in general and especially of female migrants is sparse - indicated by the way unequal power structures in the academic world influence the selection of research topics and the allocation of research grants - enough experiential knowledge exists about these damaging circumstances.

In response we developed the MiMi project - with migrants for migrants (Salman 2008) at the Ethno-Medical Center, within a public health approach (Rosenbrook/Kümpers 2006). MiMi started in 2003. Since then, the project has expanded to 37 cities and involved more than 120,000 immigrants. The goal of the project is to recruit, train and support intercultural mediators to educate their own migrant communities about the German health system and a range of health topics. Migrants with a high social and educational standard, mostly women, inform other migrants with a lower social and educational standard through health promotion and prevention and motivate them to live healthier lives and make better use of the services the German health system offers. The programme does not see migrants as victims, but as experts in their own cause who have often developed positive coping strategies and resources from their personal history.

This is best practice, showing all of us that the vital interests of all people, like access to health and education have to be secured for everyone, including disempowered minorities of any kind. To achieve this, the self-activation of minorities is as important as the development of improved institutional arrangements in societies, for example more open structures in the educational and health sectors and in the labour market, promoting open societies as our core value.

\* \* \*

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